

Working for Cyrenians

Thank you for your interest in working with Cyrenians.

We are a values-led organisation that puts people at the heart of everything we do.

Our Values

Compassion

Respect

Integrity

Innovation

What you can expect from working at Cyrenians

- **Having meaningful work** that supports those who need it most
- **Being part of a team** that is committed to making a positive difference in people's lives everyday
- **A supportive and inclusive working environment** that values each employee as an individual
- **Regular opportunities for learning and development** to support you in your career development

What our people say

In our annual Staff Survey, we ask colleagues for feedback on a range of topics to find out what's working well, where we can improve, and what matters to them most.

Our 2026 survey told us that:

91% of people feel
Cyrenians is a values-led
organisation

96% of people enjoy
their job

93% of people feel supported in their role



"Cyrenians has been the most welcoming and supportive organisation I have worked for, and this feels like a genuine culture that underpins the charity and the work we do."



What we offer you

Financial

- **Generous annual leave entitlement** of 38 days pro rata (including public holidays)
- **Length of Service awards** giving you additional annual leave after every 5 years of service (up to 5 additional days)
- **Enhanced pension scheme option**
- **Employee discounts** available through Perkbox and the Blue Light card discount scheme

Wellbeing

- **Supportive workplace** with excellent line management support and access to reflective practice
- **Sickness absence pay** that increases with your length of service
- **Family-friendly policies**, including blended working and enhanced maternity & adoption pay
- **Employee Assistance Programme**, including access to counselling and online wellbeing support
- **Bike to work scheme** to support active greener travel

More

- **Free parking at most Cyrenians locations**
- **Access to free Edinburgh Zoo tickets**
- **Death in Service scheme**

For more information on the role you're interested in and how to apply, please see the Job Description and Application Form and contact the peopleteam@cyrenians.scot if you have any questions. We look forward to hearing from you!