

What we offer

In addition to a competitive base salary, we have an exciting range of perks and benefits which we believe help you to learn well, work well and live well, including:

- ✓ Work with a highly talented team – inclusive culture
- ✓ 25 days' annual leave plus bank holidays (with the option to buy up to 1 additional working week)
- ✓ Discretionary days granted to cover the Christmas/New Year period
- ✓ Option to carry forward up to 5 days annual leave each year
- ✓ Mercia Save as You Earn (SAYE) Options Scheme – launching soon!
- ✓ Private healthcare plan
- ✓ Discretionary Group Bonus (subject to scheme rules)
- ✓ Life assurance at 4 x salary
- ✓ Electric Vehicle Scheme (with qualifying service)
- ✓ Wellbeing support – including a dedicated counselling service
- ✓ Company socials and more unique perks under Mercia Heart programme
- ✓ Pension Scheme with employer contribution up to 11% (with qualifying service)
- ✓ Enhanced Maternity & Paternity Leave/Pay (with qualifying service)
- ✓ We currently benefit from hybrid/flexible working arrangements. These are non-contractual and may be subject to change
- ✓ Regular 1-2-1's and access to our new Learning Management System for training and career development
- ✓ Income Protection Scheme
- ✓ Personal Accident Scheme
- ✓ Long Term Incentive Schemes
- ✓ Cycle to Work Scheme
- ✓ 2 Mercia Spirit days annually
- ✓ Annual Flu Vaccine
- ✓ Routine Eye Testing

