Bolton Council is rated one of the best local government employers in the UK.



Our staff say, "Bolton Council invests in its people" and they are "supported to excel and gain new skills". And with exciting career opportunities, clear progression routes and a flexible working environment, it's clear to see why.



Accountability

take responsibility for actions, stand by decisions...



Making a difference

work to a high standard, provide a quality service, keep it simple...



Honesty and respect

be truthful, open, fair, treat others how you want to be treated...



don't give up, remain positive and open to new ideas...



Working together

share knowledge, support, collaborate for better outcomes...



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Annual Leave

We offer an annual leave entitlement of 25 days, plus bank holidays (pro rata for part time staff). After 5 years of local government service, this increases to 28 days (pro rata) in recognition of continued commitment. Staff also have the opportunity to purchase up to 5 additional days of leave each year (pro rata).



Help with Travelling to Work

Car Lease and Cycle to work scheme

Employees can choose to use some of their salary before it's taxed, in exchange for the use of a brand-new car or bicycle.

Car Parking Passes

Opportunity to purchase a parking space within the Town Centre at a preferential rate.



Employee Recognition

We recognise the achievement of 10, 25, 40 and 50 years' Bolton Council service with long service rewards including celebration events and additional leave. Staff with long service are additionally rewarded with a gift when they retire.

Every year we hold the Bolton's Best Awards to celebrate and reward individuals, teams and projects for the excellent work they do to improve the quality of life for everyone in the Bolton family and for championing our Values and Behaviours.



Health and Wellbeing

Your mental and physical wellbeing is a top priority for us. Through our employee support services, assistance programmes and wellbeing interventions and events, we help to look after your health and wellbeing.



Work Life Balance

We offer, where possible, a range of flexible working options including part time working and hybrid working. We have a range of ways to support staff with family life, including Parental Leave, Carers Leave, Neonatal Leave, Pregnancy Loss Leave and Emergency Leave, as well as Maternity Leave, Paternity Leave and Adoption Leave. Staff can also make an application for flexible working, career breaks or a sabbatical.



Training and Development

We encourage our staff to develop themselves and provide a wide range of opportunities to do so through our training programmes, extensive online learning courses and apprenticeship opportunities. Annual Personal Development Reviews (PDR) with your manager will support your ongoing development both in your role and with your future career aspirations.



Rewards, Benefits and Discounts

We want to thank our employees for their hard work and commitment by giving them access to a range of exclusive rewards and benefits on the platform Vivup, including Gym membership discounts, access to benefits platforms and discounts from local businesses.



Pension Scheme

As an employee you will be able to enrol in the Local Government Pension Scheme. Benefits include tax relief on the contributions you pay, the option to exchange part of your pension for a tax free cash lump sum at retirement, and immediate valuable lump sum life cover.

You can also pay Additional Voluntary Contributions (AVCs) through our salary sacrifice scheme.