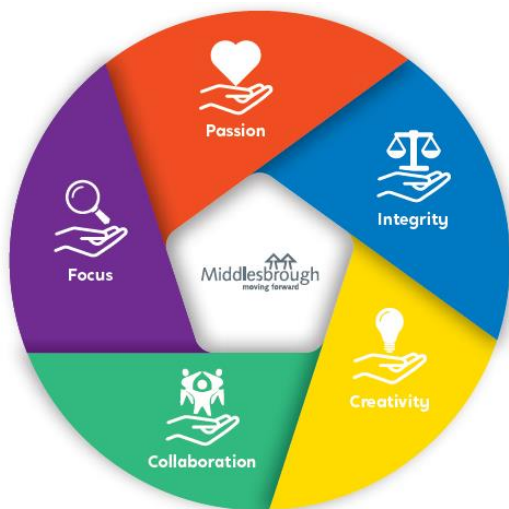


Thank you for your interest in joining Middlesbrough Council. As a Council, we are on an exciting transformational journey and have high ambitions for Middlesbrough and its residents. Our goal is to make it to a fantastic place to live, work and achieve and where people are proud to belong. Our employees play a crucial role in achieving our ambitions and we aim to create an inclusive environment where everyone feels engaged and encouraged. We offer diverse opportunities for support and development, enabling our staff to be the best they can be and deliver the best possible services.


Our Values

Our Values are a critical element of our strategy to create a brighter future for Middlesbrough. They are at the heart of everything we do and are the foundation for how we operate, behave and make decisions. Having these values also helps us to recruit the right people for our roles.




 **Passion**

We believe in Middlesbrough and are proud to work for the town

 **Integrity**


We are open and transparent and treat everyone with respect

 **Creativity**

We have the courage to try new ideas and new ways of working

 **Collaboration**

We work with others to make Middlesbrough better

 **Focus**

We are clear about what we will deliver to meet the needs of the town

Why work for Middlesbrough?

There are lots of amazing benefits for working for Middlesbrough Council. We are committed to our employees, to ensure they are healthy, safe and have an inclusive working environment. We also offer:

- Competitive salaries.
- Generous leave entitlement with an option to purchase up to 10 additional days.
- Excellent Local Government Pension Scheme (LGPS) plus top-up options.
- Staff networks run by our staff for our staff.
- Flexible working including blended working to maintain a healthy work-life balance.
- Electric Car Lease Scheme and Cycle to Work Scheme.
- Access to a range of discounts and health & wellbeing support via Vivup, our staff benefits portal.
- Monthly staff lottery.
- Travel and car parking schemes.

Equality, Diversity and Inclusion

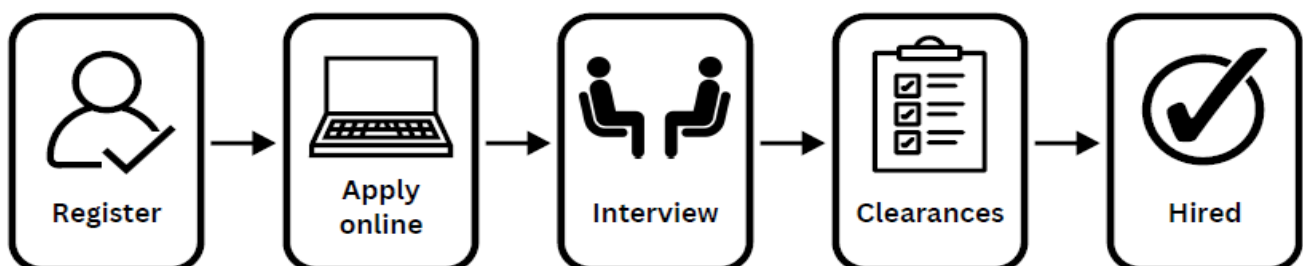
We pride ourselves on being an inclusive employer. We value and celebrate equality in opportunities, and we encourage applications from people who reflect the diversity of our communities. We create and foster a culture of inclusion and belonging, providing equal opportunities that are fair, open and transparent. We strive to protect our employees' health and wellbeing to shape the future of our organisation together.

We want everyone to get the most out of the recruitment process and should you require any reasonable adjustments to support you, please include this information on your application form so the appropriate support can be provided.

Guaranteed Interview

We operate a Guaranteed Interview Scheme, where applicants will be eligible for an interview if they meet the essential criteria within the person specification for the role and have indicated on the application that they have a disability, are a looked after young person, care leaver or a veteran.

How to apply



Step 1: Visit [Vacancies | Middlesbrough Council](#), [North East Jobs - Middlesbrough Council - About Us](#), Indeed or LinkedIn, where we advertise all of our vacancies.

Step 2: Click the advert, enter your email address and select **Apply Now**

Step 3: Create a new account or log in with your existing details

Step 4: Fill in the application form, outlining how you meet our Values and the essential criteria for the role. You will need to follow the on-screen instructions to verify your email address **before** you submit your application.

Step 5: Go back to your application, click **Check Verification** and your application will then be ready to submit.

Shortlisting

After the closing date the recruiting manager will review the application forms against the person specification for the role.

If you are successful at this stage, you will receive an email outlining when the interviews are taking place, and you will normally get the opportunity to select an available timeslot. Once your interview is booked, you will be informed of the details, if you are required to complete a task or presentation and any information you may be required to bring. If you need any access requirements or support on the day of the interview, please let us know.

If you are unsuccessful at the shortlisting stage, you will receive an email confirming the outcome. However, please don't let this put you off applying for other roles at Middlesbrough Council, as we would welcome further applications for other roles we may be advertising.

Interview

You will receive an email confirming the details of where and when your interview is taking place and who will be interviewing you. The length of interview will vary depending on the role. We follow a values-based recruitment process where we will ask some questions to help us select employees whose personal values and behaviours align with ours. There will also be role specific questions.

Job Offer

The recruiting manager will phone you to verbally provide the feedback from your interview. If you are successful and you accept the offer, you will receive an offer letter subject to pre-employment checks.

Pre-employment Checks

You will receive an email from the recruitment team which will have a link to our onboarding portal. You will be asked to log onto our specially dedicated system which will have documents and guides for you to get ready for your new role with Middlesbrough Council.

Depending on the role there will be different pre-employment checks that we need to carry out. For every role we will need to complete an ID check, obtain two references, one being from your most recent employer, health questionnaire and where applicable, a DBS check.

Once the checks have been completed and these have been approved, the recruiting manager will call you to agree a start date.

FOR MORE INFORMATION CONTACT

01642 727088

recruitment@middlesbrough.gov.uk