

## Working at Cumbria Action for Sustainability

### Welcome from the chief executive

So you're considering applying for a job with CAfS. How wonderful!

CAfS is a thriving charity. Since June 2020 we have almost doubled in size – testament both to the recognition by the public sector, businesses and funders that we must take rapid action on climate change AND to the collective dedication, knowledge and experience of the CAfS team in developing much needed projects and securing funding.

Our board of trustees is also very dedicated. Our trustees invest a great deal of their time, skills and experience in ensuring CAfS is working strategically, is financially sustainable, is compliant with legislation and that the staff are supported.

I've been in this role since December 2019. When the first lockdown happened in March 2020, I wondered whether we would see it through. I hadn't reckoned on the incredible response of CAfS colleagues and trustees – their dedication to the organisation, their ingenuity, reliability, flexibility and support for each other and for me. I could not imagine a better team to go through a difficult time with and commend them to you without reservation.

I hope you will feel inspired to apply – both by the cause, which is absolutely critical to the future of our world, and by the organisation, our values and our fantastic team.

*Karen Mitchell*

### What a job at CAfS offers you

- The opportunity to be on the frontline driving action on climate change as part of a respected organisation that is making a difference.
- Collaboration with dedicated colleagues, communities, local authorities and other organisations who are striving towards the same goal.
- A dynamic working environment in which we continually innovate to achieve the best outcomes for employees, communities and planet.
- A consultative working culture where staff are encouraged to contribute to new developments.

### Our work culture and benefits

- We are a friendly and supportive team of colleagues and board of trustees.
- We are committed to equality, diversity and inclusion in all that we do.
- We will provide the equipment you need to do your job.
- Employee wellbeing is very important to us. We do what we can to help colleagues achieve a great work/life balance.

- We have a flexible working policy and we use it. Most staff work part time so we are accustomed to managing different work patterns. Staff can also work at home where possible.
- If something goes wrong we seek to learn from it, not to blame.
- We invest in learning and development and encourage people to develop their skills and commit time and resources to development.
- Employer pension contribution of 6% from day one of employment.
- Holiday entitlement of 22 days pro rata plus bank and public holidays, rising to 25 after 5 years' continuous service.

#### What colleagues say about working at CAfS

"It's difficult to imagine a friendlier and more welcoming group of people committed to making a working environment that is comfortable and manageable for all."

"Through CAfS I can help many more people cut carbon and live more sustainably."

"I started working for CAfS in February 2021 and I'm really enjoying it. My job is very interesting and varied and I have a lot of freedom to decide what I do and when I do it. It is also great to be part of a team of enthusiastic people committed to tackling climate change."

"CAfS is an extremely friendly organisation, and everyone goes out of their way to make you feel welcome. Also, when you start, you are given a lot of support and a buddy you can talk to if you have any problems settling in. At the moment, we are all working from home, but there are still lots of opportunities to chat to your colleagues, for example during our remote tea breaks."

"I really like the fact that CAfS is a very democratic organisation. There is a lot of consultation about important decisions, and people are genuinely interested in what their colleagues have to say."

"The work/life balance CAfS offers is brilliant. Working hours are genuinely very flexible, and as working part-time at CAfS is the norm, there is no question of you being treated less seriously because you are not a full-time employee."

"I can make a difference at CAfS."

"Starting a new job can sometimes be rather daunting, particularly as everything has to be done online. Even before my first day, I felt supported and the comprehensive induction and the warmth of the welcome meant that I quickly settled into my new role. Colleagues across the organisation have been incredibly supportive and there is great sense of a common purpose and an amazing team spirit."

"I can reach my career goals and develop professionally."