

WHAT WE OFFER



1. Competitive Salary with an annual cost of living increase applied from 1st April each year. Full time hours 35 per week
2. Island allowance of £2,532 (pro rata) per annum
3. Essential car user allowance £1,708 per annum (for applicable posts)
4. Defined contribution pension with matched generous employer pension contributions of 10%, plus salary sacrifice
5. Death in service payment 3 times annual salary
6. Training allowance – access to paid qualifications and a wide range of learning and development opportunities along with funded professional membership
7. Employee counselling – up to 6 sessions per employee
8. 40 days holiday (which includes 15 public holidays)
9. Enhanced company sick and family friendly pay
10. Contribution of £115.02 toward the cost of prescribed spectacles
11. A range of special leave covered in our terms and conditions
12. Moving house! 1 day off with pay, once every 12 months
13. Flexible/Hybrid working, all staff are expected to spend at least 50% of their working time in the office each week
14. Twice monthly staff team meetings
15. Team building days
16. Achieved the prestigious IIP Platinum award
17. Pleasant working environment at our main office in Lerwick
18. Birthdays! - we like to celebrate them. Our most important induction question is "what is your favourite type of cake?".