


Make  something people love.
Spread that love.

Always be growing

- Personal Growth
- Company Growth
- Substly Spirit
- Structure/processes

“Organisational growth is driven by the personal growth within the organisation”


Substly proverb





Improving the way companies work

- Optimise software usage
- Eliminating time-consuming work
- Finding the best tools
- Help vendors make better products



A place people aspire to work at

- Business as unusual
- Try cool things
- Build reputation
- Never stop hiring
- Sustainable business model

“We succeed and fail together.
The point is that we do it all
together.”

Substly proverb

We look for...

...people with strong drive, commitment and self-motivation.

...creative and smart people that want to have an impact on the world.

...people that share thoughts, ideas and opinions openly and broadly.



World class teams...

- ... show vulnerability and trust each other completely.
- ... find the best solutions by discussing ideas uninhibited and without prestige.
- ... engage themselves fully in the decisions and action-plans of the team.
- ... take collective responsibility for achieving targets and goals.
- ... focus on getting results and on the success of the team.



**I'M BRAVE AND FIERCE AND
CAN DO HARD THINGS**

Feel like you would belong?

Join the #substlyspirit at
careers.substly.com