



Candidate pack

Join Merton

**ONE BOROUGH
ONE TEAM**



Hello!

**Thank you for
your interest in
becoming part
of the Merton
Council team**

It's a pretty incredible time
to come and join us. Our
leaders explain why



**Hannah Doody,
Chief Executive of Merton Council**

“It couldn’t be a more exciting time to come and work at Merton Council, and we’re searching for the very best people to join us.

“I have formed a brand-new senior leadership team who bring diversity of thought and experience to reinvigorate an organisation that has some of the boldest transformation plans in south London.

“We are driven by a set of shared goals: to generate civic pride, to build a sustainable future and to create a Borough of Sport. And we will also now coalesce around a set of new values to make sure we are truly working as Merton united.

“We’re looking for leaders who are passionate about the transformative value of excellent public service; who are creative and bold in thought and action; and who have the dynamism and vision to take forward and build on the ambitions of a council determined to unlock the best of the borough.”

“With the right team in place, I know we can continue to make Merton a great place to live and work in.

“And in return I promise that we will nurture your talent: we will give you the space to create and innovate; and we will work hard to support and develop you in what promises to be one of the most exciting jobs in local government today.”



**Cllr Ross Garrod,
Leader of Merton Council**

“Merton has always been my home and I know just how special this borough in south-west London is.

“I’m proud of our diverse communities and safe neighbourhoods; I love our expanse of award-winning parks and green spaces; I’m delighted that our schools are some of the very best in the country; and I am excited by the growing cultural scenes taking root in all corners of our borough.

“But there is work to be done to turn great into exceptional. It’s what Merton, the place, and Merton, the people, want and deserve. That’s why we have some of the most ambitious plans in the region – designed not only to improve the lives of our residents but to truly put Merton on the map.

“My vision is to build a better Merton. I want to invigorate some of the borough’s tired high streets with multimillion regeneration and placemaking plans; I’ll be investing in sporting infrastructure for all and crafting ground-breaking policy – to create London’s first Borough of Sport – so everyone can benefit from the legacy of the national and international tournaments that take place here; and I’ll be building a new generation of eco council homes to ensure the borough’s future is sustainable.

“We now need the best and brightest talent to push the boundaries, to challenge the status quo, and help make this vision a reality.”

Who are we?

Merton, the place

**We're a bit of a hidden gem -
come help make us shine!**



We're in southwest London, and we encompass the areas of Mitcham, Morden and Wimbledon



We're home to a growing population of 215,000 residents



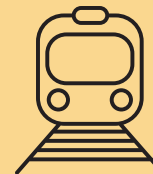
We're a place packed with rich history; exciting and emerging cultural scenes, including some of the best theatre outside central London; and lots of connections to nature too.



We're a diverse borough with strong Polish, European, South American and Asian communities



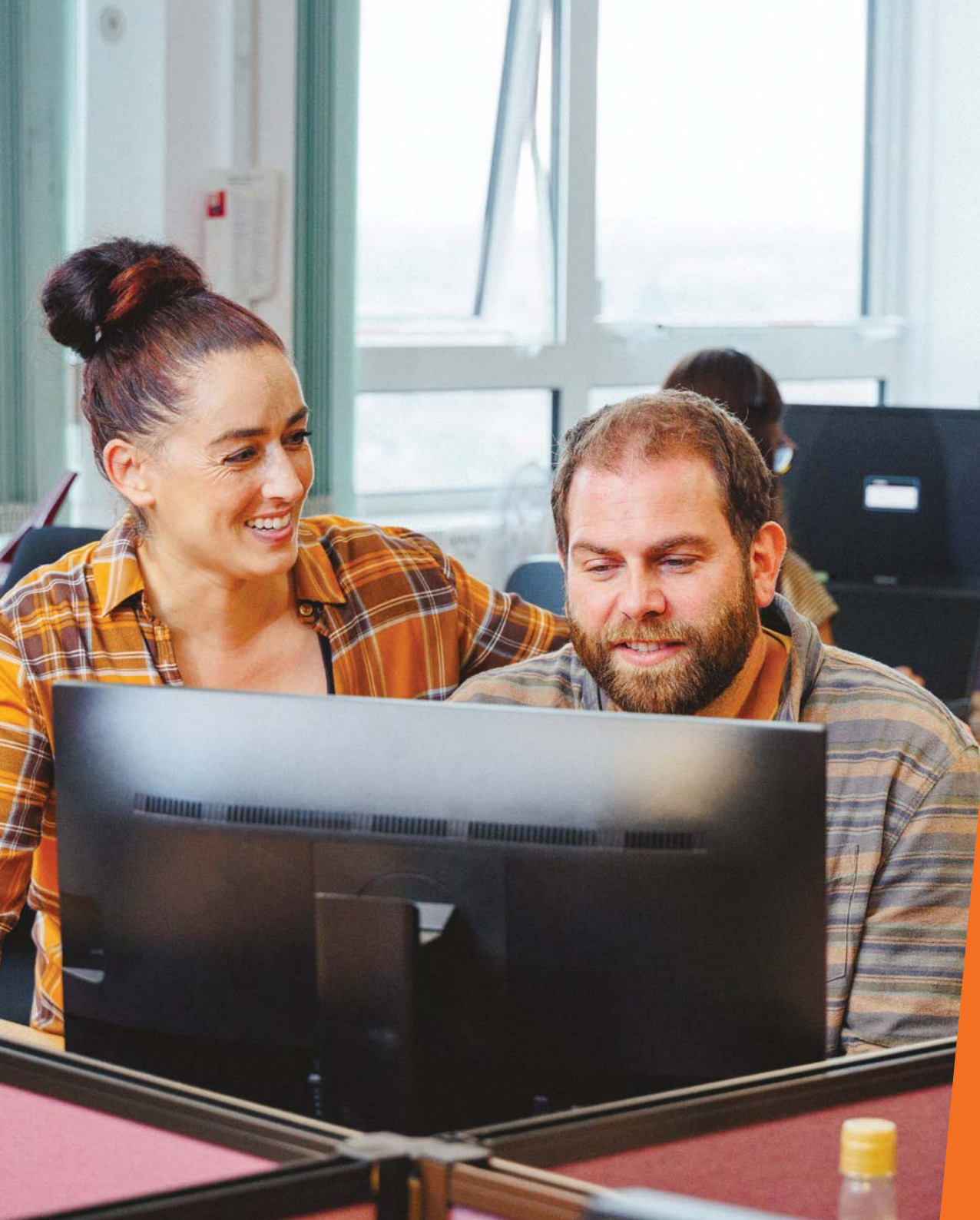
We're one of London's greenest boroughs in London (and safest too)



We're REALLY well-connected to central London - we're at the start of the Northern and District line...not the end.



We have some of the best sporting heritage in the world. More than 500,000 visitors come to our borough every summer to enjoy the Wimbledon Tennis Championships



Who are we?

Merton, the Council

We're a borough going places, with exciting and ambitious priorities for the future - and a whole load of community improvements already underway

Council priorities

Civic Pride

We want our residents to feel proud of their local area, connected to their community and get involved in making Merton an even better place to live, work and visit.

This means clean, safe, welcoming streets; giving children the best start in life; supporting businesses and attracting new talent; and a better and fairer local economy for everyone.



Creating a Sustainable Merton

We want our borough to be greener and stronger for the future. This means building more housing; taking action against climate change; and more health and wellbeing support for our communities.

We're investing in our people and our place to make Merton an even better place to live, work and visit. We are building 400 new council homes over the next four years – all of which will set the bar for sustainable housing development.

We're also planning to transform Morden town centre into a thriving hub with new homes; better transport links into the rest of the borough; revamped streets and improved public spaces; and revitalised shopping, nighttime and business space.



Borough of Sport

We are establishing Merton as London's Borough of Sport. Capitalising on the borough's unrivalled sporting heritage, which includes Wimbledon All England Lawn Tennis Club; AFC Wimbledon; Mitcham Cricket Club (home to the country's oldest continuously used cricket pitch in the world); and a newly restored running track built for the 1920s London Olympics.

We're pledging that this sporting legacy will be the platform upon which our residents are able to undertake healthy, active lives. That more residents have access to sport and wellbeing activities. And that we will invest in more sporting infrastructure.

We have a more detailed plan obviously - [read that here](#)



Who are we?

Merton, the team

We are Merton United:
one borough and one
team, and together we
will change our council
to meet the challenges
of the next decade
and beyond.



ONE BOROUGH
ONE TEAM

Our Merton United values and culture

Our aspiration is to build a better Merton together, putting the needs of our residents at the heart of everything we do.

Our staff come from all walks of life, and are a brilliant mix of diverse experience, personality and thought. That's what makes the council such a special place to work.

But we are also bound by a common set of values. These have been recently developed with hundreds of our staff and reflect how and why we work together.

Our Merton United Values are part of our working life - [read the full list here.](#)



We TRUST each other



We lead with INTEGRITY



We value INCLUSION



We COLLABORATE



We CREATE new things



We are PROUD



What else do we offer?

We make a difference to the lives of residents every single day.

And we - as an employer - are also dedicated to looking after you and putting your best interests at the heart of what we do.

- Local Government Pension Scheme
- professional development programmes
- free access for you and your family to expert advice on major life events
- flexible working
- generous leave entitlement
- parental leave and shared parental leave schemes
- wellbeing programme
- Occupational health service
- Kaarp employee discount scheme
- cycle to work scheme

This is just the start, we have a full list of staff benefits - read that [here](#).



Diversity and inclusion

We're dedicated to creating a diverse and inclusive workplace where everyone feels valued and heard.

We believe our teams and our leadership should reflect the rich and diverse community of Merton and we are committed to making this a reality.

We know we need more Black, Asian, and Global Majority people higher up in our organisation to make our leadership here at Merton more diverse.

To strengthen this commitment, our interview panels for roles that are Management Grade A and above are ethnically representative. To do this we work with our Race Equality Network staff group – and others widely in the Merton family - to ensure a diverse and inclusive recruitment panel.

We encourage applicants from underrepresented groups, including those from Black and Global Majority backgrounds, and individuals with disabilities, reflecting our dedication as a disability-confident employer.

Please also have a look at our [Gender Pay Gap Report](#) here, to see how we are working to address gender pay disparities here at the council.

Our dedication to equality extends well beyond recruitment. We take pride in having six vibrant staff networks that provide a supportive community and help foster a culture of inclusivity.

- **Pride Network - LGBTQIA+**
- **The Race Equality Network (REN)**
- **Women's Staff Network**
- **Disabled Employees Network**
- **Muslim Faith Network**
- **Merton Staff Christian Fellowship**

It goes without saying: Merton adheres to a zero-tolerance approach to bullying and harassment. We have a strong EDI policy to enforce this.

**Want to know
more about us?**

**Take a look at our website
or socials accounts.**



Facebook



Instagram



X



LinkedIn

