Working at NPC

Employee benefits and what to expect
PURPOSE

We exist to make a difference. Our staff are driven by the contribution they make to the charity sector and are passionate about what they do. Many of us are involved in social impact in more ways than one—like through volunteering or trusteeship. Purpose is part of everything we do here—and it’s contagious.
ENVIRONMENT

Office location

Our office is in a prime central London location, with easy access to several transportation links, cafes and restaurants. We’re a 2-minute walk from Southwark station and 10–15 minutes from Waterloo, London Bridge, Blackfriars and Borough stations, making it easy to commute from various locations.

Flexible and creative workspaces

We aim to offer workspaces that help you to be creative and get stuff done. We have quiet rooms for team work, and rooms for when you need to get your head down.

We hot-desk too, which we find increases our engagement with one another and improves exchange of ideas across the different teams.

Social

We’re keen to bring out the best in NPC staff and take opportunities to spend quality time socialising together. Whether that’s themed socials, quiz nights, or baking contests. In the warmer months you might find us taking part in the charity softball league.
Buddies

When you join, you’ll be paired up with an existing member of staff to show you the ropes and make you feel welcome. You can ask them questions about the things you’re unsure about, and they’ll help you get settled in.

Your buddy offers you another avenue of support in your new working environment. You can decide to go for monthly coffees, or check in every once in a while if something comes up. Every buddy relationship is different, depending on what works for you.

Alumni network

NPC staff go on to do exciting things. Our alumni network means you’ll get to meet many of them at our annual drinks. And when you decide to move on too, you can choose to keep in touch with us and your former colleagues in the same way.
BENEFITS

Pensions and life cover

We'll enrol you onto a pension scheme as soon as you join us—unless you decide to opt out. Once you've passed your 6-month probation, you get the chance to enhance your plan. We'll arrange for you to talk to our financial advisors before confirming anything. They can explain it all to you and you can ask any questions you might have.

We also have life cover in place to protect our staff when they join us, and additional support, including counselling can be accessed via an Employee Assistant Programme.

Company maternity pay

In addition to Statutory Maternity Pay (SMP), we offer an enhanced maternity programme known as Company Maternity Pay depending on your length of service.

Assistance with commuting costs

We offer staff an interest-free season ticket loan, helping you to reduce the cost of your travel to work if you need it. We also offer the ‘Bike 2 Work’ scheme, which allows employees to hire a bike to commute to and from work. The programme is designed to transfer ownership of the bike to you, so it’s a manageable way of buying a bike.

Holidays

When you join us you’ll have a paid holiday entitlement of 25 days per calendar year, pro rata. That's excluding bank holiday and other statutory holidays of course. Our holiday year runs from 1 January to 31 December, and your holiday accrues on a daily basis.
Flexible working
We encourage flexible working arrangements, whether that’s home working or part-time employment. Everyone has different working needs, so we treat every request on a case-by-case basis. We’ll try to balance your preferred way of working with our client commitments and business needs.

Volunteering leave
Many of our staff are trustees or involved in other charity projects, so we offer up to two and a half days paid volunteering leave each year for staff. You can also take an additional five days unpaid leave per year for volunteering purposes.

Payroll giving
We offer a Payroll Giving Scheme for employees. Administered by The Charities Trust, it is the most effective way to give to charity—allowing you to boost your giving. For example, if you’re a basic rate tax payer, a gift of £100 to charity through payroll giving will only cost you £78. It will cost a higher rate tax payer only £60.

‘I get to work with colleagues and really imaginative people in the sector on how to tackle some of society’s biggest problems.’
Tris Lumley, Director of Innovation and Development
DEVELOPMENT

We work hard to provide a stimulating training and development programme that allows employees to develop both their job-related and their personal skills.

Courses and study leave

If you’ve worked for us for over a year, we’ll support you with relevant training. We can cover 75% of course fees to a maximum of £1,750 per year. That’s money in addition to our internal learning budgets—which you’ll also benefit from.

If you’ve worked for us for over a year, we can support you with relevant training and associated costs. While you’re studying, you can also benefit from paid study leave, or up to 20 days unpaid leave (depending on how long you’ve worked with us).

‘Lunch and learn’

Our lunch and learn sessions allow staff to learn about a topic in their lunch hour. We plan a varied programme of both internal and external speakers to share insights on a range of topics. This is a great opportunity for employees to come together to up their understanding of key issues that are relevant to the sector. Previous topics have ranged from cryptocurrency to cognitive interviewing, post-Brexit social divisions to how to use Tableau.

Internal training opportunities

There’s a great deal of collective knowledge within NPC: whether that’s using Twitter effectively, creative working tactics, or how to give effective feedback. Our internal training sessions offer staff the opportunity to both share and receive useful information and skills. They are invaluable opportunities for employees, allowing them to further add to their existing wealth of knowledge. And running a session lets you hone your presentation skills in a supportive environment.
GET IN TOUCH

If you have any questions about anything in this document, or would like any further information, do get in touch via 0207 620 4850 or recruitment@thinkNPC.org.