

**EMPLOYEE VALUE
PROPOSITION**

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*



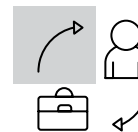
The Postgraduate Certificate in Learning & Teaching



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.

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.

Core benefits



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

Flexible benefits



Staff can tailor their package with additional options, including:

- Additional Dental plans and health screenings*
- Critical Illness cover and voluntary life assurance *
- Lifestyle savings and dining clubs
- Kids' attraction passes
- Technology purchase schemes (salary deduction over 12-24 months)
- Travel and transport benefits including personal car leasing and cycle to work

*Employee funded

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.

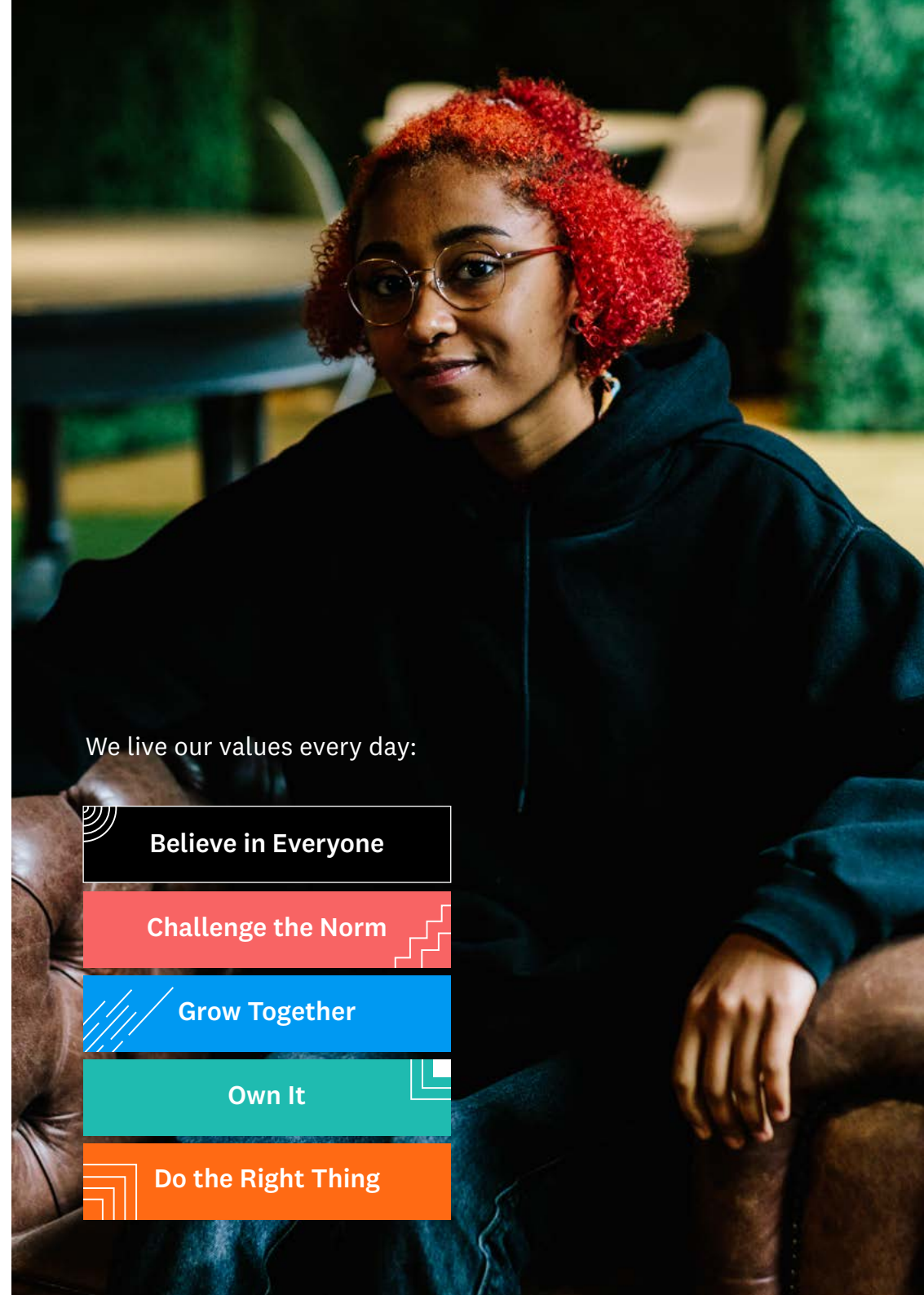
Colleagues play a key role in bridging the gap between education and professional practice, contributing to industry experiences that shape our students' creative careers.

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.



We live our values every day:

Believe in Everyone

Challenge the Norm

Grow Together

Own It

Do the Right Thing

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**

BIMM
GROUP LIMITED

