



Career

Support to develop and adapt professionally



Wellbeing

Happy and healthy at work and at home



Work infrastructure

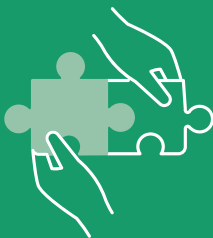
The right equipment and resources for the job

Benefits of working at Emergent Group



Recognition & Rewards

Demonstrating that we appreciate our people



Culture

An open and collaborative team



Flexible work

Work schedules and locations to suit you and the business

For more information see our **Employee Value Proposition (EVP)** at emergentgroup.com.au



emergent group

Emergent Group

Employee Value Proposition



Career

We believe learning is a life-long experience and we encourage our people to extend their skillset and stay abreast of current thinking and emerging trends in their discipline.

- In-house training courses and seminars on new technology and methods
- Potential to cost-share external training
- Encouragement to pursue career progression and new challenges
- Ongoing two-way evaluation and development discussions
- Regular presentations by internal and external speakers



Culture

We do our best to maintain a healthy, collaborative and friendly culture, where individuality and difference are respected and all voices are heard.

- Open door policy with all employees
- Collaborative environment
- New ideas are encouraged
- Evidence-based decision making
- Support to contribute to the community at large
- Regular social activities such as company-provided lunches and various celebrations
- Unacceptable behaviours are called out and addressed



Wellbeing

The wellbeing and safety of our employees, physical and mental, is our highest priority. We understand that what we do at work can directly affect our people's wellbeing and that the wellbeing of our people has a direct impact on our productivity and performance as a business.

- Well maintained systems, procedures and equipment
- Employee wellbeing above business outcomes
- Employee Assistance Program available
- Healthy Lifestyle Vouchers for rebates on fitness and wellbeing related activities
- Feedback on how we can better assist our team's wellbeing is welcome



Flexible work

We are a people-focused organisation and aim to support employees with their family and personal commitments.

- Working from home options available
- Flexible work hours and schedules supported
- Ability to exchange recreation leave for remuneration



Recognition & Rewards

We understand that work satisfaction is not just about remuneration. We provide a range of valuable rewards and benefits, both social and financial.

- Income Protection Insurance for permanent employees
- Loyalty rewards in the form of additional leave after 3 years
- Non-paid sabbaticals or other periods of additional leave considered
- Contribution to employees membership of professional societies
- Employee referral program



Work infrastructure

We provide staff with the equipment and infrastructure they need to excel in their role and support employees as we all adapt to modern "digital" work practices.

- Safe and comfortable office with free parking
- Technology to support mobile working, incl. video conferencing and laptops
- Maximised use of cloud-based systems
- Powerful modelling and analysis tools used to bring solutions to our clients