



Recognise, Reward, Retain

Enjoy being part of the On Target team



📍 Welcome to On Target!

We're in the business of recruitment, constantly searching for the very best talent on behalf of our clients. We know exactly what it takes to attract and retain good people.

It's not just about career progression. It's not even just about the money. It's the whole package, the way in which a new job has a positive impact on an individual's working life and, importantly, life outside of work.

We apply our professional knowledge to our own business culture and our aim is to ensure that everyone at On Target feels valued, respected and rewarded. Our benefits package is designed to reflect this.

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In your pocket

We provide a competitive basic salary commensurate with experience. Regular performance reviews mean that success will be recognised. In addition to your salary, we have an open-ended commission structure that pays out on all sales.

You'll also receive:

- Contributions to your pension scheme.
- £1,000 bonus when you recommend a friend (who is then employed).
- Interest-free cash advance if you need it. You can borrow up to £200, 4 times per year.

12 months +

£1,000 baby bonus payable at the start of your maternity or paternity leave.



6 months +

Childcare vouchers

Save up to £933* a year in childcare costs. You can join the scheme at any time up to April 2018.

Cycle to Work scheme

Save at least 25%* on the cost of a brand new bike and accessories up to the value of £1,000. No deposit or credit check required.

Mobile phone purchases

Spread the cost of a new handset over 24 months via payroll deductions from your net pay. Competitive rates with no deposit or credit check required.



Optional financial benefits

We offer a range of benefits that provide significant tax and NI savings and/or help to spread cost via simple monthly payroll deductions.

2 years +

Car salary exchange

Gives you affordable access to a brand new car plus road tax, servicing, maintenance, replacement tyres, comprehensive insurance and European roadside assistance. No deposit or credit check required.



*Actual saving is dependent on your tax status.



👍 Feeling good

We care about the health and wellbeing of our people. Whether you want to get fit or need to deal with a medical condition, we have a range of benefits designed to keep you healthy and happy. In many instances these benefits extend to family members as well.

Flexible lunch hour

Choose a lunch hour to suit you between noon-2pm.



If you're going to the gym we'll give you an extra 15 minutes for lunch.

Facilities

We provide chilled drinking water, free tea and coffee, and fridges and microwaves are available for everyone to use. We have a comfortable break-out room (with a television!) so that you can relax and enjoy lunch away from your desk.

6 months +



Free private medical healthcare

A no-nonsense scheme designed to be responsive to medical needs as they arise. Subject to a background health check, you'll receive treatment at no cost to you at all.

6 months + continued...

Health and wellbeing services

Access to extensive health and wellness information, savings on dental, eye care, health and beauty products plus dining, eating out and leisure activities.

Gym scheme

Enjoy free trials and discounted membership at most gyms and health clubs. In addition, My Active Discounts provide great savings on fitness equipment, shoes and clothing, discounted family and adventure days out and sporting discounts including golfing green fees.

Employee assistance programme

24/7 access for you and your family to free confidential advice, counselling and assistance across a range of personal health and wellbeing issues, including emotional, financial, legal and health matters.

Health risk assessment

A confidential online service giving you access to a personalised health risk assessment report.

+ Optional health and wellbeing benefits

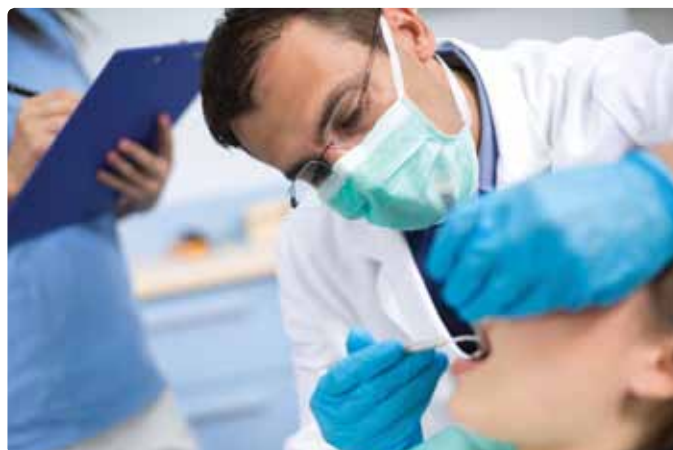
6 months +



Health Cash Plan

This specially designed scheme will help you recover the cost of everyday healthcare for you and your family. Claim back the cost of bills at the dentist, optician, physiotherapist, osteopath and more. Receive cash benefits for hospital treatment and/or accidental injury. You'll also have access to a 24/7 GP consultation and private prescription service.

- Guaranteed acceptance with no medical questions asked, pre-existing medical conditions covered.
- Quick and efficient claims service.
- Additional access to Care 4 Life Plan providing loss of life benefits for you and your partner.
- Low cost premiums paid via payroll.





Incentives and Lifestyle

Your commitment and loyalty deserves recognition. Our holiday allowance means plenty of time to spend with family and friends and recharge the batteries away from work. And we have plenty of incentives to provide motivation at work – and maybe some friendly competition along the way!

Time out

We provide a generous leave entitlement of 29 days holiday, including 8 bank holidays. It also includes your birthday – don't worry, if it falls on a weekend we'll give you another day in lieu!

For every completed calendar year you will receive one extra day off up to a maximum of 36 days in total.

6 months +

You can buy or sell up to 3 holiday days per calendar year. This is subject to taking a minimum of 28 days off (including bank holidays).



Get motivated

Hard work is always recognised and rewarded. On a weekly basis there is the opportunity for early leave on a Friday, and we run various competitions throughout

the year with prizes that include vouchers, tech, meals out and time off. In addition, we offer some great incentives:

Performer of the Month Award

Voucher to value of £150 plus a trophy.

Team of the Month Award

We'll treat you to lunch out with a Director and the rest of the afternoon off.

Half-Year High Performers Club

Enjoy a weekend city break in Europe.

Full-Year High Performers Club

Have fun in Las Vegas during a 4-night stay.

Record Breakers

Records are there to be broken! Receive vouchers valued between £50 and £250 when you go above and beyond certain milestones.

Performer of the Year

A very special award in the form of a £1,500 bonus plus a trophy to show off.

✦ The good life

A good job that provides a great lifestyle, isn't that what it's all about? Shopping, travelling and trips to the cinema just got even better with our bumper package of perks.

6 months +



Corporate perks

Take advantage of countless offers and discounts, including reloadable discount cards, online shopping discounts and cashback, at hundreds of leading retail brands – both in store and online.

Travel perks

Make your holiday even better with discounted flights, hotels, car hire, airport parking and holiday bookings.

Movie mania

Keep up to date with all the new releases and enjoy discounts at most leading cinema brands.

Spend local

Discover a great range of in-store and online discount offers near you.

Team Club

We'll give you a pre-paid reloadable Visa card generating cashback at over 50 retail outlets.

✦ The fun stuff

Far from the concept of all work and no play, you'll find On Target a really sociable environment. Yes, we work hard but we also like to let our hair down. Naturally, we have a great Christmas party. We also organise a family barbecue every summer. Members of the On Target team act as sports and social event organisers and have annual budgets to spend on all sorts of activities.



Past events have included go-karting, Tough Mudders, dragon boat racing, camping, rounders and football – tell us what you fancy trying!




✦ Helping others



At On Target we believe in giving back and actively support nominated charities, including Christopher's Smile, an amazing charity dedicated to advancing research into childhood cancers, and a local hospital charity that has directly benefited the family of one of the On Target team. We also sponsor individual efforts, so if you're taking part in any activity on behalf of a charity we'll help you towards your fundraising target.



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