

Stirling Council

# Recruitment Pack



[www.stirling.gov.uk](http://www.stirling.gov.uk)







# Welcome

Stirling Council is changing, just as Stirling is changing. We are transforming what we do and how we work, so that we can meet the challenges and maximise the opportunities that lie ahead. Our vision of a Thriving Stirling is linked to our **Strategic Goals**, where everyone can be:

**Prosperous** and be involved with an economy that promotes inclusive growth opportunities across our communities;

**Healthy** and live full and positive lives within supportive communities;

**Achieving** and where people are skilled and supported to make a positive contribution to communities;

**Resilient** and be part of safe and caring communities, within an attractive, safe and sustainable environment.

To do this, we have an ambitious programme of innovation and change, to deliver high quality services and develop the best environment for those who wish to live, work, study or visit Stirling.

At the very heart of this are our staff – our best ambassadors and our greatest asset. Together, we are building an organisation with the culture, technology and skills to match our ambition, and with the rapidly evolving public sector landscape.

We are committed to developing our Council and our communities in a way that is solution focused and puts **people** at the heart of everything we do. Our **Shared Behaviours** and **Our Principles** set out our collaborative approach to service design and decision making, whilst our **Think How?** approach encourages all of us to challenge the status quo and champion innovation and collaboration.





# Our Shared Behaviours

## **Commitment:**

proud to do a great job for Stirling and our communities

## **Collaborative:**

we work across boundaries to get the job done

## **Customer focused:**

we're passionate about doing our very best for our customers

## **Leading:**

we lead at every level of the Council, focusing on solutions, not problems.

# Our Principles

## **Co-Design:**

working alongside our colleagues and citizens to design solutions

## **Participation:**

solutions which empower our colleagues and citizens

## **Research based:**

using evidence to inform our decisions and solutions

## **Test & Learn:**

continually testing and improving

It is our people, working closely with our communities who will drive this change, and we are looking for resilient, determined and driven applicants to join our team.

**If this is you, read on to find out more about us and more about the Stirling area.**





# About Us

We recognise that our employees are at the centre of everything that we do. As such, we aim to create a **supportive working environment** which fosters a healthy work-life balance and aims to help employees reach their full potential.

In addition to your salary, you will have access to a **range of benefits** as a Stirling Council staff member, including:

- A fantastic local government pension scheme
- Generous annual leave entitlement from **29 days** up to **34 days** per year depending on role and length of service (plus **7 public** holidays)
- Access to a car lease scheme
- Wellgreen Parking Scheme
- Local discounts
- Season Ticket Loans on travel
- Cycle scheme
- Stirling Credit Union







# About Stirling

**Stirling is a vibrant and cosmopolitan city set within a world-class historic built environment and is a hub of contemporary culture.**

The area is popular with tourists, attracting millions of visitors every year thanks to the region's rich history and stunning countryside, including Scotland's first National Park. Add to this theatres, cinemas, galleries, great restaurants, sporting facilities and easily accessible shopping, and it's easy to see why life in Stirling is hard to beat. Equidistant to both Glasgow and Edinburgh, Stirling is ideally situated for business, as well as to live, work, study and visit. Stirling's population is approximately **94,210** and is projected to rise significantly in the coming years. The Stirling Council area benefits from a vast mix of urban and rural communities, covering **2,187** square kilometres in total and includes areas as far south as Strathblane and as far North as Killin.

We're proud to say that **our local economy is one of the fastest growing in Scotland**, and the city is internationally recognised as a major centre of learning.

Major employers include public administration, finance, accommodation and food service. By turnover, key sectors include wholesale, retail and repairs, construction and manufacturing, primary industries, and administration support services.

# In Numbers

**23** Members across **7** wards

**9** CON

**1** ALBA

**7** SNP

**1** GREEN

**4** LAB

**1** IND



Stirling Council Administration is an SNP-Labour partnership with SNP's Scott Farmer as Council Leader in partnership with deputy Leader Chris Kane of Labour



**94,210**  
POPULATION



**4,473**  
OUR WORKFORCE  
(3,770 FTE)

