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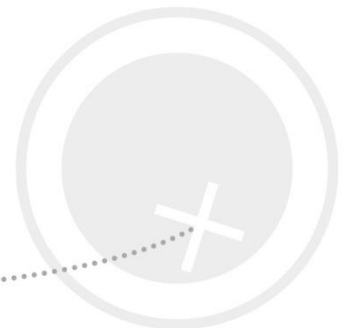
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- A background image of a map with various terrain features. A list of services is overlaid on the map.
- Software
 - Data
 - Consulting
 - Professional Services
 - Support
 - Training

Benefits for Our People

Esri Australia

Human Resources

Version 1.0



Working at Esri Australia is where you pursue your passion to do work that makes a real difference. Our goal is to provide an environment that continually strives to support you to be successful.

Leave

In addition to paid annual leave and personal leave, we provide:

- » paid community service leave for jury duty and voluntary emergency services.
- » paid Defence Reserve leave for our staff who are members of the ADF reserves.
- » 3 days paid compassionate leave for each occasion.

To demonstrate our commitment to long term relationships, we offer 13 weeks paid long service leave after 10 years of continuous employment – you can access this leave on a prorata basis after seven years.

Income Protection

We provide Salary Continuance Insurance for all of our eligible employees which covers up to 75% of your salary up to 65 years of age.

Right Tools

You have the discretion to use your professional judgement and dress appropriately for what you have scheduled for the day.

We provide you with all the necessary equipment to ensure you have the right tools to perform your role.

For staff working in secure environments, we will pay for your security clearance including TSPV subject to meeting conditions.

Onboarding – Getting you on Track

We operate an onboarding program for all new employees that is tailored to each individual, their role and specialist skills. You will receive a customised onboarding plan upon commencement. Our onboarding program provides a comprehensive introduction to the business, its history, key personnel and policies, procedures and business systems.

Our Achievement and Goal review program provides for a Monthly Conversation between you and your manager, so you know what you need to achieve, how you are going and where support is required.

Wellbeing

We provide a voluntary annual flu vaccination program for all employees.

You can also access the Employee Assistance Service for confidential professional counselling.

As part of our Group Salary Continuance cover, you can access the Best Doctors service at no extra cost. Best Doctors is a service that connects you with a network of more than 50,000 leading medical specialists from Australia and around the world for a second medical opinion to help ensure you get the right diagnosis and treatment plan.

Best Doctors now includes Mental Health Navigator – a discreet, quick and confidential way to seek help if you are experiencing a mental health condition such as depression or anxiety.



Professional Development

Our staff have access to supported professional development which may include technical learning activities such as the latest releases of the ArcGIS platform, seminars, conferences and other skills or knowledge development. There is potential for international professional development opportunities such as the Dev Summit and Esri User Conference.

We also offer our Management Development Program which provides our managers with a personalised coaching-based program to support the development of their individual strengths.



Reward and Recognition

We are committed to recognising your impact on the success of our business and sharing that success with you.

Employees are eligible for an annual salary adjustment and, subject to performance, participation in the company's annual profit share bonus (once qualifying).

We also offer a Staff Awards Program which offers a cash award of \$1,500 for individuals, or \$2,000 for teams, to recognise extraordinary achievement.

Managers also have a discretionary monthly acknowledgement award to recognise a team member's efforts.

We reward employees who refer new employees with our Employee Spotters Fee – a cash incentive of \$3,000 once the referred employee has successfully completed their probationary period.

The Employee Milestone Recognition program celebrates the long-term relationships with our employees by recognising milestones in your employment – starting at your 1-year anniversary, then at 5 years, then every 5 years to follow. Recognition will include acknowledgement, both personally – by the Managing Director – and publicly, along with a fantastic gift voucher and local office celebration.



Office Life

All our offices provide pod coffee, tea and morning/afternoon tea snacks.

We celebrate birthdays and other life events with the local office.



Discounts

As an Esri Australia employee, you get discounts at several business including technology, entertainment and insurance, offering you ways to save. New discounts are added from time to time.