

Discover ibex gale



ibex gale is an established company with a large team of employees who have a unique blend of legal expertise and people management skills

This expertise enables us to deliver our purpose of enhancing people's lives through the creation of exceptional workplaces.

Therefore, the commitments or brand promises we make to all clients are that we are invested in their culture and people, we enable progress and positive change, and we combine professional rigour with compassion.

ibex gale's services cover five areas:

- Workplace Investigations
- Conflict Resolution and Mediation
- Organisational Culture
- Change Projects
- Governance and Assurance

We work for clients across all sectors. In the private sector our clients range from financial institutions to media and technology companies.

In the public sector we have worked for more than 80 NHS Trusts, social care organisations, councils and educational providers.

We have an unwavering focus on quality and are one of the few investigation providers accredited to the British Standard BS:102000 which demonstrates the rigour and compliance we adhere to in all our work.

Our team includes former employment lawyers, people management professionals, culture specialists, psychologists, accredited mediators, CQC regulatory experts, as well as former barristers and tribunal litigators. Many have professional qualifications and memberships such as CIPD, ILM and ABI. This wide skill set allows us to carefully match the skills in our team to the brief.

Our promises

We combine professional rigour with compassion

We will work with integrity and professionalism to the highest standards, whilst being empathetic, compassionate, and easy to engage with.

We are invested in your culture and people

We will invest our time, energy and expertise into achieving positive outcomes for your people and culture.

We enable progress and positive change

We will bring a "can-do attitude" by combining an innovative approach with drive, commitment and focus.

We are recognised by The Sunday Times as one of the UK's Best Places to Work 2023

We are very proud to be named in the “small organisations” (10-49 employees) category of employers in these prestigious awards.

The list is based on the results of an anonymous survey completed by employees which covers areas such as overall happiness, willingness to recommend their employer to a friend, how valued and supported they feel, and the provision of employee wellbeing programmes of reward and recognition, and learning and development.

The anonymous responses from our team at ibex gale resulted in an overall Engagement score of 95% (23% above the industry average), and “Excellent” scores in the 6 steps to workplace happiness:

- **Reward & Recognition – 93%**
- **Information Sharing – 97%**
- **Empowerment – 96%**
- **Wellbeing – 94%**
- **Instilling Pride – 96%**
- **Job Satisfaction – 95%**

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.

If you are a 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.

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.

”

“

Absolutely love my job and feel very lucky to be part of such an amazing team.

”

“

This is the first company I've worked for where I feel like me as a person is more important than me as an employee.

”

“

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.

”

The benefits of working at ibex gale

We offer competitive remuneration and bonus packages.



We offer our employees Private Health Insurance from Aviva.



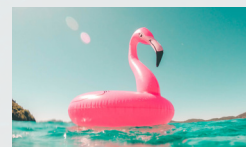
We provide our employees with a private pension.



We work remotely and offer flexible working.



We have a flexible annual leave policy for all our employees.

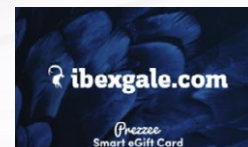


The benefits of working at ibex gale

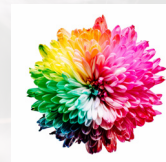
We have a range of policies with enhanced benefits such as contractual sick pay.



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



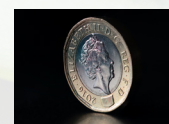
We host a weekly meeting to encourage the team to tell us their wellbeing 'colour'. Additionally, we have a Mental Health First Aid Champion too.



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



We encourage our employees to contribute to their communities through fundraising and have a £ for £ matched sponsorship fundraising scheme.



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](#)

Get in touch

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



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 **ibexgale.com**

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