

EMPOWERING PEOPLE TO THRIVE

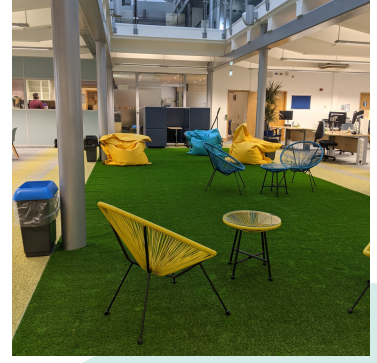


Engaging people - Hybrid working - Collaborative workplace

We are a modern, flexible employer and our people
are at the heart of everything we do

www.havebury.com

A BIT ABOUT US



We own and manage c.7000 homes in the East of England, working closely with other agencies and stakeholders within our communities.

OUR VISION

Creating homes and communities

OUR VALUES

Respecting, engaging and fair - they underpin everything we do!

OUR OBJECTIVES

Our six strategic objectives for 2021-2026 are:

- Being a great landlord
- Developing new affordable homes
- Investing in existing homes and communities
- Playing our part in addressing climate change
- Building a great team
- Remaining a thriving business

OUR PEOPLE

Here is what our people have to say about us



Rachael:

"I have been with Havebury for 24 years and I love it. I enjoy being in a tenant facing role and I am proud of the difference we make to our tenants' lives"



Mark:

"I joined Havebury in lockdown. The recruitment process was actually really enjoyable - something I have not experienced in other organisations!"



Kathryn:

"Havebury has really invested in me, I started a special certificate in internal communications this year and I am excited to put my newfound knowledge into practice"



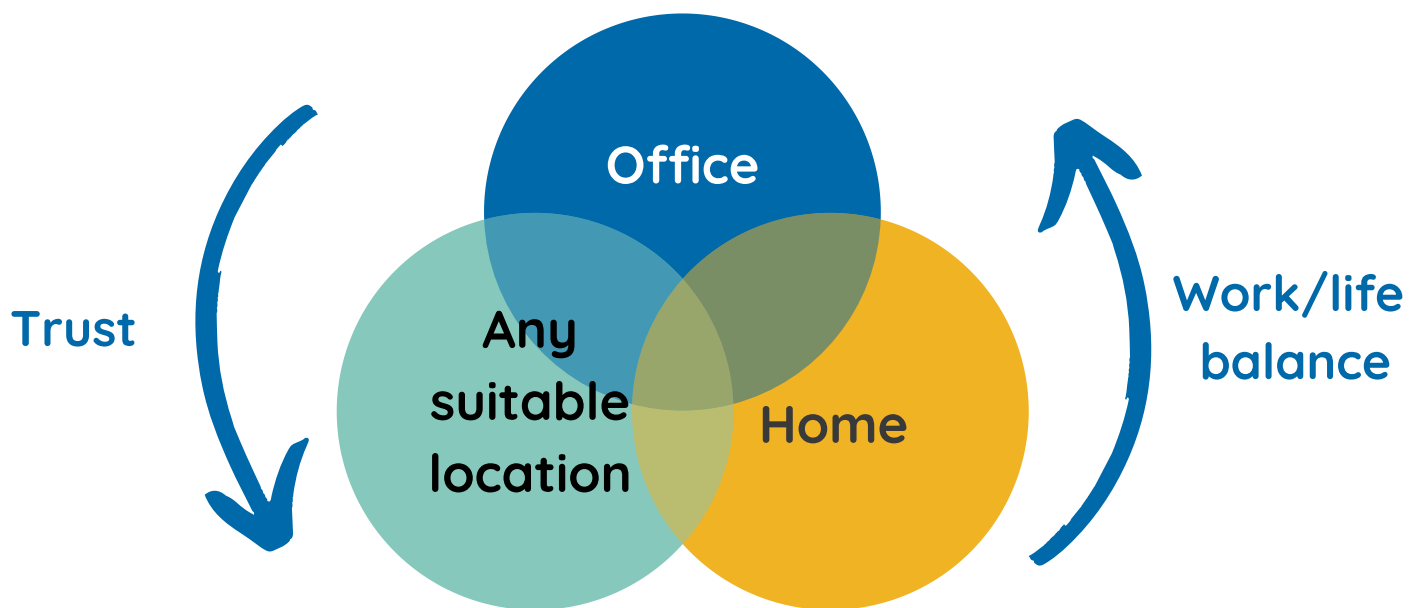
Bruno:

"I am so thankful to Havebury for supporting me to work in a senior role and still spend valuable time with my children"

OUR FLEXIBLE APPROACH TO WORK

Following the pandemic, we asked our team to review our future of work model. Our new model promotes a hybrid approach to work. You can split your time (dependent on business need) between Havebury House, your home or any other appropriate working space (a coffee shop, for example).

We trust our people to get their objectives completed and we are less focused on 'where' or 'when'.



Our office has just been redesigned to promote collaborative working spaces which embrace technology and encourage face to face interaction.

We want our people to feel motivated, comfortable and engaged whilst at work. Whether that be co-working in our modern office, at home in your own space with your dog, or sitting working in a busy coffee shop.

THE BITS YOU WANT TO KNOW

We know that you'll have questions, hopefully, we have provided a few of the answers below.

Financial

- Competitive market-based salary
- Life assurance - three times annual salary
- Pension scheme - we contribute up to 10% of annual salary
- A range of discounts through our retail portal to save money on high street shops etc.
- Professional membership subscription paid annually

Work-life

- Starting holiday 28 days (plus bank holidays!)
- After three years of service, your holiday will rise to 32 days (plus bank holidays!)
- Holiday purchase scheme
- Flexible hours model- working hours around 37 hours per week with no fixed/core hours.

Health

- Medical Health cash plan, providing money towards, dentist, eye care, physio, discounted gym memberships
- 360-degree medical assessments
- Yearly flu jabs
- Work/life balance - Flexible hours

THE EXTRA BITS YOU WANT TO KNOW

We want to make sure you work to live, not live to work. Here are the extra bits we'd like you to know!

- Investment in health and well-being initiatives throughout the year
- Bi-monthly 'bring your dog to work' days
- Healthy training budget investing in our people's development
- Large commitment to equality, diversity & inclusion
- Community investment - we support a variety of local social enterprises such as Combat2Coffee
- We encourage you to have your say in Colleague Forum
- Charity focused - we sponsor local events such as Women on Wheels and Girls Night Out - and of course, we submit our own teams!
- Internal communications is a priority to us - we encourage engagement and we share our stories and successes
- Everybody is welcome!

WE ARE YOUR BIGGEST CHEERLEADER

We want you to have the freedom, training and development to be the best version of yourself - whatever that may be! Here are some of our team's stories about their time with us.



Ali:

"I went on a training course with my previous organisation and I was the only person who didn't work at Havebury. I really liked everyone's energy and they all spoke highly about Havebury. I decided there and then that I was going to get a job with Havebury. I applied as a gas safety administrator and here I am! In the last 7 years, I have undertaken so many training courses to further my knowledge and this year became a project manager. I am enjoying working with people from across the business and continuing to develop my skills."



Sophia:

"I started at Havebury in the finance team working in procurement. Working here is like having an extended family, everyone is so supported. I enjoyed my job but I wanted to make more of a difference and work closely with our tenants. My colleagues encouraged me to apply for the customer experience role when it became available - they gave me the confidence to do it. I am now the first person tenants speak to when they call us and I love being that friendly person on the end of the phone to make them feel at ease."

CHECK OUT OUR VACANCIES

Everything you need to know about life at Havebury can be found on our website - simply scan the QR code below

If there isn't currently a vacancy that works for you, don't worry! You can submit your details online and we will notify you as and when new roles become available



If you would like to discuss any of our roles in more detail, please contact Catherine Baynton

catherine.baynton@havebury.com
We look forward to hearing from you!