



Ethical Culture

Mission Driven

Partnerships and commitment to our members defines PCU's mission focus of empowering all members to achieve financial success. The communities we serve demand our very best and we are honored to make an impact in their lives. We make decisions with the greater good of our members & community in mind.

Commitment to Values

Ethics, Integrity, Reputation and Excellence make up the foundation of our business. We respect the attributes that make each individual unique, and we value diversity of skills, experiences and perspectives.

Community Citizenship

PCU is a member of a community and we feel it is our obligation to give back. We are deeply committed to serving and improving the communities where our members live or work.

Pride in our Performance

As a co-operative, not-for-profit financial institution, we emphasize returning value to our members. We are proud to be one of the nation's leading Credit Unions in returning value to members.

Work Environment

We have been recognized as a Best Place to Work in Maine for 7 years running. We foster excellence by recognizing positive results, celebrating success and learning from our mistakes. We revel in each other's accomplishments and offer a family-oriented, relaxed and fun work culture.



Work Content

Member Relations

At PCU we are dedicated to providing our members with exceptional products and services. Associates at every level ensure that an open line of communication is available and that our members' needs are being heard and met.

Autonomy

Employee empowerment allows our staff to approach their roles in a way that complements their personalities and skills. Satisfied employees are more productive and able to come up with innovative solutions that make our company more competitive and contribute to the overall business success.

Challenging and Impactful

Personal finance impacts almost every part of our lives. More than two thirds of PCU employees work directly with our members helping them achieve their financial goals. Recruiting looks for individuals seeking challenges; who are willing to broaden their knowledge and accept responsibility.

Meaningfulness

The jobholder experiences their work as intrinsically meaningful when they can present his or her value to other people. PCU enriches jobs by skill variety, task identity, task significance, autonomy and consistent feedback.

Suggestions Valued

Great ideas follow by great execution brings great products and services. Our open door policy swings both ways so that a constant flow of ideas emerges.



Career Growth

Opportunity to Learn

To fulfill the human need to learn and grow, PCU employees find more efficient ways to do their jobs. PCU promotes learning as a means to increase productivity by working smarter. Our culture is one that is open to new ideas free from the fear of rejection or retribution.

Advancement

PCU excels and grows in a challenging market environment. Our highly efficient structure enables us to focus on best practices and invest in our staff and capabilities. We promote from within whenever possible and encourage inter-departmental cross-training.

Internal Mobility

Employees are aligned in the roles that most closely match their capabilities and skills and are assigned to projects that will benefit most from their expertise. Employees are championed to explore roles that stretch their abilities.

Skills Development

Our employees have access to a wide range of virtual, online and classroom based technical and soft skills training programs and certifications. PCU's investment in training and development consistently highlights our focus on expanding capabilities in areas that are Key to our business strategy.

Personal Growth

We believe providing an opportunity for development is a shared responsibility between manager and employee. We focus on developing talent, seeing potential and enhancing the quality of life.



Employee Welfare

Work-Life Balance

The well-being of our staff and their families is very important to PCU including proper prioritizing between "work" and "lifestyle".

Results Oriented Recognition

We take pride in employee achievements. We recognize their accomplishments and convey the appreciation of our company and our members for their contributions.

Retirement & Benefit Plans

PCU provides a wide range of benefits to promote health and wellness, build financial security and allow for personal choice.

Perquisites

PCU is dedicated to improving the lives of our employees. We pride ourselves in helping first time home owners or car buyers and for providing financial counseling services to facilitate a brighter future.

Acknowledged

PCU recognizes that our success stems from the skills, attributes and efforts of our staff. Our employees are our top source of talent for leadership opportunities at every level.

Appreciated

Every employee plays a significant role in meeting the needs of our members and we recognize the full worth that each brings. PCU takes great pride in the variety and frequency of events and other types of recognition that pay tribute to our employees.



Rewards & Compensation

Competitive Pay Structure

We align compensation to the roles our people perform in the markets and region we serve. Our program is benchmarked against other companies in our industry to ensure we continue to offer competitive compensation and a comprehensive suite of benefits.

Bonus & Profit Share

PCU is a growing company in a shrinking environment. Our success is shared with employees whenever possible through generous bonuses and profit sharing.

Transparent Pay Practices

We believe it is important for every employee to understand how salaries are determined and increases decided. Employees can look at equivalent positions in the company or consider the skills required to be considered for a promotion. Job descriptions and pay grades are made available to all.

Employee Discounts

Each of our employees is Key to the ongoing success of our business. At PCU we make a concerted effort to offer programs that support employees' dreams and cultivate dedicated and competent workers.

Incentives

PCU supports financial incentives that deliver measurable and meaningful performance results. With properly structured incentive programs we are able to attract and retain higher quality workers.