BIMM
GROUP LIMITED

EMPLOYEE VALUE PROPOSITION

Dublin

Who we are

We are a leading institution for:

- **Music**
- **Film**
- **Performing arts**
- **Games, animation, and VFX**

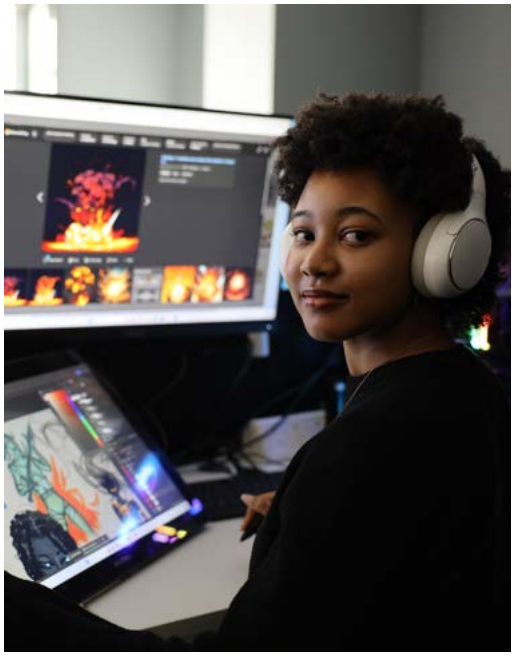
We offer a vibrant and collaborative environment where colleagues work alongside industry professionals, talented students, and creative innovators who are shaping the future of the arts.

Our campuses are alive with activity, from rehearsals and live recordings to film shoots and creative workshops.

It’s an environment where ideas flow freely, professional practice is part of daily life, and students are encouraged to build careers from their passions. Being part of our BIMM Group means being immersed in creativity every single day.









Career growth & development

We are committed to investing in our people and supporting long-term career growth. With clear opportunities for progression, we aim to help colleagues reach their full potential and grow their careers with us.

Colleagues benefit from a range of development opportunities designed to build skills, experience, and confidence, including:

- **Professional Practice Days***
- **The Postgraduate Certificate in Learning & Teaching**
- **Structured training programmes**
- **Senior Fellowship CPD programme**
- **Mentorship and internal development pathways**
- **BIMM University Postgraduate Study Funding Scheme**

*Specific roles only

Recognition, benefits & rewards



We believe great work should be recognised and rewarded.

Our approach ensures that contributions at every level are valued.

Our benefits are designed to support **wellbeing**, **financial security**, and **work life balance**, helping colleagues **stay healthy**, **engaged**, and **valued**.

Recognition

Monthly Colleague Values Awards
To ensure that hard work and dedication never go unnoticed.

Annual Employee Excellence Awards
To recognise outstanding achievements and contributions across the university.

Long Service Awards
To honour the commitment and loyalty of colleagues who have helped shape BIMM Group over the years.

Core benefits

- Health Cash Plan (including GP Anytime, SkinVision, EAP support & PERKS platform)
- 24 days' annual leave plus bank holidays and Christmas closure
- Two annual wellbeing days
- 24/7 Employee Assistance Programme
- Group Life assurance

Benefits

We know everyone is different, with unique lifestyles, priorities, and goals.

Our benefits package is designed to support that diversity by offering a blend of essential support and optional flexibility so every colleague can shape what suits them best.

Flexible benefits

Staff can tailor their package with additional options, including:

- Lifestyle savings and dining clubs
- Travel and transport benefits including personal car leasing and cycle to work

Industry connections and real-world impact

BIMM Group is deeply embedded in the creative industries. Our strong partnerships with professionals, organisations, and major events ensure staff and students benefit from meaningful industry engagement.

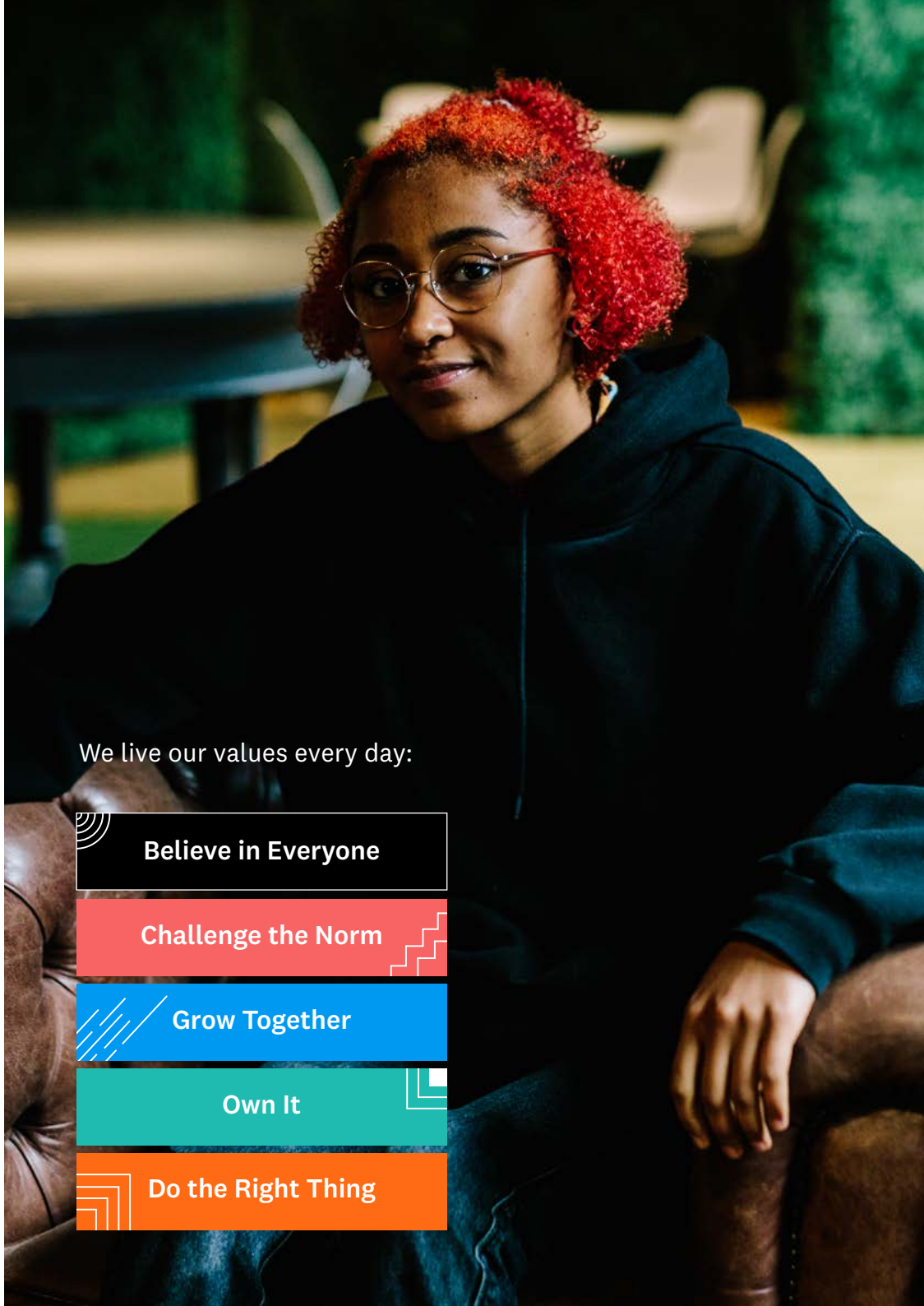
Colleagues play a key role in bridging the gap between education and professional practice, contributing to industry experiences that shape our students' creative careers.

A supportive and inclusive culture

Our people are our greatest strength. We are committed to fostering a diverse, inclusive, and supportive workplace where all voices are valued and respected. We celebrate difference, encourage open dialogue, and continuously strive to improve.

The BIMM Staff Council provides a platform for colleagues to share ideas, raise concerns, and help shape the future of the university.

We're also committed to open, transparent communication through regular updates that keep staff informed about key priorities, progress, and developments across the university. This ensures colleagues have a real voice and a clear line of sight into how decisions are made and how our community evolves.



Why BIMM Group?



SPECIALISTS IN CREATIVE INDUSTRY EDUCATION

MARKET LEADERS WITH A PREMIUM EDUCATIONAL OFFER

A WORKING MODEL WITH CLEAR GROWTH POTENTIAL AND INVESTMENT IN CURRICULUM DEVELOPMENT

OPPORTUNITIES FOR PROFESSIONAL ACCREDITATION AND POSTGRADUATE STUDY

A DIVERSE, INTERNATIONAL COMMUNITY WITH CAMPUSES ACROSS NINE CITIES IN THREE COUNTRIES

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