

# Be a Curestarter

We believe in providing a work-life balance allowing our pioneering and spirited Curestarters to make a real difference, whilst enjoying a fulfilling and rewarding role within an inclusive organisation.

## Curestarter benefits

- **Salary** – We regularly benchmark and review our salaries in line with our Remuneration Policy.
- **Holiday** – 33 days' FTE paid leave a year, plus four public holidays on, or as close as possible to, 25, 26 December, and 1, 2 January.
- **Pension** – Employer contribution of 10% of your annual salary – greater than the statutory minimum of 3%

## Looking after you

### Employee Benefits

- **Maternity, paternity and adoption** – Our occupational maternity, paternity and adoption pay are in excess of the statutory minimum requirements. We offer coaching sessions on return from leave.
- **Sick pay** – We support our team whilst off work unwell, and our sick pay is in excess of the statutory minimum requirement.
- **Travel season tickets** – We offer interest-free loans for your season tickets to help spread the cost.
- **Cycle to work scheme** – In support of your health and sustainable commuting, we offer a cycle to work scheme via salary sacrifice.
- **Death in service** – For your peace of mind, we will pay three times your annual salary as life assurance to the person of your choice.

## Wellbeing matters

- **Health and wellbeing guidance** – Available to all to help create a workplace and culture that promotes and supports health, wellbeing and inclusion.
- **Carer days** – If you're ever needed to help a dependent, we offer three paid carer days FTE a year.
- **Occupational Health** – We work with external OH professionals to help team members stay in work or return to work.
- **Employee counselling service** – We offer referrals to an independent and confidential counselling service.
- **Mental health training** – Mental health matters. That's why we include mental health training in our induction and run regular training across the team.
- **Employee assistance programme** – Every member of our team and their household have access to a free, independent support line.
- **Workstation safety and comfort** – We run regular display screen equipment check ins for office and home.

## Work life balance

- **Hybrid working** – If you are full-time, we ask you to be in the office at least two days a week over our 10am to 3pm core hours.
- **Two-week fully remote working** – You can apply to work fully remotely from a location of your choice for two weeks each year.
- **Nine-day fortnight** – From April 2023 we are trialing every second Friday as a stand down day for the team.

Contact us

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