

Getting to Know Optegra



we
CARE
about you

we
CHANGE
lives

we
WORK
together

See the Difference, **Make** a Difference

Thank you for your interest in joining our amazing team here at Optegra. We hope the following will help you get to know us a little better and we look forward to receiving your application, as the start of your new career here with us.

Why Work at Optegra?



**we
WORK
together**

We work with inspiring, passionate and highly skilled colleagues with a common goal to deliver the highest standards of patient care.

We're a small company that does big things with a family feel and people at the heart of it. We work hard but we are supported by each other – and we have fun whilst we're at it.



**we
CHANGE
lives**

We've transformed the lives of hundreds of thousands of people through our sight saving procedures. We are proud of what we achieve and our sense of purpose drives what we do.

Our joy comes from knowing our patients are happy and their lives better because of the treatment we provide. Everybody, in every role, impacts the success of our business and plays a part in changing lives.



**we
CARE
about you**

We want to do the best for our people. We invest in setting you up for success, whether that's a beautiful place to work in, state of the art equipment and the right tools to do your job, great rewards for the success you bring or making life easier with flexibility and balance.

You'll see and feel the Optegra difference when you walk through the door – and you'll have every opportunity to make a difference.

What We Do

We help improve the lives of our patients by providing vision correction and treatments for medical eye conditions across our seven Hospitals. As well as elective and private treatments, we are proud to support the NHS in treating patients on their behalf.

Since we opened the doors to our first Hospital in 2008, we have successfully treated over 1 million patients, delivering over 25,000 sight saving procedures per year and we are incredibly proud to be the UK's top rated eye hospital.

But this is just our beginning.

We are passionate about what we do and driven to change the lives of even more patients. We are a growing business and we're ambitious about achieving more – always with our people and our patients at the heart of everything we do.

We exist to provide truly outstanding eye health care for every patient. We know the only way to achieve this is to set everyone of our team up for success. This means giving you the support, encouragement and investment to be your best at work.

How We Do it

Our Values are the golden thread that runs through everything we do. They shape what we do and how we do it, what we look for in our people and what life feels like at Optegra.



We are Focussed

Achieving the best outcomes for our patients & customers is at the heart of everything we do.

We place our energy on what drives success.

We want to be the best at what we do, exceed every expectation and aim high.



We are Safe

Patient safety is our top priority.

Always.

It shapes the way we work, and the decisions that we make.



We Move Fast

We move quickly with a positive, can do attitude so that we can achieve more, better.

We're self-starters and problem solvers. We don't pass it on, we own it.

We keep things simple.

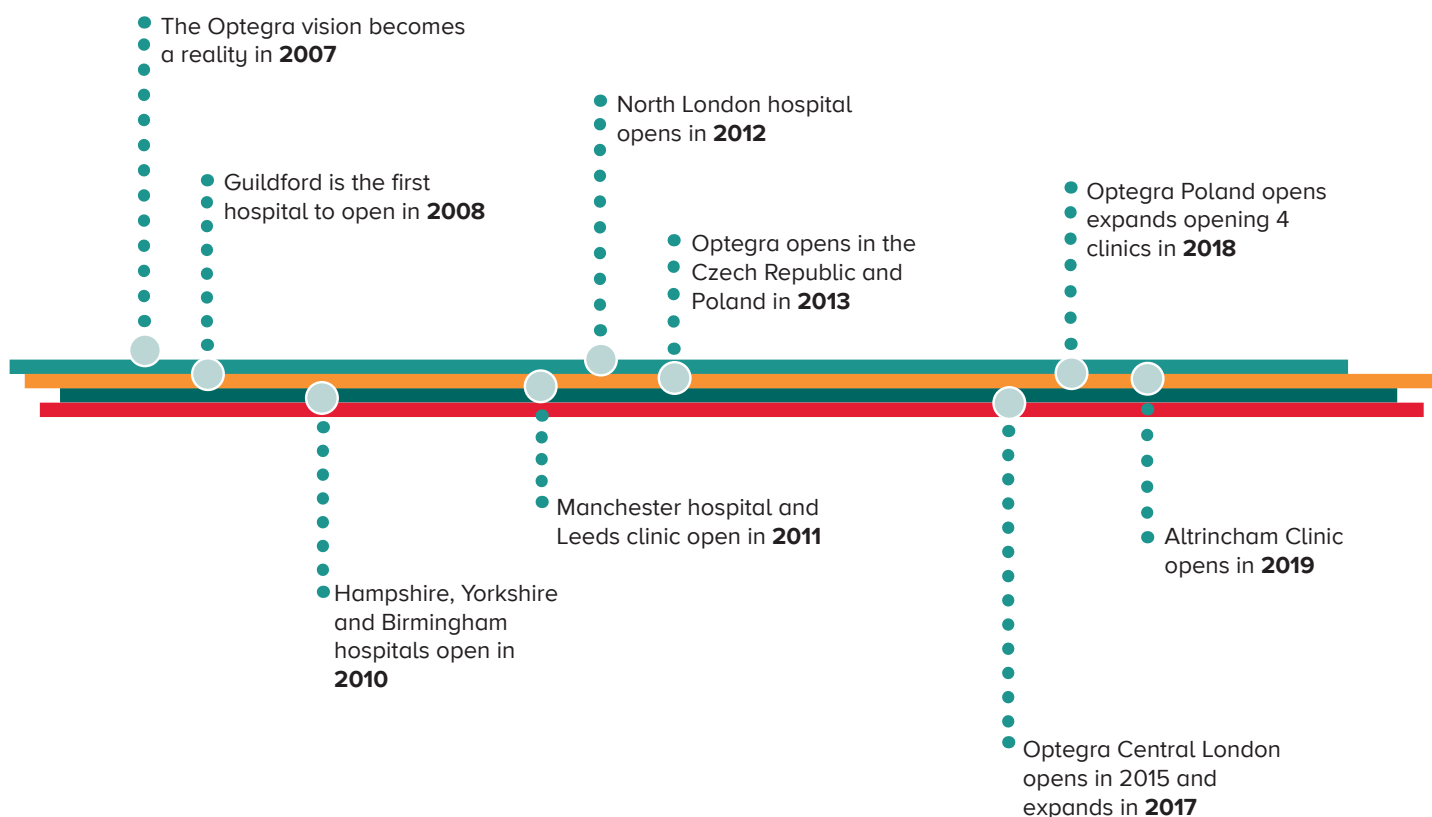


We are Brave

We are bold and feel empowered to find new ways to improve.

We are always asking how can we do things better?

Our Journey



Our Hospitals



Optegra
Eye Hospital Yorkshire



Optegra
Eye Hospital Manchester



Optegra
Eye Hospital Birmingham



Optegra
Eye Hospital North London



Optegra
Eye Hospital Guildford



Optegra
Eye Hospital Hampshire



Optegra
Queen Anne Street, London

Optegra's
Eye Hospital's
across the Country

Developing You

From day one, when you receive your Welcome Box and start your induction journey, you'll receive the training you need to get off to a flying start in your new role.

From there, you'll be supported to develop through regular check ins, on the job coaching, internal training and access to nationally recognized qualifications and our Leading for Success programme is there to develop you as a leader.

You'll be encouraged and supported at every stage of your career by the Optegra Team.

Your Reward

Your Wellbeing

Annual Leave

We all work hard and it's important to take time out to recharge our batteries! Our 33 days holiday each year (including bank holidays, pro-rata'd for part time colleagues) is a good place to start.

Private Medical Insurance

Your health and wellbeing is important to you – and to us. All staff can join our Bupa private medical scheme from day one.

Cycle to Work Scheme

Our cycle to work scheme will help you get fitter – physically and financially – and help the environment!

Flexible Working

We want to support you to get the work / life balance that's right for you, so all staff can apply to work flexibly.

Your Finances

Bonus

Our discretionary bonus scheme is an opportunity to have your contribution over the year recognized and for us all to celebrate the success of the business.

More Perks

All employees have access to a wide range of discounted products and services including shopping, gifts, food & entertainment and travel, so you can save on everyday essential and splurge on treats and luxuries!

Season Ticket Loans

Our season ticket loans help you cut the cost of your commute.

Maternity Leave

We offer enhanced maternity pay over and above the statutory minimum for all mums to be.

Your Future

Your Wellbeing

Pension

Optegra helps you plan for the future by matching your pension contribution up to 5%.

Life Assurance

You will be covered by Optegra's Life Assurance policy from your start date. This means that Optegra will pay three times your basic salary to your nominated beneficiary if the worst should happen.

Some Cherries on our Cake!

Free Eye Surgery

After you've completed your probation, you will be eligible for laser eye surgery at no cost. Your family and friends can also benefit from a 20% discount on eye surgeries.

Free Sight Tests

Of course you can expect a free sight test if you need it at your local Optegra hospital!

Refer a Friend Bonus

We know our staff love working here and hope they want to spread the word! Which is why, if they introduce a new employee to the business, they get a bonus of £1000 when they start with us.

Celebrating Your Anniversaries

We value loyalty and commitment which is why we express our appreciation to longstanding employees by rewarding them with gift vouchers to mark every five years of service. The vouchers increase in value the longer they are with us – all they need to do is decide what to spend it on!

Recognising Our Super Stars

We work with some pretty amazing people and we want to take every opportunity to celebrate their talents. One way that we do this is through our recognition scheme.

Getting Social

We like to get together outside of work, which usually means a Summer and Christmas party!

Working Hours

Our Hospitals are generally open Monday – Saturday so working hours can vary over those days between 7am - 7pm. However, your weekly working pattern will usually be the same - and we don't work overnight or on bank holidays.

Our Business Support staff work office hours, Monday – Friday.

What Next?

We hope you like what you know about us so far!

- Apply for a role via our Careers Site by sending your CV
- If you meet the essential requirements of the role, we'll invite you for an interview
- We'll also let you know if you don't meet these requirements and ask if we can keep hold of your details so we can get in touch with suitable opportunities in the future

We look forward to meeting you.

We'd love to hear from you

Get in touch with one of our friendly HR team by email hr@optegra.com or give us a call on 0207 509 5271