

Benefits of Working for PECT

PECT is a charity working to create more sustainable places. It is satisfying to know that our work is making a real difference to the environment and for people.

We're committed to ensuring a positive working culture for all of our employees, and we recognise that the motivation, engagement and passion of our staff is central to the organisations success.

Here are some of the benefits of working for us:

PECT values

We believe in having a strong culture and our employees understand and work by a set of core values:

- *Proactive* - Forward thinking and enthusiastic in seeking solutions
- *Professional* – Meeting and exceeding our organisational professional standards
- *Empowering* – Supporting others with information and resources to help them take responsibility
- *Enterprising* – Innovative and opportunistic in our approach *Collaborative* – Seeking effective ways to work together and achieve more impact
- *Communicative* – Raising awareness of the work we do and other important sustainability issues
- *Transformative* – Creating real change to benefit people and the environment
- *True to our word* – We work with integrity and are consistent, fair, honest and open in our approach

Learning and development

We believe in developing and investing in our employees for their own personal development as well as the on-going success of the organisation.

We identify a specific budget each year to support staff development. In addition, we offer a variety of in-house training including regular lunch and learn sessions.

Flexible Working

Our flexible working scheme offers employees flexibility in their weekly hours.

Annual Leave

We offer 24 days' annual leave per annum plus recognised bank and public holidays.

Your annual leave entitlement increases to 29 days after completing 5 years' continuous service.

If you work part-time your annual leave and bank and public holidays will be calculated on a pro rata basis.

Pension

We offer a match contribution of up to 5% of basic salary into pension scheme.

Death in service

All employees up to the age of 65 are entitled to a death in service benefit of twice the employee's basic annual salary.

Health care

We offer all employees a health care plan with Westfield Health, which allows employees to claim back their costs up to a set amount for dental, optical, chiropody, therapy treatments and consultations. The plan also offers health and wellbeing services such as counselling and personal accident cover of up to £5,000.

Childcare vouchers

We operate a childcare voucher scheme through Computershare, which is a tax-efficient and flexible way for an employee to cover their child care costs.

Living Wage employer

We are an accredited Living Wage employer.

Away day

An annual day out of the office for strategy and team building.

Volunteering day

All employees are allocated one working day per year to volunteer in the community.

Social

Our nominated Social Secretary arranges 'out of hours' social events. Bring and share lunches are also a regular occurrence in the office and a nice opportunity to get to know your colleagues.