



WHY YOU SHOULD WORK FOR THE WEST MIDLANDS PENSION FUND



West Midlands Pension Fund

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West Midlands Pension Fund works with over 800 employers across the region to deliver information and benefits to over 340,000 members.

Working at the Fund, a substantial regional fund within the Local Government Pension Scheme, one of the largest defined benefit pension schemes in the world, employees have a wealth of opportunities to develop and shape service delivery. Be part of a team striving for top performance and evolving to meet the challenges of scale and increasing complexity whilst continuing to deliver value to our members and stakeholders.

Whether you like analysing data, project work, or day-to-day delivery to a large customer base, we may have a role for you. We are currently recruiting to a number of posts within our pension administration function and are seeking talented candidates to support and drive service delivery. Pensions experience is useful but not essential. Candidates should, however, be comfortable working with numbers, be able to analyse and challenge information and data and have strong communication skills.

With PMI study support, training programmes and a generous defined pension arrangement, the Fund provides the ideal opportunity to invest in your future.



OUR VALUES AND BEHAVIOURS



PEOPLE

Our people are our greatest asset and it is through their development and commitment to our customers that the Fund achieves success.

Having the right people with the right skills, knowledge and behaviour is fundamental to the work of the Fund and we have developed our People development strategy to ensure our organisation is able to respond to its customers' needs.

Ensuring people feel confident and effective in their roles is fundamental to the strategy as this leads to improved efficiency and productivity. Our strategy aims to promote an inclusive environment where all employees are able to contribute to the success of the Fund, as well as gaining satisfaction and reward in achieving their own personal development goals.

Through our "grow our own" we play an active role in providing opportunities to develop within the local community, the knowledge and skills which are relevant to the Fund and financial service industry.



INCLUSION

We are committed to representing Wolverhampton's diverse community and therefore strongly encourage applications from all applicants meeting the essential criteria. The council operate a guaranteed interview policy for veterans who have served in the military, those who have previously been under our care and are under the age of 25 and disabled candidates, where it is evidenced that the essential criteria of the post is met.

We ensure colleagues feel they are treated equally and fair regardless of age, disability, race, religion, gender and sexual orientation.

We have developed our approach to being a more diverse and inclusive workforce which allows us to develop experiences and viewpoints to see issues in a different way and create solutions to business challenges.



LEARNING and DEVELOPMENT

The Fund fosters a People Development Framework which seeks to develop colleagues in their area of work securing adequate succession of key roles, developing future leaders and technical experts and enabling the Fund to respond to change ensuring it remains at the forefront of the industry.

The Fund believes that by investing in its people it empowers them to increase skills, facilitate career development and helps them to progress their role in the organisation.



INNOVATION

Despite the events of 2020, the Fund has continued to grow. Our employee base continues to grow, both in numbers and skill, and we foresee growth areas in a number of our teams going forward both in terms of the people and the service offering. Our future space will support our ambition of becoming a regional hub for pensions knowledge, ensuring we continue to collaborate with our customers and stakeholders supporting their goals and ambitions as much as our own. These goals and ambitions have been identified as key in enabling the Fund to achieve its corporate priorities.



FLEXIBLE WORKING

The City of Wolverhampton Council also offers a wide range of flexible working options to fit in around your commitments including:

- Flexi-time
- Reduced hours working
- Job share
- Homeworking
- Hybrid working

OUR ENVIRONMENT

The Fund believes the environment it creates and uses plays a vital role in supporting its people, customers and stakeholders and how these interact, both in the West Midlands and the wider pensions industry and local government arena. The Local Government Pension Scheme continues to grow and experience significant change, creating opportunities for funds to benefit from collaboration. With a central UK location and close proximity to multiple and major transport networks, the Fund premises provide a hub for training and collaboration and is a place where the Fund can set out and live to the standards it sets for others in ensuring buildings and technology are aligned to ambitions for a sustainable future.





Great team environment



On-the-job development



Access to training and qualifications



Staff rewards

Development of our people is important to us:

- We are accredited Investors in People
- We offer support for professionally recognised qualifications relevant to the role
- We are a PMI-registered centre
- We support CPD

INVESTORS IN PEOPLE™
We invest in people Gold



Pensions
Management
Institute
Moving pensions forward



We currently offer salary sacrifices for:

- Childcare costs
- Cycles and associated equipment
- Personal IT equipment and smartphones
- Cars, including a wide range of 'green' vehicles
- Purchasing additional leave entitlement

Corporate membership of WV active – this includes discounted access to the city of Wolverhampton's leisure centres, offering you a wide range of sport and fitness activities to get involved in.

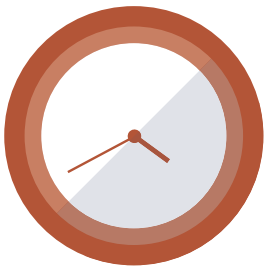
No-claims bonus scheme protection whilst using your car for work.

Ethical savings and loans through the Wolverhampton City Credit Union.

OUR BENEFITS INCLUDE

-  25 days annual leave + eight bank holidays
-  Flexible working hours
-  Staff Awards scheme
-  On-the-job development within a team of specialists
-  Professional recognised qualifications relevant to role
-  We support CPD
-  Brand new office environment
-  Corporate discounts
-  Employee Assistance Programme
-  Automatically enrolled into award winning pension scheme
-  Opportunity to be involved in a Staff Forum group
-  Agile working
-  Study leave

We Have:



Flexible Working Hours



Staff Award Scheme



Staff Forum
*Social events/charity/
team building/
long service awards*

Generous Holiday Entitlement:

Less than five years	25 days
Five but less than 10 years	30 days
10 but less than 25 years	32 days
25 years or more	34 days

All entitlements to leave are calculated on a pro-rata basis for employees who work less than 37 hours a week.



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