



# Y Coleg Merthyr Tudful      The College Merthyr Tydfil

## Working at The College Merthyr Tydfil

Thank you for expressing an interest in working at The College Merthyr Tydfil.

Since opening as a tertiary college in 2013, the college has gone from strength to strength. Year on year we have continued to provide a dynamic, broad and inspiring curriculum, recruit above target, maintain a strong financial position and improve our completion, success rates and grade outcomes – and we have stretching targets in place to improve these even further over the next five years as we take forward our vision for 2023.

As a member of staff at the college, you will play a crucial role in the achievement of this vision and our ongoing journey to excellence.

### Employee Benefits

The College Merthyr Tydfil is a very friendly and very supportive place to work. Visitors frequently remark about the friendly and welcoming environment and ethos of the college. We understand that our greatest asset is our staff and we want everyone who works at the College to enjoy working here and to develop to their full potential.

Staff employed at the College are highly qualified and committed as well as friendly and professional. Many staff come from the local area of Merthyr Tydfil or the South East Wales region and staff turnover is low. The College has a positive culture and provides staff with a healthy working environment, including access to a college wide well-being and enrichment programme with activities such as weekly Yoga. We have an enviable record of staff development and both academic and support staff have a number of opportunities to participate in both internal, external and professional career/training development courses, including the OLEVI OTP or ETP programmes, Leading Wales and many more.

As a new member of staff, we would encourage you to come to the College before taking up your post so that you can start to get your bearings, meet your colleagues and, of course, meet some of our students. As part of our comprehensive induction programme, when you officially take up your post, you will have a member of staff assigned to you who will show you around, introduce you to new people and make sure that you settle in quickly. You will also have a mentor to advise and guide you in your new role.

### *A summary of some of the employment benefits of working at the College include:*

- National conditions of service for teachers and business services staff.
- Generous holiday entitlement
- An unbroken record of implementing national pay awards.
- Generous pension schemes (TPA or LGPS, according to post).
- Opportunity to join a recognised trade union

- An induction programme for all new staff.
- An entitlement to staff development each year, including support for external courses/training events and an extensive programme of in-house training and development.
- Good support systems for staff, including a staff counsellor.
- Opportunity to attend an annual staff conference
- Opportunity to be part our cross college staff forum
- End of term/staff team building events
- An annual Appraisal Review scheme that identifies individual training and professional development needs.
- Policies and procedures, including for recruitment and selection, which are based on equality of opportunity.
- State of the art building and excellent facilities.
- Outstanding learning resources, especially IT equipment.
- On site refectory and café
- Opportunity to use hairdressing and beauty services
- An excellent college library with links to the University of South Wales
- A sports hall and fitness suite available for staff use.
- Strong financial viability and stability.

If you would like any further information, or would like to speak to someone regarding the role, please telephone Tracy Woods, PA to the College Principal, on 01685 726004.