

Working at TL Dallas

We are a fourth-generation family firm, owned by our management and colleagues. Our Group Managing Director, Polly Staveley, and Group Director, Mackenzie Dallas, are both great grandchildren of the company's founder, Thomas Lessels Dallas OBE.

With a 185 strong team based across our Bradford headquarters and offices in North Yorkshire, Lincolnshire, Belfast, Cumbria, Edinburgh, Falkirk, Glasgow, Holmfirth, London, Shetland and Stockport, the wellbeing of our team is our main priority.

We could wax lyrical about how great it is to work at TL Dallas but it's probably better to hear what our team think!

Every year we carry out a survey of our colleagues to find out how people feel and what we can do better. Here are some results of the 2023 survey. The fact that 98% would recommend TL Dallas as a good place to work speaks for itself.

I would recommend TLD as a good place to work

Agree	98%
Neither agree or disagree	2%
Tend to disagree	0%
Disagree	0%



My line manager cares about my well being

Agree	91%
Neither agree or disagree	7%
Tend to disagree	1%
Disagree	1%

I have access to the supportive tools and benefits I need to cope with work challenges



(such as BUPA healthcare, MH First Aider, MH Awareness training, Workplace One and access to Employee Care)

Agree	97%
Neither agree or disagree	1%
Tend to disagree	2%
Disagree	0%



My colleagues at TLD are dedicated to providing excellent client service

Agree	98%
Neither agree or disagree	2%
Tend to disagree	0%
Disagree	0%

Interested?

If you are interested in a career with TL Dallas please email a covering letter and your CV to careers@tldallas.com



Visit www.tldallas.com Call 01274 465 500 Email careers@tldallas.com

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Your career at TL Dallas

Group Placement Manager, Matt Smith, said: "Since joining TL Dallas over a decade ago, I have been actively encouraged to pursue my career aspirations. Joining as an insurance broker in 2011, the business quickly helped me to achieve my goal of becoming an account executive, providing me with a combination of training, mentorship and support to develop in the role. Upon expressing an interest in developing a market facing role, the senior leadership team provided a pathway of practical experience and both internal and external training, which enabled me to gain promotion to the role of group placement manager in 2019. TL Dallas continue to provide ongoing assistance in my career development and have supported me, and many others across the group, to achieve the Advanced Diploma qualification."



Progress

Apprenticeship

We welcome apprentices of all ages. As long as you share our values, we would be delighted to provide you with a supported apprenticeship route to either Level 3 (Dip CII) or Level 5 (ACII). You will have dedicated internal and external support throughout your apprenticeship journey and will enjoy financial rewards as you achieve each stage.



Grow

Qualifications

Whatever stage you are at in your career, we encourage and support you through the CII (or similar) qualification path, with financial support for learning and exams, as well as time off to study.

CPD

We have a dedicated training colleague who will arrange bespoke courses on specific technical topics, as well as learning support for CII exams. We also offer places on UNAversity, our bespoke training academy for anyone who is interested in achieving an ILM (Institute for Leadership and Management).

Career path

Many of our colleagues have been with us for a large part of their career and have progressed through the business via internal promotion, with our support.

TL Dallas Apprentice, Marcus Kelly, said: "I started at T L Dallas on the Level 3 Insurance Practitioner apprenticeship. I had continued support with my studies which enabled me to learn as I worked. I am now on the level 4 Insurance professional course and am really happy I chose to join the apprenticeship scheme, as it brought me to TL Dallas! It has given me a better understanding of what I want my career to look like and created opportunities I otherwise wouldn't have known existed."

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Benefits at TL Dallas

We have a host of benefits at TL Dallas including offering hybrid working (working from home and in the office) and are always open to ideas and suggestions on new benefits.

We are particularly proud of our commitment to the wellbeing and mental health of our team.

We have also responded to the increase in the cost of living by giving all employees a £750 bonus, which followed a recent permanent £2,000 salary uplift across our entire team.

Annual leave

27 days + Bank Holidays plus the ability to buy or sell a further 3 days through our flexible benefits.

Bonus

A 5% Christmas Bonus is usually paid in December (pro rata on the period employed). This bonus is not guaranteed and is subject to company performance and directors' discretion.

Charitable giving

TL Dallas are dedicated to our local communities and causes close to our hearts. Employees have the ability to donate directly through their salary, with the value of the donation being conveniently deducted from the net salary on a monthly basis. The TL Dallas Charity Trust will then apply for Gift Aid on the donation. The main chosen charities currently are MIND, British Heart Foundation, Alzheimer Scotland and Candlelighters, although we give many other individual donations at the request of employees.

Committed to employee wellbeing

TL Dallas is a family business and one of our main charity partners is MIND. We are committed to our employees wellbeing and work with The Charlie Waller Trust to offer wellness sessions and mental health awareness to all our colleagues. We also support colleagues individually, encourage open discussions around mental health with team leaders and managers as well as promoting a healthy work / life balance.

Death in service

Cover at 4 times annual salary will be provided immediately upon commencement of employment.

Employee assistance programme

All employees have access to a confidential counselling helpline.

Employee share scheme

The scheme is open to all employees who have passed their probationary period. It is a tax efficient method for employees to save in order to subscribe for shares in TL Dallas so they can share in the long term future success of the Group. This is similar to a HMRC share incentive plan.

Flexible benefits

Employees have the ability to participate in the cycle to work scheme, have access to gym memberships and a host of other options.

Giving back

The TL Dallas Charitable Trust raises money to support causes close to the hearts of all our employees across the country. Colleagues can nominate a cause, however small or large, and we will also match any monies raised by colleagues in support of the charity. We have distributed in excess of £130,000 to numerous deserving charities.

Pension scheme

Employees are auto enrolled into our defined contribution scheme, initially at employee 5% and employer 3%, then upon successful completion of probationary period employee minimum rate of 4% and employer max rate of 9%.

Private medical insurance

Upon successful completion of the probationary period, employees will be given the opportunity to join the Bupa scheme (this is a taxable benefit in kind).

Volunteer day

Everyone is entitled to an additional day off each year in order to volunteer for the charity of their choice.

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