

We are delighted you are interested in working for Arqiva, so we have put together some information about Arqiva and what we can offer you as an employer.

Who we are...

Arqiva is at the heart of the broadcast and utilities sectors in the UK and beyond. Through our infrastructure we ensure media and data is taken from, and delivered to where it is most valued, whether that's from broadcasters to your TV screen or radio, or from your smart meter to the utility company. Even if you haven't heard of us before, the chances are you're indirectly a customer of ours and our infrastructure is part of your everyday life! We have a rich heritage and an exciting future ahead of us, and there's so much more to us that we can't wait to share with you.



"I am excited about Arqiva's future because we have so much untapped potential. We have the opportunity to deliver great value for our customers and for our shareholders. This will also continue to create a great place to work where colleagues are engaged and energised, and that's really exciting. I have a real passion for understanding what makes people tick, and when I can do that, I like to help them be the best that they can be and realise their full potential."

– Paul Donovan, CEO

Our future of work...

We are working closely with our colleagues to help refine our approach to hybrid and future ways of working based on the experiences and opportunities that have opened up as a result of what we have learned through the pandemic. We're excited to put our own personal experiences into long-term sustainable changes that benefit our people and our customers. Working flexibly can mean different things to different people, and we want everyone to get the very best out of their experience working at Arqiva. The wellbeing of our colleagues is at the heart of everything we do, therefore if you're looking for part-time, job-shares, flexible working patterns or the opportunity to work from home - have a chat with us and we will do our best to make it work for everyone.



“Our focus is on harnessing and unlocking the potential of our people, which in turn will help to continue to create a high performing and engaged culture. We are focusing on the development of Work.Life.Smarter. principles as our approach to hybrid working as we embrace new ways of working.”

– Vivian Leinster, Chief People Officer

Inclusive Arqiva...

For us, building a working environment that is diverse, inclusive and engaged, is a positive for both our colleagues *and* our customers. This is why we have invested in our partnerships with initiatives and organisations such as Tommy’s Pregnancy at Work, Inclusive Employers and WISE (Women in Science and Engineering)



“Like many organisations, Arqiva had to quickly adapt to new ways of working throughout the Covid-19 pandemic, which we did to great success. We had to challenge both our beliefs of ourselves and our capabilities, as well as how we do business, and there have been many learnings taken from the experience.”

“The Women at Arqiva network’s mission is to be an accessible platform for all, providing resources, new perspectives and most crucially, cultivating change in our organisation. It is a fantastic time to find a new way of working that could create so many more opportunities today, whilst also paving the way for a new generation to think and behave differently.”

- Sally Comley, Women at Arqiva network chair

We also have active and thriving networks to support our colleagues like our Working Families network, Women at Arqiva and Diversity Ambassadors. Take a look at our LinkedIn Life page for more details - <https://www.linkedin.com/company/arqiva/life>

We are working hard to ensure that we are making exciting opportunities accessible to all, and that every employee feels valued, heard and respected so that we can continue to build a high performance high engagement culture.



“Nurturing a diverse, inclusive and engaged culture is woven into every conversation and interaction we have, with an understanding it belongs to all of us. Every member of the Arqiva community is a custodian of the culture we are building. This is a truly exciting time to join our journey in being an Arqiva where we can all be our best, with the opportunity of taking an active role in shaping the strategies behind that – whether through joining a network or event, or using your voice in a survey – we want you to get involved when you join us.”

- Hayley-Rose Hill, Performance, Engagement and Inclusion Lead

Your wellbeing...

Health and wellbeing plays a key part in creating a great place to work. Through our current wellbeing strategy, we have a range of education and practical programmes, self-help tools and resources to support our colleagues’ physical and mental health. Our mission is to empower colleagues to own their own health, through creating the right conditions for success and supporting them to identify and sustain healthy lifestyle changes. In order to achieve this mission we offer the following to our employees as standard:

-  Eyecare plan
-  DSE/vehicle ergonomics
-  Climber medicals
-  Health surveillance
-  Night worker assessments
-  Flu vaccination
-  Mini health checks
-  Mental and physical first aid
-  Advice on nutrition
-  Stress Management
-  Covid testing (LFT)
-  VP GO

Your development...

Stimulating and encouraging curiosity is really important to us. Adopting an ‘Always Learning’ approach is central to this. Whether it’s through informal development conversations, self-paced learning, external partnerships or professional development, we want you to grow and develop whatever your role. When you start at Arqiva you will have immediate access to LinkedIn Learning where you can access over 16,000 courses on a range of business, technology and personal development subjects. You will also have access to getAbstract for condensed 5-10 minute reads and podcasts on all business subjects. If you are joining us in a digital role, we also have access to A Cloud Guru, a technical learning platform to increase your cloud capability across a range of cloud platforms. We value technical learning, so whether it’s informally learning from our internal experts, or attending Arqiva specific training or working collaboratively with our partners and suppliers, you’ll have plenty of opportunities to grow your knowledge. We also have a range of development programmes like ‘Lead the Way’ and ‘Change Ready’, run in partnership with external providers to help individuals reach their potential and help keep building the culture that we aspire towards.

Professional Learning



- Licences for all Arqiva employees
- Over 1,000 employees have actively signed up to platform
- In the last 90 days: 16,012 videos have been viewed



- Licences for all Arqiva employees
- 200 registered users
- Most followed channels: Technology, Personal Development, Workplace Skills

Technical Learning



- We have a strategic partnership with AWS to assist in the building of our cloud capability
- Since 1 July, we have hosted 9 ‘Immersion & Game days’ with AWS for teams across Arqiva
- We have a programme of targeted development around specific roles to gain AWS accreditation via instructor led training with 48 active students on AWS Certified Cloud Practitioner alone.



- We have 135 licences with this global leader in cloud learning
- In the last 90 days: 823 lessons have been completed with ACG

Leadership Development



- We have partnered with OE Cam, a firm of business psychologists to diagnose and enhance our leadership capability
- All members of the Leadership Team at Arqiva have been through a comprehensive leadership diagnostic with an OE Cam expert
- Based on this collective insight, we have developed and delivered an ongoing programme of leadership capability building based on the latest research and best practice



- Change Ready is our development programme aimed at management and key individual contributor roles (c150 people) to develop the required knowledge, skills, mindset and capabilities to deliver on our strategic ambitions

Our benefits...

Developing a comprehensive range of benefits is a key part of our goal of making Arqiva a great place to work. We have a generous set of core benefits which is automatically put in place for you. We also offer a wide range of voluntary benefits. We work hard to make sure there is something for everyone. All you need to do is choose the ones that best suit you!

Our benefits choices include:

-  25 days annual leave as standard with buy/sell up to 5 days options
-  Private medical scheme
-  Group personal pension scheme
-  Personal accident insurance
-  Income protection
-  Gym flex
-  Cycle to work scheme
-  Gadget insurance
-  Healthcare cash plan

 Health screening

 Travel insurance

Useful Links

<https://www.linkedin.com/company/arqiva/life>

www.linkedin.com/company/arqiva

www.arqiva.com/careers

Please contact us on talent@arqiva.com to find out more about our vacancies.