

careers

your benefits (UK)



This page highlights the extensive benefits package that we have to offer at Natural Power, ranging from the conventional, such as annual leave that increases with tenure to some of our more quirky ones, like a weekly BBQ (come rain or shine) and kennels at our HQ. Whilst salary is important for obvious reasons (we use Hay Group to ensure they are competitive), we recognise the importance of total reward, so the following is designed to help you understand what this means.

We offer a positive working environment, relaxed in terms of dress code and some of our policies, yet highly professional with opportunities to develop your knowledge and career. Being a consultancy, the success of our company is in the hands of the employees and we are very fortunate to have such a diverse group of experts to call on. Through our various committees and working groups you really do have the opportunity to shape the future of the company from sports, social & charities through to developing new methodologies or taking new products to market.

We will provide you with all support you need to succeed and in return we ask that you bring your skills, experience and spirit of innovation.

Leave

- 20 days holiday (holiday entitlement increases each year up to max 25 days)
- 10 days public holidays which may be used up flexibly
- You have the opportunity to “buy” up to three extra days annual leave each year

Pension

- Company group pension plan in partnership with Friends Life

Protection

After one years' service the company provides the following insurances (free of charge):

- Life Assurance - Tax free lump sum of four times your salary
- Critical Illness - Tax free lump sum of £50,000 on the diagnosis of a critical illness
- Income Protection Plan - If you're absent from work due to Long term sickness for over 26 weeks, the IPP may pay up to 50% of your salary for up to five years

Health and wellbeing

- Genuine active staff culture (walkers, cyclists, runners, badminton, football the list continues to grow)
- Gym on site at The Green House
- Corporate rates at the [Peak in Stirling](#)
- Cycle to work scheme
- Comprehensive Employee Assistance Programme
- Optional dental cover
- Eye care
- Optional child care vouchers

Discounts

Local businesses:

- Toast café (Stirling)
- Clive Ramsay (Stirling)
- Springkerse (Stirling)

After completion of your probationary period:

- Fred. Olsen Cruise Lines
- Fred. Olsen Travel
- Mammut clothing
- TIMEX

Your development

- Learning and development opportunities available
- Internal and external training available
- Natural Power will pay for any relevant professional membership fees and qualifications

Committees

- Sports & social committee
- Environmental committee
- Charities committee
- Ideas factory