

Cheshire West & Chester Council

Grow your career

Make a difference



Cheshire West
and Chester

Cheshire West and Chester Council

Your employer of choice

Our Council provides vital services which touch all aspects of people's lives every day. We are driven by doing things differently, working on a wide variety of exciting change programmes to tackle challenges across the borough.

Whether you are a school leaver, in further education, choosing to change career, or unemployed, we hope that you will consider us on the next step of your working journey.

We recognise the value of investing in our people. We can provide you with the structured training and personal development plan you need, providing plenty of possibilities for your career progression.

Whatever stage you are at in your career, we can offer you a diverse and exciting range of opportunities across hundreds of teams, including apprenticeships and graduate programmes.



Scan to hear what our colleagues have to say about working for us.



Protect the most vulnerable




Do things differently






**Tackle the
Climate
Emergency**



**Keep the
borough
moving**




**Improve health
and wellbeing**




**Support future
generations**



**Champion
local democracy**



**Work in our
communities**



**Help build greener,
fairer and stronger
communities**

Working with us

Apprenticeship programme

Whether you're just starting out, want a change, or even looking to progress in your current industry, apprenticeships are a great option. Anyone over the age of 16 can apply. There is no upper age limit, which means you can start an apprenticeship at any stage of your life.

We provide a range of exciting opportunities across all service areas, giving you the chance to earn money while getting on-the-job training, as well as gaining a nationally recognised qualification that supports you to achieve your career aspirations. As an apprentice at Cheshire West and Chester Council, you will learn from our highly experienced colleagues in an inclusive and diverse working environment.



Scan to learn more about our
apprenticeship programme

Rewards and benefits

As an employee of Cheshire West and Chester Council, you will receive:

- a competitive salary
- up to 31 days leave per year with the option to purchase more
- access to the Local Government Pension Scheme for secure retirement benefits at a low cost and with a generous employer contribution. LGPS members can also access a tax-efficient retirement savings scheme on top of the main pension scheme
- access to our employee benefits scheme, Working Rewards, which provides you with schemes for home, electronics, cycles, car leasing and holiday purchase through salary sacrifice - as well as a range of discounts on retail, travel and leisure
- access to the Your Care wellbeing platform and 24/7 employee assistance programme
- a free DBS check if it's required for your role.

Learning and growth

- You'll be encouraged and supported to grow and develop your knowledge, skills and career.
- You can choose to pursue a range of experiences and career journeys.
- Regular play your part conversations will help you focus on personal growth and how your own progression supports the Council's priorities.



Our modern way of working

Many of our roles allow you the flexibility to work from home for part or all the week, helping you balance your other commitments, take care of your wellbeing and reducing the need to commute. Where this applies to your role, you'll have a base location, usually at one of our modern offices in Chester, Ellesmere Port or Winsford. We'll provide you with the technology you need to work flexibly from anywhere.

Flexible hours (depending on the role and with management approval) allow you to work around your other commitments. Flexi-time is also available, subject to business needs.

Our flexible leave options support work/life balance. This includes family-friendly leave covering adoption and fostering, maternity, paternity and shared parental leave. You can also benefit from leave to enable you to volunteer to support the local community.





We want people to be themselves at work.

We value equality in everything we do and believe our organisation is stronger when it reflects the diversity of our communities.

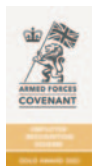
We are striving for inclusivity and our diversity networks and Equality Champions help us share ideas, raise awareness of challenges, offer confidential support and help promote positive change.



We're proud to support our colleagues from the armed forces and operate a guaranteed interview scheme for ex-armed forces looking for work.

As an equal opportunity and inclusive employer, we also have guaranteed interview schemes for people with disabilities (known as Disability Confident). We also offer a guaranteed interview scheme for anyone with care experience where the minimum criteria for the role is met.

We work closely and positively with our recognised trade unions UNISON, GMB and UNITE to make sure that the views of our colleagues are heard.



INVESTORS IN PEOPLE®
We invest in people Silver



Connect with us

Find out more about careers with Cheshire West and Chester Council on our dedicated recruitment website



Receive the latest job vacancies direct to your inbox



Visit: cheshirewestandchester.gov.uk



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