

Flexible Working at Tetra Tech International Development Europe

We want to give our people the flexibility to find ways of working that help them thrive both in their careers and time outside work. Our Flexible Working Policy outlines in detail the opportunities we provide and is underpinned by these three core principles based on ‘Presence with a Purpose’.

1 We offer flexibility: where, when, and how we work



We pride ourselves on being a flexible organisation and having a supportive approach to individuals. People are encouraged to find the right balance of where and how to work, in a way that works for them and serves the needs of our clients and teams. There is a lot of flexibility in terms of when people work, whether making short-term arrangements around particular personal or family needs or longer-term arrangements such as part-time working or taking a sabbatical.

2 Staying connected to deliver effectively and maintain our culture

Whether we’re working from home or in the office we want to stay connected. We believe that there is value in face-to-face discussion and collaboration. Therefore, we encourage two days of in-person contact time in one of our offices weekly. Demonstrating frequent communication and collaboration with our colleagues and clients is core to our culture and work, wherever and however you choose to do so.



3 We call this ‘Presence with a Purpose’



We encourage our people to think about where they work to make the best use of their time and energy, geared around personal situations, teams, and the organisation. Learning, innovation, collaboration and building networks often happens more effectively in person. Training, team meetings, workshops and social get togethers are excellent opportunities to exchange ideas and thoughts in person, facilitated by hybrid working IT solutions.



Collaboration and communication drive successful hybrid working



No set days in the office, flexible working hours



An average of two days a week face to face time encouraged



High quality office for collaboration



Right tools for remote work