



... benefits ...

Our focus is on hiring the best talent, improving your skills and creating an environment you want to stay in. Basically, **we put people, not profit at the centre of everything we do.** Our benefits package is a collaboration of progressive ideas designed to make your time with us easier and more enjoyable.

Work environmentally friendly...

Let's flex. ● ● ●

deverellsmith's working model reflects the century we live in; a time where work and life should be balanced. We offer full time hours on a flexible basis to suit individual needs and requirements and ensure that all employees are equipped with the right software to still feel connected when working remotely.

When you are in the office, we offer a rooftop, dynamic working and chill-out area. Yes, it does include igloos and ping pong tables.

Flexi hours: 9:30AM - 4.30PM
Office / Remote: 3 days / 2 days

“Flexible working is not an opt in. Flexible working is the future of the workplace”

Louise Deverell-Smith,
Daisy Chain Founder
and flexible working expert

Suits you. ● ● ●

Don't feel like suiting up on a Monday? We get it. Smart shoes causing you pain? We hear you. We don't believe that dress code dictates professional presence, attitude does, which is why we operate a dress for your day policy. Choose what you wear in the office, whilst keeping it professional for important meetings. You can store smart clothes in the office wardrobe space for easy access.

Staying sanitary: A dry-cleaning pick-up service is available each month, because, who wants to wash clothes?

Time out. ● ● ●

Employees are encouraged to take time out from work to switch off but deverellsmith understand that **some individuals need less time to reset than others.**

You have the opportunity to buy and sell annual leave at deverellsmith, whether you are planning an extended trip to the Bahamas or saving cash, we work with you to make it happen.

Days holiday: 32

Buy and sell: Up to 5 days per year

Paid sabbaticals -

A small token of appreciation for our longstanding staff members

5 years: 1 month

10 years: 2 months

15 years: 3 months

The parent squad...

You won't have to sacrifice your career when family planning at deverellsmith and nor will you have to sacrifice parenthood. Balance is key. To make it clear and simple, deverellsmith has broken the maternity and paternity packages into time frames, because let's face it, parenthood isn't.

We value loyalty. As a progressive employer we want to demonstrate that loyalty doesn't mean just with us. If you have been committed to your previous employer for 2, 3 or 5+ years, deverellsmith's maternity and paternity packages also apply to you.

Paternity: 3 weeks full pay which can be taken in any variable of time off e.g 1 week at birth and 2 weeks at 3 months



Less than 2 years employed at the Company

- 100% of your normal pay for the first 6 weeks
- 50% of your normal pay for the next 2 weeks
- The standard rate (currently £151.20 per week) for the next 31 weeks
- The remainder of your maternity leave will be unpaid

Retention Bonus

12 months after the return to work date, a bonus calculated as 13 weeks of 25% of your normal pay will be paid to you.



2-5 years employed at the Company

- 100% of your normal pay for the first 10 weeks
- 50% of your normal pay for the next 8 weeks
- The standard rate (currently £151.20 per week) for the next 21 weeks
- The remainder of your maternity leave will be unpaid

Retention Bonus

12 months after the return to work date, a bonus calculated as 13 weeks of 25% of your normal pay will be paid to you.



More than 5 years employed at the Company

- 100% of your normal pay for the first 12 weeks
- 50% of your normal pay for the next 10 weeks
- The standard rate (currently £151.20 per week) for the next 17 weeks
- The remainder of your maternity leave will be unpaid

Retention Bonus

12 months after the return to work date, a bonus calculated as 13 weeks of 25% of your normal pay will be paid to you.

The culture club...

**Driven.
Progressive.
Trusted. Positive.
Team focused**

● ● ●
Our mantra is simple -
live and breathe our values
and you'll be rewarded.

Creating a positive working culture is at the top of our business priority list, which is steered heavily by our employees.

The Culture Bonus™, our trademarked second reward scheme introduced in December 2019, is based on individual feedback provided by customers and colleagues, highlighting that having the right behaviours are just as important as being the biggest biller.

As you progress through our people or client account manager routes you can also expect to get rewarded on either the profit your team delivers, or the book of the business you look after with your key accounts.

Do some good ● ● ●

deverellsmith are proud partners of the do some good platform: connecting charities with property firms who can provide space, resources, funding and volunteers.

deverellsmith initially supported the initiative when COVID-19 hit; supporting key workers, those on the frontline and vulnerable groups by running a powerhouse department of logistics.

We regularly partner with charities (minimum of 4 times a year to be exact) in line with deverellsmith's CSR programme, devgives... where the business aligns with a national awareness to educate our team and network, raise money and support in whatever way we can.

How you give back:

Each employee is entitled to up to 10 paid volunteering days, that's on top of holiday allowance.

Get involved whole heartedly with every devgives... campaign

#purpose-driven
#foreverevolving
#businessforacause
#strongertogether

A high-street of dreams:

Our unique business model puts us firmly on track to achieve our vision: **to hit the number 1 spot in The Sunday Times Best Small Business awards**, we just need more of the right people to make it happen.

The convenience store...

- Regular barber visits
- Regular nail technician visits
- Monthly dry-cleaning collection service
- Paid sabbaticals for long standing staff members
- Mobile phones provided to principal consultants+

The health hub...

- Monthly company-wide lunch events, with a twist
- Monthly lunch trips (individual and team)
- Quarterly in-house massage sessions
- Quarterly team fitness/ yoga/meditation sessions
- Cycle to work scheme
- Discounted GYMBOX membership
- Private healthcare for managers

The bank of you...

- Competitive commission structure rising to 50%
- Opportunity to earn equity within the business
- 2 bonus schemes
- Long term incentive programme (LTIP) for core business leaders

The thrift store...

- Seasonal office parties
- Weekly competitions; prizes include vouchers and experience days
- Birthday off
- Office rooftop working/ chill-out area

A portrait of Ella Beese, a woman with long brown hair, smiling. She is wearing a black turtleneck. The portrait is set against a bright green circular background.

deverellsmith

... THE RIGHT PEOPLE ...

• • • **Here to listen** • • •

If you're interested in exploring a career at **deverellsmith**, Ella is available to discuss opportunities across all disciplines of the business via Zoom, telephone or in person. **Get in touch today.**

Ella Beese
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