



BLACKBURN
with
DARWEN
BOROUGH COUNCIL

OUR OFFER TO YOU!

As a manager with Blackburn with Darwen, we can offer you:

- Dedicated Finance and HR support to ensure that you can focus on getting the best out of your staff.
- Finance can offer you advice and guidance around budgets, income, expenditure, and forecasts.
- HR can guide you through disciplinary and sickness casework, recruitment support, and workforce planning.

We are a small authority which brings many benefits of working in locality settings such as:

- Hybrid and flexible working opportunities (where the role allows) including working from home and reduced hours to support with family.
- From April 2023, we offer 26 days annual leave plus bank holidays. After 5 years, you will get 31 days annual leave plus bank holidays (pro-rata for part-time workers).
- Each year you will receive an increment to move you up our pay-scales to reflect your experience.
- We offer an excellent pension scheme where you can also make additional voluntary contributions, reduce contributions.
- We have a number of offices that provide a modern, technologically advance, and comfortable workspace to support new and innovative ways of working.
- Blackburn and Darwen are small towns which makes travel around the borough easy and convenient.

Here at Blackburn with Darwen we are committed to our workforce:

- We offer a continuous programme of training and development, comprehensive e-learning packages, and many face-to-face training opportunities to enhance your skills and knowledge.
- We also offer a wide range of professional development, through the apprenticeship levy. Employees can make applications, for all types of technical, professional and managerial courses without having to pay a penny!
- As a large organisation, we are also in the unique position to offer you opportunities of moving around the council to experience other departments and services to gain a wider understanding of the organisation as a whole, develop your networks and broaden your own career opportunities.

Blackburn with Darwen continue to improve:

- We have well established teams that all pull together and support each other and new starters.
- Approachable and supportive managers and leaders.
- We operate a 'Listen, Learn, Act' culture; if we are being told something doesn't work, we look to make improvements to teams and services.
- Committed to equality, diversity, and inclusion, ensuring opportunities for all.

Trust

Respect

Ambition

Collaboration

Kindness

