

Employee benefits

As employers, we pride ourselves on two things: being a caring, inclusive and ambitious team passionately driven to achieve our goals; and, nurturing our people – the foundation of our success.

Work-life balance: We offer home working as standard on Mondays and Fridays. Flexible working requests (including compressed hours) will be considered for all roles.

Positive, inclusive culture: Being an employer of choice is one of Hand in Hand's six strategic goals. We aim to have an 80% recommender score (measured via our yearly staff survey). We believe diversity drives innovation and excellence and aim for 33% of all new applicants to come from groups that are traditionally underrepresented in the charity sector.

Sector-best parental leave: Hand in Hand is committed to financially empowering families and breaking down restrictive gender stereotypes. We offer employees parental leave at 20 weeks' full pay or equivalent to new mothers or primary caregivers and 13 weeks' full pay or equivalent to new fathers or secondary caregivers (this also applies for adoption and surrogacy).

Five days paid dependents leave per year.

International travel: Visiting our programmes and meeting the entrepreneurs we support is one of the most exciting and rewarding parts of working for Hand in Hand.

Ethical pension scheme option and above average pension contribution. Join our team and we'll pay 6.5 percent of earnings into your pension each month (regardless of employee contribution). That's more than double the legal requirement of 3 percent.

Homeworking contribution: We provide a monthly contribution towards working from home costs, such as utilities.

Annual leave: 26 days a year, plus bank holidays. Increasing after two years' service by a day per year up to 30 days a year.

Cycle to Work scheme: Receive a bicycle worth up to £1,000 tax-free, repaid over 12 months by means of salary sacrifice.

Free mental wellbeing support, including counselling – via the Open Up Platform.