



Raytec Candidate Pack |

Who Are Raytec?

Founded in 2005, Raytec are the world leaders in LED lighting for safety and security. We have over half a million products actively in service and employ over 100 staff. We have two offices located in Northumberland, UK and Ottawa, Canada and distribute to over 70 countries worldwide. Our products have been installed in some of the most challenging environments on planet earth from the Arctic Circle to the Jungles of Borneo.



The Lighting Experts

Raytec and all our people are 100% focused on lighting. Everything from product design, to manufacture, to sales and after sales service is under one roof at our Global HQ in Ashington, Northumberland.



Leaders in LED

Founded in 2005, each and every Raytec luminaire produced is built around LED technology, with over half a million products currently in service. Our products deliver class leading performance and reliability.



Committed to Technology

Raytec have a strong reputation of leading from the front. We are passionate about creating new, exciting products. Our philosophy is 'innovation+illumination' and we will always look to lead lighting trends in the market.



Education in Light

We offer seminars, technical guides, white-papers, practical videos and set-up advice to our customers around the world. Our free Lighting Design Service also helps customers to specify the correct products, lighting levels and locations - to a standard unmatched in the industry.



The Optex Group

Since 2012, Raytec has been part of the Optex Group of Companies. Optex are a Japanese PLC and world leaders in security detection sensors, door sensors and machine vision lighting. Today, they employ over 2000 employees and include over 30 separate companies around the world, delivering products and services globally.

Want to know more?

Take a look at our company video to see more of what goes on at our HQ in Ashington.

[View now >](#)



Timeline

2005 - 2025

2005



Raytec Formed

2008



We moved to a new 12,000 sq ft factory

2009



Raytec are acquired by Geutebrück GmbH in Germany



Opening of a North American sales office in Ottawa, Canada

2010



Raytec provided surveillance lighting for the 2010 Vancouver Winter Olympics

2016



Launch of VARIO2

2015



Launch of SPARTAN Linear

2013



Launch of VARIO IP - the world's first network addressable surveillance lighting



First SPARTAN products sold

2012



Raytec provided surveillance lighting for the 2012 London Olympics



Raytec are acquired by Optex Co. Ltd, a Japanese PLC

2017



Moved to a new 30,000 sq ft factory

2019



Raytec acquired the assets of Low Carbon Lighting



Launch of PULSESTAR pulsed illuminators for Traffic applications



Launch of VARIO2 730nm illuminator to see through car windscreens

2020



Gardasoft lighting products transferred to Raytec

2025



Raytec acquire Atexor Oy based in Finland



Staff numbers now - 106 in total. 98 at Raytec Ltd and 8 at Raytec Systems Inc.



Consolidated annual sales reach £20 million for the first time

2024



SPARTAN Recess launched



Raytec acquired the assets of EPS (Electronic Process Solutions Ltd)

2023



Achieved Carbon Neutral Status for the first time

OUR VISION

To have a global footprint without leaving a footprint on our planet



OUR MISSION

LED lighting is what we specialise in. It's what we do. Nothing else. Our mission is to provide smarter lighting for your safety and security.

OUR VALUES

EXPERTISE

We strive to be the experts in our field. We use our knowledge and experience to deliver outstanding products and customer service.

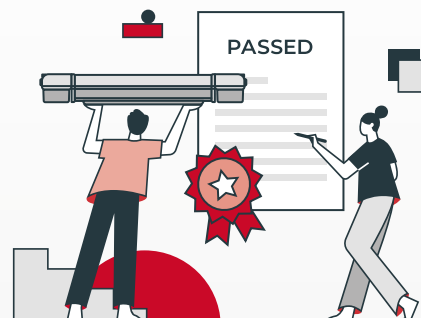


INITIATIVE

We're not content with standing still. We push boundaries and improve how we do things on a daily basis.

INTEGRITY

We're honest, approachable, and open to change. We set high standards and take pride in the work we do.



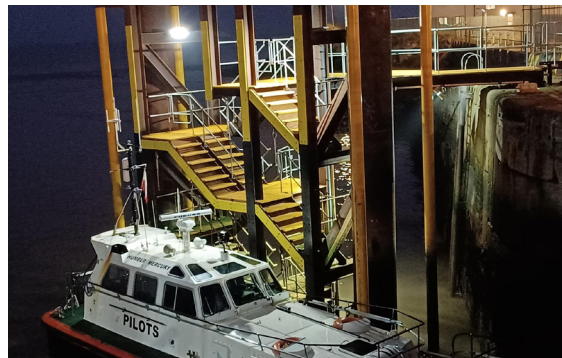
Our Markets

Raytec operate as a premium lighting manufacturer in four main niche markets:

Lighting for Hazardous Areas



Lighting for Heavy Industrial Applications



Lighting for Security and Safety



Lighting for Intelligent Transport Applications



Our Products



[Explore the range >](#)



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SPARTAN

SPARTAN is our range of hazardous area LED luminaires used in applications where there is risk of explosion due to gas or dust. SPARTAN products are commonly used in oil and gas applications such as offshore oil rigs and refineries, and in industries such as pharmaceutical plants and distilleries.

SPARTAN luminaires set the industry benchmark, offering the most flexible, durable and maintenance friendly solution on the market. As world leaders, Raytec lead from the front and have a strong reputation for creating innovative and exciting new products. This includes our Intelligent Emergency range which is the first of its kind.

VARIO2

Raytec are the world leaders in LED lighting for surveillance and security. Our high performance LED illuminators are used as part of surveillance systems to improve the performance of CCTV cameras in the dark. VARIO is our signature brand and trusted all around the world.

Since 2005 we have led innovation in the market and produced several product firsts such as IP PoE and Hybrid lighting, as well as Adaptive Illumination, Interchangeable Lens Technology. We are particularly proud of VARIO2 IP PoE, the first range of network illuminators available in our market and a sign of our commitment to innovation + illumination.

WARRIOR

We also offer a full range of Heavy Industrial luminaires for demanding applications. Housed in Marine Grade Aluminium, our WARRIOR range shares core technology with our SPARTAN products making them tougher and more robust than most industrial luminaires and perfect for demanding environments that need reliable and high-performance illumination.

Typical applications include; Ports & Harbours, infrastructure and transport, large manufacturing sites and multi-use sports facilities. WARRIOR is our heavy industrial brand.

PULSESTAR

Raytec have many years experience in designing and supplying lighting solutions for transport systems around the world including some of the largest LPR/ ANPR installations. PULSESTAR, our range of pulsed LED illuminators, allows cameras to see images of fast-moving vehicles, number plates and passengers. We also provide high power Infra-Red, White-Light and 730nm units for the design of several transport applications including road tolling, barrier control and smart motorways.

Premium Levels of Quality



Every Raytec product is designed and manufactured from our Global HQ in Ashington, UK. We are committed to UK manufacturing and also use local suppliers where possible.



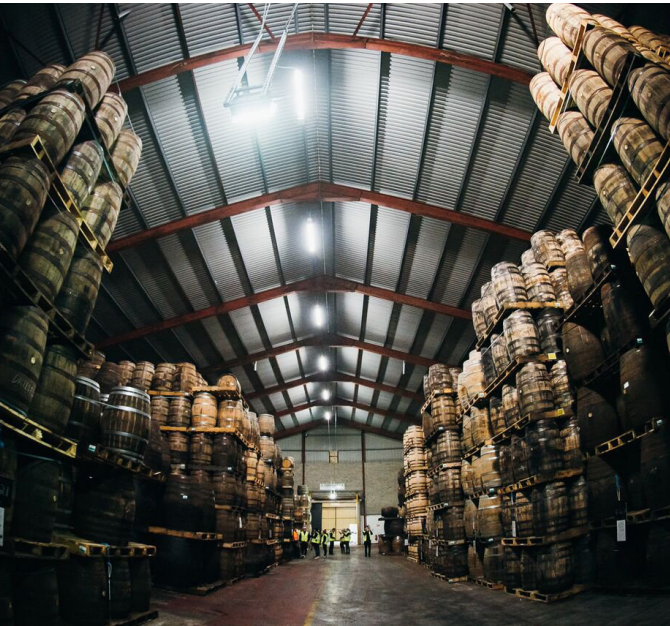
Raytec is certified to the ISO9001 quality management standard, an international standard that demonstrates our ability to produce consistent products and services to meet customer and regulatory requirements. Our business is built on high performing products built to the highest quality standards.



Raytec is committed to a Green Philosophy. The company holds ISO14001 accreditation, an environmental management system that helps us minimise how our operations processes negatively affect the environment.



Examples Of Our Work



Teelings Distillery, Dublin



Gregg's Drive-Thru, UK.



City Surveillance, France.



Tokyo Tower, Japan.

Working at Raytec

Raytec value their employees and understand that hard work and commitment should be rewarded. By investing in our employees, this leads to healthier and happier staff and a better working environment where people can grow.



The Long Service Club

We believe long-term retention and development of talented employees is at the heart of a successful business. To recognise and reward employees who make the greatest contribution to Raytec, we launched the Raytec 10-year club in 2017. We have a high staff retention rate, with over 32% of staff now working at the company for over 10 years.

Each member of the 10-year club receives a number of perks on entry to the club and ongoing annual perks.

**“ 32% of staff have been at
Raytec for over 10 years ”**

Career Development

Raytec have a track record of developing staff into managerial roles. This includes several graduates who have since developed into department managers. We understand the importance of staff progression in engaging and motivating employees and believe in both upwards career development and developing new roles to challenge, motivate and reward our employees.

By supporting their growth in the company, it reflects our trust and investment in our employees as we want them to develop and continue their learning.

Investors In People

“Most of us will spend 80,000 hours at work together. So, let’s improve how we do that with each other. Making work better for everyone...”

- Investors in People

Raytec are proud to have been accredited Investors in People Silver. This recognises our efforts to improve performance through the development of our people. By driving the business forward, we can create a strong company culture.



Raytec Health and Wellbeing (RHAW)

At Raytec, we are passionate about creating a healthy and happy workforce. By addressing health issues early and promoting a healthy lifestyle, the RHAW team prioritises the needs of our employees. The key areas important to our staff are identified through an annual Health Needs Analysis survey. Throughout the year, the RHAW team carry out several fun, informative activities and regularly shares information to address these areas.

Raytec Benefits:



- Attractive salary, pension & bonus scheme
- Health care scheme
- Employee focused induction process
- Good opportunities for career and personal development
- 25 days holiday, up to 30 with long service, plus bank holidays
- Early Friday finish
- The Raytec Employee Club (TREC) which hosts regular social events and sports activities
- Free coffee, tea, filtered water and fruit
- Free onsite monthly catering
- Annual family fun day
- Long service incentives and rewards
- Cycle to work scheme
- Christmas Hamper

Employee Testimonials



Leigh Macrow – Customer Support Specialist

"I've been working as a Customer Support Specialist at Raytec for 11 years. It's a varied role, as I support customers over the phone, by email, via live chat, and sometimes face to face. Every few years, we hold partner conferences, which is a great chance to finally meet some of the customers I speak to regularly. There are also opportunities to visit and present at trade shows, which adds even more variety to the role."

Raytec is a great place to work. The team is very friendly, and we regularly organise social events that bring different departments together. Each June, we attend Plate Day at Gosforth Races, and we also have a Christmas party in December. In between, we have different social events too. Employees who have been with the company for over 10 years are celebrated annually with a half day and a meal out and drinks together."

Over the years, I've developed strong communication, organisational, and problem-solving skills, along with the ability to think outside the box to find the best solutions for customers. When new roles become available, everyone is encouraged to apply, regardless of department, which creates real opportunities for career progression."



Sarah Shires – Talent Development and Performance Manager

"I've been with Raytec for over 11 years, and during that time I've had the opportunity to develop my skills and contribute to several areas of the business. In my role as Talent Development and Performance Manager, I've supported onboarding, performance processes, training, and wider development initiatives across the organisation."

What I've enjoyed most is helping others grow, creating clarity in how we work, and continually improving the tools, training, and processes that enable everyone at Raytec to succeed."

I'm proud to have been part of an organisation that encourages innovation, supports learning, and trusts its people to make a meaningful impact. My career at Raytec has been rewarding, challenging, and full of opportunities, and I'm grateful to have played a part in its ongoing success."



Mark Gibson - IT and Facilities Engineer

"I am the IT and Facilities Engineer on site and have been with Raytec for 8.5 years. My primary responsibility is ensuring that all IT systems operate reliably and efficiently, while also supporting the day-to-day facilities needs of the site. I additionally oversee and manage projects related to IT and facilities improvements."

Working at Raytec feels like being part of a large family. I value the variety in my role—no two days are the same—and I enjoy the challenges that come with supporting both IT and facilities. I originally joined Raytec in a combined Product Support and IT position, but over time my responsibilities have evolved, with IT becoming the main focus as our systems have grown and required further development."

Employee Testimonials



Muskaan Paintal – Content Marketing Executive

"I work as a Content Marketing Executive at Raytec and have been with the company for two years now. The overall environment is incredibly welcoming and supportive. The leadership team is approachable, encouraging, and invested in helping individuals grow both personally and professionally."

There's also a strong focus on staff engagement and wellbeing. We have weekly sports sessions as well as regular social events including trips to the races, monthly buffet days, and our annual Christmas party. There's always something to look forward to.

Professional development is a clear priority at Raytec. I've consistently been encouraged to pursue training opportunities and explore areas of interest beyond my core role. There are plenty of opportunities to try new things, build skills, and take on responsibility."



Jack Hollinshead – Accounts Assistant

"I work in the Accounts team as an Accounts Assistant and have been with Raytec for over 16 months. My role involves supporting the finance function and mentoring our finance apprentice, with my main responsibilities focused on monitoring the sales ledger and preparing reports. I really enjoy working at Raytec, as the variety in my role allows me to continually learn and develop. We have a great team, which makes coming to work even more enjoyable - and have some fun TREC do's! Raytec has also supported my professional growth by putting me through my next level of AAT and providing opportunities to attend additional training courses."



Connor Turnbull – Assembly Operative

"I am an Assembly Operative working in a fast-paced environment, assembling both hazardous and security products. I am currently in my fifth year with Raytec and am keen to continue my development within the company, with the aim of progressing into a line leader role as my skills and experience grow. I value the company culture and benefits, including a monthly free meal, a range of activities throughout the year, a competitive bonus scheme, and health insurance."

“ 93% of people agree that Raytec is a great place to work ”

Step Inside Our Factory...

