

Pinion Advisory

EMPLOYEE VALUE PROPOSITION

Why is Pinion Advisory a great place to work?

- **Great culture** – supportive, productive, perpetual learning, and improvement, professional but personable. Our people come first.
- **Strong, positive company values** - teamwork, results orientated, integrity, growth, and sustainability.
- **Career kick start** - graduate programs, internships, inhouse training and supportive colleagues at all stages of their professional careers provide new industry entrants with opportunities to get their careers off to an exponential start and realise their potential.
- **Career pathways** – there are defined career paths that provide all team members with an opportunity to develop their professional (technical and soft) skills, pursue dynamic and rewarding careers and have roles that suit their stage of life.
- **Flexible work** – team members can negotiate flexible work arrangements. This includes where and when you work to accommodate a rewarding and productive job and a sustainable home-life, including working from home options, picking up kids, part time work and time off for the dentist, etc.
- **Well resourced** – all team members are provided with appropriate tools of trade to enable them to be effective, efficient and progressive in their work. The goal is to enable everybody to be comfortable, safe and productive.
- **Inclusive** – decision making is inclusive. Team members are consulted and feedback welcomed when making decisions. The leadership team have an open-door policy for feedback and opportunities for innovation and improvement. Seniority does not define leadership.
- **Caring and supportive** – everyone in leadership roles is caring and supportive of team member needs and aspirations.
- **Innovative** – we encourage new ideas and opportunities for improvement. We aim to be an exponential organisation, embracing innovation and harnessing fresh approaches to client service delivery and internal business management.
- **Training and mentoring** – we believe in continual learning and development, being thought leaders and at the forefront of understanding advances in relevant science and technology. Through our goal planning process, all team members, across all career stages, are encouraged to advance their professional development goals. With our team including some of Australia's best technical experts (across water, environment, and agriculture), internal mentoring is a big part of our success.
- **Travel** – there are opportunities for domestic and international travel throughout your career at Pinion. We work across Australia, in urban and remote locations, and have partners in the United States where opportunities continue to emerge for our people.
- **Partner opportunities** – Pinion Advisory is a partner-owned business. This means there are opportunities for the right people to be invited into the partner group. This creates entrepreneurial opportunities and the benefits associated with being self-employed.
- **Policy** – Pinion Advisory is continually reviewing policy to ensure it is underpinning the business in a practical and professional manner.

Testimonials from the Pinion Advisory team

A group of five people, three men and two women, standing in a lush green field under a cloudy sky. They are all smiling and wearing dark blue Pinion Advisory jackets. The text is overlaid on the left side of the image.


"There is an infectious work atmosphere at Pinion Advisory. Everyone is genuinely working towards the same goal; to deliver a high level of service to benefit clients and industry. I thoroughly enjoy the diversity of work across consulting areas, and the level of flexibility in managing my own workplan and schedule".

Jana Dixon, Consultant - Agribusiness

A group of about ten people, mostly men, standing on a balcony or rooftop with a metal railing. They are all smiling and wearing dark blue Pinion Advisory jackets. The text is overlaid on the right side of the image.

"I have worked for the company for over fifteen years and still love my job. My role has evolved, enabling me to follow my interests, develop and utilise a diversity of skills along the way. The work is challenging, rewarding, fast paced and interesting. But the best things about working at Pinion are the people, team environment and flexibility to have both a rewarding career and a sustainable family life with small children."

Mel Rae – Manager, Water and Environment

A group of about fifteen people, a mix of men and women, standing in a modern building with large windows. They are all smiling and wearing dark blue Pinion Advisory jackets. The text is overlaid on the left side of the image.

"I chose to work at Pinion because I saw a company that operated like a small business, with expertise and opportunities across the country and internationally. Pinion offers a truly flexible work environment, all the latest tech to get your work done efficiently and delivers on their sustainability values through initiatives such as the sustainable uniform policy. I saw the opportunity to have genuine input on large and diverse projects, with a balance of office and site work, learning from experienced colleagues."

Isaac Probert, Graduate Engineer - Water Resources

For more information about our services or employment opportunities, contact us on 1300 746 466 or visit www.pinionadvisory.com