

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 organisation's 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:

- **Change** - We create sustainable places that are better for people and the environment
- **Expertise** - We use knowledge and experience to design and deliver meaningful work with real impact
- **People** - We have a strong and vibrant team who are committed to sustainability
- **Together** - We take collaborative action to create positive change

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 25 days' annual leave per annum plus recognised bank and public holidays.

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.

Living Wage employer

We are an accredited Living Wage employer.

Away day

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

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.