



Welcome to Tes

Our mission is what gets us out of bed in the morning and how we measure our success:

We believe in the power of great teaching. We support and connect teachers and schools worldwide, helping them to improve children's lives through education.

We can only achieve this by attracting, retaining and developing people to be the best they can be. We aspire to provide our employees with a first-class environment, supported and challenged by great teams, and with a remuneration and benefits package which demonstrates our trust and commitment. Here's a flavour of what you can expect working for us:

The hearts and minds...



The One Tes WoW (Way of Working) aspires to make workplace flexibility a reality for all...

and we are good at this. Employees tell us that this is a really important part of what attracts them to work for us. We're determined to be at the forefront of flexible working practices. Our culture is positive, supportive and collaborative and we continue to shape a working environment that fits around employees' needs and preferences.

The offices we work in are...

modern, vibrant, creative spaces where teams can choose their environment based on what they need to achieve - whether it's quiet booths for one-to-one meetings or a more open-plan setting. We offer cutting-edge education products and resources to schools and teachers, and we're proud of our heritage and identity as a trusted advisor. This all contributes to delivering great products and services to our customers.





We also like to celebrate our success...

whether that be through our summer and Christmas parties, Tes monthly employee awards, or just acknowledging when people deliver great outcomes with a heart-felt thank you.

Nimesh said:

"I've been working at Tes for 6 months now and it's been a wonderful experience. I've had a team that supports and challenges me on a daily basis, helping me grow a great deal. This has enabled me to really play my role and have a big impact on the products I've worked on.

On top of this, there is a pretty nice ethos within the company and things like Thursday cupcakes and drinks, Friday massages and other activities."

Nimesh Reghunandan, Junior UX Designer



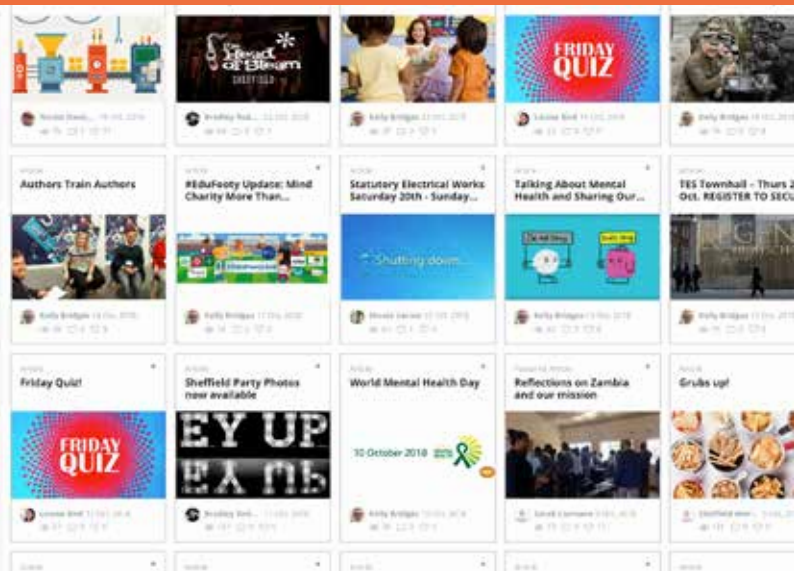
We like to grow and develop people...

We advertise all of our roles internally, allowing our people to grow and develop within Tes. We have regular check-ins between employees and managers and encourage on-the-spot feedback and coaching. Once a year there's an annual review which focusses on employees and their development aspirations. We also support and challenge our talented employees through a range of learning and development initiatives - from our internal lunch-and-learns or our Women in Tes group, to external programmes run in partnership with Tes.

We like to communicate...

Our intranet is where everyone can find out what's happening within the business. For our new employees we hold a full induction event, to meet other new people and the Executive team and hear about how the company works together.

We also have regular broadcasts from the CEO and guests for our office and remote-based employees. Once a year, we hold a Townhall event where we share exciting updates from across the divisions and much, much more.



Wellbeing means well-beings...

We take the wellbeing of our people seriously and are always looking for ways to do more. We have breakfast, tea, coffee, soft drinks and fruit provided on a regular basis. We have an Employee Assistance helpline where people can seek professional advice on personal issues from financial advice to counselling. We also have a regular pulse survey which goes out to all employees called Wavelength.

A working group in London and Sheffield review the feedback and work on actions needed, such as improving mental health awareness, suggesting resilience workshops and looking at how we can continue to make Tes a great place to work. Of course, we also have the latest advanced communication technology that lets our people connect daily wherever they may be across the globe!



Nuts and bolts:



We offer all the great benefits you would expect, such as a minimum of 25 days holidays (see your individual contract for more details), company pension scheme, as well as local discounts and treats depending on where you work.

We like free coffee and finding a bargain

We're also delighted to be in partnership with **Perkbox**. All employees are offered access to Perkbox from Day 1, which includes a host of great learning resources, excellent discounts in high street retailers, airport parking or car hire, as well as free coffee at Caffè Nero's every month and even free mobile phone insurance.





Mission in action: CAMFED

Our chosen charity Camfed is an international not-for-profit organisation, tackling poverty and inequality by supporting girls to go to school and succeed, and empowering young women to step up as leaders of change. We hold various events to raise cash for Camfed, including bake offs, a monthly drinks trolley and walking challenges! In October 2018, we were pleased to give Camfed £10,000, which enabled them to provide schooling for 55 women in Africa to date.

camfed.org

Image: Fossil Foundation HQ, Timba, Zambia © Patrick Hayes/CAMFED 2014

Ryan said:

“ The thing I like about working for Tes is that I feel that we provide an excellent service to teachers and other people within the education sector. Working at Tes, I feel I have the freedom to provide an excellent level of customer service without having to deal with the pressures I've experienced elsewhere. I'd recommend anyone to work at Tes as it's a great environment and there's a unity across the company which I feel I haven't had from anywhere else before. Everyone's easy to get along with, we're a real social group and are always supported by peers and management.”

Ryan Pearson, Customer Service Assistant

Danielle said:

“ I love working at Tes because I feel that, as employees, our voices really count. I appreciate the emails we receive about Wellbeing and also the activities/workshops that are put into place to help us release (should we need to) after a stressful day.

I also love the importance of interaction and co-operation between team members and departments. That's a really positive focus which not many large companies have mastered.”

Danielle Circuit, Ad Fulfilment

And finally...

we're making a huge impact in the education sector and we're passionate about what else we can do to continue to drive and support our teachers and schools. We currently have **11.6m registered users** (mostly teachers/school leaders) on tes.com, **81% of English secondary teachers** see Tes editorial content each week with 1m classroom resources downloaded on peak days, and we're the largest library of Continuous Professional Development courses in the English-speaking world!

Welcome to Tes.

tes.com/jobs/employer/tes-global-1055288

