

## Why work for Novia Financial

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Novia Financial is an award-winning financial technology company based in the heart of Bath. As part of our wealth management service for investment advisers and their clients we combine the latest in wrap platform technology, online functionality, and management information.

We're determined to deliver technology that will keep us at the forefront of Intelligent Wealth Management and are building a modern scalable and flexible microservices architecture to help us to achieve our goal. As we embark upon a new and exciting period of change and growth to make our mark on the world, we are looking for people that want to make theirs too!

## Benefits

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- > A competitive salary and up to 15% discretionary bonus each year.
- > Group contributory pension scheme.
- > 25 days holiday per calendar year, with the option to purchase or sell up to 5 additional days per year.
- > Flexible working hybrid and remote working options are available, along with flexible working hours.
- > Informal dress code.
- > Tech Scheme (buy discounted electrical products and pay back monthly via Company payroll).
- > Cycle to Work scheme.
- > Supported and encouraged Professional Development such as vocational training, Hack days, conferences, meet-up events plus regular social events.
- > Private Medical scheme, income protection scheme, group contributory pension scheme and an Employee Assistance Programme (EAP).
- > Internal mentoring scheme.
- > Interest free season ticket loans for travel costs and corporate gym membership rates.
- > Relocation assistance, subject to qualifying criteria.

## Our Aims

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- > Deliver sustainable value to our customers and colleagues.
- > Create a healthy work environment that supports team members to thrive and develop.
- > Optimise cost-to-serve so that we can provide the best value platform in our industry.
- > Embed common ways of working across teams and with our key partners to deliver business and technical agility.
- > Ensure quality, security and compliance is built into everything we do making inspection redundant.
- > Foster and optimise operational excellence in everything we do