A group of four people are gathered around a table in what appears to be a meeting or collaborative work environment. In the center, a Black woman with dark hair pulled back, wearing a light blue striped button-down shirt, is speaking and gesturing with her hands. To her left, a woman with glasses and a yellow headband is listening. To her right, a man with grey hair is also listening. In the foreground on the left, the back of a man's head and shoulders is visible. The background shows a whiteboard with some red and green markings and a shelf with books.

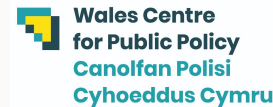
Recruitment is the most important decision we make and we're delighted that you're thinking about joining us.

We are Kaleidoscope Health and Care

Our mission is to work with others to build a future which is kind, connected and joyful. We want kindness, connection and joy to become the norm, not the exception, for organisations in the UK.

We aspire to be the organisation we want all others to be; where individually we can flourish, and together we can show the impact a commercial, not-for-profit, business can have.

We provide award winning consultancy services that brings people together to improve health and care. Our client services include strategy development, insights and impact, and organisational development, and over the past decade, we've helped hundreds of organisations.



At our core



Our Core values

- Kindness comes above all else
- We follow the Teal approach of wholeness, self-management, and evolutionary purpose
- In designing our organisation we are guided by our decision-making principles and our assumptions about all Kscopers



Our decision-making principles

- Collaboration, even over speed
- Transparency, even over comfort
- Autonomy, even over control
- Curiosity, even over familiarity
- Long term impact, even over short term gain



Our Kscoper assumptions

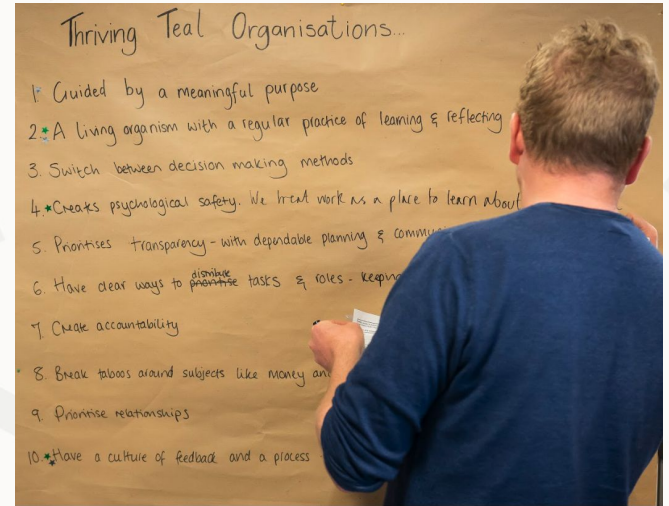
- Kind and trustworthy
- Committed to Kaleidoscope's purpose
- Supports and empowers those they work with
- Takes responsibility for themselves, and Kaleidoscope as a whole, to improve and succeed

How we work

Kaleidoscope is a Teal organisation: we believe people should be able to be authentic (whole) at work, we have a deliberately distributed approach to hierarchy (the person in charge changes depending on what the work is) and we are constantly striving to evolve as an organisation in service of our organisational purpose.

We don't have typical job descriptions or titles, but hold small portfolios of roles which allow us to act with high levels of individual autonomy to get things done. When we notice that our roles need to change, we evolve and iterate them. This is organised using a system called Holacracy.

It takes a little while to get your head around *how* we are organised and, more importantly, *why* we are organised this way but we'll help you to proactively navigate this new way of working with a new starter mentor to support you during your first 12 weeks with us, and then the option of an ongoing mentorship relationship after that.



Employee benefits

Balancing work & life

- 28 days to 48 days of planned leave, including bank holidays (you must take a minimum of 28 days, but can take up to 48 at your discretion)
- 15 days paid sick leave a year
- Flexible working hours and hybrid working policies
- Generous parental leave policies

Looking after you

- Cycle to work and electric vehicle schemes
- Lunches and food provided in the office
- Flu jabs and annual eye tests paid for
- Employee pension scheme and salary sacrifice programmes
- Up to 3 x 1-2-1 employee counselling sessions

Learning and development

- 3 in-person days of “whole company” training per year
- 4 in person “whole company” days where everyone gets a chance to shape our organisation
- A personal learning budget of £150 pp to spend at your discretion

And bringing some joy...

- Vouchers in celebration of standout work or contributions to our culture
- Regular programme of company social events
- A cake on your birthday!

Salaries at Kaleidoscope

We are committed to salary transparency at our organisation: this means your salary and any changes made to it during your time with us, are visible to everyone who works here.

We have 5 incremental salary ranges at Kaleidoscope and when you join you'll be offered a salary in one of these ranges. As part of the team at Kaleidoscope you will own the process of changing your salary within your range, through our salary review process (which typically happens annually).

To propose a change to your salary you'll be asked to reflect on your development in your roles, your impact in your roles and to seek feedback from colleagues on any proposed salary change.

	Increment	Salary	Increment	Salary	Increment	Salary	Increment	Salary	Increment	Salary				
1	1.1	£29,035	2	2.1	£37,137	3	3.1	£55,368	4	4.1	£73,600	5	5.1	£91,831
	1.2	£31,060		2.2	£39,163		3.2	£57,394		4.2	£75,625		5.2	£93,856
	1.3	£33,086		2.3	£41,189		3.3	£59,420		4.3	£77,651		5.3	£95,882
	1.4	£35,112		2.4	£43,214		3.4	£61,445		4.4	£79,677		5.4	£97,908
		2.5		£45,240	3.5		£63,471	4.5		£81,702	5.5		£99,933	
		2.6		£47,266	3.6		£65,497	4.6		£83,728	5.6		£101,959	
		2.7		£49,291	3.7		£67,523	4.7		£85,754	5.7		£103,985	
		2.8		£51,317	3.8		£69,548	4.8		£87,779	5.8		£106,010	
		2.9		£53,343	3.9		£71,574	4.9		£89,805	5.9		£108,036	

Things to think about before coming to work at Kaleidoscope

- **It takes a lot of work to work differently:** Kaleidoscope is deliberately set up in a different kind of way. This means you have to “unlearn” lots of behaviours about power, hierarchy and status which takes effort and headspace. Our way of working takes time and effort to get your head around and personal work on yourself in order to thrive - you’ll have to be up for the challenge!
- **You need to be personally accountable:** We don’t have line managers at Kaleidoscope, which means you have to be good at understanding your needs, advocating for yourself but also being accountable and dependable for your colleagues. This means you really do have to be good at organising yourself and prioritising!
- **You need to be okay rolling up your sleeves:** We’re a small, not-for-profit organisation. This means that there aren’t many people to delegate to, and you’ll often have to do a lot of the work yourself. If you’re used to having a large team, a PA or someone who does things *for* you, you should think carefully about the transition to a small organisation like us!



Good luck with your application, and
we hope to welcome you to the team
soon