

Dear Prospective Applicant

Thank you for your interest in this role. We hope the job description and person specification we have provided has given you a good idea about what this job entails and the skills and experience we are looking for. We also thought you might like to know a little more about the service this post sits within as well as what the council can offer you as an employer.

## **Our Council**

We are one of the largest employers in Sussex employing around 10,000 staff who deliver more than 700 services to local residents. Working for us is more than just a job. It's all about making a real difference to people's everyday lives.

We firmly believe that our staff are our greatest asset and it's important to us that they are happy, healthy and productive at work.

We are an accredited Living Wage employer and offer a range of financial and non-financial benefits to make our staff's experience working with us as good as it can be. These include generous leave entitlements, a career average pension scheme, flexible working options for many job roles, a wide range of training courses to help individuals reach their full potential, loans for bikes and bus and train tickets to help our staff get to work, childcare vouchers, plus a variety of local leisure, lifestyle and entertainment discounts. For the full list of benefits and more details check out our [Staff Benefits](#) on our jobs website.

We also believe that our staff can only perform at their best if they work in an inclusive environment based on respect and where there is a focus on objectives, performance and outcomes. Our new Behaviour Framework will ensure that staff performance will be assessed not just on what individuals achieve but also on how they go about it. We have recently introduced scored appraisals for our senior managers and this will be extended to all staff over the next few months.

## **How to Apply**

If you share [Our Values](#) and are passionate about delivering quality services to our residents, then we would like to receive an application from you. To apply, just click on the "Apply for Job" button at the bottom of the advert.

Brighton & Hove is a diverse, cosmopolitan and vibrant city, with deep-rooted shared values of tolerance, compassion and respect and, as an employer, we want to see this diversity reflected in our workforce. We believe that employing a rich mix of people from a range of different backgrounds with fresh ideas and different

perspectives is key to enabling us to continually improve our services to the diverse communities we serve.

We are committed to ensuring that our recruitment process is as inclusive as possible for everyone and this includes making reasonable adjustments for disabled people.

We wish you good luck with your application.

Yours sincerely

Recruiting manager