

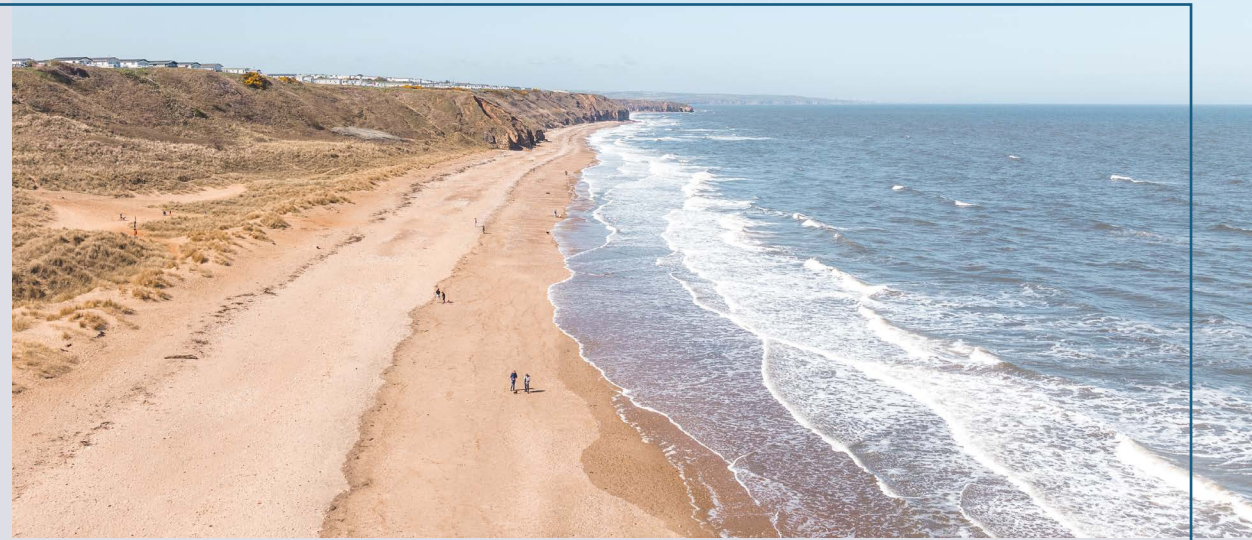


**TEES  
VALLEY**

Work with us

This is Tees Valley.  
Where anything is possible.

Five unique boroughs.  
One remarkable region.  
This is Tees Valley.  
Where anything is possible.



Home to a landscape that's breathtaking and dramatic.

Where the beauty of the countryside, meets the serenity of the coast.

And where our diverse town centres are alive with culture.

An area united by a history of industry and innovation, passed on from generation to generation.

Where our adaptive, resilient and down to earth nature stands proud.

And where grit, determination and transformation form part of our DNA.

Today, we're carrying the same flame that lit the first friction match, from the place that built the world and kept it on track.

We're setting sail on a new journey, guided by an enduring spirit of opportunity.

This is a corner of the North East that's shaping its own future.

Where the next generation of creators, makers and doers are defining tomorrow.

And where boundaries are being pushed like never before.

This is Tees Valley.

A land of hard grafters, fine crafters and good laughs.

A region that's surprising, inventive, and unstoppable all at once.

This is Tees Valley.  
Where anything is possible.

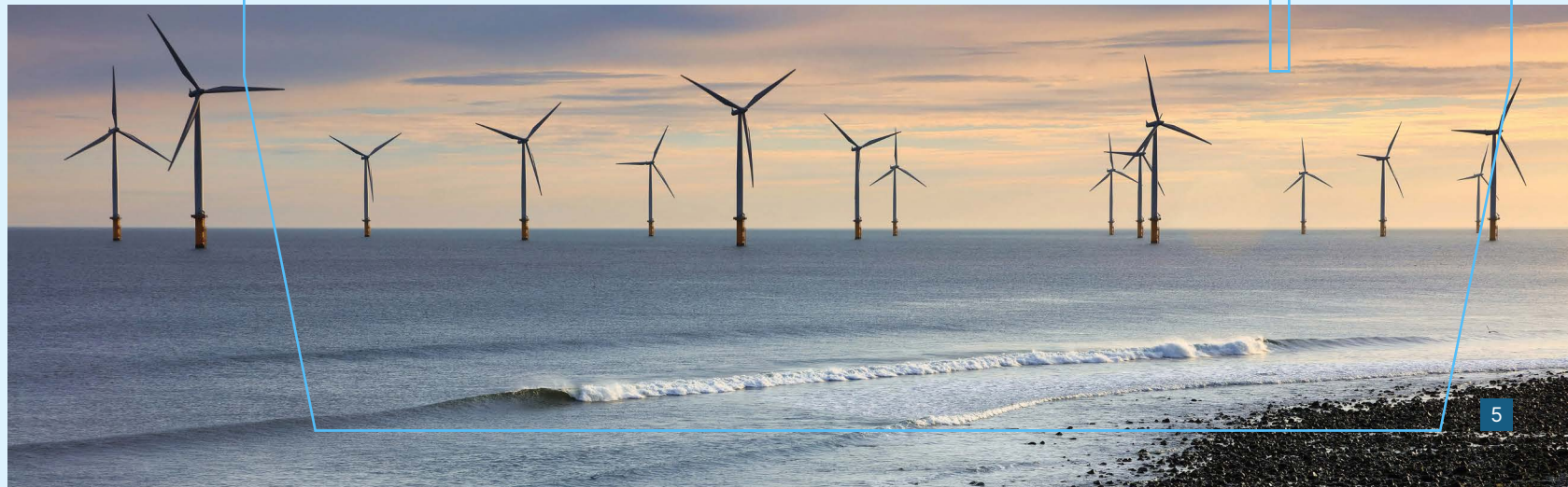
# SHAPING OUR FUTURE

As strategic drivers with the vision to empower the Tees Valley, we have the oversight and focus to make a meaningful, long-term difference to our region.

Supported by a significant investment fund along with a forward-thinking nature and an ability to get things done, we are committed to creating a better place to live, work, invest and visit.

While that starts with driving economic growth and job creation, everything we do has the ultimate aim of improving people's lives.

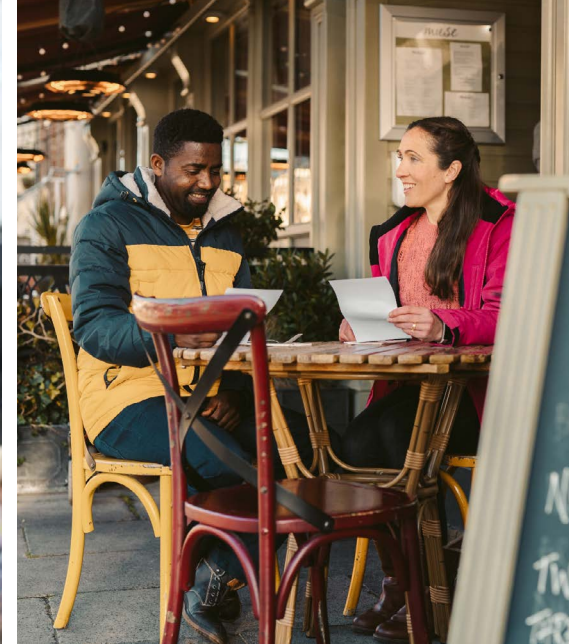
Whether it's securing new funding and attracting new business or enhancing infrastructure and encouraging tourism, we are shaping our area for the greater good.



# WORKING WITH US



# WORK-LIFE BALANCE



## Annual Leave:

We know how important it is to take time out of the workplace and enjoy some well-earned rest!

Employees are entitled to take 27 days annual leave each year, plus bank holidays. Those who have been with us for more than five years of continuous service then increase to 31 days, plus bank holidays.

We also offer an Additional Annual Leave Scheme and the opportunity to 'buy' between three and ten additional days per leave year (pro rata for part time employees), giving staff more flexibility in planning time off work.

## Flexible Working:

We want to support our team to strike a work-life balance that works for them. Our flexible working scheme gives employees an element of flexibility over their working hours, helping them to balance any personal commitments they might have.

Employees can vary their start and finish times of work and take up to three breaks throughout the day. This is a discretionary benefit and is subject to the needs of service.

## Tax Free Childcare:

It is important to us that all our employees are empowered to lead fulfilling careers alongside a happy home life. Parents within our team are supported to access the government's tax-free childcare scheme, which offers financial support to working parents. Full details can be found on the GOV.UK website:

[www.childcarechoices.gov.uk/](http://www.childcarechoices.gov.uk/)

If you are already registered for childcare vouchers, these will also be accepted.





# HEALTH & WELL-BEING



The health and well-being of our team is of the up-most importance to us. That's why we offer counselling and physiotherapy schemes for all employees, as well as a leave of absence scheme to support them when they need it most.

### Counselling:

We understand that there might be times when colleagues need some additional support. Our counselling and employee assistance programme gives staff unlimited access to Alliance Psychological Services, there for whenever they need it.

### Physiotherapy:

To help keep our team feeling healthy, we offer access to up to five physiotherapy sessions with Body2fit. After an initial assessment appointment, a qualified physiotherapist will determine if you need further appointments, or if you can self-manage the condition with exercises and advice.





# PROFESSIONAL DEVELOPMENT



We want our team to lead happy and fulfilling careers here.

We offer training and professional development opportunities for all members of staff. This helps us make sure that we all have the relevant skills to deliver and evolve as an organisation, but also to continually extend and develop the skills of staff to support career progression.

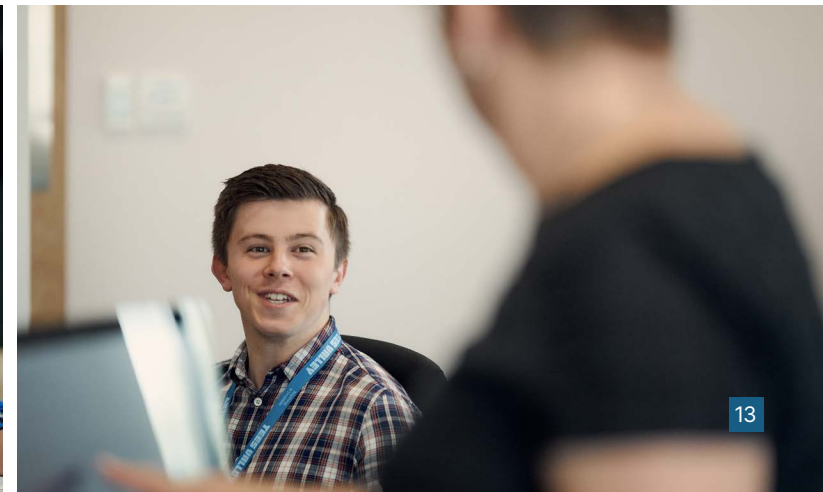
Professional development can take the form of apprenticeships, professional qualification routes or Management Development Programmes.

## Training:

We also offer training on a regular basis, including tailored 1:1, face to face, online, shadowing/mentoring opportunities on a range of themes from IT software packages, directorate processes to mandatory training.

## Appraisals:

Employees also meet regularly with their line-manager to make sure they are happy in their role and to discuss areas they would like to develop and grow in. We run an annual appraisal system to review progress, enabling staff to receive formal feedback, recognise their progress and maintain relevance to objectives.





# LIFESTYLE BENEFITS

## Local Government Pension Scheme:

Employees who meet eligibility criteria will automatically be entered into the Combined Authority's Pension Scheme in line with the Local Government Pension Scheme Regulations (LGPS). Contributions are made into the scheme by both employer and employee, helping you to prepare for the future. It is possible to opt out of LGPS at any time.

### Benefits of joining LGPS include;

- A pension
- Tax free lump sum
- Death in service benefits
- Ill health benefits
- 50/50 scheme
- Early retirement

If you have any queries, please contact the HR Team on [tvcahr@teesvalley-ca.gov.uk](mailto:tvcahr@teesvalley-ca.gov.uk)



## Cycle to Work Scheme:

We have big net zero ambitions across our Group and want to support all of our team to play their part in saving the planet. Active travel is a great way of helping to cut carbon while staying fit and healthy on the daily commute!

Through the Cycle to Work Scheme employees can hire a bike and equipment minus tax, with the cost deducted by salary sacrifice. There is also the option to purchase the bike at the end of hire.

Bike storage facilities are available for employees.

## Car Lease Scheme:

Employees who have worked with us for at least one-year of continuous service have the opportunity to lease a competitively priced car for up to three years, via NHS Fleet Solutions. There is no deposit required, with the price fixed for the duration of the lease.

In line with our clean energy and net zero ambitions, we'd encourage employees to choose cars the lowest pollution levels rate possible – including electric vehicles.

Free car parking is available on site for all employees.



# TEES VALLEY LIFESTYLE

The Tees Valley offers a great standard of living with a richly diverse landscape, from picturesque villages to charming market towns and a beautiful coastline to stunning countryside.

The region has a thriving independent scene, with Baker and Bedford Streets in Middlesbrough, as well as Yarm, Darlington and Saltburn offering café and coffee culture, and unique independent shopping alternatives.

If you love the outdoors then the Tees Valley is the ideal location for you. Enjoy water sports

along the River Tees or at our coastal villages. If you prefer cycling and hiking, Guisborough Woods, the North York Moors and coastal paths around Saltburn provide a range of options, all with stunning views across the region. The Lake District and Yorkshire Dales are within a 1.5 hour drive too. Quality of life is good here because people get more for their money.



There is a superb variety of homes to suit most incomes. From country cottages to new builds and Victorian houses to executive apartments, there is something for everyone. The average house price across the Tees Valley is £142,237, which means you have more money to spend on the important things.

Nine out of ten Tees Valley primary schools are either good or outstanding and apprenticeships and support schemes create pathways for our young people. Schools such as Yarm School and Teesside High offer co-educational,

independent education for pupils aged 3-18. Conyers, in Yarm, and Egglecliffe and Hurworth are excellent, high performing comprehensive schools.

Not many areas allow you to live less than 30 minutes from outstanding coast, stunning countryside and the office. With a high quality of life and low cost of living, the perfect work-life balance is easier to find when you live in the Tees Valley.



# OUR OFFICE



Working with us you'll be based in our offices at Teesside International Airport's Business Suite in Darlington.

Our light, modern open plan offices are the ideal space for collaborating with colleagues, with additional meeting space, breakout pods and dedicated collaboration space.

At lunch, staff can use the kitchen facilities and relax with colleagues. The Landside Café is also on-site to grab a coffee and a light bite. It offers a range of hot and cold drinks, plus sandwiches, toasties, jacket potatoes and lighter bites like muffins and snacks.

Free parking is available for all staff. For those who don't drive, the Airport is also served by the number 12 bus, running from Hurworth through Darlington town centre, Morton Park and Middleton St George to the terminal building, with Dinsdale Station also just a short cycle ride or 30-minute walk away.



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