



Department
for International
Development



Great Reasons to Work with DFID

More and more people are looking for job satisfaction: the feeling that what they do is worthwhile, and makes a positive difference to people's lives.

DFID offers a diverse range of job opportunities in areas ranging from communications to social development, united in leading the UK's work to end extreme poverty. We are tackling the global challenges of our time including poverty and disease, mass migration, insecurity and conflict. Our work is helping to build a safer, healthier, more prosperous world for people in developing countries and in the UK too. What could be more worthwhile than that?

As well as job satisfaction, we offer a professional working environment, competitive salaries with excellent pension provision and a range of other benefits.

We welcome applications from all parts of the community regardless of gender, ethnicity, disability, sexual orientation or background. We are committed to diversity and inclusion in all that we do and we encourage and support all staff to realise their potential and achieve a healthy work-life balance.

These are some of the benefits we offer.

Excellent Reward Package

Diversity and Inclusion

[Our Annual Diversity and Inclusion Reports](#) set out our commitment to this important agenda as well as reporting on our progress. We encourage all to demonstrate their support for DFID as an inclusive workplace and to consider ways in which they can help us to develop e.g. by getting involved with our staff networks.

Whoever you are and wherever you're from, [working in DFID](#) and a broader career in the Civil Service could take you anywhere.

Flexible working

One of the key benefits we offer is flexibility, allowing us to recruit and retain talented people. All employees have a right to apply for flexible working. We will consider a range of flexible working options to meet the needs of all employees. These include reduced hours, compressed hours and remote working.

We aim to support returners following maternity, shared parental leave or career breaks as well as those with caring or other commitments. We also seek to retain expertise through enabling partial retirement.

Offering flexibility is one of the main ways we can identify and remove barriers that would prevent talented people from joining and enjoying a successful career with us.

Our offices operate flexitime systems. As long as you work hours to meet the needs of our business, you may be able to take an additional 2 days off each month.

The Civil Service pension scheme

Your pay and reward package includes membership of the Civil Service Pension Scheme arrangements which are recognised as some of the best in the pension's world.

New entrants will be automatically enrolled into the defined benefit pension scheme which is calculated on a career average basis (CARE). The benefits of the scheme include-

- Guaranteed annual pension that is not subject to volatile investment returns
- Annual pension currently builds up at a generous accrual rate of 2.32% of annual pensionable earnings, adjusted annually in line with prices every scheme year and when it is in payment. Details of the contribution rates can be found on the [Civil Service Pensions website](#). DFID will also make contributions on your behalf
- Tax relief on the pension contributions you make
- Option to top up your pension by making additional contributions
- Life assurance in the form of death in service benefits
- Protection against ill health
- Family benefits for dependants
- Normal pension age is the later of age 65 or State Pension age

Alternatively you will have the option of joining the Civil Service defined contribution scheme. This gives you flexibility to choose a scheme that is right for your circumstances. DFID will make an age-related contribution and, in addition, will match any contribution you decide to make up to a maximum of 3%.

Your exact pension scheme options will depend on your individual circumstances and your previous employment and will be determined before you accept your appointment. You can find more information about our pension schemes on the [Civil Service Pensions website](#).

Leave

When you start working for DFID you will be entitled to 25 days annual leave (pro rata for employees working reduced hours). Your allowance will increase to 30 days after 5 years' service. You will also be entitled to public and privilege holidays – 8 days in our London office and 10 days in our East Kilbride office, plus a day's privilege leave for the Queen's birthday.

Working overseas

For many people, the opportunity to work overseas is an important reason for joining us. We offer a range of benefits and support for staff going to work overseas for 4 months or more, including (where appropriate) a hardship allowance and travel back to the UK. Allowances are also offered for partners and children.

Learning and development opportunities

Meeting our ambitious development targets means continually changing and improving our performance and delivery. We know that we need to invest well in our learning and development and therefore we offer all of our staff an extensive range of opportunities to help maximise their contribution to DFID's work.

From the moment you join and throughout your time with DFID, we will encourage and support you in learning that is tailored to the requirements of your role, your career aspirations and the priorities of your team. We promote continual learning through a blend of activities including through on-the-job experience and special projects.

Salary sacrifice schemes

DFID offers 2 approved salary sacrifice schemes:

- Childcare voucher scheme – a childcare voucher scheme allowing relief on income tax and National Insurance
- Cycle to work scheme – DFID is a member of the Government's "cycle to work" initiative. The scheme offers substantial savings on the purchase of new cycles and accessories. You benefit from income tax and National Insurance relief

Payroll Giving

Through our Payroll Giving scheme, employees can support their favourite charities by donating through their pay. It is a simple and tax effective way to donate to charities and is one of the most cost-effective ways for charities to raise funds for their cause.

Season ticket advance

We can provide an advance of salary (effectively an interest free loan) to help finance the purchase of season tickets for public transport. Repayments are made through your monthly salary.

Fitness and dining facilities

Employees can access our gym and wellbeing centres in our 2 headquarter offices in East Kilbride and London where there are often special membership offers. There are showers and changing room facilities in both locations. There are restaurant and coffee cart facilities available in both headquarter locations.

Car and cycle parking

Access to free car parking in East Kilbride on a first come first served basis. Access to cycle racks in both locations.

Voluntary benefits

Access to hundreds of discounts and offers at well-known national and local retailers, including supermarkets, high street stores and leisure providers. These offers are available online or in store, depending on the retailer, and are often reviewed with new discounts frequently added.

Employee Assistance Programme

Our Employee Assistance Programme is a free, confidential service that offers employees expert advice, information, specialist counselling and support 24 hours a day, 365 days a year