Follow us:

www.cyclepharma.com

LIFE AT CYCLE

Regular company events, food trucks, socials and more...

It's not just about working; it's about belonging. From casual lunches and food trucks to team socials and seasonal celebrations, we make time to connect, recharge, and grow together.

CYCLE sparx

Our Cycle Sparx event brings our US and UK colleagues together for learning, connection and fun. It's a special chance to meet colleagues in person, swap ideas, and celebrate the moments of collaborations and achievements that make Cycle such a great place to be.

UK OFFICE CULTURE

SOCIAL

To foster and embed a sense of internal community we look to ensure that alongside work there is time to smile. We actively invest in our social calendar throughout the year, so everyone has time away from work with colleagues from all departments. Through a variety of team building and social events, ranging from dinner and drinks to activities including mini golf, bowling, treasure hunts and darts, this promotes positive wellbeing and strikes the balance between work and fun!

WELLBEING RESOURCES

Fostering a relaxed, supportive and inclusive environment for our employees to thrive and be the best versions of themselves at work. We do so by encouraging a culture of making 'Every Single Conversation Matter' and through offering mental, physical and social support through our interactive health and wellbeing app, YuLife.

UK EMPLOYEE BENEFITS

GROUP PENSION PLAN

A personal pension plan through Royal London, on a 5% match basis and taken from your gross salary prior to tax, as a salary sacrifice deduction.

CRITICAL ILLNESS COVER

In the event you are diagnosed with a critical illness covered under the policy with Canada Life, you will be eligible for a one-off lump sum payment equivalent to 4 times your basic annual salary.

BREAKFAST IN THE OFFICE

Every other week, we have a breakfast in the office day where we catch up over some delicious breakfast choices. We also have fresh fruit every week.

CYCLE TO WORK

Cycle offers a Cycle to Work Scheme, allowing you to purchase a bicycle and accessories through salary sacrifice, spreading the cost over monthly payments while saving on tax and National Insurance.*

ANNUAL LEAVE

You are entitled to 25 days of annual leave per calendar year, in addition to recognised public holidays. The holiday year runs from 1st of January to 31st of December, and that 3 of the 25 days need to be taken during the winter break. You may carry over up to 5 unused days into the following year; however, these must be used by 31st of March.

COMPANY PERFORMANCE & OBJECTIVE-BASED BONUSES

Subject to successful completion of your probation period, you may be eligible to participate in Cycle's on target discretionary annual bonus scheme. The bonus is based on individual and company performance and is pro-rated for your first year of employment.

LIFE INSURANCE

4 x basic annual salary sum paid out in our Group Death in Service policy with AIG.

MEDICAL INSURANCE

A private medical insurance policy that offers a Select Complete Policy Plan with BUPA. Subject to medical acceptance, Cycle will pay for you to join the scheme at a basic level, but you may enhance your cover or add family members at an additional cost via payroll deduction. Please note that this is a taxable benefit.*

ELECTRIC VEHICLE (EV) SCHEME

Cycle offers an Electric Vehicle (EV) salary sacrifice scheme, giving you the opportunity to lease a fully electric car in a cost-effective and tax-efficient way. Monthly payments are deducted from your gross salary.*

FLEXIBLE WORKING

Cycle promotes a supportive and flexible working environment based on a hybrid model, with 3 office-based days per week. We offer flexibility around core working hours (10am - 4pm) and working from home to help you maintain a healthy work-life balance a and routine.

GYM MEMBERSHIP

A corporate membership to the University of Cambridge Gym, located in the West Cambridge Innovation District next to Cycle's office building, or alternatively, a contribution of up to £30 per month towards a gym membership of your choice. Please note that this is a taxable benefit.*

If you would like further information, or to see the policy documents associated to any of the above benefits, please do let us know.

* Please note that all taxable benefits will form part of the Company's annual P11D return, upon which your tax code will be adjusted.

If you have any questions, please contact HR directly on HR@cyclepharma.com.

GROUP INCOME PROTECTION

To provide employees with 50% of their annual basic salary, after a deferment period of 26 weeks, should you fall ill or be injured and unable to work for a long period of time through our policy with Zurich.

If you would like further information, or to see the policy documents associated to any of the above benefits, please do let us know.

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