



Hello all.

November 2017

I spend a lot of time advising modellers online and enjoy your company - and as a result, we sort of “know” many of you through your emails and, of course, forum posts, so I thought I’d also let you and those modellers who take the trouble to visit our website know that we are currently looking for new staff to work with us in our UK DCCconcepts offices, which are located in Settle, North Yorkshire.

So: what are we looking for?

- We have no pre-conceptions as to age or gender, and we are not hung up over qualifications.
- Similarly, if you have model railway friends across the channel, or if you live in Europe, we would also welcome any EU citizen from a country traditionally positive to our hobby as long as the candidate has reasonably good English language skills.
- Also of course - a modeller in other areas, rather than an exclusively railway modelling candidate, may also fit in with us – the important thing is the overall skill set, and, a genuine interest in modelling.

The things directly below are not all the things in our mind – but without them, success is not likely.

- First and foremost is an enquiring mind, a willingness to learn and a real interest in the hobby.
- Next, good communication skills and a genuine ability to work positively with others.
- A willingness to contribute and speak your mind when necessary to help us grow positively.
- Plus, a positive, proactive approach and a willingness to go the extra mile when needed.
- And, an ability to do more than one thing at a time – with a smile... when it is needed.

More pragmatic things of interest to us include:

- You will probably be within reasonably easy commuting distance and able to work in Settle on a normal “office hours” basis. If that is not possible, it will not necessarily eliminate you BUT being semi-remote is only possible for specific roles and affects employment basis & income structure.
- You will need to be reasonably flexible as to days off – while shows, etc, are always planned well in advance, sometimes things DO get in the way of weekends.
- Our rosters also share the weekends among all staff in normal times. (ie: you would be working with a staff roster that fairly balances staff loading in an office that is open 7 days a week)
- For some roles (as well as commuting) you will certainly need a relatively clean driving license with a reasonably positive insurance history.
- You may well also need a willingness to travel within UK and Europe if that is the direction your skills take you with us.
- A good creative ability would also be quite helpful.

The following characteristics and skills are of also of very great interest to us.

- Competence and preferably fluency in a second language. (French, German, Dutch, any of the Scan languages – or in English if you were born on the other side of the channel)
- An ability to communicate clearly, good organisational and probably some sales skills.
- An ability to listen well. Patiently sometimes / on occasion. This skill is essential both when working in a team and when selling - or trying to help ~ communicating with our customers.
- Good or at least reasonable computer skills (we use mainly Microsoft office software and the Adobe creative suite). We would also love to find a staff member that is also able to use web software or CAD software (either 2D/3D CAD ability would be useful from time to time).

The jobs are all fully tenured and essentially full time. (We could possibly consider a flexible part time candidate on request, but no promises).

What we will offer to anyone will of course only be detailed in confidence and face to face:

However, the salary that we offer is above average, added benefits are negotiable and in general, those who work with us now all seem to genuinely enjoy their work time. (No need to take my word for it - you will be able to ask them about it as part of the overall interview process).

If you are not interested yourself – please DO feel free to pass this to other modellers you know, in UK or of course, across western Europe.

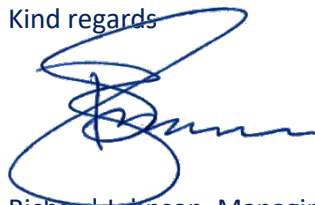
So: please make ALL enquiries that may need a pragmatic or detailed response to rejohnson@dcccconcepts.com and title any email related to this subject **“Working with DCCconcepts”**.

Please add whatever you wish in the way of attachments or information to the email - and - also at the very least include your address and day time phone number.

I will respond to all applications but please be patient – it may take me a day or so to come back to you.

I look forward to hearing from you.

Kind regards

A handwritten signature in blue ink, appearing to read 'Richard Johnson', written over a large, stylized circular scribble.

Richard Johnson, Managing Director.