

EMPLOYEE VALUE PROPOSITION

OUR PURPOSE

Our purpose is deeply rooted in our values. We are dedicated to building strong partnerships within the water, energy & environment sectors to deliver meaningful outcomes for customers, communities, industry leaders, and governing bodies.

OUR VISION

Our vision is to influence and drive sustainable water, energy & environment solutions across all sectors and to be recognised for exceptional service delivered by the best delivery team in Australia.

OUR MISSION

Our mission is to help our clients in the water, energy, and environment sectors successfully deliver complex projects and to be represented by exceptional people.

OUR VALUES



**CLIENT
IMPACT**



**ADAPTABILITY
AND OWNERSHIP**



**RESPECT
AND UNITY**



**SAFETY AND
WELLBEING**



**PROFESSIONAL
EXCELLENCE**

COMPENSATION

- Market leading salaries
- Performance-based bonuses to reward exceptional contributions
- Management Equity Plan (MEP) – Profit interests, stock options
- Annual salary reviews aligned with market trends & employee growth
- Professional development: Funding for training, certifications & education to support career growth
- Salary sacrificed additional leave
- Salary sacrificed superannuation contributions

BENEFITS

- Personalised birthday & anniversary gifts
- Employee recognition programs
- Daily industry updates
- Paid family leave, adoption leave, and carers leave
- Employee Assistance Program (EAP)
- Purchased annual leave
- \$50 phone bill reimbursement
- Novated lease arrangements
- Free flu shots
- Team merchandise & workplace essentials
- DEI programs & cultural event celebrations
- Social and team building activities

CAREER

- Exciting and meaningful projects
- Sequana Academy – Tailored programs with dedicated professional development coaches
- Mentorship program with industry experts & community leaders
- In-house leadership coach
- Innovation open door sessions
- Defined career pathways with transparent milestones & growth opportunities
- Access to leading industry events, memberships and networks
- Internal mobility opportunities

WORK ENVIRONMENT

- Flexible work arrangements: Hybrid and remote work options
- Modern and central office locations
- A diverse and inclusive environment
- Wellness Programs including fitness challenges, mindfulness sessions access to mental health resources
- An open-door policy where employees can voice their ideas, concerns, and feedback directly with leadership.
- An environment of trust where open communication and transparency are prioritised

CULTURE

- Team of high achievers and innovators
- Mission-driven - a strong commitment to contributing a meaningful impact within the water, environment, & energy sectors
- A culture of learning and growth where personal and professional growth are just as important as business growth.
- Annual EOFY and EOY Celebrations
- Social, Impact & Belonging Committee activities
- Certified 'Great Place to Work'
- Community and CSR programs to give back & support the communities we live & work in