

KANTAR

United Kingdom

Your benefits

Kantar is committed to supporting the wellbeing of our colleagues and their family members in order to create a positive working environment where we can all thrive. We design and provide benefits to show that we value our people and are flexible for their diverse needs.

www.kantar.com/careers

Lifestyle



We provide discounts for Gym membership at over 3,500 participating gyms, health clubs, leisure centres, boot camps, and yoga studios, via Flex.

Give as you earn options so you can donate to your preferred charity with ease. Make a difference and contribute to your favourite charity through payroll.

Cycle to work scheme - we offer a salary sacrifice cycle to work scheme which allows you to purchase cycles to use as part of your commute to work. This benefit allows you to buy a bike and/or accessories up to the value of £5,000 via Salary Sacrifice. The Company pay for the bike upfront and you pay back the cost over a 12-month period, without paying Income Tax or National Insurance.

Wine club, Dining card and kids passes.

Wellbeing



Employee Assistance Programme (EAP) – sometimes we all need a helping hand, Kantar provides you and your family with access to professional counselling services and wellbeing support, to provide emotional, practical and physical support when needed.

Volunteer leave – giving back feels good, take two days per year for volunteering at a charity, visit those in need, park or beach clean-up, support or coordinate not for profit events, whatever your passion is take time to give back.

Annual leave – we appreciate how important it is to take time off away from work to relax. You will receive a generous holiday entitlement, and loyalty is rewarded through additional holiday entitlement with service. 25 days pa, increasing to 27 days at five years service and 30 days with 10 years service.

Sick leave – we offer enhanced sick pay during periods of sick leave, from two weeks to 26 weeks full pay, subject to tenure.

Maternity & Paternity leave – we offer enhanced maternity and paternity pay during such leave periods also.

Financial wellbeing – you will have access to financial planning services, financial coaching and financial advice and investment services.

Peer Recognition



Appreciate is Kantar's voluntary employee recognition tool, where we can highlight great behaviours, earn recognition points that can be used to select from a range of merchandise and experiences.

Flex



We have an award winning flexible benefit offering, designed to recognise that we have diverse needs. You can use the Flexible benefits platform to top up the private medical cover, add your dependants to the healthcare cash plan, purchase dental insurance or health assessments for you and your family, increase your pension contribution, purchase life assurance cover for your partner or increase yours up to 10x base salary, or purchase critical illness cover for your partner.

Annual leave – you can buy or sell an extra weeks annual leave through our flexible benefits programme.

Personal Travel Insurance – enjoy peace of mind that you are covered when travelling abroad, you can buy discounted personal Travel Insurance.

Wealth and Protect



Pension – to support you with your savings plan for retirement we will provide you with a defined contribution pension plan wherein the company contributes more than you will. For all roles you can contribute from 3% and we will provide 5%, for Skale 70 & 80 this company contribution increases to 6%, and for Skale 90 and above a 10% Kantar contribution.

Life assurance – we provide a generous level of life insurance cover (4 x base salary) from the first day of employment.

Income Protection – we provide a generous level of income protection (75% of base pay, minus state benefits) to our colleagues in the event of long-term disability or sickness, this is available from day one of employment, until you are fit to return to work/ capped at five years.

Corporate ISA – you have access to a corporate ISA, a tax-effective savings and investment vehicle, at preferential rates. This is available through our flexible benefits programme.

Gadget insurance – discounted insurance, that is available through our flexible benefits programme.

Season Ticket loans.

Health



Healthcare cover – we have various private medical benefits available to all our colleagues. These benefits are designed to provide wide-ranging assistance in the event of illness or injury. For Skale 50 and below this is in the form of a Healthcare Cash Plan, reimbursing you for everyday medical expenses. For Skale 60-80 you'll get Single Private Medical cover and for Skale 90+ immediate family members are covered too.

Eyecare scheme – we provide our colleagues with a company-funded eye care voucher to contribute to the costs of eye examinations every two years and eyewear for VDU use.

Disclaimer – All benefits and insurance policies are issued at company's discretion and are subject to change.