

Ideal Total Reward

Ideal offers a range of benefits, in addition to salary, that make up our **'Total Reward'** package



Inspiring place to work



Financial benefits



Career development



Work/life balance



Health and wellbeing



Inspiring place to work

- > We use technology to allow us to work collaboratively and flexibly at our modern, open-plan office right by Brighton station. Being under one roof is a key contributor to our success
- > Our culture and behaviours are guided by our core values: pride, ambition and relationships
- > Quarterly **Ideal Forum** to share performance and strategy updates
- > Employee of the quarter, voted for by colleagues
- > Active policy of seeking and acting upon colleague suggestions



Financial benefits

- > Pension scheme
- > Annual bonus – based on company performance in achieving our annual financial targets. This is paid at the end of January each year
- > Peer awards – nominated by colleagues
- > Spot bonus – awarded monthly by management for 'above & beyond', paid with salary
- > Business incentives – rewards for engineering team members who identify business opportunities, and for any employee who identifies cost savings through business improvement
- > Season ticket loan or Ride2Work scheme
- > Death-in-service benefits
- > Childcare vouchers, tax-free benefit
- > Access to Salary Extras scheme



Career development

- Significant career development through skills enhancement and formal training
- Ongoing Performance and Development reviews to discuss training and development needs
- Investment in opportunities to study for relevant qualifications, including support for half-day study leave per month
- Payment of professional membership fees, based on business needs



Work/life balance

- Twenty five days' leave plus bank holidays
- Opportunity to buy or sell days
- Two weeks' additional paid leave to mark five years' service
- Support for flexible working
- Volunteering day plus contribution to chosen charity



Health and wellbeing

- Health cash plan – scheme to claim on everyday healthcare costs
- Employee assistance programme for access to guidance and support in areas of counselling, medical information and legal advice
- Discounted gym membership
- Range of formal and informal social activities

Visit our website for the latest information on our vacancies, or send your CV to hr@ideal.co.uk. Alternatively, call us on **+44 (0)1273 957500**

Ideal Values

Pride

We demonstrate commitment to quality, and an ability to anticipate, pre-empt, act and deliver, taking pride in seeing things through to completion.



Relationships

We strive to be a trusted partner for our customers, working collaboratively and with a 'one-team' approach. We maintain excellent relationships through showing integrity, recognising achievements and communicating effectively.



Ambition

We aim high. We constantly develop our skills and expertise for the benefit of our customers, and partner with vendors who share our ambition to be outstanding. We never accept the status quo, but constructively challenge to optimise the required business outcomes.

