

WHY WORK AT CLEAR HORIZON

Culture



Shared purpose of the organisation

- ☀️ We define our culture and beliefs through these four value statements:



- ☀️ We are committed to a warm, supportive, collaborative, and fun culture
- ☀️ We offer opportunities to be directly involved in initiatives that strengthen and shape our culture
- ☀️ We value and act on the ideas of all our staff
- ☀️ Our focus is on creating a safe and rewarding work environment where our staff feel supported
- ☀️ We enjoy a culturally diverse workplace.

Opportunity



Staff professional and personal development

- 🚀 We invest in staff career progression and professional development and have a comprehensive professional development policy
- 🚀 Each staff member enjoys a tailored professional development plan
- 🚀 We offer secondment opportunities with a client or partner organisation after 2 years of service
- 🚀 Our staff enjoy free professional memberships to relevant governing bodies like AES and SIMNA

Rewards



Staff wellbeing

- 📦 We have staff wellbeing plans
- 📦 All our staff enjoy 4 wellbeing days annually pro rata
- 📦 Staff have ready access to our comprehensive Employee Assistance Program
- 📦 Competitive market-based remuneration packages benchmarked annually
- 📦 We offer an additional week of annual leave after 2 years service
- 📦 We share profits with staff through our Staff Profit Sharing Scheme
- 📦 We host game nights and other social activities

Work



Work flexibility

- ✂️ We encourage flexibility in the way we do our work, and we believe flexibility goes both ways
- ✂️ We have a high level of trust in our staff to make reasonable decisions around how and when they work
- ✂️ We offer hybrid work models to suit each staff member's needs
- ✂️ We are B-Corp Accredited