

BENEFITS OF EMPLOYMENT WITH THE SCOTTISH WILDLIFE TRUST

First and foremost, we can offer you the opportunity to:

- Work for one of the major players in Scotland's conservation movement
- Work for a good cause and with like-minded people
- Influence Scotland's landscape
- Experience interesting and beautiful locations
- Work in an informal and friendly atmosphere
- Work with colleagues sharing a wealth of knowledge ranging from environmental concerns to management issues

In addition to the above, we also offer:

Pay

Salaries are highly competitive within the conservation sector. The value of salary grades are reviewed annually on the 1st April.

Pension Scheme

The Scottish Wildlife Trust offers a stakeholder pension scheme. The Trust will contribute to this following a six month probation period as follows:

- If employee contributes 2% then the Trust will contribute 3%
- If employee contributes 3% then the Trust will contribute 4%
- If employee contributes 4% or more then the Trust will contribute 5% (this being the maximum the Trust will contribute)

Full-time Hours

Normal working hours total 35 per week.

Flexitime / TOIL

Overtime is not paid however systems exist for utilising flexitime and time off in lieu.

Annual Leave & Public Holidays

25 days paid annual leave per year, increasing to 30 days after five years service. 3 of these days must be used between Christmas and New Year. The annual leave year runs from April to March. SWT recognises 9 public holidays per year. **Part-time employees are entitled to the relevant proportion of the full time equivalent total.**

Company Sick Pay

Enhanced company sick pay is available to all eligible staff.

Maternity Pay

Statutory maternity pay available to eligible staff.

Membership Rights

As an SWT employee you are entitled to all benefits enjoyed by the members of the Scottish Wildlife Trust, except voting rights at formal meetings.

Cycle Friendly Employer Award

The Scottish Wildlife Trust has officially been awarded the 'Cycle Friendly Employer Award'. This is a nationally recognised award for organisations that are committed to increasing staff trips by bike. Benefits include discounted cycling courses, support and information for anyone who is interested in cycling. Check out our ScotBUG here where more cycling news and information will be posted:

<http://www.scotbug.com/ScottishWildlifeTrust>