



Be a force for good.

Help us to make a difference to our planet by delivering extraordinary impact and benefit across the globe.



We're all working to the same purpose, with shared values, guided by a clear strategic direction.

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Our reward, benefit and performance packages

Learn about the financial
benefits of working here.

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Our positive impact around the world

We have around 2200 people
working around the world.

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Our priorities you could help to take forward

Our key focus areas over
the next few years.

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Helping you make better decisions to stay safe and thrive

Our planet matters and we're the people to make a difference.

Pioneers in weather and climate forecasting, we skilfully predict the weather for today, tomorrow, next week and next season while looking further ahead at how the climate may change over the coming decades.

Our work supports government, businesses, emergency responders and the public to make informed decisions to keep people safe and the UK able to thrive. We collaborate with organisations around the world to provide vital weather and climate services and advance global understanding through research.

We trust in each other's expertise and take pride in being the best in our field. We believe we're better together, understanding that partnerships, inclusivity and honesty make us far greater than the sum of our parts. We have dedicated experts across a range of disciplines spanning weather and climate science, media and communications, corporate services, observations, technology, operations and more.

Together, we push the boundaries to make tomorrow better for our customers, taking our environmental and social impact seriously. We're a force for good with a genuine passion for what we do, putting our purpose at the heart of all decision making and taking great pride in the impact we make on people's lives every day.

We live and breathe it.

We're a force for good.

We're better together.

We're experts by nature.

We keep evolving.

It's who we are.



See what
opportunities
are currently
available

Our reward, benefit and performance packages

Alongside an inclusive, thriving, purpose-driven culture, we offer a highly competitive mix of benefits, with a culture of flexible working.



Flexible working

We offer hybrid working, meaning many staff have some flexibility about where they work. Where possible, we also offer arrangements such as job shares, term-time arrangements, compressed hours and flexitime.



Generous holiday allowance

Starting at **27.5 days** (plus Bank Holidays) rising to 32.5 days (plus Bank Holidays) after 5 years and option to buy or sell up to 5 days per year of annual leave



Outstanding Civil Service Pension

Working with us, you'll automatically qualify to join our alpha pension scheme, part of the Civil Service Pension arrangements. The scheme is recognised as one of the most generous occupational pensions on the market.

Find out more at the Civil Service Pensions website: www.civilservicepensionscheme.org.uk



Total reward package

Your package includes your basic salary, potential corporate bonus, instant reward scheme and generous employer pension contributions.



Equality, Diversity and Inclusion

We recognise great minds don't always think alike. We're committed to being an inclusive organisation providing a working culture that actively values and unlocks the potential of an equal and diverse workforce.



Cycle to work scheme

We can help towards the purchase of a bicycle and equipment for healthy, low carbon travel



Everyday cash savings

Save on health care plans, discounted retail shopping, gym membership and sports and social organisations. We also have free parking at our Exeter site



Employee Assistance Programme

Free independent, confidential support, and advice in times of need for you and your dependents



Dedicated career development

We will invest in your training and personal development throughout your career here to help you to reach your potential.

More information: www.metoffice.gov.uk/about-us/careers

You'll quickly see that what you do each day and what we deliver as a team 24/7, 365 has an extraordinary impact on people's lives.

Andrew Freshwater

Defence Customer Met Trainer

What I do makes a difference...

...because if pilots don't really understand how the weather works they won't be able to keep themselves, and their passengers, safe in the air.

**We live and breathe it.
It's who we are.**

Our weather and climate forecasts span the entire globe

From the sea floor...

We observe the world's oceans using argo floats - battery-powered autonomous robotic platforms that are programmed to measure ocean profiles of temperature and salinity from 2,000 m depth.



...to outer space

From awe-inspiring auroras to disrupted power grids, space weather can have a huge impact on Earth. Our Space Weather Centre makes sure the UK is ready to act, whatever happens.



See what opportunities are currently available

World-leading science

Science underpins all the services we provide and behind our world-leading numerical models and state-of-the-art software, are our talented scientists and scientific software engineers.

We deliver dynamic and influential projects all over the world. For example, we used our research aircraft as part of a major international campaign to understand atmospheric processes over the Amazon. From climate change to atmospheric dispersion, no other organisation can give you the opportunity to have such an impact on meteorological science.

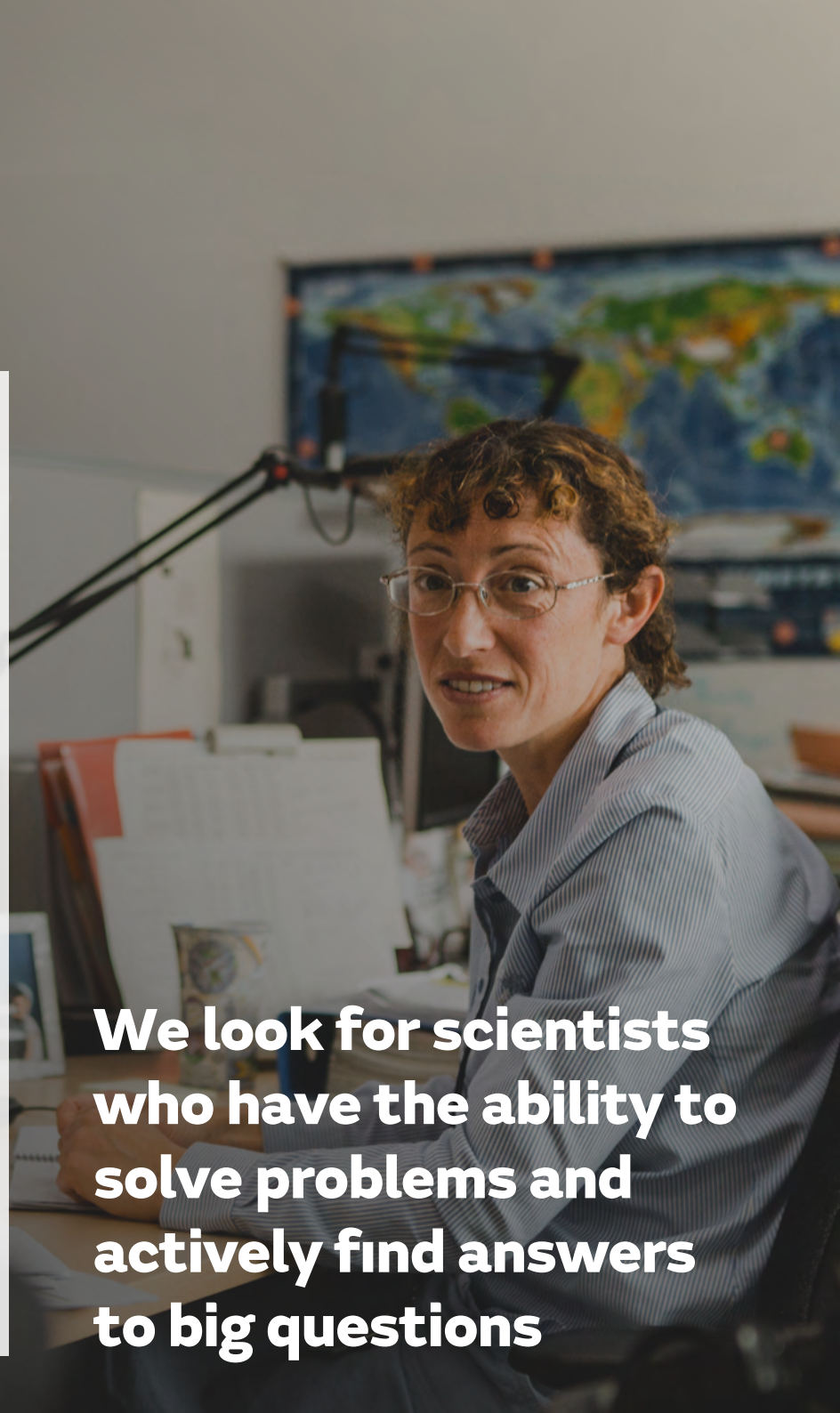
Career development

We put great emphasis on developing our scientists, consultants and scientific software engineers. Our Scientific Skills Framework provides a career map to show individuals the wide range of options available.

Roles are varied and whether you're a foundation scientist, a scientific consultant or a senior software engineer, you'll find an incredible breadth and depth of work here.

We recognise that while some individuals will want to focus on pure research, others may want to use their knowledge to actively advise customers. Your work will help to enable them to make credible business decisions about the risks and opportunities of weather and climate change.

As you progress with us, you'll have more scope to shape the nature of your research. Our **'Expert'** and **'Fellowship'** routes are designed to help individuals break new scientific ground on a global scale and become world-class ambassadors for meteorological science.

A woman with short curly hair and glasses, wearing a blue striped shirt, is sitting at a desk in a control room. She is looking towards the camera with a slight smile. In the background, there is a large screen displaying a world map and various data visualizations. The room is dimly lit, with the primary light source being the screens.

We look for scientists who have the ability to solve problems and actively find answers to big questions

Cutting-edge technology

Technology is key to every area of our work – from science and forecasting to marketing and consultancy.

When it comes to Information Technology, we lead the way. We're constantly pushing ourselves to stay ahead of the game, exploiting technology to keep people safe, enable industries to operate, aircraft to take off and land safely, and Government to make key decisions. Working with global partners such as NASA, our IT projects reach as far as Space.

Our supercomputer

State of the art networking infrastructure lay the foundations for our raw data all around the world – from satellites and radars to ground and ship based observing stations. We use supercomputers to run our forecast models and predict the weather. Our supercomputer processes over 14,000 trillion arithmetic operations per second, Equivalent to 40,000 home computers. In addition, Met Office scientists rely on a network of Linux computers to handle the large volumes of data required and for visualising model output and creating forecasts.

Career development

The career possibilities for Technology are varied. We have over 500 Digital, Data and Technology (DDaT) professionals which means we recruit for just about every IT vacancy imaginable. Our widely-recognised DDaT Professional Skills Framework helps our staff make the most of their career in technology. Our project management career framework is similarly based around industry best practice.

Our team design, build and support the systems that deliver relied-upon forecasts 24/7, all over the world to meet the needs of our organisation and, most importantly, our customers.

**We need hands-on,
get-up-and-go people
who are as genuinely
passionate about
technology as we are**

Expert meteorology

Operational delivery of our round the clock services is managed through the Observations and Forecasting & Service Delivery Programmes.

Working hand in hand with our world leading scientists, customer services people, IT advisors and remote sensing experts we deliver reliable weather forecasts that add value to customer activities. We also provide predictions for the oceans, the dispersion of pollution, the source and spread of diseases and much more.

Observational data forms the basis of operational meteorology. The Observing teams are responsible for monitoring our observational networks and the data is fed into high performance numerical models used by our operational meteorologists to predict the weather. Verification is a key part of the process to ensure our forecasts are accurate by looking closely at what the weather was doing at the time.

Career development

There is nowhere else in the UK that can offer such expansive career opportunities in operational meteorology. Roles are varied and include operational meteorologists, customer service, observational monitoring and training people in our Met Office College.

Using our Professional Skills Frameworks, we'll give you all the support and opportunities that you'd expect from a world-renowned weather and climate services organisation. You won't be limited to forecasting or observations though: we'll encourage you to move around and spend time in other departments too. That way you'll get to see for yourself how vital your work is to other areas of the business.



**We search for people
who are as confident
interacting with
customers as they
are forecasting**



See what
opportunities
are currently
available

A positive impact around the world

No matter where we are, we're all working to the same purpose and the same values, guided by a **clear strategic direction**, with **3 priority areas** that we call our anchors.

We have around 2,200 people working at more than 60 locations around the world, including a Marine Centre of Excellence in Aberdeen, on-site meteorologists at Heathrow and even the Antarctic. We also have many more automated observing sites including four permanent and Mobile Met Unit overseas sites.

Some of our key locations around the globe:



Grahame Madge

Senior Press Officer

What I do makes a difference...

...because I manage relationships with the media to ensure that our science is reported accurately and consistently, allowing people to rely on it and trust us.



**We're a force for good.
It's who we are.**

Some of our priorities you could help take forward

World-leading supercomputing capability

Working alongside Microsoft to maximise our new supercomputer – which will be twice as powerful as any other in the UK – will mean we are able to provide more accurate warnings of severe weather and climate impacts

Our journey to Net Zero

We have an ambitious yet realistic plan to achieve carbon neutrality – having no net greenhouse gas (CO₂e) emissions – by 2030. This involves reducing our operational emissions as much as possible, offsetting only where absolutely necessary.

Valuing equality and diversity

We recognise that great minds don't think alike and we want all of our people to feel valued. We are committed to providing a working culture which actively values difference and unlocks the potential of a diverse workforce.

Developing partnerships

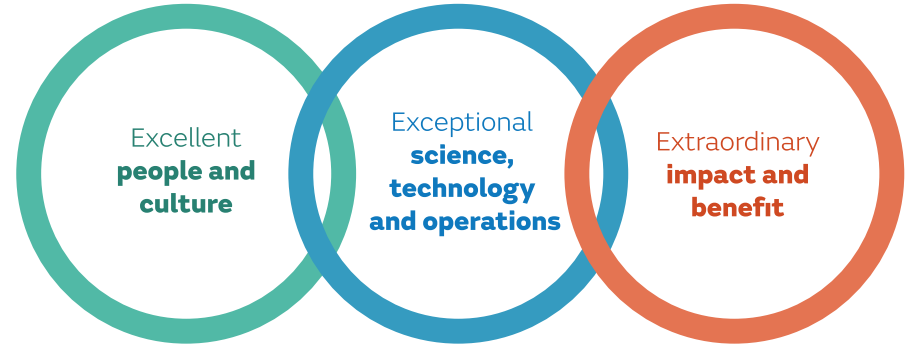
We want to maintain our leading role for our science, technology and services but recognise the need to work together to stay ahead as the world in which we operate is changing.

Access to our data

Creating efficiency in collecting, generating, verifying, interpreting and applying data which many organisations rely on for critical decision-making.



Penny Endersby
Chief Executive



“ We have 3 Strategic Anchors which are the main themes that are moving us forward towards our ambitious vision. ”

We need excellent people and an organisational culture to match in which we can deliver exceptional scientific, technological and operational expertise that, when in the hands of our customers delivers extraordinary impact and benefit.



Our excellent people and culture

At the heart of the Met Office are our people.

We invest in our people and culture to make the Met Office a great place to work for all.

We **live and breathe** our work and have some of the best people in their field working for us, helping us deliver our purpose every single day and pushing us to achieve our vision. In return, we commit to delivering strong, inclusive leadership throughout the Met Office that provides clarity and direction.

We strive to give our people the space and resources they need to develop skills that benefit themselves and our customers. We also understand that people who are healthy and able to cope with everyday challenges tend to be more productive. We are actively supporting health and wellbeing in the workplace.

We know that we're better together and value the individual differences that people bring.



Wellbeing



We're committed to making sure that your work is in a positive, safe, healthy environment. We want each and every one of our employees to be able to thrive, develop and work to the best of their abilities. We signed the Mindful Employer charter in 2014, which means we are committed to positive mental health in the workplace.

We have a range of mental health and wellbeing policies, an Occupational Health provider and an Employee Assistance Programme to support those who may be experiencing issues. We also have a Mental Health First Aider team who are proactive in signposting support services for our people.

Flexible working



We'll be as adaptable as we can to make things work for you. We offer the possibility of job sharing, compressed hours, homeworking, plus maternity, paternity, adoption and shared parental leave. In addition there is some flexibility on working location.

Sports and social



We have a wide variety of interests throughout the organisation and people have set up a wide range of clubs and associations. The Met Office Sports and Social Association (MOSSA) and the Civil Service Sports Council (CSSC) provide opportunities for subsidised sports and social activities.

More information: www.cssc.co.uk





We have a number of Equality, Diversity and Inclusion networks. These provide a safe space for colleagues with shared identities or experiences to connect with others, share experiences and challenge organisational practices to create a more inclusive working environment. In addition, we also have a prayer and reflection space for employees.

In October 2021, we achieved an Investors in Diversity Award following a rigorous assessment process.

We are a Disability Confident, Mindful Employer and are committed to the employment, retention, training and career development of disabled employees.

It isn't just about complying with the law, it's about encouraging people to bring their full self to work and valuing each other's differences.



Misha Khan

WCSSP Stakeholder Relationship Manager

What I do makes a difference...

...because I manage stakeholder relationships to ensure the smooth delivery of projects for the Weather and Climate Science for Service Partnership.



**We're better together.
It's who we are.**

Exceptional science, technology and operations

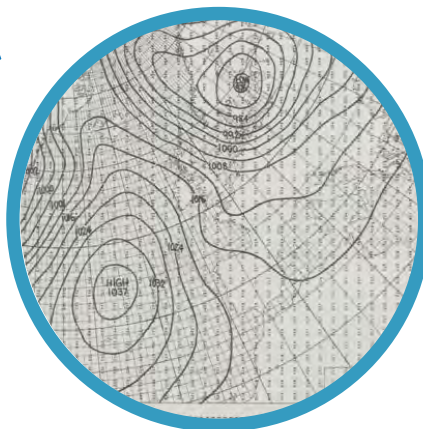


Although we're committed to constant innovation, we're also proud of our rich history and have been experts by nature since being founded in 1854.

Over the years we have proven ourselves to be a major national asset and a part of the critical national infrastructure. Our drive to protect lives has been at our heart since the beginning, demonstrated when our Founder, Robert Fitzroy, developed the first weather forecasts to save mariners at sea. Since then we have sustained regular, accurate, world-leading forecasts.

Whatever your profession, we know that Met Office people want to be the best they can. We own our development, follow our curiosity and play to our strengths whilst valuing and respecting each other's expertise.

Our reputation is built on always pushing the boundaries to adapt to current future challenges.



Helping you to develop in your profession

By constantly learning, we keep evolving. We support and encourage professional development across all roles. We have a dedicated team responsible for assisting our people to equip themselves with the right skills to meet both strategic and personal challenges.

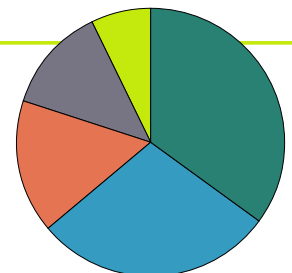
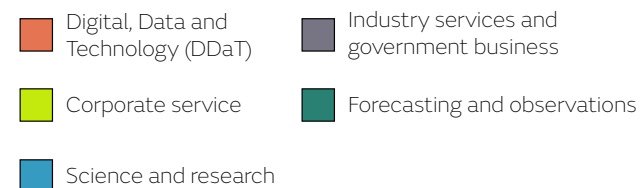
We conduct regular, ongoing performance reviews and development discussions so you can talk about any training or progression you're interested in.

Learning tools and support for qualifications

We have an extensive range of learning tools which cover all the subject areas you will need to do your job and develop your career further.

We also provide financial support with subscriptions to professional bodies and study allowances for some business related qualifications. We support employees who act as coaches, mentors and champions for various organisations and charities, like The Princes Trust.

A breakdown of our professions:



It's in our nature to be curious - always learning and developing to do things better. We trust in each other's expertise and take pride in being the best in our field.



**We're experts by nature.
It's who we are.**

Catherine Ross

Archivist

What I do makes a difference...

...because my work at the National Meteorological Library & Archive supports climate scientists by preserving important historical records and valuable data.

Extraordinary impact and benefit

To make a difference we know we must focus everything we do on delivering greater benefit and impact to our customers, keeping our eye firmly on the ends rather than the means.

This means getting our essential weather and climate data in the hands of those that need it. We recognise that we need both technology and processes to enable others, as well as our own experts, to discover, interact and access our data easily, maximising its value and benefit.

We're truly a **force for good** in everything we do, making sure that people stay safe and thrive, but also in our contribution to world understanding of climate change. But it's also about reducing our own impact and looking for ways to make a positive difference to our environment and our community.

We have a genuine passion for all that we do in the way of our sustainability.



Sustainability



We are constantly looking for ways to minimise the environmental impacts of our operations and strive to meet sustainability objectives which include targets on energy consumption, staff business travel, waste, recycling and water consumption.

We operate an Environmental Management System (EMS) designed to help us manage our environmental impacts. Our EMS is certified to the internationally recognised ISO14001 standard of excellence.

Biodiversity at our sites



As an organisation that works with the natural environment, we recognise the importance of protecting and enhancing biodiversity by providing suitable and sustainable habitats for local wildlife.

Travel to Work



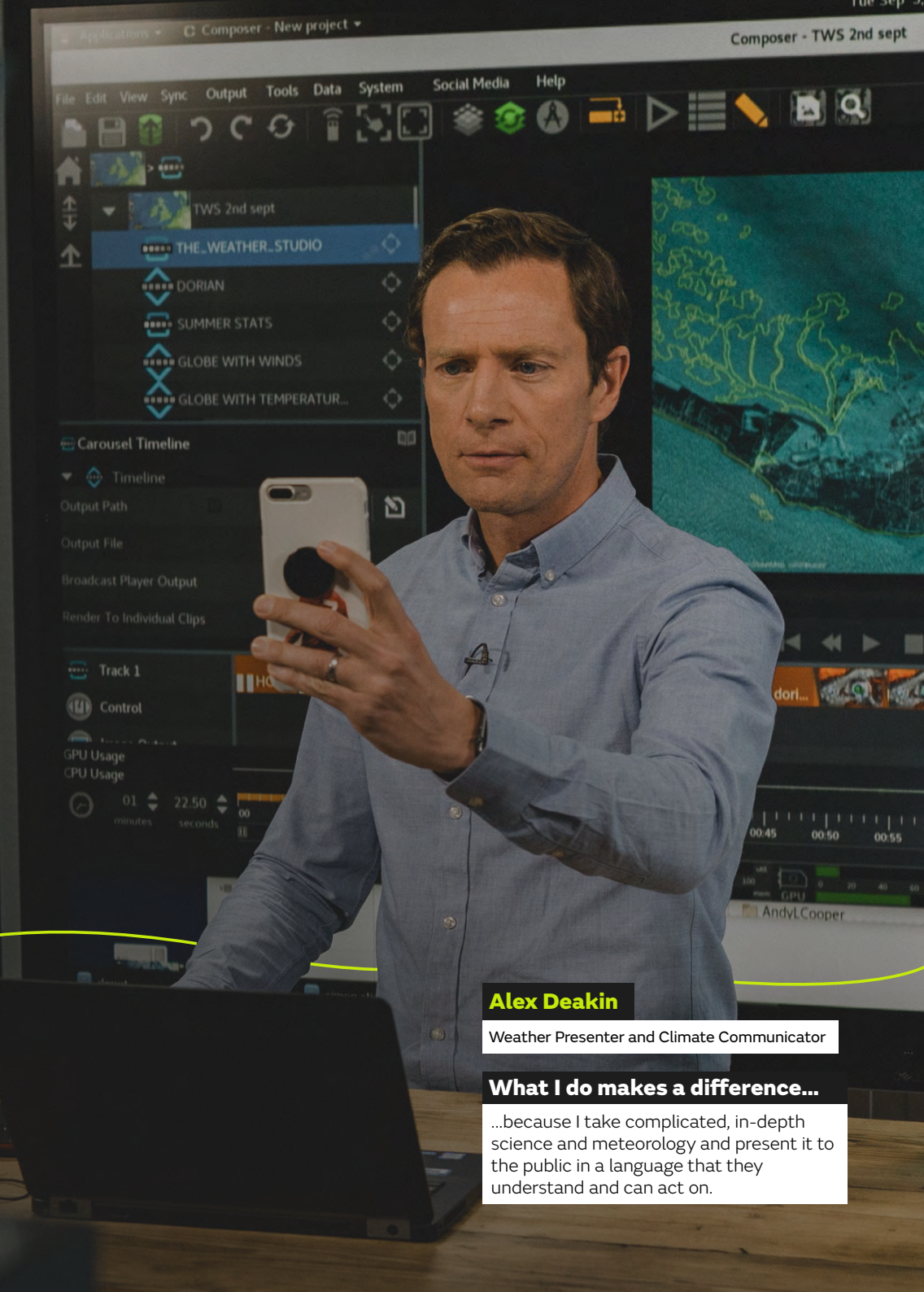
Interest free season ticket loans are available with repayments made from salary each month to spread the cost of your public transport. We also promote car sharing via the [Carshare Devon website](#).

A lot of people travel to and from work by bicycle, so we have initiatives in place to encourage and support this. For example we have a Cycle Scheme to help you purchase a new bike and have pool bikes available for use at our Exeter headquarters. In 2021 we were awarded Gold in the Cycle Friendly Employer Accreditation.



Understanding weather and climate and improving weather and climate services, will be increasingly important over the next ten years and beyond.

**We keep evolving.
It's who we are.**



Alex Deakin

Weather Presenter and Climate Communicator

What I do makes a difference...

...because I take complicated, in-depth science and meteorology and present it to the public in a language that they understand and can act on.

Useful links

Discover our latest job opportunities

Roles are broad and varied within the Met Office, so if you want to use your skills and experience, develop further and have a fascinating career to be proud of, apply here for your next role.

www.metoffice.gov.uk/about-us/careers/vacancies

Download our app

Our weather app gives you world-leading weather forecasts direct from the Met Office experts. Know what the weather will do with the most accurate forecasts and local weather coverage from 1 hour to 7 days ahead.

[Download from the App Store or Google Play.](#)

Follow us on social media

Stay up-to-date with the latest weather and climate information by following us (just search Met Office on your platform of choice)





Met Office

10 million

daily weather observations

1854

year of earliest data in our archive

3,000

tailored, daily forecasts

Less than 1%
of waste goes to landfill

14 petaflops

supercomputer



See what opportunities are currently available