

Working with Edinburgh Napier University offers much more than an excellent basic salary at the end of the month.

## Lifestyle & Wellbeing

Your health and wellbeing is important to us. To help you maintain a balanced lifestyle we offer:

- Flexible Working
- Employee assistance programme; staff support and counselling
- Discounted gym memberships; on-site and local gyms
- On-site occupational health
- Cycle to work scheme
- Optional Employee Healthcare from Benenden
- Enhanced maternity and sick pay entitlements

## Pay & Savings

We know financial security is important, this is why we have a range of options to help you plan for your future:

- Highly competitive employer pension contribution rates of up to 23% with the option to make additional voluntary contributions
- Nationally agreed pay increases each year
- Savings & borrowing; provided by First Scottish University Credit Union
- Flexible discounts; Shopping, restaurants and other services via 'Premium Benefits'

## Development & Inclusion

We provide a variety of career & support opportunities to help you grow and feel supported within an inclusive environment. Our aim is to help you realise your professional potential through:

- A wide range of Learning & Development opportunities
- Annual performance, personal and career development processes
- Staff Inclusion Networks; join our LGBT+, Carers, International and Women networks

## Rewards & Recognition

Alongside offering a generous annual leave entitlement, we recognise individuals who help us make Edinburgh Napier University a great place to work:

- Professional Service annual leave; 26+10 fixed, rising to 31+10 after 5 years' service
- Academic/Research annual leave; 36+10 fixed
- Senior Managers annual leave; 31+10 fixed
- Internal employee recognition scheme, including annual awards ceremony