

At Prosperity 24/7, we strive to evolve, innovate, and inspire our employees. To attract and retain top talent, we believe in fostering a positive and rewarding work environment for our employees. Employee success is integral to our success.

We recognise that there is more to rewarding our employees than their remuneration package alone and encourage a work culture that values diversity, encourages innovation and promotes work life balance. Our culture is one where you'll find opportunities for growth, a supportive community, and fulfilling work experience. It's a benefit that makes coming to work every day not just rewarding but enjoyable.

We are proud to offer our unique culture as one of the key benefits of being part of our team.

Core Benefits.


 Competitive Salary	<p>We ensure we remain competitive in today's market. Base salaries are highly competitive within our industry. We ensure they reflect our recognition of our employees' skills, experience and the value we believe they bring to our company.</p> <p>We conduct annual salary reviews to ensure that salaries remain competitive and in line with industry standards. Performance and contribution to the company will be taken into consideration during these reviews.</p>
 Holidays	<p>At Prosperity, we understand the importance of work-life balance. Each year, you will have the opportunity to enjoy 25 paid days holiday, allowing you to recharge, spend quality time with your loved ones, and pursue your personal interests. We believe that taking regular breaks is essential for your wellbeing and productivity.</p>
 Bank Holidays	<p>We provide the benefit of recognising and including 9 Bank Holidays in addition to annual leave.</p>
 Private Medical Healthcare	<p>We provide Private Medical Healthcare as a valuable benefit to your package. With this benefit, you gain access to high quality medical care, including free doctor appointments. Your health is an investment, and we wish to support this.</p>



Death in Service

We understand the importance of providing financial security and support to our employees and their families during challenging times.

In the unfortunate event of an employee's passing during their service with our company, this benefit of 3 times annual salary, ensures that family or designated beneficiaries will receive a financial sum as a form of support.



Billable Bonus

A maximum £9,000 bonus per annum can be achieved by working up to 140 hours per month client billable time.



Pension Scheme

We offer a non-contributory pension scheme to all employees. If you decide to participate, we will match your contributions to this plan on your behalf, so you can start building your retirement savings from day one of your employment. It's a valuable benefit to secure your financial future.


Contributions Options: 1%, 2%, 3% Employee / matched by Prosperity.



Employee Referral Scheme


We believe that our greatest assets are our employees. We offer an Employee Referral benefit for you to refer talented individuals you know to join our team. If the person you refer is successfully hired, you are eligible to receive a £1,000 reward bonus.

You help us find exceptional talent, and we reward your valuable contribution to our team's growth.



Parental Leave

New parents, whether through birth or adoption, have the opportunity to take time off to bond with their child and adjust to their new family responsibilities. With our Parental Leave benefit, you can take the time you need to be there for your family during the early part of this important journey.



Personal Development Plan

We are committed to your professional growth and development. We offer financial support of £3,000 per year towards your professional qualifications and design a bespoke Personal Development Plan just for you.

This plan is designed to empower you to enhance your skills, acquire new knowledge and achieve your goals. It also includes access to a variety of internal training workshops and resources that will help you thrive in your role.

We believe that investing in your development is not only beneficial for you but also essential for the continued success of Prosperity. Your growth and potential are our priorities.



Performance Management

We are dedicated to your professional growth and success. This process is designed to support your career development by providing regular feedback, setting clear goals, and identifying areas for improvement.

Through performance management, you will have the opportunity to achieve your best, receive guidance on your career path and realise your full potential.

Wellbeing.

Our commitment to wellbeing is an integral part of our culture. We offer and support our colleagues with the following wellbeing benefits.

Sustainability

At Prosperity we're committed to sustainability. We promote eco-friendly practices from recycling programmes to energy efficient facilities. We believe that contributing to a more sustainable world is not just our responsibility but a benefit that positively impacts us all. Sustainability is given high priority in our Values and Culture. Our working group are dedicated to working on sustainability initiatives, environmental impact, policy development and employee engagement.

Bike Scheme

We are dedicated to promoting a healthy and eco-friendly lifestyle. As part of our benefits package, we offer £250 financial support towards the purchase of a bike, electric bike or second-hand bike helping you embrace a more sustainable and active commute. Whether it's for travel to work or leisurely rides, our Bike Scheme is designed to promote your wellbeing and reduce your environmental footprint. To make cycling to work even more convenient, we provide secure bike parking and changing facilities in our office.

Travel Insurance & Travel Expenses

When travelling for work related purposes, our colleagues are covered by a comprehensive insurance plan. Your peace of mind and safety matter to us and our Business Travel Insurance ensures that you can focus on your work, knowing you are protected during your travels.

Our Travel & Expense Policy provides you with the necessary financial support to manage your expenses during business related travel.

Wellbeing Strategy

We offer a comprehensive wellbeing strategy as a core benefit. This strategy encompasses a range of programmes, resources and initiatives to promote your physical, mental, emotional and financial health.

Flexible Work Environment

We are committed to building an inclusive culture by creating an environment where you can balance a successful career with your commitments and interests outside of work. We believe that you will do your best at work if you have a balance between work and life. Our modern office space has been designed to suit every need from open plan offices for collaboration to smaller informal areas and rooms for when you need to work quietly.

Our commitment to flexibility is rooted in our belief that when you have the freedom to balance your work and personal life, you can thrive both professionally and personally.

Flu Vaccinations

We offer free annual flu vaccinations as one of the benefits of your employment. We believe that a healthy employee is a productive one, and providing this benefit helps you to stay in peak health during the flu season.

Eye Tests

We offer financial support towards eye tests. This allows you to have regular eye exams, ensuring your eye health is well maintained.

Sickness

Peace of mind for our employees to continue to be paid when you fall ill and unable to work.

Let's not forget about...

Community Events

Our community work is fundamental to our company purpose. If we support our clients, colleagues and community equally we will Prosper.

These events provide you with opportunities to connect with your colleagues, give back to our local community. In particular, we encourage you to join in with our annual fundraising event, Prosperity Day, where actively fundraise for local charities alongside our clients through our virtual cycling challenge.

We view our employees as part of a larger family, and our community events are designed to create a sense of togetherness and belonging. It's not just about work, its about being part of something bigger and making a positive impact together.

Networking Events

We recognise the importance of professional growth and expanding your network. These events provide you with the opportunity to connect with industry peers, share knowledge, and build valuable professional relationships. We believe that your career success is not only about your work at Prosperity but also about the connections you make.

Social Events

A variety of social fun and inclusive events throughout the year. These events offer you the chance to connect with your colleagues and build friendships.

Connection

We see the importance of fostering a sense of community, collaboration, and unity amongst our colleagues. Through company briefings, strategy days, team meetings, breakfast or lunch with your team, you will have the opportunity to connect with your colleagues.

Little Touches

We believe that those surprise gifts and little touches is all about the work life experience.

Whether its celebrating milestones, showing appreciation or simply making work more enjoyable, we know it's the little things that count.

Creating a Great Career for your Great Mind.