



# Careers at engage



## Introduction

Thank you for considering **engage** Mutual Assurance as the place to take your next career steps. People are the heart of our business, and meeting the needs of our employees is essential to ensure we continue to grow for the benefit of our members. This organisation is relatively young, but has an established heritage as a respected Financial Services provider. We are now entering an exciting time where we are exploring many new opportunities.

This information pack aims to give you an insight into and understanding of our organisation.

We are looking to attract people willing to rise to the challenges ahead and committed to the values of the organisation. We are proud to be able to compete with larger organisations in terms of the products we offer and the way we work. However, unlike larger companies where employees often feel lost amongst thousands, our culture and the unique environment we work in, enables people to feel part of a team and see their efforts contribute to our overall success.

Our enviable location, with impressive views over the Crimple Valley on the outskirts of Harrogate, isn't all we have to offer. Our employment package contains high levels of flexibility and freedom. With annual bonus, stakeholder pension and other benefits on top of your competitive salary, we expect remuneration will not present you with any concerns.

Andrew Haigh, Chief Executive



## What is a Friendly Society?

Friendly Societies are mutual organisations, owned by their members. All profits are used for members' benefit.

## A Potted History

Originally, Friendly Societies were formed as social and savings clubs for members and to provide insurance against ill health. Many were formed by people living in a certain region or employed in specific trades or professions. There are still several Friendly Societies associated with occupational groups.

By the late 18th Century, Friendly Societies had become so popular they were recognised officially by Parliament, which encouraged their self-help motives by granting freedom from taxes on members' investments.

With the arrival of the State Welfare schemes many Friendly Societies were absorbed into the state system whilst others evolved into the predecessors of today's Building Societies and Insurance Companies.

The Association of Friendly Societies is now working very closely with the Government to try and develop new products to encourage members of the public who do not have savings and pensions to make provision for themselves and their families. **Engage** is proud to be involved with these developments.

## engage Mutual Assurance - who are we?

18<sup>th</sup> April 05 marked the re-branding of Homeowners Friendly Society as **engage** Mutual Assurance.

Homeowners Friendly Society was established in 1980. As our membership grew, Homeowners moved to offices in the centre of Harrogate to accommodate the business' expansion. At that stage the bulk of the policies were sold in Bradford & Bingley's branches and through other Building Societies.

In 1987 Homeowners began promoting the business through direct marketing. To this day we advertise extensively in the press, and a larger proportion of new business comes in by post. By 1994 we had outgrown our offices yet again and bespoke premises were built on the outskirts of Harrogate to accommodate us and allow for future development.

In 1998 Homeowners extended its product range to include life insurance.

In 2003 Homeowners accepted a transfer of engagements from UK Civil Service Benefit Society and the merger increased Homeowners' membership to more than 235,000.

## Your career with us

Regardless of what stage you are in your career, we are confident that at **engage** Mutual Assurance you will be able to build on your experience develop new skills and grow professionally. We ensure each employee has a great opportunity to get involved with new initiatives. But more importantly, the value we place on our staff ensures an environment where people enjoy coming to work.

Our reward philosophy is constantly reviewed to ensure we offer a contemporary remuneration structure and packages as expected in today's workplace. Other initiatives include the development of an Employee Engagement "round table" forum, where views can be aired from across the business and solutions found from within the group.

## Development and growth

As an organisation committed to development (securing our Investors in People accreditation several times over), we appreciate that job satisfaction is increased when people have the confidence to do the job correctly and receive the learning & development opportunities they need to fulfil their role. Furthermore, we believe that every individual should be able to development professionally. At **engage mutual assurance**, we work hard to ensure that employees are not "typecast" by other people's expectations of them. That is why we have deliberately encouraged cross- departmental job role moves, with the latest examples being, in-house catering to Tele-Business, cleaning to policy processing.

If you have aspirations to further your career to a management position, we are building a new programme, which will equip individuals with the skills, knowledge and experience to ensure we have our leaders of tomorrow.

## Staff Introduction Scheme

If your application is successful then as an employee, you would become eligible to introduce your friends or family for any future vacancies we may have. If you introduce someone and they are successful, we pay a fee directly to you.

## Staff Benefits

As we move through 2007 we expect to add a significant number of benefits to those we currently offer. But until that time, you can expect to receive some of the following as part of your contract: (all benefits are dependent upon the role offered).

- Up to 10% Employer contribution to your Pension Scheme
- Staff introduction scheme – (if you introduce a friend, we will pay you a finders fee.
- RSVP (recognition scheme to say thank you, with certificates worth up to £1000)
- Death in service cover (4 x salary)
- Corporate Gym discount at Cannons on Hornbeam Park
- Professional subscriptions paid
- Study leave (5 days per annum)
- Paid eye tests
- Private Health Insurance
  
- Permanent Health Insurance qualifying period 5 years
- Holiday 25-30 days per annum
- Additional holiday purchase scheme of up to 5 days per annum
- Flexible working patterns
- Free parking
- Long service award