

The OPCC is a great place to work. We focus on employing people that align with the ethos and culture of our team and that will embrace our values of Openness, Partnership, Compassion and Courage.

We try to be clear about what we require from our employees in our role profiles but recognise that recruitment is a two-way process, and it is just as important that we are as good a fit for you as you are for us.

We have outlined below some of the key things you can expect when working with the OPCC so that you can decide if the OPCC is somewhere you want to work and help make a difference.

Remuneration

- A Pay policy that provides consistent reward for work of similar value
- Annual increments subject to satisfactory performance
- Local Government Pension Scheme
- Commitment to pay equality

Benefits

- Generous Annual Leave Entitlement
- Flexitime
- Hybrid Working
- Discounts & Savings (Blue Light Card, The Force Club, Police Mutual)
- Free Onsite Parking
- On Site Gym
- Pool Car Scheme
- Social Activities
- Monthly All Team Meeting
- Friendly, welcoming, and helpful
- Full induction programme and induction pack
and more...

Wellbeing

- Employee Assistance Programme
- Flexible Working
- Health & Wellbeing Passport
- Groups & Associations

- Oscar Kilo National Police Wellbeing Service
 - Menopause Resources
 - Cycle to Work Scheme
 - Financial Wellbeing Services
 - My Healthy Advantage App
- and more...

Development and Career Progression

- Regular Performance and Development conversations as part of Annual Reviews
 - Regular 1:1s with your line manager
 - In-House Leadership Academy training and development opportunities
 - Vocational Learning
 - Networking Opportunities
 - Internal Coaching & Mentoring Schemes
- and more...

Work Environment

- Professional Office Space
- Recently Refurbished Offices
- Bright and Airy Open Plan Offices
- Based just outside Portishead with its Lido, Beach, and Marina
- Hybrid Working
- Home Working Resources
- On Site Restaurant and Coffee Shop
- Staff Kitchen
- Beautiful HQ Grounds with Deer Walk, Pavilion, Lagoon, and gardens.

We hope that you will agree that we look like a great place to work and look forward to receiving your application.