

# Discover ibex gale.





DISCOVER

# We offer a range of professional services including Workplace Investigations, Organisational Culture, Change Projects, Conflict Resolution & Mediation and Regulation & Compliance.

We are fortunate to work with exceptional clients. In the private sector we work for all sizes of companies within sectors such as finance, technology, media, manufacturing, and retail.

In the public sector we have extensive experience working with local authorities and the NHS and Health Sector. For the latter we have worked with NHS England, NICE, the NMC, the GMC, leading teaching hospitals, Foundation Trusts, Mental Healthcare Trusts, and Ambulance Services.

DISCOVER

## Our values govern everything we do.

### OUR VISION

Our vision is to help organisations achieve exceptional performance through their people.

### OUR MISSION

Our mission is to provide cutting edge resources that enable outstanding, compassionate cultures.

### OUR VALUES

We are pioneering, invested, and enablers. These values inform everything we do.

## Our services are delivered through these five specialist areas.

We are the market leaders in workplace investigations.



We enable progressive and supportive cultures that bring out the best in people.



We manage and deliver change projects impacting your employees.



We resolve early stage conflict and dysfunctional relationships in the workplace.



We ensure you meet your regulatory obligations.





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## OUR FOUNDERS STORY

# In a past life, our founders, Poppy Jenkins and David Major, were lawyers - employment law experts who delivered commercial legal advice to their clients.

But over time they realised that, in addition to help understanding the legal landscape, many of their clients needed practical, hands-on support in managing their people. They founded ibex gale in 2013 to address that need.

Our services cover five areas: workplace investigations, conflict resolution and mediation, organisational culture, change projects, and compliance and regulation.

We strive to give every organisation access to the cutting-edge resources required to create outstanding, compassionate cultures and be the best possible version of themselves.

This informs our corporate vision, which is to help organisations achieve exceptional performance through their people.

We only hire exceptional people and have a large team which has a unique blend of legal expertise and people management skills.

We have an unwavering focus on quality and our approach is underpinned by a combination of commerciality and compassion which sets us apart from our competitors and ensures we deliver on our aspiration of being best in class in everything we do.



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JOIN OUR TEAM

# We are always looking for exceptional people to join our ambitious, growing company.

We work hard and to the highest standards. But we also realise life is about balance, and we reward our employees by offering a supportive culture and competitive remuneration.

Join Our Team!

OUR TEAM

## What our team have to say.

“

Fantastic team, unlimited support & flexible working.

“

Flexibility to balance your work and life commitments, great team and leadership, able to deliver high quality work and still continue to learn and develop every day.

“

At ibex gale you are a human not just a resource, everyone matters, everyone's contribution is needed, sought out & valued. Great place to work, I love what I do.

“

I love working for ibex gale because it is a dynamic and friendly team you are valued as an individual as well as part of a team.

“

Since joining ibex gale I have never looked back. I now work for an organisation where I feel valued and respected and I love the work that we do.

“



# Our team have a unique blend of legal expertise and people management skills, which allows us to offer holistic solutions to our clients.

We are always recruiting for Associates, and look for either former employment lawyers with 5 years' + PQE or employee relations specialists with 10+ years experience.

If you are an employment lawyer who wants to change direction and use your skills and experience in a different way, or a people management specialist looking for a new role with varied and exciting opportunities, why not get in touch with us.

We also have a team of support staff. If you are an enthusiastic and hard-working individual who enjoys being at the heart of the business, and you think your skillset and experience would fit with our company values, then we would love to hear from you.



# The benefits of working at ibex gale.

**We offer competitive remuneration and bonus packages.**



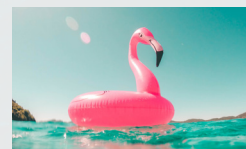
**We offer our employees Private Health Insurance from Aviva.**



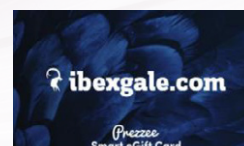
**We provide our employees with a private pension.**



**We have an unlimited annual leave policy for all our employees.**



**We encourage our employees to invest in their wellbeing by providing vouchers.**

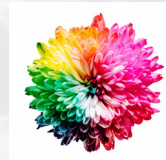


# The benefits of working at ibex gale.

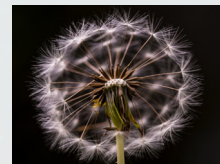
**We work remotely, provide employees with equipment & have an excellent IT support team.**



**We run weekly wellbeing checks and have a Mental Health First Aid Champion in the team.**



**All employees have a Support Lead plus access to our Talent Lead to discuss growth and development.**



**We hold at least two away days each year in the UK.**



**We provide our employees with Company sick pay.**





## What does ibex gale **offer its employees?**

Watch our interview with Co-Founders and Directors, David Major & Poppy Jenkins, who offer insight into what ibex gale offers its employees.

[Watch Video](#)

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## Get in touch.

For a confidential discussion about our company and current opportunities, please email us in the first instance.



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