



# Candidate Pack

# Let's be part of your next chapter

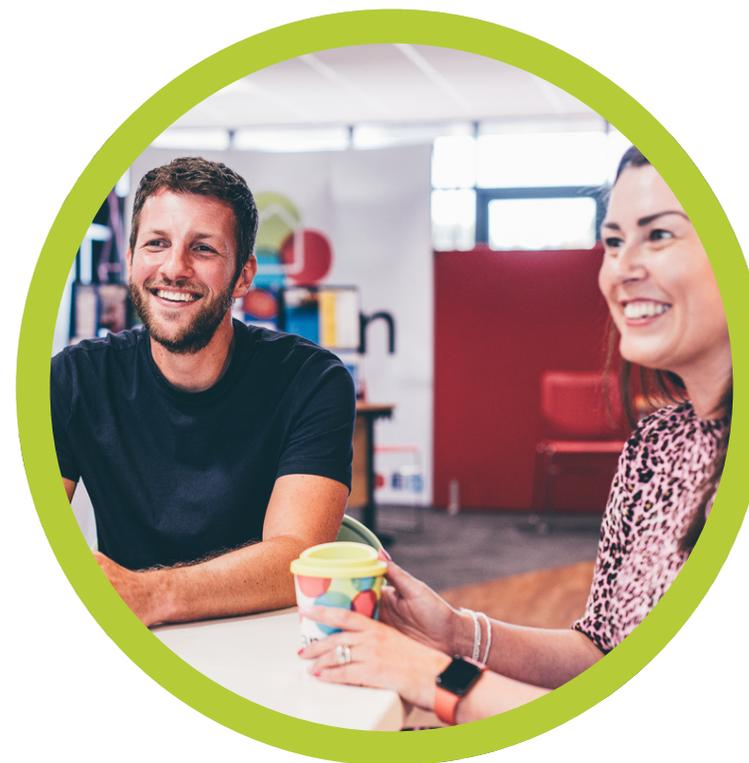
**At Tai Tarian** we make a huge difference to those who use our services and the communities we live in.

It's a really exciting time for our sector and your work will have a real impact on the service we provide.

This pack is designed to help you get a feel for what it's like to work with us, find out what we're looking for, explain the recruitment process and help you decide whether you can see yourself as a part of our amazing organisation.

You will also find hints and tips to support you with your application with us.

## Good luck – we can't wait to hear from you!



Find out more  
about us here ▶



# Who we are

 Our vision – **making a difference**

 Our mission – **great homes, great communities**



  
**Established in 2011**, we are one of the largest social housing providers in Wales. With over 9,000 homes, we offer secure, affordable and welcoming places to live and support for people when they need it most.

  
We are well governed and financially sound. As a community mutual, our money is reinvested so we can **enhance our services and provide more homes.**

  
**Our Plan:** We are committed to providing sustainable homes, in sustainable communities for a sustainable planet.

  
**If it matters to our tenants, it matters to us.** Our priority is to provide affordable homes and tailored services to support our tenants. We are forward thinking, and search for solutions and new ways of working to overcome challenges.

  
**Communities achieving their full potential:** We are a big part of our local communities here in Neath Port Talbot and want our towns and villages to thrive, not only are we building more homes but that sense of community spirit too.

  
**Changing our behaviours today for the generations of tomorrow.** Protecting our planet is also important to us, by making our homes more energy efficient, educating others and changing how we work.

**If you join us, you'll be part of this. Part of something that allows you to make a difference, something quite special.**

# Our values and culture

We care not only for our tenants, communities and planet but each other too.

We want you to bring your own strengths and abilities to contribute to our success. With a mix of personalities, experiences and insights we have created a warm, open and friendly culture you can feel as soon as you meet us.

**But however different we all are,  
we all share the same values.**

Created by our own employees, our values are key to what makes our culture special; they're a reflection of who each of us are and they're embedded in everything we do.

Our culture allows you to bring your authentic self to work, welcoming individual differences and identities. With competitive pay, a generous benefits package and plenty of development opportunities on top, what are you waiting for?



# The extras we offer



## Annual Leave

25 days annual leave, increasing to 28 after 3 years and 31 after 5 years, plus bank holidays, (pro rata).



## Special Leave

We give you 2 days leave for Christmas closure and you can take 5 volunteering days to support the community.



## Generous Pension Scheme

You pay up to 8% (depending on service) and we will match it. Death in service paid to your loved ones, 3x your salary.



## Health and Wellbeing

Cycle to Work scheme, free eye tests, fitness classes, health MOTs, accredited wellbeing training, wellbeing weeks and much more.



## Help@Hand app

Access to remote GP for you and your family, Employee Assistance Programme counselling, wellbeing hub and financial support.



## Occupational Health Services

We have an occupational health service which includes health surveillance, screening, and wellbeing support.



## Our future - your talent

We invest in your career with us and support learning and development for you to reach your potential.



## Discounts

Discounts available in shops and restaurants, at the cinema, on gym memberships and even on experience days.

# Where will you be based?

This will be outlined in your role profile, depending on the job you do. Wherever your base is we will give you everything you need to do your job, whether that be uniform, tools, a van, laptop or phone.

**Our main office is called Tŷ Gwyn, based in Baglan Energy Park just off junction 41 of the M4.**



This is where you will meet us for the first time and is the main base for the majority of employees to meet or work from.

Tŷ Gwyn is the place to interact, communicate, and collaborate with colleagues and have that important social interaction.

Completely open plan, we have hot-desking at the office and collaborate using comfortable break-out areas.

We also have on-site facilities for cyclists, including a bike store, as well as showers, lockers and changing rooms. So, if you cycle to work, or enjoy a pre- or post-work run then you should have everything you need!

If your role is community based, we have a number of locations across the borough to cater for your welfare needs.

**We hope that you now have a good feeling of what it is like to work with us, more details about the job can be found in the role profile.**



# Good luck with your application!

If you don't feel you are the right fit for this particular role, but would like to be part of our organisation, we would love to hear from you.

 [workingwithus@taitarian.co.uk](mailto:workingwithus@taitarian.co.uk)

 0300 777 0000



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