

Southwind Benefits Summary

Effective January 2026 — shared with candidates at offer stage.

Compensation

Base salary	Benchmarked annually against Radford. Bands shared at offer stage.
Equity	0.05–0.15% options depending on level. 4-year vest, 1-year cliff. 10-year exercise window.
Salary reviews	Annual in January. Linked to Radford mid-point movement and individual performance.

Health

Medical	Full cover. 100% premium for employee, 80% for dependants.
Dental	Included. Covers check-ups, fillings, and one set of x-rays per year.
Vision	Included. Eye test plus up to £200 toward frames or lenses annually.
Mental health	Access to Spill. Unlimited sessions, no referral needed.

Time off

Holiday	28 days plus public holidays. No approval needed for up to 5 consecutive days.
Sick leave	Uncapped. No sick notes required for the first 10 days.
Parental leave	20 weeks full pay. All parents, regardless of gender or route to parenthood.
Compassionate leave	Up to 5 days paid for bereavement. More available on request.

Equipment and development

Equipment budget	£2,500 on day one. Refresh every 3 years.
Learning budget	£1,500 per year. No pre-approval under £300.
Pension	6% employer contribution. No minimum employee contribution required.
Referral bonus	£2,000 for a successful referral who passes probation.

Questions about any of the above? Contact Rory Gallagher — rory@southwind.io.