LLOYDS BANKING GROUP

All in
Full on

Explore life and work at LBG

For us, a great career and thriving work life is all about what you give and what you get.

At LBG, we work at pace to transform and deliver for our customers. In return, you'll be joining a place that will

accelerate your career.

Contents

Culture >

- Our scale & influence
- Our strategy
- Our people and values

Work >

- Our impact
- Our workplaces
- Our leaders

Learn >

- Our skills
- Our opportunities
- Our hiring approach

Thrive >

- Our policies & benefits
- Our DE&I
- Our partnerships

Back to contents

- Our scale & influence

With 320 years under our belt, we know that real change – the type that shapes whole industries – isn't easy.

This is a place where movers, shakers and change-makers can set their ambitions high and challenge the status quo.

Exploring new ideas and embracing new technologies to help 26 million customers take their next step forward.

Ready for a challenge

Right now, we're challenging ourselves to see what a place of our size and scale could achieve if we move quicker, unlock the power of technology, and understand how and when our customers will change.

Finance is a force for good

We know we can't just be driven by results or profits. We have to be driven by purpose. By the positive outcomes we create for customers, communities and ourselves. Looking to the future and asking what's next.

We call it growing with purpose.

Our strategy

Grow
Focus
Change

Grow our business profitably

That means putting our money where we can be confident we'll create value for customers and businesses.

Grow
Focus
Change

Focus on our existing business

Focusing on actions that leverage our scale and reach to maximise our productivity and value to customers.

Grow
Focus
Change

Change how we operate

Investing in the skills, people, ways of working and tech that can help us move quicker and create more impact.

People power

We look for people who are always learning and growing. Never standing still. Moving at pace to build what's next in finance.

Here you'll see the direct impact of your work in society, communities, and the people around you.

"It's about challenging the way we've always done things – getting stuck in and being curious. Work through what works, what doesn't, fail fast, learn from it, and move on."

Authentically LBG

With us, you'll work with people from all walks of life - open, collaborative, curious, and hungry to move us all forward. We're all united by our shared values, which were co-created with 12 thousand colleagues.

People-first

We put people first to go further for our customers.

We listen and care for people as individuals.
We go the extra mile to help customers, colleagues and communities feel more supported, in control and confident about their future.

Bold

We're bold and take action.

We innovate and do things differently to better serve our customers and grow with purpose. We challenge things that aren't right and take action to change them.

Inclusive

We're inclusive to value everyone.

We learn about and embrace our differences and seek out diverse perspectives. We shape what we do and what we offer around the different needs and circumstances of our customers, colleagues and communities.

Sustainable

We champion sustainability and care for our planet.

We take responsibility for the impact of our actions on nature and Britain's transition to net zero. We see the bigger picture and think through the consequences of our actions.

Trust

We trust each other to achieve more together.

We give each other the space and support to take things on and see them through. We are honest with each other and explain our decisions.

Want to be part of the change?

Take a look at our open roles today

See roles

Back to contents

- Our impact
- Our workplaces
- Our leaders

This isn't just banking.

We're working at speed to enrich lives, empower society and influence change.

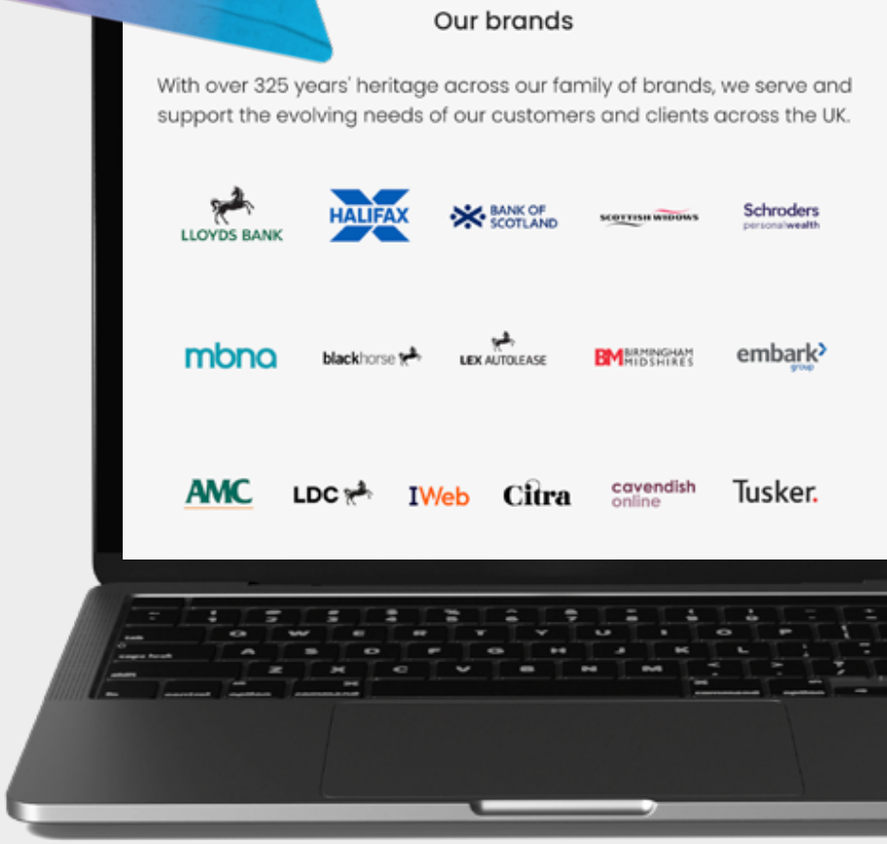
It's full on. It's all in. And it's rewarding.

See your impact

in society

Do interesting work that you can see make a difference to people's lives. We're on a transformation journey to unlock more value and relevancy for our customers.

Whether working directly with customers across our portfolio of brands, shaping data-driven propositions, creating new anti-fraud technology, or working with partners on societal issues, every role adds to our influence and impact.



Changing how we make things happen

We're embracing different ways of working to give us the flexibility and pace to evolve and change.

Whether it's through agile teams, labs, software partners or consultancies, work the way you need to work to get the best outcome.

Workplaces that inspire

We're making our workplaces creative, inspirational and collaborative spaces we all love to work in. Environments that help us move faster and deliver better outcomes for our customers.

We're transforming our offices with inclusion and sustainability in mind. From prayer rooms, nursing rooms, fitness centres and more, to accessibility features and energy efficient designs.

Leading the industry

To create change you can't just think big, you need to act big. That's why we're amplifying our voice in the industry through internal and external iniatives like our No Ordinary Tech podcast, our internal hackathon, Reboot and our Catalyst Network of c.7000 colleagues committed to shifting culture and driving change at pace.

Reboot

Nordinary Tech Podcast

Growing great leaders

We never underestimate the importance of great leaders. At all levels we invest in creating great leaders who care, coach, challenge and bring clarity to the work that we do.

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See roles

Back to contents

- Our skills
- Our opportunities
- Our hiring approach

In a world that never stops changing, we never stop learning.

We look for people who are curious, ambitious and hungry to learn. We're a place where if you want to try something new, we're here to help you make it happen.

Skills are our greatest currency

We're champions of squiggly career paths. That's why we focus on skills - how we amplify the ones we have, identify the ones we need and empower everyone to realise their ambitions.

We're putting transferrable skills at the heart of how we operate to make work more fulfilling for our colleagues and unlock more value for our customers and the business.

From

Matching skills to roles
Job-centric
Cog in the machine
Structured and inflexible
Stay in your lane

To

Matching skills to aspirations
Human-centric
Unique individual
Speed, agility, innovation
Follow your curiosity

Make your own opportunities

If you want to learn something new, expand your skillset or pivot to a new role, we'll help you make it happen. Our scale and size opens up opportunities you won't find at other organisations.

Technology

Whatever stack you want to master, get the training to become an expert in your field.

Data

Thanks to our size and scale, you'll work with far greater data sets than a start-up or fintech.

Transformation

We have the appetite to change combined with the complex challenges of a large organisation.

Innovation

We're constantly creating new products, services and propositions to create value for customers.

People

With 26 million customers and over 60,000 employees, understanding and empowering people is at the heart of what we do.

Are you ready?

We look for high performance people

In our transformation journey, every hire counts. And we know it's not always the most experienced or the most qualified that will bring the change we need.

High performance people are T-shaped. They don't bring one type of skill, but rather many to cultivate and grow. They're collaborative, problem-solvers, inspired by challenges and full of ideas on how to change.

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See roles

Back to contents

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- Our DE&I
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At LBG, we've got your back.

Thrive in a career where we champion flexibility, include everyone, celebrate different perspectives and move forward together.

A flexible approach

Bringing out your best at work your way

We know that work and life need to fit together, so we benchmark our salaries, annual leave, pensions and benefits against the industry best.

We want you to be able to bring your whole self to work, to show up and deliver. In return, we support colleagues with our opportunities and flexibility.*

*Benefits including flexibility and family leave vary by role, eligibility and business needs. Policies may be changed from time to time.

Day-to-day

Providing a flexible work/life balance for everyone, enhancing productivity and boosting employee satisfaction.

› Hybrid working

In most of our office based roles get the best of both worlds with a minimum of 2 days / 40% in the office, with the rest at home.

› Reduced hours

For those who want to work less than 35 hours a week.

› Everyday flexibility

Shuffle your day around when something crops up.

No 'one-size -fits-all'

Life can change and look different to all of us. There's plenty of flexibility for when life happens.

› Compassionate leave

Support when you need it most.

› Moments that matter

Added flexibility for life events.

› Split shifts

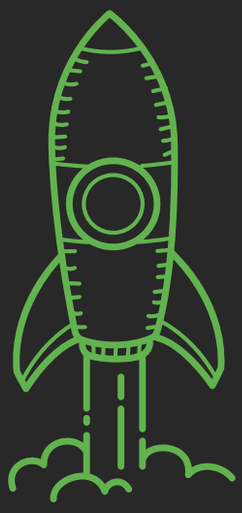
Divide your workday into 2 parts.

› Disability adjustment leave

Paid leave due to a change in condition or treatment.

Shake up your career

Shape a career that makes you want to get out of bed in the morning.



› Job sharing

All internal roles are now available as a job share.

› Unpaid sabbaticals & career breaks

Extended leave options available if you need to take some time out.

› Study leave

Giving you space to learn.

› Late-stage careers

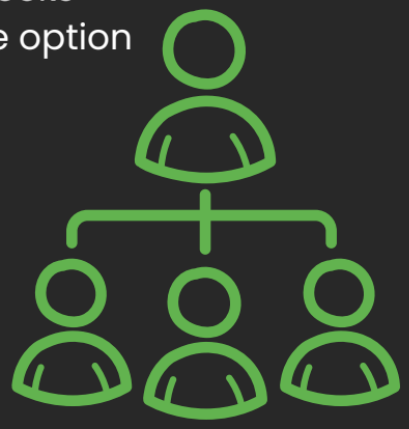
Share your knowledge, reduce your hours and ease into retirement.

Supporting families

Family comes in all shapes and sizes, so there's plenty of different leave options.

Family leave

Up to 52 weeks' leave after your child is born or placed for adoption, 6 months fully paid. 6 weeks fully paid paternity leave for partners and the option to access shared parental leave.



Parental leave

Unpaid leave to help you with your caring responsibilities, if you need it.

Kinship caring

Access to adoption leave and pay if you take on a permanent primary caring responsibility of a family member whilst they're still a child.

Fertility leave

Paid leave during fertility treatment.

New parents

Compress your working week to support your new family.

Get the most out of life

Plenty of flexibility to work and live your way.

Flexible bank holidays

Flex up to 5 bank holidays a year.

Flexible summers

Work from anywhere in the UK for up to 6 weeks.

International remote working

Work up to 20 days abroad a year.
Territory and eligibility restrictions apply.

A place for everyone to thrive

We know financial institutions haven't always been the most diverse of places.

That's why we're proud of the strides we've made to embrace more perspectives, cultures and backgrounds from our colleagues.

We've made it our priority to promote diversity, equity and inclusion, and ensure that our workforces across the country reflect the customers and country we serve.

Listed in the Times Top 50 Employers for Gender Equality 2023

Listed in the Bloomberg Gender and Equality Index 2023

Received WM People Top Employer Award, Best for Returners 2024

Disability Smart Gold Standard, re-awarded in 2023

Disability Confident Employer

with the highest-level accreditation

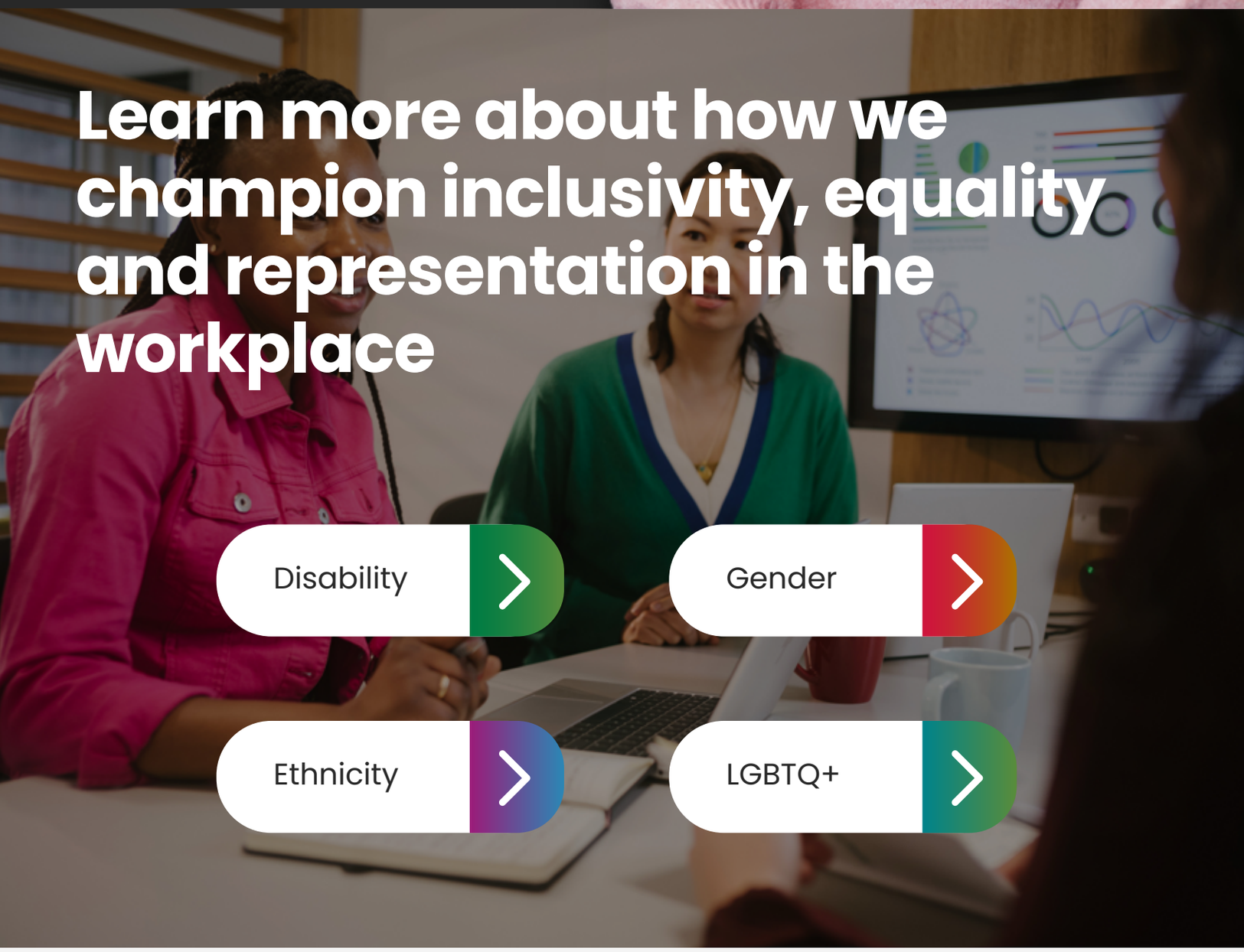
Named Outstanding Employer at the Ethnicity Awards 2022

Find your community with our Colleague Networks

Find common ground and support with our Colleague Networks. With different focuses, colleagues come together to champion career progression, mentoring, emotional support and access to role models.

They include our Women's

network, Race, Ethnicity, Religion and Cultural Heritage network, LGBTQ+ network, Disability and Neurodiversity network, Family network, Social Mobility network plus much more.



Learn more about how we champion inclusivity, equality and representation in the workplace

Disability

Gender

Ethnicity

LGBTQ+

Our focus till 2030

We're proud of how far we've come, but there's still a long way to go.

Our focus is:

Utilising world class data insights to drive accountability

Investing in ways to make all colleagues and customers feel recognised and supported

Lead the way in ensuring everything we create is accessible and inclusive by design

Continue to drive change beyond our organisation.

Give back and get ahead

We know colleagues want to make a difference in society. As well as dedicated time to volunteer, our partnerships with different charities create opportunities for

colleagues to give back.

Skills-based volunteering help us to make a difference while developing new skills. It works by lending our skills and expertise to mentor small charities – helping them to reach their goals and helping us develop confidence and gain experience.

"Through mentoring, I realised I can give a different perspective, ideas from a different context, a view to consider, an ear to listen; I can help."

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