

Black Marble

Maintaining high standards through the
development of first class IT professionals





Maintaining high standards and inspiring high performance

Black Marble is a software development and IT consultancy house based in the North of England that thrives on problem solving and helping customers through the delivery of a range of innovative software solutions.

They maintain a close relationship with Microsoft as a Gold Certified Partner, as well as holding numerous industry level qualifications and recognition as Microsoft Valued Professionals. Black Marble also enjoy corporate membership of BCS, The Chartered Institute for IT, for their IT professionals through the Group Membership scheme.

Currently boasting a high number of BCS Chartered members, Black Marble's approach to ensuring the continuous professional development of its staff is second to none.

A valued partnership

Robert Hogg is a Fellow of BCS, a grade which is awarded to the most senior and respected professionals in the field of IT. Robert has seen the value that a relationship with BCS has brought to his organisation, as he explains:

"We've always promoted BCS as the professional organisation for people in IT. Membership of BCS had long been encouraged within the organisation and is mandatory within some divisions, so when we discovered the Group Membership scheme it made perfect sense for us".

BCS Group Membership allows Black Marble's IT professionals to take advantage of a range of corporate benefits while helping the organisation maintain a high standing within the industry, and reinforcing and rewarding the hard work of both the organisation and its staff:

"Our work ethos at Black Marble is that hard work equals high reward. The networking opportunities, knowledge and resources provided by BCS are important factors in aiding the professional development of our staff. Company policy now states that if you

are a technical person at Black Marble then membership is mandatory; CIPD is preferred. In senior posts you would be expected to hold CEng status. All of our software development professionals have to be CEng. Some already have this award and some are in the process of applying".

Encouraging continuous professional development

Black Marble has put a huge amount of effort into creating a superb office environment, offering fantastic staff training packages, and, particularly for software development staff, providing them with the latest technology they need to allow them to operate to the best of their abilities.

Although already working to very high standards, Robert has noticed an increased awareness and interest in the industry, particularly among the more senior software developers:

"We are fortunate that those we employ are consummate professionals anyway, and we use BCS to make sure they continue to adhere to the professional standards of the industry. As our developers move into more senior positions we find that they naturally become increasingly aware of the importance of operating within codes of conduct; of really taking ownership of their work and recognising the benefits that operating as part of a professional body provides."

Recognising high levels of IT professionalism

Black Marble recognise that IT is a rapidly changing industry and that there is much work to be done for the future, requiring not only the development of their staff in line with industry best practice, but also promoting the added value that belonging to The Chartered Institute for IT can bring.

Robert continues: "It's all about first class delivery, by professionals operating at the highest levels and to the best of their abilities. People want things done correctly first time, and they want them to work. Professionalism is the key; the way it has to go".

BCS Group Membership provides Black Marble staff with a foundation from which to develop as IT professionals, with the backing of their own organisation and the support of BCS, making sure they have everything they need for successful and rewarding careers.

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Robert Hogg,
Managing Director, Black Marble