



Pembrokeshire is a unique and beautiful county situated on the south west coast of Wales, bordering the Atlantic Ocean. Its coastal edge is covered by the world renowned Pembrokeshire Coast National Park, and includes rugged coastline, cliffs, sandy beaches, seaside towns and offshore islands. Much of the county is rural and tranquil, with narrow lanes linking rich and fertile farmland.

Where the County meets coastal waters, the character of the landscape becomes more urban with harbours and port infrastructure. Milford Haven has a huge sheltered harbour of strategic importance, and is served by energy-related installations and large vessels. Busy A roads link our ferry ports to coastal resorts within the National Park, such as the picturesque town of Tenby. Pembrokeshire has a thriving tourism industry, with hospitality provision throughout the county.

Pembrokeshire has stunning natural and architectural beauty, a vibrant music and arts scene, plenty of opportunities to pursue water and land based activities, and charming villages and interesting market towns to explore. Its rich cultural heritage includes inland forts, standing stones, burial chambers and castles scattered across the landscape.

Besides the 124,000 people who live and work here, we also welcome around 2.3 million staying visitors each year. Here at Pembrokeshire County Council, we are totally committed to delivering high quality services and value to our customers.

Pembrokeshire County Council is the biggest employer in the county, with around 6,100 employees providing the essential services to meet the needs of its residents and visitors. These services include education and schools, social services, waste and recycling, housing and leisure and more. Our aim is to ensure that Pembrokeshire is prosperous and remains vibrant and special.

Our Mission Statement

As an organisation we have a clear sense of purpose: "Working together, improving lives".

Our work towards this goal is underpinned by three principles:

1. Sense of Purpose

Our purpose is to inspire and support individuals, communities and organisations to secure improvements in social, economic and environmental well-being.

2. Improvement

We will aim to transform the way in which the organisation works, innovating and seeking best practice to help us deliver in more effective and efficient ways. We will aim to continue to make prudent choices, by living within our means and avoiding unnecessary processes and waste.

3. Working Together

We will work together to help provide joined-up support and services for Pembrokeshire people, visitors to the county, communities and organisations. We are committed to the continued development of effective partnerships with voluntary, private and public sector bodies within and out of the county.



Why work for Pembrokeshire County Council?

Our people are at the heart of what we do, and when it comes to taking care of our employees we are proud of what we can offer.

As well as a stunning location and excellent work-life balance, we offer a comprehensive range of benefits to enhance the overall salary package, including flexible working, structured career progression and a generous relocation package of up to £8000 for eligible roles.

Our supportive management team is committed to a culture of openness and transparency. We provide comprehensive induction plans and a supportive working structure, ensuring you have all you need to perform to the best of your abilities, whilst doing a job you love. We also want you to have access to the best development opportunities, and offer a wide range of tailored one-to-one and group training, coaching, mentoring and leadership and management programmes.

Employee Benefits

Some benefits may differ depending on role, but generally, our range of employee benefits can include the following:

- Generous annual leave entitlement of 26 working days paid leave per year - rising to 31 days after 5 years' continuous service, (pro rata for part time employees)
- 8 designated public holidays, in addition to the above (pro rata for part time employees)
- Option of purchasing additional annual leave
- Employee Volunteering Scheme – up to three days paid time off to volunteer (pro-rata)
- 37 hours standard working week, flexible working and supportive family friendly policies and hybrid working opportunities (subject to business need and if appropriate for the role)
- Competitive salary and fair and transparent pay structure.
- Nationally agreed pay awards negotiated on and applied annually
- Salaries rise by annual increments each April (or 6 months after commencement), up to the maximum of the Grade, subject to satisfactory performance
- Relocation packages of up to £8,000 (for eligible roles)
- Excellent Local Government Pension Scheme with ability to pay Additional Voluntary Contribution, to increase benefits at retirement. We pay the balance of the cost of providing your benefits in the LGPS. Every 3 years, an independent review is undertaken to calculate how much we pay, 17.7% is the current payment for 2023/24 for LGPS.
- Occupational Maternity / Paternity / Adoption pay schemes in excess of statutory benefit. Special Leave for Foster Carers
- Range of Equal Opportunities and Dignity at Work policies to promote a positive and mutually supportive work environment
- Wide and supportive range of Occupational Health, Safety and Wellbeing resources, including a professional in-house Occupational Health Service
- Comprehensive learning and development programmes, tailored to all employees, with a suite of e-learning modules to complement training
- Management and Development programme - three year development pathway to assist in developing career opportunities
- Support to access ILM qualifications and mentoring to achieve qualification



- Opportunities to learn Welsh language skills
- Access to discounts and promotions from a range of suppliers
- Salary Sacrifice Car and Cycle Schemes
- Disability Confident Leader status, providing fully inclusive and accessible recruitment and retention process.

Full details of our benefits are available [here](#)

These benefits, designed to help invest in your future, are in addition to living and working in Pembrokeshire, one of the most beautiful and desirable counties in the UK.

The Visit Pembrokeshire website <https://www.visitpembrokeshire.com/> is an excellent source of information, and showcases the wide variety of activities, amenities and adventures that await you.

Standards demonstrating Pembrokeshire County Council's commitment to supporting employees:



Reasons to join us

- Your daily commute can become a pleasure with quiet roads, scenic driving and few traffic jams
- Great work/life balance - how about stopping off at the beach on your way home?
- Housing is still relatively affordable
- We have great connectivity
- One of the lowest crime rates in the UK - we are recognised as one of the safest places to live and work
- We have both English and Welsh medium schools and a Further Education College

Pembrokeshire offers a vibrant music and arts scene, plenty of opportunities to pursue water and land based activities, charming villages and interesting towns to explore and a wealth of amazing history and culture in the area.

All this together with flexible working, generous holiday and comprehensive benefits helps create a great all-round package, when you join Pembrokeshire County Council.

Please get in touch if you would like to discuss this further.