

Benefits of working for Sova.

We recognise the value of recruiting people who are able to make a positive and effective contribution to the charity and who are representative of the communities in which we work. We are committed to developing the strengths of a diverse workforce to ensure that we achieve the aims and objectives of the organisation.

+ Competitive Salary

Sova's salaries are benchmarked with other not-for-profit organisations and are annually reviewed using Hay Group benchmarking. By using Hay job evaluation we ensure that Sova pays a fair and consistent salary.

+ Flexible Working

Employees with different lifestyles, family responsibilities or long term health conditions usually find it difficult to manage working inflexible hours. Sova provides many opportunities to work part-time, job share or work flexible hours. Together with our employees we look for solutions that will resolve difficulties and challenges and we wholeheartedly embrace the work-life balance.

+ Annual Leave*

Our holiday entitlement gives 26 days per year, with bank holidays in addition.

+ Learning & Development

Developing our staff to be able to fulfil their role as best they can is very important to us. Our in-house mandatory programme for each Sova post, access to on-line training and opportunities to be part of task groups that share skills and knowledge across the organisation, are all invaluable in developing individual knowledge in many different areas of expertise.

+ Health & Wellbeing

All our employees have access to Westfield Employee Assistance Scheme as soon as they start work. Whether it's work or home worries, Westfield Counselling Services gives confidential telephone advice for you and your family. Staff also have the opportunity to join Westfield Health Scheme at a discounted rate, giving assistance with medical costs such as dental and optical care.

+ Diversity

Sova recognises that a diverse workforce has a broader mix of skills, knowledge and experience, giving the organisation more creativity and resource to overcome challenges. With a strong equal opportunities ethos, Sova has achieved a diverse workforce in every way. Sova has achieved the 2-ticks Disability Symbol for many years and prides itself on being positive about disabled people.

+ Pension

All staff have the opportunity to enrol into the Standard Life Pension Scheme as soon as they start working for Sova. Even if they are not considered eligible for auto-enrolment, all staff can opt to join the pension scheme.

+ Internal communication

We believe that good internal communication is essential. It's about working together as one team with one common goal, to provide the best service we can to our clients. Sova has dedicated Staff Representatives that will discuss any issues or ideas with our Senior Managers, as well as a range of staff led practice forums and task and finish groups.

* Different for Senior Management roles.