

Recruiting and nurturing exceptional talent

Foster Denovo



Be at the heart of a leading financial adviser firm

About Foster Denovo

Founded in 2005, we are an award-winning, leading UK firm of financial advisers. We are experts in our industry, providing bespoke financial advice to individuals and their families, charities and employers.

Our business is built on relationships and trust. We have an open, mutually supportive, knowledge sharing culture, which enables us to think differently for the benefit of our clients.

Our people, along with our clients are at the heart of our business. Delivering an outstanding client experience is one of our guiding values.

If you want to be part of the continued growth and innovation of our leading firm of financial advisers, we want to hear from you. Whether you join us as a Partner, employee benefits adviser, client experience executive or any other role within our support team, you'll be joining a nurturing and dynamic place to work.

9 offices throughout the UK.



50 accolades recognising our work, winning 30 awards.



+65  our Net Promoter Score (NPS) and the value our clients place on us.

we work with thousands of clients from; individuals, families, employers and charities.



1 of the top firms of financial advisers in the UK.



Who we are looking for

To continue our growth aspirations, we are looking for bright, talented and like-minded people who are ready to take the next step in their career.

We want the people who join us to care about what they do, to exceed our clients expectations whilst maintaining our brand and reputation along the way. We also have a core set of guiding values that help to underpin our business and our people.



Fair



Opportunity



Skilful



Trust



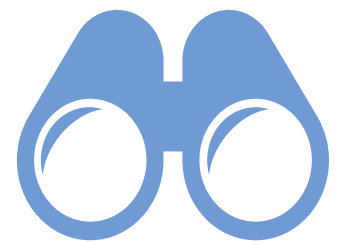
Empowered



Relationship

Our company values are an integral part of how we operate, they are ingrained in the way we work and have led to Foster Denovo being accredited with Investors in People Gold standard. This recognises that we have demonstrated a continuous commitment to making sure our people are at the heart of all that we do.





Who we are looking for

We recognise our employees' hard work and are committed to creating a work environment that has a positive impact on your professional and personal development.

We are proactive in nurturing the talent within our business and have invested heavily in the training and development of our people, creating a dedicated learning and development function within our organisation.

As an employee, whether you want to take on a new challenge or simply develop your skill set, we will aim to provide you with the tools and support you need to help you achieve your objectives.

Our policy is to recruit the best person for each vacancy. We are committed to applying our equal opportunities policy at all stages of recruitment process. All stages will be carried out without regard to gender, gender reassignment, sexual orientation, marital or civil partnership status, colour, race, nationality, ethnic or national origins, religion or belief, age, pregnancy, maternity leave, disability or trade union membership.

Reward and recognition

We value every single person who works for us. Our people are one of our biggest assets and an essential part of our business. Our people are important in helping us maintain being one of the UK's leading firms of financial advisers.

We recognise hard work through our peer based quarterly recognition SuperstaRRRRs awards as well as offering an extensive reward and benefits package.



Benefits of working at Foster Denovo

Along with competitive salaries, we offer employees 25 days of annual holiday entitlement, increasing by one day after each full calendar year of service, up to a maximum of 30 days.

Our core benefits available to you as an employee of Foster Denovo include:



matched personal pension contribution up to 7.5% of your salary;



enhanced financial education and the chance to use our expert financial advisers;



Sick pay paid to qualifying staff up to 13 weeks.



Life assurance up to 4x notional salary and income protection of 75% of basic salary.



Access to an independent service that provides confidential, emotional and practical support when needed.



Free annual eye test and £50 towards glasses for use at your computer.



An interest free season ticket loan to spread the cost of travelling to work



Hybrid working; part office based and part home working.

We also have a number of optional flexible benefits available to you, at an extra cost:



Critical illness cover, providing a one off lump sum if you are diagnosed with a serious illness



Private medical insurance for you and your family



Dental insurance for you and your family, covering the cost of check ups, hygienist, x-rays and treatment



Medicash, a health cash plan which provides cash back to help pay towards the cost of medical and dental treatment



Discounted will writing service for you and your family



Cycle to work scheme allowing you to save money on a new bike and spread the cost



Techscheme, where you can choose and purchase from over 5,000 tech products and spread the cost.

Nurturing talent

We are committed to our people and their learning and development. We understand that personal development can play a key role in enhancing the skill set of our people, whilst supporting our organisation.

Our Leadership Framework, alongside regular continuous performance reviews underpin the development of our people; we want you to have a career with us at Foster Denovo.

In addition to relevant training, we provide the tools and time for continual learning including; e-learning, coaching and mentoring, job rotations and regular team collaboration and meetings.

You will acquire many transferrable skills in Foster Denovo, which is why we have illustrative career pathways that can help you plan your future career with us.

Making a positive difference

Through financial planning, we help clients reach their goals, and as an organisation we have a number of ESG goals in place.

Every year, through our employee engagement group, The Voice we involve our people in nominating and selecting the charities and good causes we support and throughout the year fundraise, raise awareness, collect donations, support community projects and host company social events.

We believe we have a responsibility to protect the environment and limit our impact where possible. It is a responsibility everyone at Foster Denovo shares.

“Foster Denovo is a great place to work.”

Meet our people

We were awarded an Investors in People (IIP) Gold accreditation, where we were recognised for our distinctive culture and focus on embedding our core values across every aspect of our business. From attraction and recruitment through to performance management and recognition showing that we are a company that truly invests in its people.

“I have been supported by my line manager, through to HR. And, as a result, I have been put through training courses that has allowed me to progress to IT Manager.”

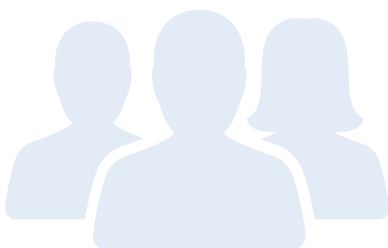
Marcio Atouguia, IT Manager

“I was welcomed into the business and everyone was really friendly. It was comfortable and everyone was willing to help with any questions I had. After a couple of weeks I felt like I’d settled in”

Joseph Brewer, Client Experience Executive

“It’s an open culture. If you ever have an issue, or having trouble with a case you are working on, everyone’s very open and very helpful, with everyone always willing to help, even the advisers themselves.”

Divya Patel, Junior Paraplanner



INVESTORS IN PEOPLE®
We invest in people Gold



Interested in joining us

If you are ready to take the next step in your career, we'd love to hear from you.

Explore the opportunities and vacancies we currently have available here:

<https://www.fosterdenovo.com/work-with-us/job-vacancies/>

Whatever stage you are in your career, join us and we'll empower you to think creatively, help you thrive and meet your full potential to help you feel fulfilled in your role.

If you would like to know more about working at Foster Denovo, or would like to discuss any of our current vacancies:

call 020 7469 2826*;

email joinus@fosterdenovo.com; or

visit www.fosterdenovo.com

* Calls are charged at your standard landline rate.

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