

We're hiring



Join Team Conwy



Welcome to Team Conwy

A place I'm proud to say I have the pleasure of leading as Chief Executive. I began my journey here in 2021 as Head of Law and Governance, so I'm living proof that career development and progression is a top priority in our organisation!

I joined Team Conwy at the height of the second lockdown of the Coronavirus pandemic and quickly learned that I was now part of a determined, hardworking, committed and supportive team and I'm very humbled by this.

Our values: we care about what we do, we are fair to all, we are innovative, we are team players, are embedded in our culture. One thing I know is how hard we work to support the people in our communities. And when we face new challenges, we do so together.

I leave you with our vision, which we have had for many years. It remains unchanged and totally relevant: Conwy - a progressive county creating opportunity. Read on to see how you could fit in our organisation and I hope you'll be inspired to join Team Conwy.

Diolch,
Rhun.



Mae'r ddogfen hon ar gael yn Gymraeg hefyd.

Why Conwy?

We recognise that we are only as successful as the people we employ, and we are committed to supporting our team. We offer way more than just a salary that's paid on time. We offer rewarding jobs that make a difference, fantastic benefits and great development opportunities.

True work life balance

Depending on the job, we offer lots of working options to ensure you can balance your work and home life in harmony. Life's tough enough.

Our staff tell us time and time again that our flexi-time scheme is one of the biggest benefits of joining team Conwy.

Some of life's most precious moments happen when other organisations expect you to be present, but we support our staff with ways in which to get your work done and get to those memorable family events.

Our generous holiday package

When you start working for us, as a minimum you get 26 days holiday plus eight bank holidays. 34 days off a year isn't bad, but it gets better.

After five years you're rewarded with an additional five days and after ten years another two days. What could you do with 41 paid holiday days a year? Oh, and if you are needed to work on bank holidays you will benefit from enhanced pay too.

Your health and wellbeing

Your health and wellbeing is important to us and we are committed to nurturing a culture where you are supported in work and at home.

We continually review what we offer our staff, but right now, to help you keep you well, we offer: an interactive wellbeing app, free eye tests for all computer users, discounted Ffit Conwy membership and a cycle to work lease scheme.

For those times you find yourself unwell, either physically or mentally, we will support you through with sick pay, a 24/7 helpline for advice and counselling, an occupational health service, rapid access physiotherapy and cashback healthcare schemes.

Money and lifestyle

We want to help make your money go further and we have lots of financial wellbeing tools to help you achieve this.

We regularly assess what we offer our staff, but right now we offer a competitive pay structure that's reviewed every year, enhancements for hours outside of normal working hours, a generous pension scheme and a shared cost additional voluntary contributions scheme to top up your pension.

Lots of our jobs need you to travel around the county, so we also offer a green car lease scheme, business mileage and discounts for Arriva bus travel.

If that wasn't enough, we've also got Conwy Rewards. A one stop portal to keep you up to date with all your staff benefits including discounted shopping, gift vouchers, cinema tickets and more.

Earn and learn

We're good at spotting and developing talent at Conwy. Using our learning and development plan you won't stand still here.

We're passionate about progression and will work with you to achieve your goals whilst working to make the lives of the people of Conwy better. Some development is quick: E-learning, half day seminars, one day's training - refreshers as well as new.

But then there's academic qualifications and professional courses too. We encourage our staff to take the time to keep their skill set current and appropriate. Transferable skill sets are key to this and in a diverse organisation like ours, there's plenty of progression routes.

Equality, diversity and inclusion

We welcome applicants from all sections of the community. We are responsible for delivering services to the people who live, work in, and visit Conwy and we are committed to providing equality of opportunity for everyone.

You can expect us to:

- Create a culture in which our staff are recognised and valued
- Promote a working environment that entitles all employees to dignity and respect
- Review the way we do things regularly.

We are a Disability Confident employer. In ensuring equal opportunity, we welcome all people, and we actively encourage staff to challenge how we approach equalities.



Meet Craig, one of our IT heroes

After a successful career as a senior manager for over 20 years with Tesco, I took the decision to pursue a new challenge with a career in IT and so I joined Conwy's IT Service Desk team (the people we call when we need help with IT).

In just over two years I've progressed to a Senior Information Technology & Digital Transformation Analyst alongside studying for a BSc Degree based apprenticeship in applied cyber security with Bangor University. Conwy both funded and supported me with this progression through work based study time.

Our jobs

Team Conwy has a workforce in its thousands operating a vast range of services. With over 100 different job roles, we're confident we'll have a role that's right for you. Services are broken down into sections and departments and each of those has a team. Each team has their own unique dynamic, bringing together people with a set of shared goals.

To help you get a feel for what we do and how you might fit, our jobs are grouped. Some you'll recognise, but some will no doubt surprise you. Either way, we hope you'll think of us when you're ready to make your next career move.

Our job groups are:

- Operations
- Administration
- Care
- Technical
- Professional
- Management

Operations

We're sure you'll recognise our operations jobs. They are the ones you see every day in your community and help keep Conwy working at its best.

Our **operational jobs** include:

- Recycling Crew
- Theatre Front-of-House
- School Crossing Patrol

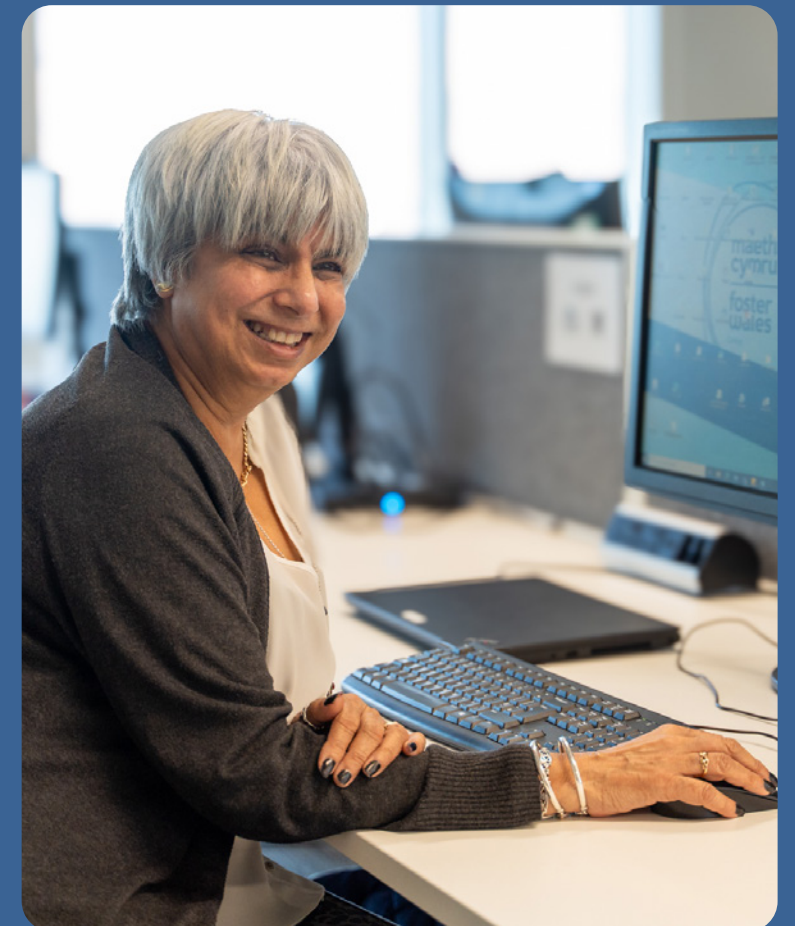


Administration

Keeping us in order are our administration teams.

Our **administration jobs** include:

- Receptionists
- Customer Services
- Business Support



Care

Conwy cares all day, every day in your community.

Our **care jobs** include:

- Community Support Workers
- Occupational Therapists
- Social Workers



Professional

Our professional careers enable our communities to be their best.

Our **professional jobs** include:

- Solicitor
- Environmental Health Officer
- Teacher



Technical

Our clever technical teams keep us focussed and innovative.

Our **technical jobs** include:

- Theatre Technician
- Call Handler
- Mechanic



Management

Our management teams lead the way and keep us progressing.

Our **management jobs** include:

- Infrastructure Manager
- Leisure Centre Manager
- Planning Manager



Ready to join Team Conwy?

Find your fit

Scan me

