

Enjoy the benefits of helping others

Our employees make us what we are. Without their talents, commitment and genuine care and respect, Bield wouldn't be the first choice for thousands of older people in Scotland. That's why we offer a range of attractive benefits. We'll support you with excellent terms, holiday and pension arrangements, as well as plenty of development opportunities so you can grow and advance your career with us.

Bield Housing & Care

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Property Factor Registration No. PFOO0146

Scottish Charity No. SC006878



A rewarding job in more ways than one

Housing



Care Services



Owner Services



24 hour call receiving centre



Support Services



It's not always easy working in the caring profession, but here's what we do to make sure that Bield is a great place to work.

Excellent terms and rewards

- Competitive salaries with annual reviews, increments and overtime opportunities
- Up to 6.5 weeks' per annum holiday entitlement with the opportunity to buy and sell holidays
- A choice of enhanced pension schemes into which Bield makes a contribution above the statutory minimum
- Access to a free Employee Assistance Programme
- A health care benefit plan
- Payroll giving to help you save for the future
- Opportunity to buy bicycles at a reduced price
- Eye care vouchers for appropriate roles

Learning and development

- Comprehensive induction programme
- A strong culture of internal development
- Secondment opportunities
- A wide range of internal and external training and development opportunities
- Structured appraisals and reviews to provide support and enable personal development
- Support with the achievement of professional qualifications including financial support for appropriate roles
- A leadership and management development programme
- Opportunity to manage and support volunteers

Work life balance

- A range of working patterns including shifts which provide cover 24 hours a day/7 days a week, part-time work, job sharing, condensed hours and home-working
- A flexi-time scheme for appropriate posts which allows employees to accrue extra flexi-days and vary their start and finish times
- Career breaks for those with an appropriate length of service who want a longer break away from work
- Shift swaps and time off in lieu policies for appropriate roles

Helping families

- Maternity/adoption, shared parental paternity leave and pay above the statutory minimum

Investors in People

Bield were first accredited with the Investors in People Award in 1997 and achieved Silver Status during 2018. This is what a few of our employees had to say at our last review:

"It's a delight and a privilege to work here."

" I love my job."

Awards

- Special recognition award scheme for innovative or exceptional work with older people

For more information visit our website at www.bield.co.uk, speak to a manager or contact a member of the HR team on 0131 273 4020.

