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# Recruitment pack

**ACH**

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# Welcome

Thank you for your interest in working for ACH! This pack is here to help you learn more about us as an organisation, our vision and where we are heading.

For an informal conversation or to find out more about ACH or any of our roles advertised, please contact our People and Culture team by emailing - [jobs@ach.org.uk](mailto:jobs@ach.org.uk)





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## About us

At ACH, our vision is to empower refugees and migrants who reside in the UK to lead self-sufficient and ambitious lives.

We provide tailored integration services across the West Midlands and South West that not only help individuals but also disrupt the systems that have entrenched inequalities in our society. In 2021 alone, we helped 1000+ people to achieve their personal goals and lead fulfilling lives in their new country.

By working with us at ACH, you will be supporting refugees and migrants to build a better, brighter future.



## Housing and support

We have safe and secure accommodation in Bristol, Birmingham, Coventry and Wolverhampton, suitable for single adults from a refugee or migrant background.



## Himilo training

Himilo is ACH's in-house training provider, delivering vocational training courses, careers advice, business support and employment opportunities to tenants and the wider community.



## Research and projects

We partner or lead on projects across the world that aim to enhance integration services for refugees and migrants and disrupt the systems that have entrenched inequalities in our society.

2008

ACH was founded in Bristol

2012

Birmingham office opened

2014

Himilo Training was launched

2015

Wolverhampton office opened

2019

Coventry office opened

2021

ACH wins a Queens Award



## Our mission

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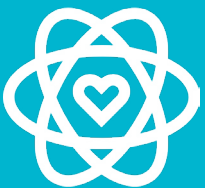
To create spaces and opportunities for refugees and migrants to thrive by providing supported accommodation, and tailored integration services that not only help individuals, but also disrupt the systems that have entrenched inequalities in our society.



## Our vision

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Our vision is to empower refugees and migrants who reside in the UK to lead self-sufficient and ambitious lives.



## Our values

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Caring  
Empowering  
Integrity  
Respect  
Excellence

# Our impact

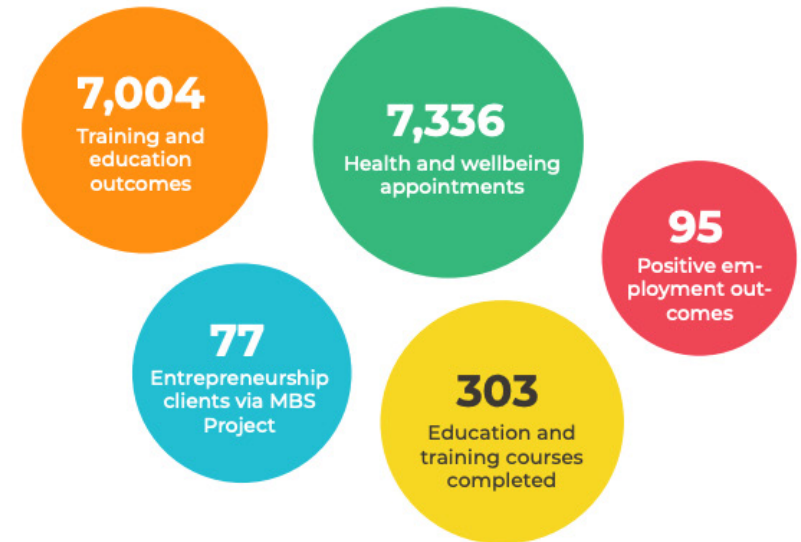
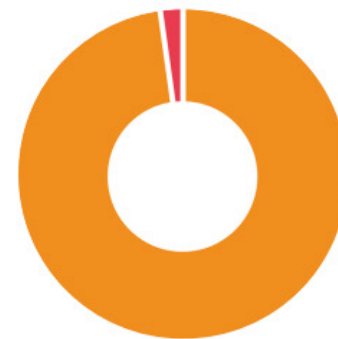
In the year 2020 – 2021

In 2021 alone, we have helped over 1000 people to achieve their personal goals and lead fulfilling lives in their new country.

Read the stories from some of the people we have supported in our impact report.

[Click me to read our impact report](#)

Founded in 2008  
28,000 hours of engagement  
11 family reunions  
22 projects  
80 staff  
4 offices





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# Business priorities 2022

Priority 1 | People First

Priority 2 | Increase Corporate Sustainability

Priority 3 | Develop & Promote the ACH Brand

Priority 4 | Enhance Organisational Competencies

Priority 5 | Increase Our Impact





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# Our culture

Our combined lived and learned experiences enable us to provide a unique stance on refugee and migrant integration and a place where people can learn from one another. We value the collective strength of different cultures and are proud to have people from countries around the world working with us. You will be free to innovate and be creative whilst working in a friendly, supportive and flexible environment.

Don't just take our word for it, hear from our **Research and Project Lead, Tom**, who has been with ACH for 9 years now!



*"I am proud to be part of an organisation which is willing to think creatively about how to best support refugees and vulnerable migrants. The sheer diversity of people I get to work with is amazing and joining ACH will see you enter the most welcoming workplace you could ask for, with the freedom and space to explore your ideas! I have made lifelong friends here who I would never have met anywhere."*



# Benefits

**Flexible working** | We offer a blend of in-office and remote work, with core hours of 10:00 - 16:00 (dependent on role). We're happy to discuss flexible working arrangements, and find if it works for you and the team; it usually works for us.

**Employee recognition** | Our employee recognition programme could see you win £40 for being the star of the month.

**Training and development** | Annually, you will have £500 to spend on training course/s of your choice.

**Social gatherings and staff retreats** | We get together once a year for a day of team building, food and most importantly fun! We also enjoy bringing people together to celebrate occasions such as Eid and Christmas!

**Employee assistance programme** | You will have free, 24/7 access to CCP, our employee assistance provider who can support you with anything from difficult conversations to personal related issues.

**Plenty of food** | Not to forget that each office has a kitchen stocked with fruit, biscuits, tea, and coffee, with plenty of staff lunches on offer. Having the opportunity to talk over food is a great way to find out about others, and we love giving people the chance to try new cuisines and celebrate different cultures.

**The usual stuff** | A competitive salary, 25 days holiday plus bank holidays and a pension plan.

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# Inclusion and diversity

Lived experience and diversity are at the heart of everything we do. We welcome applicants from a refugee or migrant background and celebrate the collective strength of different perspectives.

Our flexible working environment enables more people to join us on our journey for a better future for refugees and migrants in the UK and helps people to fit work around their personal circumstances.

Each office also has its own prayer room and you will always be given the time you need to practice your religion.



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# Find out more

Click on any of the below links to be taken to more information.

[Our history](#)

[About us](#)

[Hear from our people](#)

[Latest activity](#)

[Meet our leadership team](#)

[Our recognition](#)





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# Thank you!

To find out more about ACH or any of our roles advertised, please don't hesitate to contact our People and Culture Manager by emailing - [jobs@ach.org.uk](mailto:jobs@ach.org.uk)

# ACH