



## Join our community **#TeamNorthumberland**

Contact us:

Recruitment Team - [hrrecruitment@northumberland.gov.uk](mailto:hrrecruitment@northumberland.gov.uk)

Staff bank - [temporarystaffing@northumberland.gov.uk](mailto:temporarystaffing@northumberland.gov.uk)



### What can we offer you?

#### **BENEFITS & PERKS**

- Annual leave up to 31 days
- Flexi scheme
- Local Government Pension Scheme
- Agile Working
- Car lease scheme
- Free parking at Council sites
- Charging ports at County Hall
- Salary Sacrifice
- Family leave provisions
- Discounted airport parking
- Cycle to work scheme
- Annual pay increments
- In-house payroll & HR service



#### **DEVELOP & THRIVE**

- Welcome Induction
- Coaching & Mentoring
- Career progression
- Apprenticeships
- Graduate scheme
- Secondment Opportunities
- Living Leader course
- E-Learning packages
- ASYE Academy (Social Workers)
- Supervisions
- Appraisals
- Volunteering leave
- Staff recognition awards

#### **DIVERSITY, EQUITY & INCLUSION**

- DEI Team
- Staff networks\*
- Free Occupational health checks
- Disability confident scheme
- Psychological wellbeing co-ordinator
- Staff surveys
- Health & Wellbeing portal
- Wellbeing champions
- Northumberland Community Bank
- Staff Clubs



\*(Staff networks include: Armed Forces, ASD, Enable (disability), Pride, Menopause, Mental Wellbeing, Racial Equality)

# People First



We provide services to our people (residents, colleagues, members, partners, visitors and businesses) through lasting, genuine, relationships that make a positive difference to their lives and their communities. We listen and understand our people's needs and put them at the heart of our decisions.

# Excellence



We strive for the highest quality delivery of our services. This means being accountable for our actions and delivering on our commitments. We share and celebrate what works, are open and learn from what doesn't and take pride in continually improving.

# Respect



We are committed to building a trusting, caring and supportive environment for all our colleagues and communities. That means we are there for each other, act with empathy, value differences and encourage others to express themselves in order to collectively achieve our common goals. We treat others as they would wish to be treated.

# Resilience



We have robust controls, practices and support in place to protect our residents, our colleagues and our communities and empower them to thrive and live well. We are committed to acting sustainably in order to drive the right impact, over the long term, whilst ensuring best value for money.