



Life at Close Brothers

About the company

Close Brothers is a leading UK merchant banking group providing lending, deposit taking and securities trading. We employ approximately 3,000 people, principally in the United Kingdom and Ireland. Close Brothers Group plc is listed on the London Stock Exchange.

Our principles, founded in our past but applied to the modern world today, represent what we describe as 'modern merchant banking' – values that are embedded in our culture and that underpin everything we do.

We remain committed to our values of service, expertise and relationships alongside teamwork, integrity and prudence, to help the people and businesses of Britain thrive over the long term.

Giving something back

We are dedicated to helping the charities that matter most to our colleagues and host a variety of charitable events throughout the year in which all colleagues can participate. Our Close Brothers Matched Giving Schemes encourage staff to aid their chosen charities by matching a proportion of funds raised.

Diversity and inclusion

We believe that a diverse and connected workforce fosters new ideas and perspectives which benefit our employees, our customers and helps our business to thrive.

This is why we are proud to partner with a number of external charities and charters, including the Women in Finance Charter, Stonewall, the Race at Work Charter and the Business Disability Forum. We have also set up working groups to help drive our diversity and inclusion agenda and we have active participation from all levels across the organisation.

We really value the unique set of skills that each colleague brings to the table, and we strive to create an environment where colleagues feel empowered to achieve their full potential.

Rewards and benefits*



Family and lifestyle benefits to help you balance your work and home life

- 25 days leave per annum, pro-rated for part-time employees, with the option to purchase more
- Additional annual Wellbeing Day which can be taken any time throughout the year
- 22 weeks full pay for maternity and adoption leave, and 18 weeks for shared parental leave
- Two weeks fully paid leave for all forms of pregnancy loss, applicable to both partners
- Up to 10 days fully paid leave for fertility related treatment and recovery, applicable to both partners
- Life assurance cover of four times your basic annual salary
- Emergency back-up care to help you balance work life alongside caring for children or elderly relatives
- Open to discuss flexible working hours



Health and wellbeing benefits to ensure you feel the best at work

- Private healthcare scheme
- Discounted gym memberships
- Employee assistance programme to support wellbeing by offering confidential support, guidance and advice
- Season ticket loans
- Salary sacrifice schemes for cars, bicycles and gym memberships
- Discounted health assessments
- Mental health first aiders



Solutions to help you save for the future

- Options to purchase shares via the Sharesave scheme and Share Incentive Plan
- 10% contribution towards your pension, on the basis you contribute a minimum of 5.3%
- Access to financial advice to improve your financial wellbeing and better manage your money

*These benefits are not contractual and Close Brothers reserves the right to alter, replace or withdraw them at any time. Some benefits are subject to eligibility criteria.