

**MOOR**  
*Horizons*



**North York Moors**  
National Park



**The North York Moors  
is truly a special place.**

**Tom Hind**  
Chief Executive



**Being the CEO of the  
North York Moors  
National Park Authority  
is a real privilege.**

Not only do I get to live and work in one of England's finest landscapes, with spectacular scenery, rich culture, and unique wildlife. I also get to head up a team of passionate and dedicated professionals who all share the same passion for looking after one of our National Parks. The North York Moors is truly a special place, and it is our job to help ensure we conserve and enhance its natural beauty and heritage whilst also helping people from across the country make the most of this wonderful area.

The North York Moors National Park Authority prides itself on offering fulfilling and rewarding career opportunities to people from a wide range of backgrounds and experiences. Whether you are starting your journey in work or an experienced professional, if you want a role where making a genuine difference really matters and leaves you feeling inspired every day then this could be the place for you.

**Tom Hind**  
Chief Executive



**We have a dedicated team of about 170 paid staff and over 500 active volunteers, all undertaking a wide variety of wonderful job roles.**

One of 15 UK National Parks, the North York Moors is a special place, forged by nature, shaped over generations – where peace and beauty rub shoulders with a rich history and a warm welcome. We are...

### **Proud**

We are proud to be a part of an organisation that conserves, enhances and champions this spectacular landscape – each of our roles makes this possible.

### **Professional**

We are doers, enablers, inspirers – we uphold the highest professional standards to bring about positive change for the National Park.

### **Welcoming**

Inclusivity and empathy are at the heart of who we are and what we represent – the National Park is a place for all.

### **Collaborative**

We work positively and proactively with others to achieve our shared vision of the North York Moors.

To find out more please visit:  
**[northyorkmoors.org.uk](http://northyorkmoors.org.uk)**



**It's rewarding to know that you're helping to make a real difference in protecting and enhancing the landscape here.**

**James Caldwell**  
Senior Catchment Restoration Officer



**MOOR**  
*Benefits*

## Pay

Pay is the first part of our overall package, and we have a clear pay structure in place for everybody. This includes annual nationally agreed pay awards and incremental salary progression within an agreed pay structure.

Recognizing great performance is important and we have a system of thank you payments and one-off annual performance rewards to sit alongside our annual review of everybody's pay.

## Flexible working

The flexible working options at the National Park are amazing.

We are committed to providing as flexible a working environment as possible to help each of us perform well at work and have time to do all the other stuff in our lives. Depending on your job role, these could include:

- 50:50 home/office working;
- compressed hours; and
- annualised hours

We also have family-friendly policies covering things such as maternity and adoption leave, paternity leave, parental leave, shared parental leave.

## Annual leave

Working for us, you will get between 25 days and 30 days of annual leave dependent on length of service, plus eight bank holidays. You can also carry over five days from one leave year to the next.

We also have several other leave options to help you manage your work and home commitments.

These include:

- Paid time off for doctor and hospital visits
- Unpaid leave/career breaks
- Paid and unpaid leave for personal and professional development
- Paid compassionate leave

## Sickness leave and sick pay

We recognise that unfortunate things happen in life, and we provide a generous amount of paid sick leave from day one of your employment rising to six months full pay and six months half pay after five years' service.



**The people who work here care; for the environment, for each other, and for the community.**

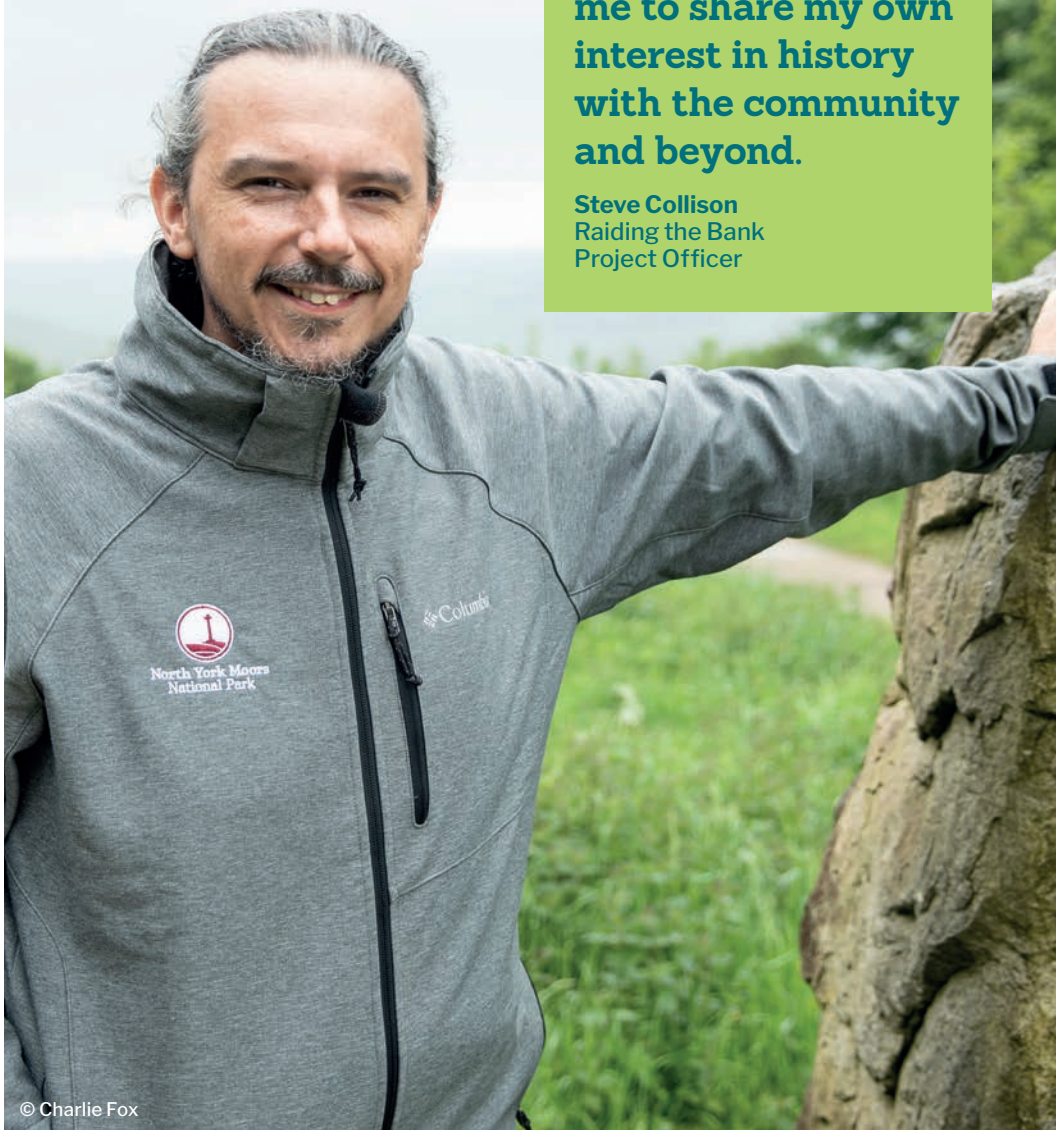
**Edward March-Shawcross**  
Conservation Project Officer – Moor to Restore





Seeing the passion and expertise of my colleagues inspires me to share my own interest in history with the community and beyond.

Steve Collison  
Raiding the Bank  
Project Officer



## Pension

Our Local Government Pension Scheme is a high-quality defined benefit scheme – this means that you know what you are going to get without worrying about the rise and fall of stock markets. We make a big employer contribution of about 20% of pay for every member.

You can look forward to your retirement with:

- **Peace of mind** – Your family enjoys financial security, with immediate life cover and a pension for your spouse or partner and eligible children in the event of your death in service. If you ever become seriously ill and you have been a member for two years, you could receive immediate ill-health benefits.
- **Flexible and early retirement** – You can choose to retire from the age of 55 and receive your benefits immediately (although they may be reduced for early payment). You can ease yourself into retirement by taking a less demanding role from the same age.
- **A secure pension** – Every year the total amount of pension in your account is adjusted to consider the cost of living and after you retire your pension keeps up with cost of living increases too.
- **Flexibility to pay more or fewer contributions** – You can boost your pension by paying more contributions. You also have the option to pay half your normal contributions if times are financially tough.



## Regular reviews and skills development

As part of our Performance Development Framework, you will have regular one to ones with your manager and a formal review discussion on the anniversary of your start date. The meetings will help you to identify your development needs. These could include:

- Internal/external learning and development opportunities specific to your job.
- Support to study for a professional qualification including funding/ loans, day release, additional time to study, travel and other approved expenses.
- Access to the National Parks online learning portal



## Volunteering opportunities

Staff and volunteers join forces and work together on regular 'supertasks.' It is a wonderful day out and you get to know colleagues/volunteers you would not normally get chance to work with and to find out what everybody is working on.

## Have your say

We are committed to working with our employees and have a recognised trade union presence (UNISON).



**It's rewarding to play a key role in a our team, working together to enhance our National Park Centre offer.**

**Georgina Peirson**  
Retail Manager



Working here has completely transformed my career, I work alongside experienced and supportive colleagues, who genuinely want the best for my future.

Tom Emmerly  
Maintenance Ranger



## Work/life balance and wellbeing

We recognise how important our staff wellbeing is and run initiatives focused on this.

**Away days** – led throughout the year by the CEO and Directors and a wonderful opportunity to mix with colleagues and experience the National Park.

**Health walks** – Mental health is just as important as physical health. Just like taking care of our physical health gives us the ability to move and play, taking care of our mental health gives us the ability to handle challenges that come our way.

**The Society of National Park Staff (SNPS)** – open to staff from the entire National Park family. Being a member provides access to a network of shared experiences including weekends away in other National Parks, information, advice, support, and friends from all corners of the UK.

## Occupational health, support, and counselling

**Wisdom** – all staff have access to a wide range of health advice from Wisdom. One of the most valuable benefits is the availability of confidential counselling support for you and your immediate family who live with you.

We also pay for your regular eye tests.





**MOOR**  
*Rewards*



### **Cycle to work**

Spend as much as you want on a bike and accessories (including electric bikes). Salary Sacrifice benefit, pre-tax and National Insurance monthly repayments (paid back over a maximum of two years).



### **Blackhawk Network**

There are a vast range of benefits on treats and the essentials of life. Whether it is your weekly shop, fashion, technology, holidays or days out, you can earn cashback, receive discounts and vouchers on everything you buy.



### **Shop discounts**

20% off on purchases from the fantastic range of gifts available from both our National Park Centres (excluding alcohol).



### **Café discounts**

20% discount from The Truffled Hog located at both our Sutton Bank and Danby Lodge National Park Centres, just produce your name badge/ID.



### **Company cars**

No need to use your own car for business journeys. We have a small fleet of cars that you can book instead. Now these are all diesel, but when they are replaced in 2024/25, we will be all electric.



### **Free parking**

All members of staff are issued with a car parking pass. This entitles you to park in any of the North York Moors National Park car parks.



### **Apprenticeships**

We are extremely proud of our work with young people. Around 15% of our workforce are either working in apprenticeships or graduate training posts.



### **Personal development**

We will work closely with you to identify and facilitate your training and development needs to ensure you continue to grow with us.

Newcastle



Durham



Middlesbrough



Darlington



Northallerton



Thirsk



Harrogate



York



Leeds



Hull



With our staff working across the National Park, this stunning area really is our office.



- 1** North York Moors National Park Authority  
Helmsley, YO62 5BP
- 2** Sutton Bank National Park Centre  
Sutton Bank, Thirsk, YO7 2EH
- 3** Danby Lodge National Park Centre  
Danby, YO21 2NB

North York Moors National Park

Scarborough

Malton



North York Moors National Park



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