

**Acquia**

EXPERIENCE DIGITAL FREEDOM

# The Acquia Experience

Your guide to culture at Acquia



**Dedicated to our people  
who make Acquia possible**

**OUR MISSION**

To deliver the universal platform for the world's greatest digital experiences.

**OUR VISION**

To make it possible for dreamers and doers to craft the digital world.

“In order to create a world-class customer experience, you must first invest in your most important customers – your people.”

- Heather M. Hartford, Chief People Officer, Acquia



# Our culture is everything to us.

We believe that a stellar people experience fuels an incredible customer experience. Everyday, we extend boundaries to achieve the extraordinary, both for ourselves and for our customers.

Our global people-first culture is our greatest strength, and we are inspired by the amazing work that our team does every day. Transforming the digital world impacts the future in more ways than we can imagine.

Acquians are lifelong learners. We're innovative, ambitious, collaborative, transparent, curious, and passionate.

## **Committed to Awesome.**

Our passion is achieving the extraordinary.

## **Do the Right Thing.**

We value integrity, honesty and respect.

## **Give Back More.**

We are born from community.

## **Jump in & Own It.**

We never say "That's not my job."

## **Dare to be Different.**

Be who you really are. We welcome authenticity and diversity. We are dreamers and doers. We make ideas real and we have fun doing it.

**Our Core DNA helps  
guide us as we innovate**

# Acquia Beliefs

## **HISTORY & OPEN SOURCE ROOTS /**

We believe not only in open source, but in an open culture.

## **ETHICS /**

We believe in doing the right thing.

## **INCLUSION & DIVERSITY /**

We believe we're better together.

## **GIVE BACK MORE /**

We believe in supporting our global communities.

## **LEADERSHIP /**

We believe that the best managers are coaches.

## **BUILDING A WORLD-CLASS TEAM /**

We believe that incredible talent is found in unexpected places.

## **THE NEW HIRE EXPERIENCE /**

We believe in an onboarding experience that empowers our team to not just succeed, but thrive.

## **EXTRAORDINARY PERFORMANCE /**

We believe in stretching ourselves to achieve the extraordinary.

## **CAREER DEVELOPMENT & GROWTH /**

We believe that Acquians are in the driver's seat of their career.

## **BENEFITS & PERKS /**

We believe in providing best-in-class benefits and perks.

## **ALUMNI /**

We believe that once an Acquian, always an Acquian.

# Our History

## THEN: Bringing Drupal & Open Source to the enterprise

Acquia is co-founded by CTO Dries Buytaert, the original creator and project lead for Drupal, an Open Source platform for building websites and digital experiences. Today, we enable the world's most ambitious brands to embrace innovation, experience digital freedom, and create customer moments that matter.

The secret to our success? Our team.

## NOW: The Open Source Digital Experience Company

Leading  
**Drupal &  
Mautic**  
Open Source  
communities

**25+**  
customers  
in Fortune 100

**Global**  
Partner First  
Program

**Acquired**  
Mautic, Cohesion,  
AgileOne & Widen

**4,000+**  
customers  
across sectors

**94%**  
customer  
satisfaction rating

**1,200**  
Acquia employees  
worldwide



“At Acquia, we’re standing on the shoulders of giants: the thousands of incredibly talented people and organizations in the Drupal Community.”

– Dries Buytaert, Founder, Chairman, Chief Technology Officer, Acquia

**OPEN SOURCE ROOTS**  
**We are born from community.**  
**Our connection to Open Source**  
**is woven into our DNA.**

## **A TRULY GLOBAL TEAM**

**We believe that greater flexibility in where we work allows us to attract and retain top talent and also allows Acquiains to prioritize work/life integration to bring their best selves to work**

We are passionate about Customer Success. As a globally distributed team, working from more than 30 countries, our worldwide footprint allows us to extend boundaries and achieve the extraordinary with our customers.





## Ethics

Integral to our Core DNA is to “Do The Right Thing.” We work hard to preserve the trust and responsibility that our customers, business partners, and teams place in us. Our goal is to maintain a culture of inclusion and ethical business practice.

**We believe in doing the right thing.**

As Acquians, we treat one another with respect and work to create a safe and welcoming environment every single day. We support this by providing education and resources to all team members, which guide our decision-making to be fair and ethical.



## We believe we're better together.

At Acquia, we value the differences in our life experiences and viewpoints. We believe that cultivating and supporting a diverse team globally is directly tied to our success as an organization, fueling greater innovation, productivity and business outcomes.

### **Diversity is the spectrum of human difference.**

Diversity is the spectrum of human difference. Valuing Diversity at Acquia celebrates our unique differences in background, identity, ideas and experiences. The power of human difference makes us stronger together.

### **Equity is the equal opportunity for all people.**

Equity means an environment free from bias, harassment and discrimination. At Acquia, valuing equity also means we support individualistic needs of team members. When people feel valued and respected they can be more innovative and make greater contributions.

### **Inclusion empowers all people to access the same opportunities and challenges.**

Inclusion provides for the same level of respect and value regardless of inherent or perceived differences. Valuing inclusion at Acquia means we are committed to building community and connection, and welcome all voices and beliefs.

# Inclusion & Diversity

We are proud of the diverse perspectives that our team brings to Acquia each day, as well as our inclusive, supportive, and welcoming environment. We celebrate that each Acquian has a unique background, experience, and point of view which makes us stronger and helps us win as one.

### **Inclusion at Acquia means:**

- / Diverse ideas and perspectives are welcomed and encouraged
- / Feeling valued both as a team member and as an individual
- / Being able to bring your authentic self to work every day

We have Employee Resource Groups (ERGs) lined with our commitment to cultivate DE&I and Acquia's DNA including but not limited to:

### **Acquia ERGs:**

- / Women at Acquia (WOA)
- / Acquia Alliance of Black Leaders for Excellence (AABLE)
- / Pride, Veterans and Supporters of Acquia (VSA)





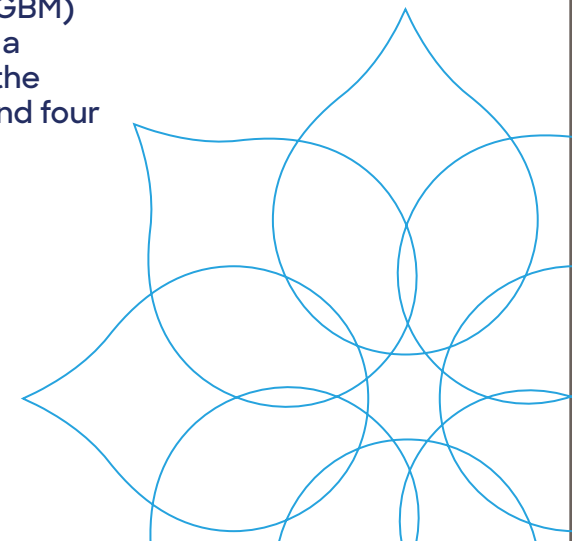
## Give Back More

# We believe in supporting our global communities.

**Acquia's Give Back More Mission:** Support Acquia's DNA, Give Back More, supporting the community via volunteer opportunities, educational programs, mentorship and more.

**Give Back More Committee:** The Give Back More Committee (GBM) is comprised of Acquians across the globe. GBM Committee is a global volunteer committee unified by the mission to support the communities we serve. Volunteer initiatives are centered around four key pillars:

1. Mentorship & Education
2. Environmental Health
3. Underserved Communities
4. Technical Give back





## Leadership

# We believe that the best managers are also coaches.

As Acquians, we are leaders. As managers, we are coaches. Our approach to management and leadership is rooted in trust. This means guiding rather than telling, and teaching rather than directing.

We believe that the role of our managers is to empower their teams with the autonomy to stretch, develop, and have meaningful impact. Here, feedback is continuous, two-way, and constructive. We view feedback as an opportunity to grow and learn, to evolve both professionally and personally.

We offer dedicated management and leadership training designed to help our people managers motivate, inspire, and develop high-performing and engaged teams.



**“As a leader, developing your people is one of the most important things you can do. Always think creatively about opportunities for your team as you coach and guide them. You may be surprised at what you learn.”**

- Vangie Cleversey, Customer Success



## Building a World-Class Team

# We know that incredible talent can be found in unexpected places.

We are always looking for new Acquians who are inspired by our Core DNA. When building our teams, we seek those who offer a new perspective, embrace challenge, and want to make a difference. We look to surround ourselves with colleagues who are lifelong learners, and who believe in leadership from every seat.

### Your Story Starts Here

[Acquia Careers](#) →

Attracting top talent means creating engaged communities, delighting our candidates, and delivering a best-in-class hiring experience. We are proud of the partnerships and programs we maintain, such as [Treehouse for Teams](#), [Girls Who Code](#), and our co-op program. We view every Acquian as a [#TalentScout](#), and our passion is infectious. [Come join us.](#)

# Acquia Foundations

## Preboarding /

A sneak peek into your Acquia Foundations Onboarding Experience with pre-boarding materials and an opportunity to get a headstart on any required onboarding forms and benefits information.

## Immersion /

Acquia Immersion is a quarterly immersive, interactive multi-day program designed to align new Acquians on our vision, mission, and strategy and empower them with the ability to articulate how we drive value for our customers.

## Month One Experience /

**Day 1 Jumpstart:** All New hires attend the Day 1 orientation inclusive of high level product and people program overview and meet fellow new Acquians.

**Learning & Development Session:** A deep dive into Acquia's learning programs including our online learning management system, Acquia Academy, overview of the New Hire Learning path, and further opportunities for professional, leadership and technical skill enhancement.

**New Hire Social:** Every month we host a New Hire Social with Acquia Trivia as a fun way to learn more about Acquia and meet other new Acquians globally.

An onboarding experience that empowers our team to not just succeed, but thrive.





## Extraordinary Performance

# We believe in extending boundaries to achieve the extraordinary.

Our shared success is built upon strong alignment and visibility of goals, continuous feedback and mutual accountability. We use the OKR methodology to drive team success. Our OKRs are aligned to top Company Vital Few Objectives - moving us together in the same direction.

Vital Few Objectives

Objectives & Key Results

1:1s & Continuous Feedback

Career Conversations



Quarterly Check-Ins

Our performance practices are designed to challenge us to execute together on the initiatives that will have the most impact on the Company's success. We also have a set of Leadership Competencies that define what it means to lead at Acquia.

# Dont just come to work. Grow your career at Acquia.

Achieving the extraordinary is no easy feat. We are committed to offering every Acquian opportunities to learn, stretch and grow. Our culture of continuous, lifelong learning allows us to thrive and create a lasting impact, both personally and professionally. Our Professional and Management Development Programs will help you grow your career at Acquia.

**CONNECTION** / Help you to build relationships with your peers, mentors, and managers

**CONTRIBUTION** / Realize your power to contribute to Acquia's vision, mission, and success

**GROWTH** / Grow your career through stretch opportunities, professional development programs, and peer-to-peer learning

**We believe that you are in the driver's seat of your career.**

[Download Program Guide →](#)

## Career Development & Growth

We are proud of the workplace recognition we have received globally. To see our latest workplace awards check out our Careers page [here](#).



# Benefits & Perks

## We believe in providing best-in-class benefits & perks.

Acquia is proud to provide best-in-class offerings globally that allow each employee to select the options that meet their needs. Our benefits support our employees and their families in maintaining both a healthy body and a healthy mind. We're proud to offer both a variety of global benefits and best-in-region offerings tailored to meet our team's needs.

- / **Competitive Healthcare Coverage:** Provided to care for you and your family
- / **Take It When You Need It Time Off:** We trust our employees to do the right thing
- / **Parental Leave Programs:** Paid maternity, paternity, partner, & adoption leave, plus a returning parent transition program
- / **Recognition Programs:** Acquia Props peer-to-peer recognition program, DNA Drupal Drop Awards, Night Out On the Town Award, and Acquiaversary Program
- / **Global Wellness and Perks:** Headspace membership for all Acquians, Employee Assistance



# Acquia Alumni Network

**We believe that once an Acquian,  
always an Acquian.**

We believe that the connections you make at Acquia can last a lifetime. We take great joy in staying connected to our alumni network, both professionally and personally. If you're an Acquia Alumni, stay in touch and up to date with all things related to Acquia. Don't be a stranger!

[Get connected /](#)  
[Refer a friend /](#)  
[Never miss a beat /](#)  
[Say hello /](#)

## The Acquia Experience

Interested in joining Acquia?  
[Check out our open positions here!](#)



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