



EMPLOYEE BENEFITS

As an integral part of the team, you'll receive professional development and a comprehensive benefits package.

SATISFYING WORK

We work **side-by-side**. Scientists next to Technologists. Manufacturers next to Marketers. Leaders next to Interns. It's that constant collaboration that allows us to continue to tackle some of the biggest challenges in space, defence, critical security missions, and aeronautics.

OPTION FOR FLEXIBLE WORK HOURS

At Northrop Grumman in the UK (NGUKL) we have **flexible and hybrid working arrangements**. Talk to us at the application stage about what may be possible.

COMPETITIVE SALARY

The work we do is important. We **value how our people help us** to define possible every day by paying a competitive salary.

FLEXIBLE BENEFITS PACKAGE

Choose which NGUKL benefits you want to satisfy **your personal needs**. Core Benefits provided for you are Healthcare, Dental, Life Assurance and Pension. Benefits you can flex include Critical Illness Cover, Health Cash Plan, Health Assessments.

TRAVEL BENEFITS

Cycle to Work or Public Transport? Join the "Cycle to Work" scheme for that new bike, or the interest free Season ticket loan to help with the cost of public transport travel tickets for your commute.

PENSION SCHEME

We offer a **contributory, salary sacrifice scheme**, where your contribution can start from 4%, with NGUKL contribution starting at 6% and you have the option to increase your contribution level.

PAID LEAVE

The annual holiday allowance is **25 days, plus bank holidays** (pro-rated for part time workers) and additional paid leave is available for Reservists.

FAMILY FRIENDLY POLICIES

We recognise the **importance of work/life balance**. At NGUKL we have generous paid Family Leave provisions (including enhanced Maternity pay, Paternity pay, Adoption leave and pay, Surrogacy leave and pay, Carer Leave, Foster Care Leave and paid time off for Fertility Treatment) for parent/s, primary carers and supporting partners.

HOLIDAY BUY AND SELL

Extend that vacation. **Purchase additional annual leave** per annum or sell if you would prefer the £s.

EMPLOYEE PERFORMANCE RECOGNITION PROGRAM

Give thanks where it's due through our internal social media platform and **receive recognition** for your contribution. Recognition may include a financial reward too.

EMPLOYEE INCENTIVE PROGRAM

We **value exceptional performance**. This annual incentive is awarded to top performers who excel.

EMPLOYEE REFERRAL AWARD PROGRAM

Know someone who would make a great addition to the team? Make a referral and **receive a bonus** if they are successful.

PROFESSIONAL DEVELOPMENT

We are **committed to helping our people** be the best they can be. Support is available for professional industry memberships and more.

UNLIMITED ACCESS TO ONLINE LEARNING

Develop or improve skills with unlimited access to a **range of online training** including our own global learning platform and LinkedIn Learning.

WELLBEING PROGRAM

Initiatives to **promote health and social wellbeing** including: Health First Aiders and online resources.

EMPLOYEE ASSISTANCE PROGRAM

24 hours a day, 7 days a week, as well as online resources to support.

DISCOUNT PROGRAM

Access a **range of savings** on travel, retail products, entertainment, groceries and more!

ngc.com/careers/job-search-united-kingdom

©2021 Northrop Grumman is committed to hiring and retaining a diverse workforce, and encourages individuals from all backgrounds and all abilities to apply and consider becoming a part of our diverse and inclusive workforce.

**NORTHROP
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