

Refer a friend scheme

RECOMMEND A NEW TEAM MEMBER TO
COVE UK AND RECEIVE A REWARD OF UP TO **£300!**

Hiring Philosophy

At Cove UK we want to recruit the best team by using our core values to attract and retain talent.

As a growing business talent is key to our continued success, and as we continue on our journey we are dedicated to growing and developing our team.

We are committed to recruiting from within the local areas where we operate which enhances our Stewardship value and standing in the local communities.

Cove UK is an equal opportunities employer, committed to ensuring diversity in the workplace. Discrimination of any kind is not tolerated during the employment process or when in employment.



Get in touch today...

careers@cove.co.uk



cove.co.uk/careers



[f CoveRecruitmentUK](#)

How to refer a friend

1. Discuss our values with your friends and/or family to ensure that they align with their own
2. Have a look at the vacant positions on Dayforce, making a note of the hiring manager
3. Make your referral by advising the hiring manager of your connection
4. Your friend/family member will need to apply for the position through the normal recruitment procedure along with all other candidates
5. The hiring manager will select the best candidate for their role
6. Should the new team member be subject to any disciplinary action during any of the above timescales then the payments will not be paid
7. The New Team member must be of satisfactory attendance level during the above timescales, if not then payment will not be made
8. For payments referring to seasonal contracts the new team member must work a minimum of 12 weeks for the 2nd payment to be made
9. If the referral is a family member they are not permitted to be interviewed or managed by another family member but can work elsewhere in the business
10. For part time team referrals the reward amount would be pro-rata
11. Once selected you will receive the following payments dependant on the type of position they have been offered:
 - **Seasonal Contract -**
£150 after the new team member has completed 4 weeks of satisfactory service, then another £150 on completion of seasonal contract
 - **Permanent Contract -**
£150 after the new team member has 4 weeks of satisfactory service, then another £150 after they complete their probation (minimum of 3 months some roles have 6 months)
12. You must remain employed by Cove UK in order to receive these payments. Should you leave either of your own choice or at the decision of Cove UK no further payments will be made
13. The candidate must be a new referral, not previously been employed or a have been a previous applicant
14. All payments will be made via Payroll and are subject to normal deductions
15. The refer a friend form must be completed and sent to the payroll team to receive any payments. Forms are available from your manager, the Culture team or the Teamhub