DSG group

It’s our way of life

Working at DSG



Our way of life



Love yesterday, today and tomorrow

Love Yesterday, Today & Tomorrow is all about valuing our journey as a company – recognising our heritage, embracing our present, and envisioning our future.

It means making an impact not just in your work but also in your life. Dreaming big and working hard to achieve your goals, fuelled by passion and success in whatever we truly care about.

Principles:

- Loving what you do
- Seeing opportunities to grow
- The ability to learn and understand
- Positive mindset and can-do attitude
- Passionate
- Loyal



Improve everything always

No one person can know everything. That's why we encourage all of our colleagues, whatever their role within the business to help us improve.

Whether it's systems and processes or something more specific to your role, we are always open to ways we can improve and grow. Everybody has ideas and at DSG we want to hear them.

Principles:

- Ability to challenge processes to improve them
- Looking for solutions, not problems
- Sharing knowledge & Motivating
- Providing a fantastic service to our customers
- Open to new ideas and ways of working



Everyone's included

We care about people. Not just our colleagues but customers, professional connections and communities too. It's important to us that we create an environment where everyone can thrive and be themselves. At DSG we pride ourselves on valuing one another's differences and treating everyone with respect and compassion.

Principles:

- Valuing one another's differences
- Compassionate
- Treating colleagues and customers with respect
- Collaboration
- Kind & Caring
- Thoughtful



Remember, it's bigger than this

Our actions have an impact on both our communities and the environment. This is why we believe that being a good business and doing good business shouldn't be mutually exclusive – and at DSG we're always striving to do both.

Not only are we proactive in reducing our impact on the environment and doing good in our local communities, but we need to recognise that life is bigger than work and keep perspective.

Principles:

- Going above and beyond to help colleagues and customers
- Helping the community
- Making a difference
- Initiating positive change

Training and development

We believe that starting a career with us is not just about getting a job; it's about embarking on a journey of growth and success. Our commitment to your development begins right from day one with our onboarding initiatives.

Our on boarding process

During your onboarding journey, you'll dive deep into the heart of DSG, exploring different departments, understanding our culture, and the wellbeing benefits we offer. We'll also give you a sneak peek into the fascinating world of motor finance, ensuring you're equipped with the knowledge you need to thrive in our industry.

Training and skill development

- We offer monthly interactive workshops and coaching sessions that cover a wide range of topics to help hone your skills and knowledge.
- Our 'Great Conversations' program is designed to enhance our engagement with customers and dealers, ensuring productive and enjoyable interactions.
- We encourage one-to-one's with line managers and their team members to help drive your career progression and identify training requirements.

Ongoing career support

We're here to support you throughout your journey with DSG. So, if you've got ambitions to develop your role, and enhance your skills, we encourage our colleagues to speak with their line managers to see how we can help.



Our benefits

- Get 25 days holiday as standard, plus bank holidays
- Grow your career with our comprehensive training and development opportunities.
- Free head office amenities, such as an on-site gym, parking and breakfast club.
- Access to our VIP box at the COOP Live arena.
- Annual pay reviews as well as company bonuses and incentives.
- Annual awards evening and other social events.
- Dedicated wellbeing support and access to our Employee Assistance Programme.
- Get access to our DSG Colleague Car Finance rate.
- Enhanced maternity leave as well as other family friendly policies.



Wellbeing team

We believe that a thriving workplace starts with prioritising the wellbeing of our colleagues. That's why we're committed to providing a supportive environment where your wellbeing takes centre stage.

At DSG, Wellbeing isn't solely about healthy eating, exercise, and mindfulness. It's about so much more. It's about ensuring that our employees are fully supported, continually learning, and empowered to reach their highest potential.

Our Wellbeing department is dedicated to your entire employee journey, starting even before you join our team. From the moment you consider joining us, through recruitment, HR processes, and into your daily work life, our Wellbeing team is here to support you every step of the way.

How we support your wellbeing

- We run Wellbeing Wednesdays to allow colleagues to book time to speak to our Wellbeing and Engagement Lead.
- AXA Health gives colleagues access to health and wellbeing support from day one.
- Dedicated Wellbeing policies: Resolution, Flexible Working, Menopause, Equality, Diversity & Inclusion, Speak Up, Attendance policies plus more.

