

Explore Careers at North Yorkshire Council



Why work for us?

North Yorkshire is England's largest County and North Yorkshire Council is the region's largest employer with a very wide range of jobs and careers at all levels. We employ over 15,000 people and our employees cover a diverse mixture of roles such as legal, teaching, planning, social work and engineering, and we can offer you the opportunity to develop your career. From social care to highways, environment to arts and leisure, our services are regarded as among the best nationally. Our staff are committed to making a difference to the communities and visitors of North Yorkshire.

We offer an unrivalled rewards and benefits package to our employees including generous annual leave (starting 28 days + bank holidays), Local Government Pension Scheme, retail, travel and leisure discounts and salary sacrifice discount schemes through our Everybody Benefits offer, commitment to staff development and continuous learning, progression and career-enhancement opportunities, access to modern technologies to aid flexible working practices.

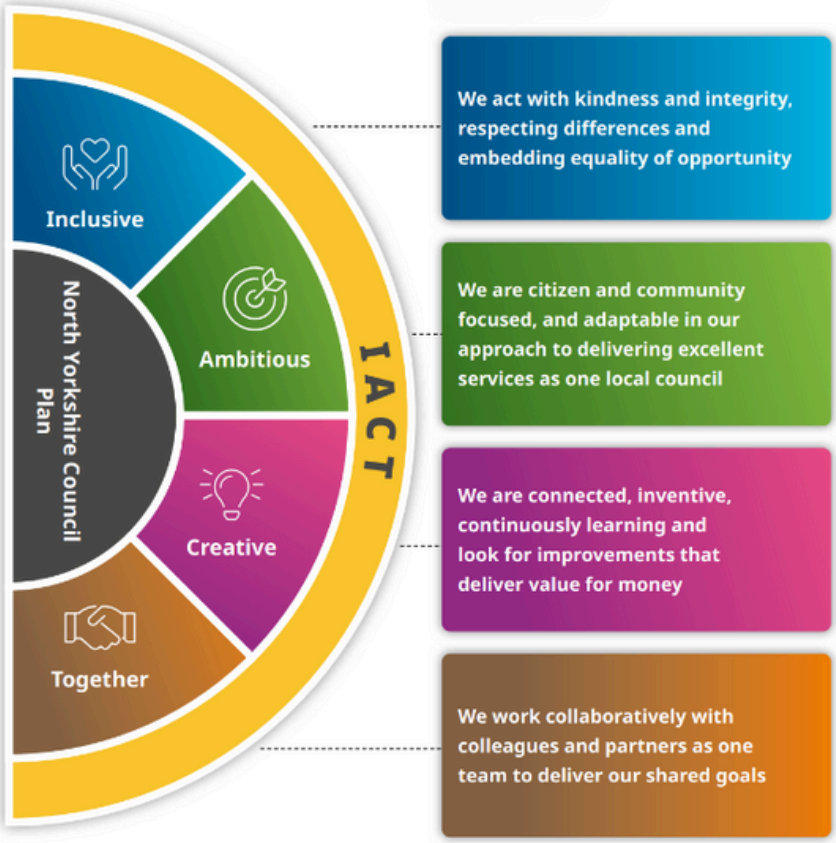
This booklet aims to provide more information about the wide range of jobs and careers in North Yorkshire.

"Our teams are highly dedicated and actively engaged in shaping and leading transformation and innovation, whilst ensuring families remain at the centre of our decisions."

- Educational Psychologist



Values and Behaviours





Working with Children, Young People and Families

We make a real difference to the lives of children and young people in North Yorkshire. Our vison is that all of our children and young people are safe, happy, healthy and able to achieve In North Yorkshire.

We believe that every child should have the opportunity to reach their full potential. We aim to be a place where all children and young people are happy, healthy and achieving.

We have a national reputation for excellence, and we are keen to stay at the cutting edge of innovative childcare practice.

We are dedicated to transforming community support through a diverse array of services aimed at empowering children, fostering inclusivity and celebrating diversity. From specialised programs for children with disabilities to early interventions that prevent crises or initiatives are geared towards creating a more inclusive and supportive environment for all. By joining us, you'll not only contribute to the wellbeing of our communities but also help build resilience and empower individuals to thrive.

"I have been working as a safeguarding social worker for 18 months now. I joined when I was newly qualified and North Yorkshire appealed to me because of the quality of training and support for new social workers. The team and managers do care about supporting you so you can give your best. It is a really flexible place!"
- Social Care Professional



Career Development

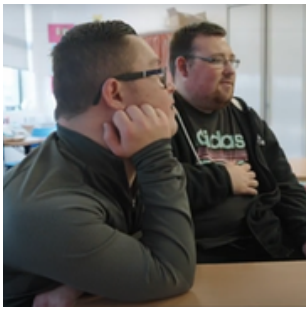
You will receive the very best support, working alongside talented and inspirational people.

Our dedication to excellence in supporting families across the county was recognised by Ofsted in October 2023, who rated our Children and Families Service as outstanding.

We will provide you with training, learning opportunities, and investment in your continuous professional development to enable you to be part of this excellence.

Entry Level Roles

- Clerk of Governors
- Children and Families Worker
- Foster Carer
- Learning Support Assistant
- Advanced Teaching Assistant
- Assistant EHC Case Work Officer



Professional Roles

- Trainee Educational Psychologist
- Social Worker
- LADO
- SEN Caseworker
- Senior Governance Officer
- Multiply Engagement and Delivery Officer



Senior Roles

- Practice Supervisor
- Educational Psychologist
- Principal Governance Officer
- Team Manager
- Head of Service
- Assistant Director
- Director of Children's Services





Working in Adult Social Care

We're looking for caring and committed people to join our team and help improve the lives of those we support. Our team includes Social Workers, Occupational Therapists, Care & Support Workers, Team Managers, Public Health Professionals, Care & Support Workers, and Commissioning Specialists. We provide flexible working arrangements that can fit your lifestyle, and we embrace technology to make working easier and more efficient. Your wellbeing matters to us, and we invest in resources that help manage workload and provide ongoing support. Teamwork is at the heart of what we do. We work closely together and foster strong partnerships with the NHS, independent organisations, housing providers, and the voluntary sector. This creates opportunities for you to form meaningful connections with other professionals and make a lasting impact in the community.

If you are passionate about helping people live longer, healthier, and more independent lives, and you're seeking a rewarding and varied career, consider joining our Adult Social Care team in North Yorkshire. We are committed to supporting both your personal and professional development while helping shape the future of care in our region.

"I am well supported by my manager and there are many opportunities for continuous professional development and learning. I am soon due to complete my ASYE and career progression is promoted, with consideration to my interests, skills and knowledge."
"North Yorkshire Council offer a flexible family friendly way of working, which has allowed me to take on this role and I know is hugely important to many working parents."
- Social Care Professional



Career Development

Embark on a journey with exceptional support, collaborating with inspiring individuals from across our sector. Expect first-rate training, learning initiatives, and a commitment to your continuous professional growth. Our roles offer flexibility, aligning with the dynamic demands of the position and showcasing our dedication to fostering flexible working for our valued team members. Join us in an environment where your success is our priority.

Entry Level Roles

- Social Worker Apprentice
- Reablement Worker
- Public Health Assistant
- Living Well Coordinator
- Social Care Coordinator



Professional Roles

- Care and Support Professional
- Occupational Therapists
- Registered Managers
- Public Health Officer
- Social Worker
- Approved Mental Health Professional



Senior Roles

- Public health consultant
- Heads of service
- Principle social worker
- Assistant Director
- Principle occupational Therapist





Working in Corporate Teams

Corporate team members are at the heart of North Yorkshire Council - playing a crucial role in supporting North Yorkshire Council in providing quality support services; ensuring value for money with a strong customer focus and services which are accessible to all. It is an extremely exciting time to join us as we are now well established and into the second year of the unified North Yorkshire Council. We are reaping the benefits of the newly integrated services which can support front line council delivery to ensure that our communities have access to the best provision. Joining our Corporate teams, you will work alongside highly experienced and friendly colleagues who embrace our values of Inclusive, Ambitious, Creative, Together.

Corporate Career Areas

- Finance
- Property and Procurement
- Customer Services
- Facilities Management
- Transformation
- Legal and Democratic
- Human Recourses and Organisational Development
- Local Engagement
- Business Support
- Technology
- Commercial Traded Services (NYES)

"I have always been a people person, so working in customer services is a natural fit for me. No two days or two calls are the same keeping my shifts varied and fresh. The added satisfaction of knowing I have helped to solve someone's problem makes it a job I love! I am excited at the prospect of being part of the ongoing transformation of North Yorkshire Council and the opportunities and learning this will bring with it."
- Jackie, Customer Services



Career Development

Being part of the expansive Corporate Service Team, you will receive unrivalled career progression prospects. Support from dedicated and enthusiastic colleagues, along with the experience of one of the North's leading employers, you will feel encouraged and supported through in-house and external training and mentoring opportunities.

Entry Level Roles

- Cook
- Cleaning Assistant
- Specialist Customer Service Advisor
- Business Support Officer
- Paralegal
- Graduate Roles across Corporate Teams



Professional Roles

- Project Manager
- Business Analyst
- Systems Developer
- Human Resources Advisor / Senior Human Resources Advisor
- Solicitor/Lawyer
- CCTV Operative



Senior Roles

- Human Resources Business Partner
- Principal Scrutiny Officer
- Head of Finance
- Head of Service
- Assistant Director
- Corporate Director





Working in Community Development Teams

Our community development teams are made up of dedicated people working to make North Yorkshire a great place to live.

We focus on sustainable growth, preserving our rich cultural heritage, ensuring safe and suitable housing, and building strong communities. You'll get the chance to work on important projects that help raise North Yorkshire's profile across the country.

Our teams manage over 8,000 council homes, provide excellent leisure facilities, and oversee theatres, museums, galleries, the UK's largest outdoor concert arena, and even a castle. Together, we're creating vibrant and connected communities.

Community Development Career Areas

Planning, Housing, Economic development, Tourism, Skills, Culture, leisure, Archives and Libraries.

" I have worked for the property department with the council for over 11 years and in this time my role has progressed through to management stages.
From starting as a customer services advisor to now being in charge of Contractors.
Working in the council gives you so much opportunity for career progression."
- Sam, Contracts Supervisor Planned Works



Career Development

We are committed to helping our teams succeed by offering excellent training and development opportunities. Our teams are large but well-supported, giving you the chance to grow and expand your skills. This ensures that you can continue to develop your career as you progress with us.

Entry Level Roles

- Gym Instructor
- Wellness coach
- Swim Teacher
- Library Assistant
- Chef
- Curator
- Events Assistant
- Car Parking Warden
- Planning Assistant



Professional Roles

- Building Control Surveyor
- Planning Officer
- Catering Manager
- Housing Enforcement Officer
- Library Supervisor
- Regeneration Officer
- Economic Development Officer



Senior Roles

- Senior Housing Officer
- Senior Planning Officer
- Tourism and Events Manager
- General Manger - Leisure
- Head of Libraries
- Regeneration Project Manager





Working in Environment Teams

Are you interested in being part of a team who are committed to ensuring that North Yorkshire is a clean, environmentally sustainable, and attractive place to live? Our goal is to support the region's ambition to be carbon neutral by 2034 and carbon negative by 2024 by working with partners to reduce carbon emissions across North Yorkshire. North Yorkshire Council places communities at the heart of the council with the aim of being the most local, large council in England, ensuring that our residents receive an excellent service.

There is a wide variety of Environmental roles meaning there is truly something for everyone at all levels. Roles vary with an array of professional and managerial positions along with front line team members who play a vital role in keeping North Yorkshire a safe and sustainable place for our communities.

Environmental Career Areas

Low Carbon, Natural Capital, Waste Services, Env. Health, Trading Standards, Licensing, Highways & Transportation, Parking, Street Scene, Countryside & Access, Parks & Grounds, Harbours, Fleet, Integrated Passenger Transport, Regulatory, Bereavement, Coroner, Registrars Service.

I have undertaken every operational frontline service role including being part of the emergency flood response team. Basically, I love the job, I get to work outdoors in a lovely area, we work hard but have a good laugh at the same time working with some great colleagues.

- Nigel, Refuse Loader

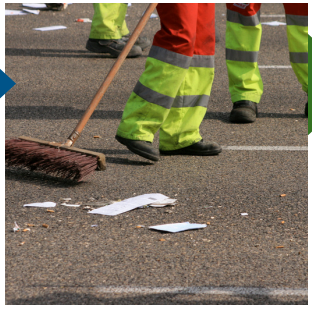


Career Development

Since the formation of the new council in April 2023, our Environment teams have unified and grown meaning there are vast and unique career development opportunities whatever stage of your career you are in. As a council, we are committed to ensuring colleagues get the very best support, working in talented and experienced teams where learning is ongoing to ensure excellence in what we do.

Entry Level Roles

- Vehicle Mechanic
- Gardener
- School Crossing Patrol
- Harbour Operative
- Waste Collection Loader
- Passenger Assistant
- Enforcement Officer
- Highways Inspector



Professional Roles

- Coastal Officer
- Highways Engineer
- Countryside Access Officer
- Climate Change Officer
- Transport Planning Officer
- Environmental Health Officer



Senior Roles

- Trading Standards Manager
- Transport Manager
- Harbour Master
- Parking Services Manager
- Economic Regeneration Manager





Benefits of working for us

We offer a comprehensive total rewards package for our staff, consisting of competitive pay, generous annual leave, employee assistance programme and more.

- competitive pay
- flexible working
- performance-based pay progression
- up to 34 days annual leave
- training and learning
- extended career break scheme
- interest-free travel season ticket loan
- employee assistance programme
- career-average pension scheme
- maternity, paternity and adoption leave
- discounted gym memberships
- relocation scheme
- discounts on local and national retailers
- various salary sacrifice schemes
- financial wellbeing programme
- shared cost AVC Scheme
- professional fees (as applicable)
- eyecare voucher scheme

The Everybody Benefits platform gives you access to many moneysaving offers and discounts at local and national retailers. Discounts and savings available include supermarkets, high street and online stores, electronics, travel, dining out, gifts, health and beauty.

"I love working in the legal team and find the work interesting and varied. There are opportunities to move around between the different teams within legal and democratic services which is great for experience and allows you to find an area that suits you."



Diversity and inclusion

At North Yorkshire Council, we believe in the importance and intrinsic value of a diverse and inclusive workplace, and of centring the principles of equality, diversity, and inclusion in the work we do in the community.

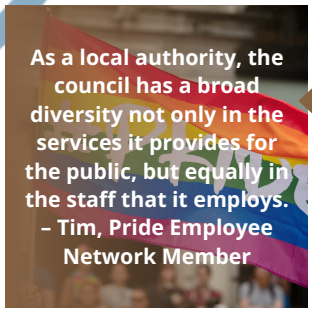
Staff wellbeing and sense of inclusion is essential for our success as a council, and Employee Networks are a fundamental part in ensuring staff, particularly those who are from communities that are underrepresented.

Gender Equality Staff Forum



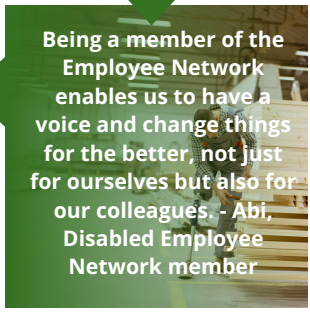
Value in Racial Diversity Network

Disabled Employee Network



As a local authority, the council has a broad diversity not only in the services it provides for the public, but equally in the staff that it employs. – Tim, Pride Employee Network Member

Pride Employee Network



Being a member of the Employee Network enables us to have a voice and change things for the better, not just for ourselves but also for our colleagues. - Abi, Disabled Employee Network member

Living and working in North Yorkshire

North Yorkshire is a thriving county that adapts to a changing world and remains a special place to live and work.
North Yorkshire's natural beauty is captured in its three areas of Outstanding Natural Parks, National Nature Reserves, stunning coastlines, scenic rural villages, vibrant cities and market towns. With safe communities rich in heritage and culture, there is no place quiet like North Yorkshire join us!

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