

... benefits ...

Our focus is on hiring the best talent, improving your skills and creating an environment you want to stay in. Our benefits package is a collaboration of progressive ideas designed to make your time with us easier and more enjoyable.



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, you'll have access to a rooftop, dynamic working and chill-out areas. Yes, it does include igloos and ping pong tables.



Dress for your day policy

Our office has a relaxed business attire dress code (formal business attire should be kept in the office for meetings).

Unlimited holiday

Days holiday: unlimited with a minimum of 28 days to be taken.

Flexi hours: 9:30AM - 4.30PM

Office / Remote: 3 days / 2 days

Paid Sabbaticals

5 Years: 1 Month

10 Years: 2 Months

15 Years: 3 Months

(can take up to 6 months including your paid sabbatical)

The health hub...

Support & Wellbeing



OpenUp

You'll have access to a free mental health platform, connecting you with accredited therapists and video coaching.



Wellbeing events

Does sunrise yoga on the roof sound like a great way to start your day? You could join the number of wellbeing events we hold from puppy yoga to spinning classes.



Discounted gym memberships

Get fit and save big with our exclusive discounted gym memberships including GYMBOX, Buzz Gym and Nuffield Health.



Cycle to work scheme

Pedal your way to a greener commute with our cycle-to-work scheme, unlocking a healthier lifestyle while reducing your carbon footprint.



Regular nail technician

You'll receive free manicures or pedicures as we welcome a nail technician into the office every 6 weeks.

Family Matters...

Private health care for managers

Weeks 1-13

100% of your normal weekly gross earnings

Details of maternity pay structure ----->

Weeks 14-26

50% of your normal weekly gross earnings

Enhanced parental leave

You'll receive Enhanced Maternity Pay (EMP) and Enhanced Adoption Pay (EAP), which is above the industry average.

Your normal earnings will be calculated on average, using the 6 months' pay prior to the baby's due date.

Enhanced Paternity Leave (EPL) is 4 weeks leave at your basic pay rate which can be split over the child's first 12 months.

Weeks 27-39

25% of your normal weekly gross earnings

Weeks 40-52

25% of your normal weekly gross earnings

Getting social...

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.

Impact

Corporate social responsibility

Our CSR, Sustainability and Wellbeing Ambassadors spearhead our internal initiatives, organising our volunteer and charity days.

Equality, diversity & inclusion

Each quarter our DE&I board hold roundtables giving you the opportunity to have your voice heard about DE&I initiatives and creating an inclusive workplace.

Incentives

Annual

Fancy an all-expenses paid trip to Mykonos? Every year we take our top performers on an extravagant destination holiday.

Quarterly

Each quarter our high flyers are treated to a lavish outing. From a VIP box at Ascot to front row at the BRITS, you won't want to miss these.

Each financial year

At the financial year end we celebrate our stand out performers and teams to give them the recognition they deserve, followed by a social celebration.

Events

Quarterly socials

You'll be taken out once a quarter for a team and company wide social, to help fuel meaningful connections amongst your team.

Feed the 50(00)

What brings people together? Food. Once a quarter we task a group of ds employees to cook the whole office lunch, a chance to bring us together and catch up... no work chat allowed!

Barstools

Monthly breakfast events where we hear from clients or thought leaders on specialist subjects. We've heard from mortgage advisors, LGBTQ+ advocates and sports coaches to name a few.

A portrait of Ella Beese, a woman with long brown hair, smiling. She is wearing a black turtleneck. The portrait is set against a 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 video, telephone or in person. **Get in touch today.**

Ella Beese
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