

BE THE CHANGE – BE OXFAM

Oxfam is a global movement of people who won't live with poverty, and we work together to end this injustice for everyone. Thousands of talented people already commit their time to make this happen.

Oxfam is its people; our staff, volunteers, supporters, partners and the communities we work with. By joining us you will join a movement standing against the injustice of poverty, an environment where we hope you will flourish, continuously learn and progress and we will offer you an array of benefits.

• WHAT WE STAND FOR – OUR VALUES

We will always act, we will speak out, and we won't live with poverty.

You will be working with and contributing to a global movement of millions of people who share the belief that, in a world rich in resources, poverty isn't inevitable.

The majority of people living in poverty are women. Therefore empowering women is vital to ending poverty. So we put women's rights at the heart of our work.

As we strive to achieve Oxfam's goals to end poverty, we try and lead by example in demonstrating the same values that we wish to see in the people we work with and those we aim to influence.

Empowerment – We all lead from where we sit

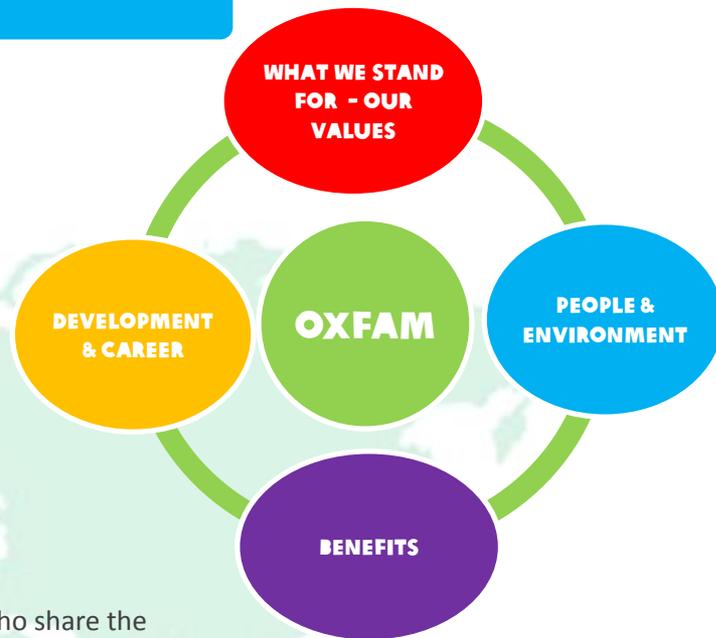
Our approach means that everyone involved with Oxfam, from our staff and supporters to people living in poverty, should feel they can make change happen.

Accountability – We do what we say we will

Our purpose-driven, results-focused approach means we take responsibility for our actions and hold ourselves accountable. We believe that others should also be held accountable for their actions.

Inclusiveness – We are Diverse

We are open to everyone and embrace diversity. We believe everyone has a contribution to make, regardless of visible and invisible differences.



• WELCOME TO A COMMUNITY OF INSPIRING PEOPLE

Oxfam is a community, an exciting and friendly environment where committed, dedicated, inspiring and driven individuals come together from all corners of the world to work hard to eradicate poverty, each person bringing something special to create a friendly and diverse atmosphere. Oxfam is a constantly evolving organisation which has transformed itself over several decades to stay at the cutting edge of our work. We want to be the international charity of the future, and an organisation which is agile, networked, grounded, and creative.

• BENEFITS & HOW WE REWARD YOU

Oxfam strives to live and promote the fairness and transparency we demand from the world. We have a comprehensive benefits package, flexible working options and much more, for example, benefits for staff on UK contracts may include:

A variety of flexible working options including core hours, part time working, job share arrangements.

A generous pension scheme

Enhanced annual leave entitlement

Additional leave and family friendly policies

Enhanced sick pay scheme

Life assurance

A dedicated Employee Assistance Program

Our many other benefits you can access include: Workplace Nursery (Oxford), Childcare Vouchers, Health cash plan, Cycle to work scheme, and a wide range of staff discounts.

• LEARNING AND CAREERS THE OXFAM WAY

Whether you have been with Oxfam for years or are considering joining us now and have drive, commitment and passion then you will have the opportunity to grow and further your career. Oxfam strives to support staff development and career journeys in many ways, regardless of your role. Our career stories are unique, from the chance to take on new projects, to move across teams, mentor others, and much more. Oxfam's Learning & Development offer provides you with access to on-the-job learning opportunities, mentoring, certified coaching, in-house courses, and many other options. We also support employees with external learning opportunities through study leave, as well as employees studying for certain professional qualifications.

Oxfam has committed to recruiting at least 50% of its staff from within, increasing the number of future career opportunities for staff who are ready to take the next step in their career journey.