

2022 BEST PLACES TO WORK

How the employee experience is shaping modern workplaces.



Zrinka Lovrencic, CEO, WRK+



We asked over 59,831 employees from 127 organisations who are dedicated to building great workplaces **why their organisation is the best.**

WATCH VIDEO 

WRK+ is proud to present the 2022 Best Places to Work study.

The employees at the 2022 Best Places to Work are telling us that they feel engaged, included, and connected. They are inspired by their leaders and feel they are being listened to. They have access to technology and tools they need to succeed in this new hybrid world of work, they enjoy the work they do, and they feel connected to a bigger purpose.

It is no wonder then that the 2022 Best Places to Work are experiencing **attrition rates 60% lower** than the current national average.

Something that took WRK+ by surprise as we were conducting the 2022 Best Places to Work study was the number of senior leaders who asked us whether the great resignation is actually a thing or if it is just media hype.

The consolidated revenue of the 2022 Best Places to Work is **\$2.5billion**, an 18% increase on their last financial year revenue.

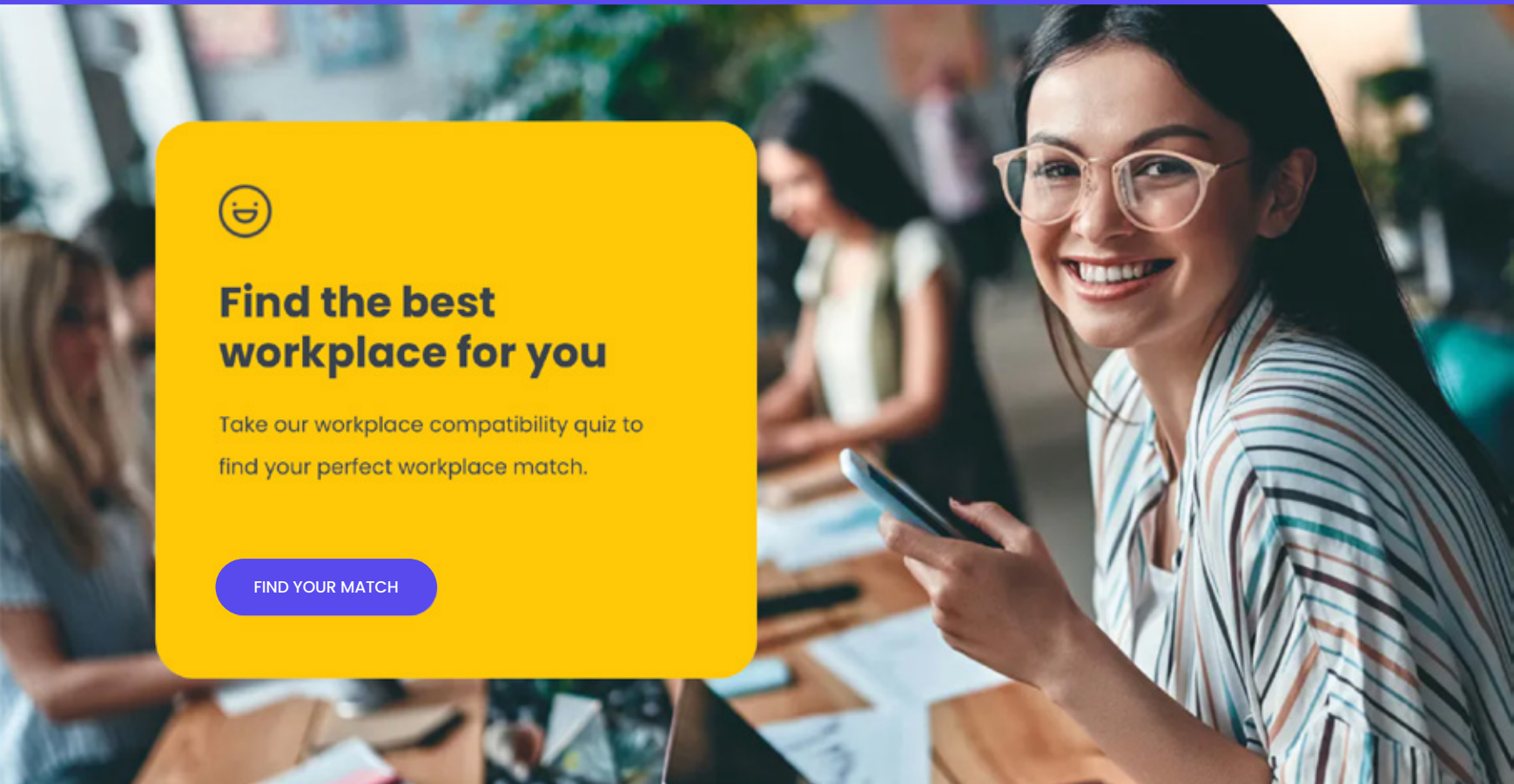
When an organisation gets its employee experience right, their employees will stick around and help the organisation thrive.


These organisations enjoy higher rates of retention, productivity, and employee engagement.

To be the best, these organisations truly put their people experience first. A strong shift towards people practices addressing mental health, diversity and inclusion, and making positive changes towards lowering the organisations carbon footprint stood out amongst the best this year.

Let's celebrate those who are dedicated to building great workplaces and congratulate the organisations on this year's Best Places to Work list! And in case you are wondering... **YES, THEY ARE ALL HIRING!**

Visit workforthebest.com to explore the opportunities at the 2022 Best Places to Work.






Find the best workplace for you

Take our workplace compatibility quiz to find your perfect workplace match.


[FIND YOUR MATCH](#)



Work for the Best

Take our workplace compatibility quiz to find your perfect workplace match.


[FIND YOUR MATCH](#)



BPTW 2021

View the complete list of the 2021 Best Places to Work.

[VIEW THE LIST](#)



Be the Choice

Find out how your organisation can distinguish itself as a great employer.

[REGISTER](#)

Methodology

The 2022 Best Places to Work study was conducted between September 2021 and June 2022. The results represent 59,831 Australian based employees from 127 organisations. The study recognises organisations in two size categories: under 100 employees, and over 100 employees.

How The Best Are Selected

The Best Places to Work are selected and ranked by WRK+, an Australian based global workplace research and consulting firm. Each organisation participating in the study for this list earns a score based on two factors. 60% of the total score comes from employee responses to Engaging People®, a 52-statement employee engagement survey.

The survey is distributed on a census basis and minimum completion rates are calculated using a 95% confidence interval. The remaining 40% comes from the WRK+ Culture Insight®, an evaluation of the organisation's policies, practices, and procedures in specific people and operations practice areas.

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Best Places to Work Key

-  Industry
-  Number of People
-  Currently Hiring

Insights from the 2022 Best Places To Work.



New jobs created over last 12 months at the best.

The increased attrition in workplaces, globally dubbed 'The Great Resignation', has been making headlines for some time now. The current attrition rate in Australia is 35%, where as at the 2022 Best Places to Work the average is 14.5%.



INTERESTING FACT



SHARE—WORTHY



87% of the employees at the 2022 Best Places to Work say they can see a clear link between their work and the company goals and objectives.

Best places to work with

Over 100 Employees



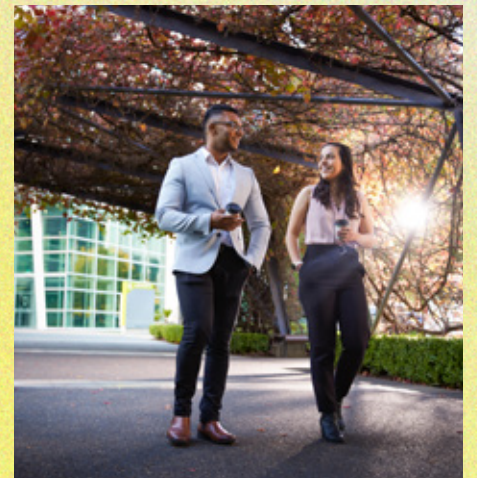
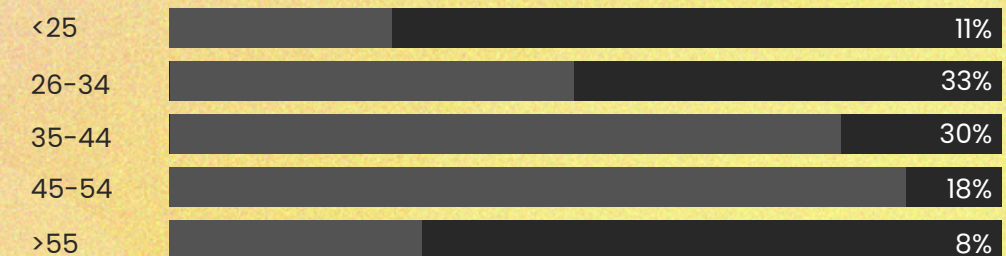
What does the average best company with **over 100 employees** look like?

PEOPLE AT THE BEST



Ratio of staff to HR	1:58
% of employees who take advantage of flexible work arrangements	63%

Average Age

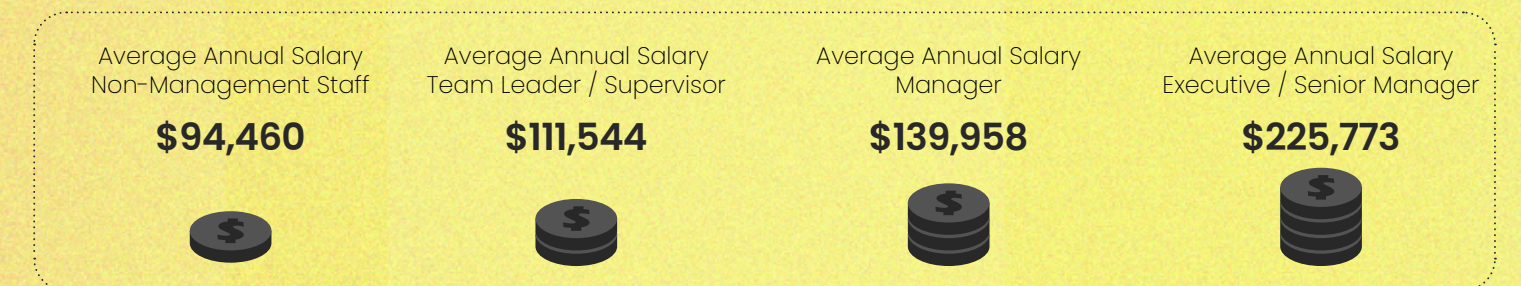


Nova Systems supports a flexible agile, and collaborative working model.

LEADERSHIP AT THE BEST



INCOME AT THE BEST





“We don’t take ourselves too seriously – except when it comes to safety!”

#1 Kapitol Group

Construction

146

Currently Hiring

Kapitol Group is an innovation-driven and rapidly growing construction company based in Melbourne.

Kapitol Group was established in 2018 with the goal of breaking the mould in the industry by innovating and pushing boundaries. The directors passion for both construction and creating a great culture flows through the business and is the reason for their huge growth and success in such a short period of time.

Each construction project starts with a ‘team kick-off’ workshop that introduces the ‘people’ side of a project in addition to the technical, budget, customer, and planning aspects. During this session, the team workshops the ‘why’ of a project to help bring purpose, meaning, and passion to the project in line with their vision.

They also workshop how the project particulars align to Kapitol’s vision, and each team member makes a commitment regarding how they will bring this to life during the project. The workshops also include discussing team personality profiles and the team mix to ensure communication is tailored to everyone.

This is unique in the construction industry and aligns to the Kapitol vision of improving the industry.

Each project team runs a weekly project meeting. The template used is consistent across all projects, and includes discussion on the vision and values, asking team members to call out any behaviours, activities, or decisions they feel either showcase the vision and values, or contravene them. This information is fed back to the leadership team to both celebrate the positive examples, and to ensure that Kapitol’s leaders are kept informed about examples of processes that employees feel are not in alignment to the vision.

Construction is a challenging industry to work in, therefore it is incredibly important to balance work with fun, team bonding, and camaraderie. Each team is encouraged to have their own identity and team habits. Some teams run a daily lunch quiz, have a weekly lunch provided by the company, or host regular Friday drinks.

SHARE—WORTHY



Kapitol’s Instagram account reflects their fun and light hearted culture. One of the most popular posts was a video of Kapitol construction cranes, with a voice over of a David Attenborough impersonator describing the mating habits of construction cranes. It got a lot of laughs internally and was mentioned frequently by candidates interviewed asked why they were interested in a role at Kapitol Group.

96%

“I am proud to tell others that I work here.”

INTERESTING FACT



Kapitol are committed to equality. At time of writing, Kapitol’s employees split is 22% female, compared to the construction industry average - 13% female. This is across all roles including project and site teams, not only in our office-based roles. In addition, they have a growing 40% female representation for graduates and cadets.



#2 hipages Group

🕒 Information Technology / Software

👤 171

✅ Currently Hiring

hipages Group creates effortless solutions that help tradies streamline and grow their business and delight their customers. hipages inspire their team with an illustrated summary of their business purpose, values, vision, leadership behaviours, and 3-year strategy displayed on one page. hipages found that this visual aid helps their team members easily understand the overall strategic direction and reinforces the great company culture driven by living the hipages values. Each financial year, the updated “Plan On A Page” is presented and distributed to team members in hard copy for their workstations and softcopy for screen savers. At the start of the financial year, the CEO and leadership team spend time with each team to help connect the team’s goals to the company’s overall goals. hipages’ company purpose is to ‘create happier homes through effortless home improvement’. This extends to their team members via hipages’ commitment to creating a ‘happy home away from home’ office environment and providing meaningful work to their people so that they go home happier. hipages’ office has a peaceful garden room that is a perfect place to go when team members need a quiet and private space to gather their thoughts, pray, meditate, do yoga, rest if feeling unwell, or have a quick nap.

#3 Smokeball

🕒 Information Technology / Software

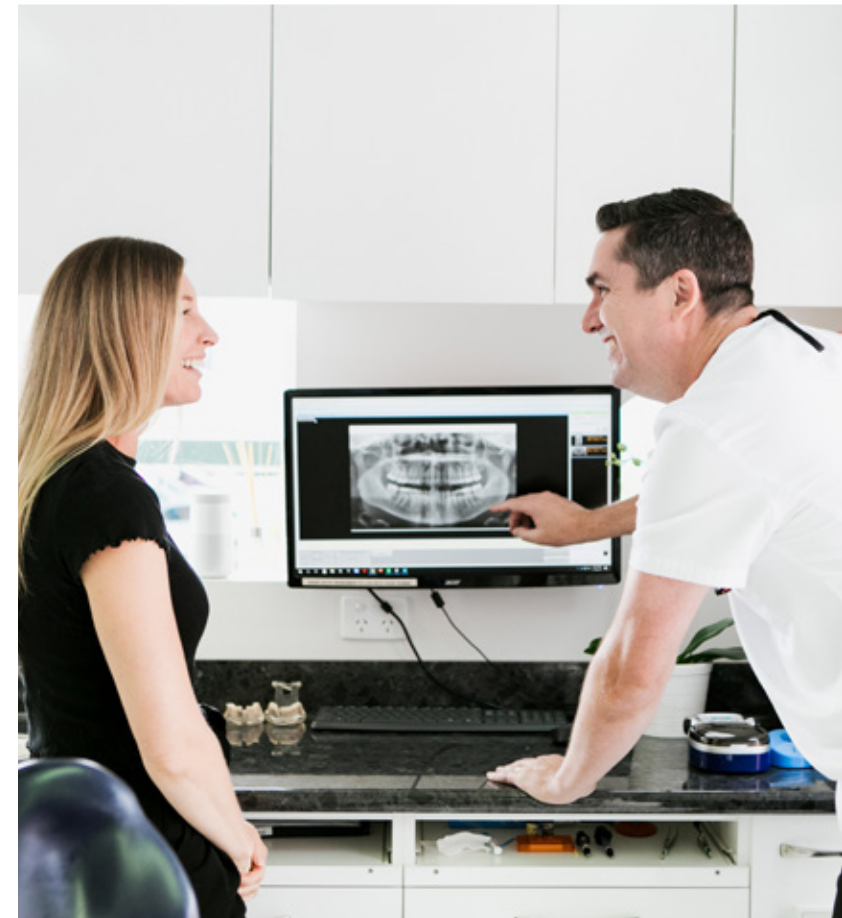
👤 149

✅ Currently Hiring

Smokeball is a cutting edge legal practice management software for small law firms. Transparency of the vision and results form a key part of Smokeball’s success. The company strategic plan is designed to fit on one page so it can be easily referenced. Updates on company KPI’s and goals, which include tables and graphs for easy viewing, are shared every Monday morning to keep the team aligned.

Trusting their people is founded on Smokeball’s core value of ‘Assuming Positive Intent’, a true behaviour embodied through action supporting their people through understanding the continued blurring of work and personal lives. The nature of the business is based on deliverables and results, not the hours that people spend at their desk. A large proportion of their employees work non-traditional hours and are able to incorporate huge amounts of flexibility, giving them the choice to either work from home, the office, or in a hybrid format.

Smokeball fosters a sense of pride by sharing client success stories and testimonials via Slack. All team members can see the positive impact that they are making in the legal community, and connect the team to the mission regularly throughout the day, creating a huge sense of achievement.



#4 AC3

🕒 Information Technology

👤 293

✅ Currently Hiring

AC3 is a privately owned Australian ICT Managed Services Provider, specialising in secure cloud solutions.

AC3 believe that magic happens when they combine their people with the best technologies. They have a dedicated Product and Technology team made up of the best and brightest minds who continually work on developing and refining products and services on offer. The establishment of this team was a major step forward for AC3, as it has helped them better align with their customer demands as well as harness the great ideas that their people are constantly coming up with. AC3 recognise that they are a technology company built on people; that’s why looking after their peoples health and wellbeing is an integral element of their employee value proposition.

AC3 offer an extensive range of programs to support their employees, specifically around the area of mental health. They have an active Mental Health & Wellbeing Framework in place and are continuously adding to the infrastructure and activities to support mental health at AC3.

#5 Avenue Dental

🕒 Health Care

👤 121

✅ Currently Hiring

Avenue Dental is a culture focused group of dental practices on the Sunshine Coast and North Brisbane.

Having the right team members has been imperative to Avenue Dental’s success. Avenue Dental attribute their ability to deliver on their mission, which is to positively transform dentistry, by attracting, developing, and retaining the best people, who in turn provide the best possible care for their patients. Avenue Dental ensure that their prospective employees fit in with the organisation. The recruitment process at Avenue Dental highlights their culture, purpose, and goals, and seeks applicants that align with their values.

Avenue Dental’s purpose and core values drive them to not only offer their team members flexible working options and support during crucial life events, but also to continually invest in their peoples knowledge, skillsets, and resilience. This enables them to be better at work and have more flourishing personal lives through the life challenges that we all experience.



#6 Coloplast ANZ

🕒 Medical Devices

👤 114

✅ Currently Hiring

Coloplast provides medical devices and services related to ostomy, continence, wound care and urology. Coloplast is passionate about making a real difference to people's lives. Their culture supports high ambitions and releases the full potential of their own people to achieve them. One of the ways they achieve this is by tapping into their global network of talent to offer global mentoring programs where employees can be mentored by someone in a role they aspire to grow into.

Coloplast prides themselves on the way they support their employee's wellbeing. Through the establishment of a social and wellbeing committee, representatives from across the business create events to support their team, including recognising special days such as R U OK day, Movember, and other key mental health and wellbeing days with the aim to normalise discussions and awareness of Mental health challenges. Recognising the importance of creating fun, Coloplast conducts 'Fun Fridays' every Friday afternoon. Fun Fridays are rotated for each team to facilitate fun activities such as Kahootz, guess the baby photo competition, and trivia.

#7 Jetts Australia

🕒 Sports & Recreation

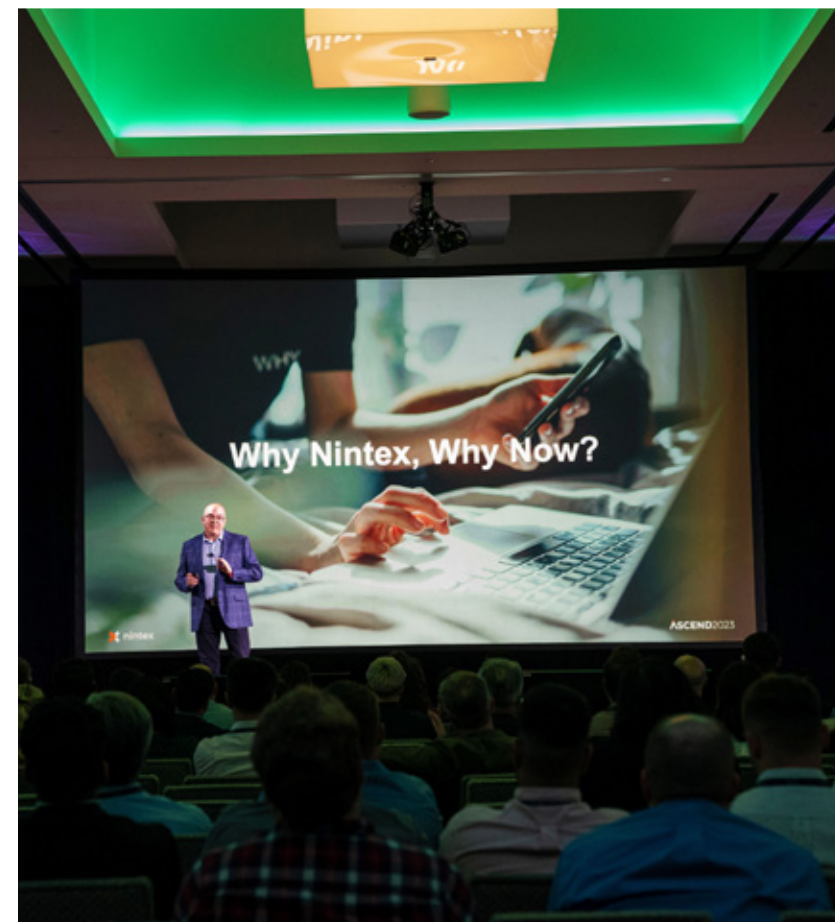
👤 492

✅ Currently Hiring

Jetts is a leading National Gym Franchise with over 270 gyms in 6 countries. Jetts' purpose is to inspire people to live a better life, which goes beyond just work. It is why Jetts has implemented an initiative called the "Love Life Plan". This provides a template to write down goals for all aspects of life: family, health, wealth, contribution, self-development, and career. When employees achieve their goals, they are rewarded with an award that is in line with the goal.

Jetts knows that culture is not something that an organisation can just 'set and forget'. With this in mind, Jetts created the "Jetts Culture Hackers", a group of support office team members who have taken on the responsibility to look for opportunities where the Jetts culture can constantly be put into action. The focus and intention behind Culture Hackers is to look for and create opportunities that are in alignment with the company's values.

Jetts' culture is built on a philosophy of 'work hard, play hard'. Often the leaders are the force that creates an environment of fun in the office, as an example, if the music isn't loud enough in the office the CEO will happily go and turn it up.



#8 Nintex

🕒 Information Technology / Software

👤 171

✅ Currently Hiring

Nintex is the market leader in end-to-end process intelligence and workflow automation.

Nintex enables transparency of the company's top-level goals by ensuring results are accessible to all employees at all times. Ensuring all team members are aligned, OKRs form an important part of goal setting and measuring progress and success.

Regular pulse checks aligned to the Nintex values ensures that the leadership team have access to real time data on how employees are feeling in relation to these metrics. This allows for swift action such as awareness or education programs to showcase an area requiring attention. Special Interest Groups were created on Slack to help bring like-minded people together. These groups cover both work or non-work-related topics, and range from hiking groups, where to eat in different cities, Lego groups, grill masters, running, and paintball. Nintex have found that this is a great way to encourage relationship and network building across the organisation as it gives everyone access to each other.



#9 Wisr

🕒 Financial Services / Banking & Finance

👤 182

✅ Currently Hiring

Wisr is an ASX-listed, purpose-led, non-bank lender on a mission to improve Australia's financial wellness. To ensure all team members are appreciated in a way that best resonates with them, Wisr recently ran a 'Languages of Appreciation' session. The goal of this initiative was to identify the 'appreciation language' of individual team members, so that their team leader can support and celebrate them in their preferred way. Wisr are committed to their employees' wellbeing. They provide onsite yoga and meditation classes as well as offer a \$500 Wellness Reimbursement to all team members. In addition, they offer 1 day of leave per quarter as "Wellness Leave" for employees to use in any way that supports their wellness. This encourages Wisr employees to prioritise themselves, their health, and their work-life balance. To ensure that Wisr do their part for the environment, they organised tree-planting days for team-building and launched an internal campaign created by their internal Climate Wise team to engage and educate employees to be more climate-conscious. This has included recycling initiatives in the office, sharing vegetarian food and recipes, trivia on carbon pollution and recycling, lunch & learn sessions on how to recycle/reuse plastic waste, and more.



#10 Keypath Education

Education & Training

272

Currently Hiring

Keypath partners with educators to develop, design, and deliver career-relevant online education.

Lifelong Learning is one of the core values at Keypath and they put professional development, employee performance, and employee experience at the forefront of all they do. Supporting mental health, and maintaining culture through growth were key focus areas over the last twelve months. All Keypath managers are trained in managing mental health at work, with refresh courses offered every six months.

Diversity, equity, and inclusion (DEI) have always played a pivotal role in what Keypath do. Keypath has an internal DEI inclusion committee, which organises DEI activities, events, and initiatives such as unconscious bias training, International Women's Day, and Harmony Day. Keypath has an entire committee designated to incorporating fun and meaningful events into the working week. Creative Fridays is a unique social event at Keypath, where the group comes together once a month and brings their own tasks to share their creative outlet while catching up with their teammates.

#11 Nova Systems

Professional Services / Consulting & Mgmt

602

Currently Hiring

Nova Systems is a global engineering services and technology solutions company.

Nova's vision of 'smart people, solving complex challenges to make our world safe and secure' is underpinned by their high-performance culture. Making people the point of difference, Nova has introduced a High Performance Framework, which provides an integrated and holistic approach to performance, assessment, development, and reward. Nova leaders hold ongoing development discussions with their team members to ensure that individual career aspirations are being heard, with the potential to be acted on and that their day-to-day role is linked with the overall business outcomes.

Nova strives to provide a holistic approach to wellbeing that fosters an environment where their team can achieve a healthy work/life balance. The Nova "Ways of Working" define how, when, and where work gets done. Recognising that one size doesn't fit all, "Ways of Working" gives individuals and teams autonomy in designing what works best for them to achieve business goals and client outcomes. "Ways of Working" supports a flexible agile, and collaborative model around the best location for the work day.



#12 Publicis Sapient

Professional Services / Consulting & Mgmt

198

Currently Hiring

Publicis Sapient is a global digital consultancy that helps businesses across all industries transform digitally. Publicis Sapient is building a culture in which everyone feels they belong in and can thrive. They have grounded their Diversity, Equality, and Inclusion objectives in their overarching global strategy. Each team member at Publicis Sapient sets one diversity, equity, and inclusion goal. This is a unique way to mobilise the whole team to fuel forward their ambition to be a global leader in inclusion and diversity. While evolving Publicis Sapient's business strategy to help clients transform, the company enables each of their people to grow, develop capabilities, and consciously cultivate their skills and expertise required to excel in their roles. As part of the Enabling Your Potential growth framework, Publicis Sapient team members work with their managers on goals and creating a plan on how to achieve set goals. Understanding that People Managers have the greatest influence and impact on their team's engagement, Publicis Sapient invests the time to help their leaders manage with purpose and deliver a great people experience. While we have all been physically and socially distancing, Publicis Sapient focused on mental health with increased communication, support, training, and toolkits that are made available to everyone.

#13 CROSSMARK, a DKSH Smollan Company

Retail

1982




Currently Hiring

CROSSMARK, a DKSH Smollan company, is a leading provider of field sales & marketing solutions. CROSSMARK's goal is to be a purpose-led organisation that supports and grows their people, to be environmentally conscious, and to have a positive impact on the communities in which they operate. CROSSMARK is continuously exploring ways in which they can reduce their carbon footprint. This includes involving the business intelligence team to find the most fuel efficient routes for their field team. CROSSMARK has reduced their interstate travel by encouraging team calls where possible in order to reduce their carbon emissions as a business. They are also on the journey to reduce their footprint by partnering with environmentally conscious suppliers, such as sourcing uniforms made from recyclable fibres. CROSSMARK employees volunteer for the Sony Food Van on a monthly basis, cooking and serving warm meals to the homeless in the Sydney CBD area. As part of social engagement, CROSSMARK employees also volunteer and support their MMAD Mentors program, where they meet with youth and act in a mentor capacity. The CROSSMARK employees involved in these activities have stated that their involvement is incredibly rewarding.





#14 Skedulo

-  Information Technology / Software
-  127
-  Currently Hiring


Skedulo build deskless productivity software for workers who don't work in a traditional office setting.

Living their "Boldly Innovative" value, the product development team hosts bi-annual hackathons, allowing their team two days to come up with an idea to work on that could improve or add to their existing product. At the end of the Hackathon, all participants have the opportunity to present their work to the wider team and implement many of these ideas into the product offering.

Skedulo have a close affiliation with Girl Shaped Flames, a company whose focus is on educating and encouraging high school aged girls to learn more about possible career paths in technology. Skedulo host events where students attend panel sessions and practical workshops hosted by their team to gain some further understanding of the different avenues that are available to them within the technology industry. Skedulo pride themselves on their flexible approach to work-life balance, allowing their team members to structure their days in a way that best fits in with their lifestyle.



#15 Tapestry

-  Retail
-  284
-  Currently Hiring

Tapestry ANZ, is a global house of New York based brands, with Coach & Kate Spade under its umbrella.

Tapestry encourages their teams to share their unique perspectives of their products on Instagram. Each store, and corporate team members, curate their own accounts with their unique interpretations. This fosters a sense of pride in team members who participate, and see their efforts recognised by customers and the Head Office team in New York.

Tapestry invests in supporting their employees' growth and engagement within the organisation. The corporate team personally meets with store team members to engage with them on their career aspirations, and development opportunities. Short and long term secondment opportunities create opportunities for team members to experience a new role in the organisation. Once a year, Tapestry store managers partake in a Store Managers Conference, which is usually held overseas. This conference allows Store Managers, from global regions, to come together to share their learnings, and understand how the business has performed, and are also provided opportunities to improve their performance through new skills training.



#16 Roll'd

-  Hospitality / Food & Beverage Service
-  1110
-  Currently Hiring




Roll'd wants to share their obsession for fresh Vietnamese food and culture with the world.

As part of ongoing development, and to assist teams in understanding the different roles within the company, Roll'd runs "Pulse Days". During these days, the office-based team members spend time in one of the stores to learn about the operations of the store and how the team works together, and they participate in preparing food and serving customers. Similarly, the field team spends time in the office with different departments in order to get a sense of how the company operates.

Roll'd is a values-driven company who award weekly values incentives. Each week, the operations team meet with departments in order to ensure alignment and deliver important communication, as well as recognise and reward an employee who has performed well against the Roll'd values. Recognising the diversity of their team members, Roll'd have developed a communication framework. The framework encompasses a variety of communication formats, ensuring everyone receives important company updates.



#17 City Venue Management

-  Sports & Recreation
-  944
-  Currently Hiring

City Venue Management (CVM) operate and manage quality and vibrant aquatic, leisure, and sporting facilities.

As an organisation, CVM are committed to offset any negative environmental impact by delivering a positive environmental legacy for future generations as they operate and grow their business. This is driven by their vision of "future focus thinking differently".

As part of their sustainability journey, CVM recently undertook a study to understand their current carbon footprint. Along with industry experts, the whole CVM team have come together to coordinate and structure a framework of sustainability goals to align with their objectives of being Net Zero by 2040.

CVM believe that there is no substitute for good health, and as such they are committed to employee wellbeing. They recognise that health equals happiness. CVM have a unique program in which they have partnered with Fitness Passport to give employees exclusive access to a significantly discounted fitness membership.



#18 ELMO Software

Information Technology / Software

421

Currently Hiring

ELMO is a cloud-based software solution that helps companies manage their people process and pay. ELMO has always been an organisation that encourages fun and camaraderie. Fridays are social days where all ELMOians are encouraged to come into the office to connect in person with their teammates and leaders. These are the days where leaders take their teams out to lunch as a fun and social gathering and provide Friday afternoon drinks, which gives employees an opportunity to connect with others outside their team.

ELMOians' physical and mental health are supported in a number of initiatives. Weekly yoga, meditation, and pilates classes are available at the office. ELMO also have a run and cycle club where employees to get together as a group or individually and track their statistics that they log on the Strava App. This creates healthy competition and keeps employees motivated to prioritize their physical wellbeing.

To support mental health, ELMO offer Mental Health Awareness training sessions for employees and a separate session for leaders to be able to spot the signs of poor mental health in employees who may be struggling.

#19 Rockwell Automation Australia

Industrial Automation & Technology

234

Currently Hiring

Rockwell Automation is a global leader in industrial automation and digital transformation.

Rockwell Automation provides a very flexible work environment. Their Hybrid Workplace Policy enables employees to work from home 50% of the time. Employees are empowered to determine which days they come into the office and also have flexible time options. In addition, Rockwell has a company policy that enables employees to work outside of their primary work location for 30 days per calendar year.

At Rockwell, philanthropy extends beyond financial investments. Through their partnership with FIRST, Rockwell employees engage as coaches, mentors, and volunteers inspiring students aged between 4 to 18 to become science and technology leaders and innovators.

Rockwell hosts an annual Manager Appreciation Day. This is a fun virtual event in which employees are given the opportunity to recognise the managers within their organisation.



#20 Global Engineering & Construction

Construction

173

Currently Hiring

Global Engineering and Construction (GEC) is a leading provider of integrated construction management solutions across the energy sector.

The GEC team is non-hierarchical and every team member is respected and valued for their expertise; graduates and junior team members are called upon for their knowledge as much as senior team members. Graduates are encouraged to chair meetings and run lunch-and-learn sessions.

GEC field team members work in some of the most remote areas of Australia. GEC have invested in a Starlink telecommunications system that provides workers with access to internet calling while they are in camp. On site, the GEC team stands out in their uniforms that are branded with the GEC values, which is a reminder of what their organisation stands for. The company values also form the basis for the monthly recognition program, which recognises employees that have displayed behaviour that exemplifies the GEC values.



Best places to work with

Under 100 Employees

What does the average best company with **under 100 employees** look like?

PEOPLE AT THE BEST



Ratio of staff to HR 1:110

% of employees who take advantage of flexible work arrangements 71%

Average Age

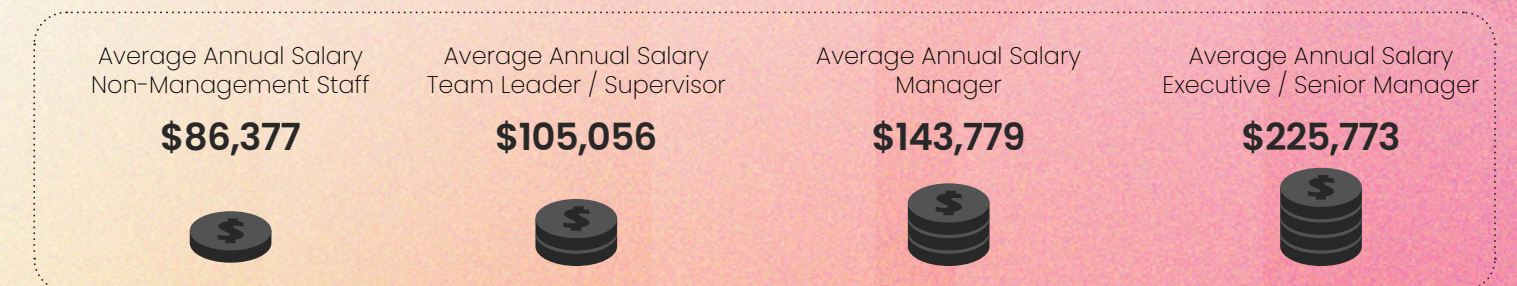
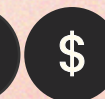


Sparro's dedicated "Same Same" wall for accidental dress alike moments.

LEADERSHIP AT THE BEST



INCOME AT THE BEST





xxx

#1 Stanford Brown Private Wealth

Financial Services

46

Currently Hiring

Stanford Brown provide Private Wealth, Accounting, and Benefits Advisory services. Stanford Brown pride themselves with hiring outrageously talented people that have each other's back. Camaraderie and high performance are supported by an extensive range of recognition programs, including in-the-moment feedback and recognition, in which all team members are encouraged to participate.

Stanford Brown creates an environment that ensures that each team member is aware of their contribution towards their individual, team, and company goals. KPI's are refreshed on an ongoing basis, ensuring that individual goals are evolved and aligned with company goals. It is via these clearly defined KPI's that enable team members to be aware of their contribution towards the overall vision, every step of the way.

Weekly call outs, which can be submitted by anyone in the organisation, highlight extraordinary team contributions. All accolades are encouraged; from providing exceptional customer experience, to supporting frontline activities, Stanford Brown collectively shows their gratitude and acknowledgement.

Stanford Brown are passionate about celebrating victories and successes. Their unique play hard/ work hard culture comes to life through events such as the company wide Great Race, a company mascot Frankie the Elephant who gifts treats to employees, and a 'chocolate of the week' treat.

Standing out from other organisations in their industry, Stanford Brown have banned overtly male-dominated activities such as golf days, preferring gender-neutral activities that are run every month to support teamwork and client networking.

WHAT EMPLOYEES SAY

Stanford Brown is dynamic and adaptive when it comes to promoting diversity and inclusion in the workplace. A proud employer across all life stages, with their youngest employee being 21, and oldest employee being 72. 33% of Stanford Brown shareholders are female, leadership group is split 50/50, and the advising team is 56% female. Their cultural canvas currently consists of representation from 15 cultural backgrounds across 46 employees.

1000% **“Taking everything into account, I would say this is a great workplace.”**

SHARE—WORTHY

If you are looking to join Stanford Brown, you may want to start preparing for the New Starter Roast. A fun way to introduce yourself to the organisation where you will do a light-hearted Q & A with your manager, and answer the all-important questions. “When you were a kid, what did you want to be when you grew up? If you could choose one superpower, what would it be and why? Do you prefer dogs or cats? If you could have 3 people with you to fight the zombie apocalypse, who would you take and why?”



#2 Make It Cheaper

Professional Services / Comparison Service

75

Currently Hiring

MIC's main purpose is to help Aussie businesses save time and money on their energy bills. MIC prioritises the personal and professional development for all team members. Leaders are responsible for their own team development and are encouraged to connect with other teams. All MIC team members have a career development plan that is reviewed quarterly. All high potential team members are provided with a Professional Development plan, senior leadership exposure, stretch projects, and mentoring. Each team shares their role and responsibilities with new starters to help them have a holistic view of the organisation.

Recognition is used to help create a sense of passion and pride in Team MIC. Team leaders and managers call out their team for a job well done via a companywide email or a round of applause. At times during the day in the office, you will hear a round of applause and cheers for team members' achievement of great results.

In-office events such as MIC Sports Day or Family Feud Day are organised by senior leaders who get involved with front-line team members in order to build relationships while having fun.

#3 Beaumont People

Professional Services / Staffing & Recruitment

75

Currently Hiring

Beaumont People connect people with organisations that empower them to do meaningful work.

Beaumont People's "Placing People First" ethos drives their wholistic approach to engaging their employees, working with customers, and the way that they contribute to community.

This people-centric approach forms the foundation of how their business is run, how decisions are made, how information is shared, and is fundamental to delivering their purpose and remaining authentic. Cultivating a thriving culture requires high touch, face-to-face (physical or virtual) interactions with their team members, and for that reason each employee has a minimum of two company-wide gatherings per week.

Beaumont People's Corporate Social Responsibility initiatives are linked directly to their areas of expertise, being recruitment, culture, and people development. Beaumont People recognise that when their efforts draw on their core assets and skills set, they can provide a greater and deeper impact in the community.



#4 Sparro

Advertising, Marketing & Communications

81

Currently Hiring

Sparro is Australia's largest independent, digital-everything agency living by the maxim of "expect more". Inspiring employees to feel like their work has meaning and purpose is fundamental at Sparro. Client success stories are shared in fortnightly company meetings, recognising the great work achieved. Positive feedback from clients and their overall business results are constantly shared in the company Slack channels.

There's always fun and laughter in the Sparro office. They find that at times their team members tend to dress alike. When someone's outfit matches another fellow Sparro's, they have a photo taken that goes on the dedicated "Same Same" wall. Sparro is regularly shortlisted for industry awards, and the invitation to join these events is extended equally among the entire company through a ballot. Everyone has an equal opportunity to attend the award nights, and names drawn out of the hat to choose who will attend these events. Sparro recognises that everyone in the company plays a role in the company achieving the awards, and it is important for everyone to be given the opportunity to enjoy these fun, rewarding nights.



#5 OnDeck

Financial Services / Banking & Finance

59

Currently Hiring

OnDeck launched to solve a major issue facing small businesses: efficient access to capital.

OnDeck have culturally normalized balancing family and work by having senior leaders demonstrate this behaviour, and working with their teams when employees need to do the same. Team members are supported to work from home, or amend work hours to be able to meet their commitments. This also extends to planning company wide events, which are held during core business hours. OnDeck ensure that they are enabling all team members to balance their work lives and personal lives without missing out.

OnDeck have implemented a hybrid working model to enable team members to balance their work lives with their personal lives. This consists of two days working from home and three days in the office. To maintain camaraderie for all employees, Thursdays are designated as an all hands on day. Fun is a major part of OnDeck culture. Each month, a different department hosts drinks for all other teams. They choose a theme, decorate, and come up with activities to suit.



#6 Integra LifeSciences

- Medical Technology
- 50
- Currently Hiring

Intergalife Science is a medical technology company focused on neurosurgery, tissue regeneration, and surgical instrumentation. Integra's mission of "Doing Well by Doing Good" guides how things are done at the company. From the first interview, induction process, and an ongoing through the employee lifecycle, their mission is reinforced in their culture. Integra showcase patient stories from around the world, where patients share stories of having received treatment utilising Integra life-saving technologies and sharing their gratitude for all the Integra colleagues that made that happen. Australian patients attend local team meetings to share how the products Integra sell saved their life, and have clinicians help train their teams to provide their perspective using our technology in their day-to-day work. This not only fosters pride amongst Integra team members, but it also helps to connect their day-to-day role with the end users. Integra has a focus on being a fun place to work. Integra places importance on their team members enjoying coming to work, and collaborating with their colleagues and team mates. Caring about employees' well-being, Integra knows it is important that everyone can have a laugh during their work day, and share ideas and fun times with their colleagues throughout the year.



#7 Elantis Premium Funding

- Financial Services / Banking & Finance
- 51
- Currently Hiring

Elantis Premium Funding supply cost-effective premium funding solutions, and flexible and reliable services. Elantis team members feel an immense sense of pride when they share what they are doing well, and it also helps the wider business to link the amazing work that their people do every day to outcomes for the business. They ensure to share success stories from all parts of the business, and highlight how they impact their clients. Elantis feel it is imperative to contribute to and be involved in their local communities. "Elantis Cares" is an internal community, charity, and volunteer program with a committee made up of team members.

In 2020, Elantis became the sponsor of "Ellie" the Elantis Guide Dog puppy in training, and one of their team members became her puppy raiser. Over the past 17 months, Elantis team members have been privileged to be a part of Ellie's life as she grows and goes through her puppy training. Ellie regularly joins the office to help with her social skills, and her presence certainly has a positive impact on the team. Coming to work and seeing Ellie's smiling face and wagging tail brings a special energy to the office, and they all see her as part of the Elantis family.



#8 Powernet Group

- Information Technology / IT Consulting
- 73
- Currently Hiring

Powernet Group is empowering organisations to be more productive and secure. Powernet adopts a management system called the Entrepreneurial Operating System (EOS). This management system has a variety of tools and processes that ensures employees are able to link their day-to-day role with the overall business outcomes. One of the tools that EOS uses is a company scorecard. The company scorecard has weekly, quarterly, and annual metrics that let all employees know how the business is performing and whether it is on track to meet its goals. The results of the scorecard are shared each week to all employees by the CEO.

Always on the lookout to improve their products and services, Powernet encourages their employees to continually participate in bringing forward initiative. Via a Microsoft form, they can enter information around any opportunities that they have identified, specifically around products and services, however it can also include an improvement in process for their clients. Once they enter a form, employees go into the draw to win a monthly prize. The winner of each month is awarded a Prezzy Voucher.

#9 The Works

- Advertising Agency
- 60
- Currently Hiring




The Works is an advertising agency specialising in strategy, creative, innovation, digital, and everything in between. Everyone at The Works is referred to as 'Works people'. A Works person has been defined as someone that "supports each other, pushes for the best, and cuts the BS". This definition was derived through feedback from all employees and The Works use this as a benchmark for how they expect people to behave and hold each other accountable to live up to this definition. Being clear on who they are and how they are expected to act, ensures there is pride in being part of The Works.

The Works care have set up the Wellness Team, who are certified in mental health and are there for the team at any time someone might need support. Each team member had a coffee with every person at The Works to share what they have learnt about mental health and to let them know that they are there for them. They also set up monthly activities around wellbeing, such as FebFast teams, afternoon all-team hikes, and medication training. An Employee Assistance Program is also there for anonymous life coaching or counselling free of charge for employees and their families.








#10 KOJO

-  Brand, Marketing, Events, Sport, Film & TV
-  91
-  Currently Hiring

KOJO captivates audiences globally across brand campaigns, events, film, TV, and sport experiences. KOJO is home to highly talented people, and gathering their suggestions and feedback is paramount to their success. KOJO uses a range of activities to ensure that their people continuously contribute ideas and suggestions, and have the opportunity to grow and develop both personally and professionally in the process. In addition to formal development programs, KOJO encourages their team to have frequent and regular feedback discussions with their leaders regarding their development. The purpose of this approach to performance and development is to fuel the growth, and KOJO finds ad-hoc conversations are key to identifying personal and professional growth goals.

KOJO periodically runs a unique game of office tag via Slack, called "What Cha Doin?". Team members share a few words on what they are working on, then tag someone else to share their update. KOJO loves a good nickname and finds that this encourages fun and camaraderie amongst the team. Their Executive team lead the way on this and speaking to the CEO is less daunting when addressing him by his nickname.


#11 ESV Business Advice & Accounting

-  Business Advisory & Accounting
-  73
-  Currently Hiring

ESV is a business advisory and accounting firm who solve complex problems to help their clients grow. One of the culture principles at ESV is 'Dare to Challenge'- encouraging all team members to speak up and share their ideas on how they can improve their work environment or the business as a whole. The ESV 'Great Place to Work Committee' is a crucial way to bring in new programs and initiatives. This Committee is an avenue for all employees to voice their ideas and concerns in a safe and open environment, with the aim of making ESV an even better place to work. The committee is made up of team members who are spread across work areas and seniority. The committee meets monthly to discuss new initiatives and as a voice for their fellow team members. Another unique culture principle at ESV is 'Go Hard, Go Home' – which encourages employees to focus and achieve at work, but to still enjoy their passions outside the office. The 'Go Hard, Go Home' culture is also supported in the way ESV share stories of employees who are living and breathing this culture principle. For example, whenever an employee takes an overseas holiday, they are encouraged to share a summary of their trip and their advice for others travelling to the region. ESV also share news of staff who are celebrating personal or family achievements such as births, marriages, graduations, and sporting or other achievements.



#12 Slingshot




-  Advertising, Marketing & Communications
-  47
-  Currently Hiring

Slingshot is a young, independent full-service media, digital and content agency. At Slingshot, their people are like family, and as such their commitment, approach, and genuine care underpins everything they do. This is particularly evident when it comes to ensuring that their employees balance their work and personal lives. Slingshot offer employees three wellbeing hours for seventeen weeks to ensure that their mental wellbeing is being cared for.

Slingshot provide a range of tools and training to develop their employees. They encourage their people to take control of their own development, thereby fostering curiosity and greater investment. Slingshot place an important emphasis on development programs such as emotional intelligence and leadership, skills training, divergent thinking, and mentoring programs.

Slingshot understand how important it is to create a fun environment for their people. Their 'Culture Club' is made up of individual representatives from each of the departments and they are responsible for organising fun events throughout the year to build and maintain camaraderie.

#13 Cobild

-  Construction
-  91
-  Currently Hiring

Cobild are not your typical builders. Cobild are big picture construction specialists with passion and heart.

When you work for Cobild, you are a Cobildian, an integral part of the Cobild success story. Enabling their team to see the bigger picture, or end goal, is something Cobild takes extremely seriously, as they genuinely value the input of their people. Cobild dedicate an entire day for their employees to come together to focus on the year ahead by collectively setting company goals and taking time to self-reflect. The annual Breaking of the Ground Day is considered as the best day of the year, a day where everyone puts their tools down and opens their minds to endless possibilities.

This respect for their team extends to applicants as well. Cobild are committed to responding constructively to every job candidate post application or interview, treating all applicants with the respect that they deserve and hopefully assisting with future outcomes. Cobild strive to have a light-hearted environment and go out of their way every day to make someone smile- which they assure us isn't hard as they are a pretty funny bunch.



#14 TechPath

Information Technology / IT Consulting

43

Currently Hiring

TechPath provide technology solutions that make businesses more productive and successful.

Creating an experience is one of TechPath’s core values. Delighting and exceeding the expectations of customers starts with creating a positive and inspiring workplace for the team. The TechPath office provides a new way of working using innovative design elements. With shared and open spaces, colourful feature walls, and a range of unique break out areas such as a stadium staircase, the layout provides a fun and inspiring environment for the team to work and collaborate in.

Exceptionally catered morning teas and lunches give the team an opportunity to take a break from the day, get to know each other in an informal setting, as well as catch up on the latest company information, upcoming social events and announcements of any staff service awards.

#15 TechConnect IT Solutions

Information Technology / IT Consulting

58

Currently Hiring

TechConnect provide cloud-based solutions and are passionate about creating a company that everyone loves.

TechConnect are proud of the company culture that they have created, and ensure that each new team member adds to their unique culture. They have identified characteristics that best suit their unique company culture and have created a list of interview questions as part of the interview screening process, evaluating candidates on answers to these questions to ensure their fit as an ideal team player. Additionally, a pre-employment assessment tool is used, which gives an indication of the characteristics in the person.

TechConnect start internal meetings with a joke or a funny story. This provides a great ice breaker and an easy start to the meeting. A Jokes Team channel is utilised so the team can share anything they find funny.

TechConnect are an animal loving team, and as such their office is dog friendly. There is always at least one furry friend in the office on any given day.



#16 Volvo Car Australia

Automotive

52

Currently Hiring

Volvo is the fastest growing luxury automotive brand in Australia.

Volvo is a human-centric company, a principle at the core of their business and approach to sustainability. A key focus of this framework is employee wellbeing, centred around their vision to “be your best self at work and bring your best self home”.

Volvo offers an optional 60/40 hybrid working model. This flexibility supports individuals to plan where, when, and how they work to be at their best. In order to reduce the pressure between work and family, Volvo embeds and promotes policies and practices that support employees to thrive at work and at home. Volvo is a certified Family Friendly Workplace, and their employees openly share their personal experiences to encourage and support each other.

The office reflects Volvo’s Swedish heritage and traditions such as Fika, ensuring the team have good coffee and ample traditional Swedish snacks on hand.

#17 Ericom

IT Solutions & Managed Service

83

Currently Hiring

Ericom deliver end-to-end technology solutions, ranging from product design to implementation and support.

Ericom’s sense of pride comes from their mantra “Invisible Excellence”. This mantra is a move away from hero recognition which often overshadows day-to-day excellence and achievements that are not within a job description. Individual or team achievements are acknowledged during the weekly “Huddle Space” meetings, where the Executive team creates space for updates from the executive level right down to personal news from the team. To foster innovation, Ericom run entertaining debates and discuss the outcomes in an open forum.

Ericom is a family-first organisation that understands that team members lead complex lives and that living arrangements don’t necessarily fit into the traditional work model. Ericom strives to accommodate every circumstance; a great example is their remote work policy, which empowers the team to work away from the office with ease regardless of their situation.





#18 Quest Apartment Hotels

Hospitality

69

Currently Hiring

Quest Apartment Hotels, a member of Ascott Limited, is one of Australia's leading serviced accommodation providers.

Quest collaborated with the entire employee community to establish a new purpose statement for the company: "We Make Corporate Stay Effortless". A launch event was held along with various activation activities to empower their team members to embrace their contribution to the purpose, through living and behaving in alignment with values and understanding the mission and vision for Quest.

Company alignment is not only a focus at Quest, but also one of their values. A weekly virtual community forum is facilitated by the Managing Director, sharing performance data, updates on projects, goals, and KPI's, as well as taking the opportunity to recognise individuals and teams for living their purpose.

Regular social events are held, such as comedy nights, trivia, outings, golfing, tennis, futsal, Friday social events, and more to provide the community with an opportunity to connect.



#19 ipSCAPE

Information Technology / Software

38

Currently Hiring

ipSCAPE is an Australian Cloud Customer Communication solution powering multichannel experiences. ipSCAPE lives their value of 'lead with innovation' every day through a dedicated JIRA channel where team members are encouraged to raise and make a product feature suggestion on an ongoing basis. All suggestions are assessed for the product roadmap. Additionally, monthly 'Brainy Brekkie' events (similar to a lunch and learn) are an opportunity for teams to present a new product feature, discuss the design and functionality, and gather feedback from the team.

ipSCAPE values collaboration as it drives innovation, and they continually strive to create better solutions across people, processes, and technology. A collaborative environment is powered at ipSCAPE through monthly team building events and milestone events at completion of major company achievements. A company social committee is dedicated to organising events and celebrations throughout the year including significant cultural occasions. A company-sponsored personal trainer comes twice a week to conduct group training sessions that bring cross functional team members together for some fun and fitness.



#20 Arc @ UNSW Ltd

Non-Profit Organisations

52

Currently Hiring

Arc is the student organisation at UNSW, dedicated to creating the best student experience at uni.

Creating an environment of autonomy is key to Arc delivering on their mission.

Annually, teams work together to create strategies and initiatives that will achieve their part of the Arc mission. This activity allows employees to contribute to and have visibility of the cascade of their day-to-day tasks and their contribution to broader missions of the organisation.

Arc operates as a flat organisational structure and values transparency, thus seeking input from all employees in decisions. Arc is a casual workplace by design; their culture enables high levels of comfort in approachability of the senior leaders within the organisation.



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