



Data#3

Your Benefits

Our vision is to harness the power of
people and **technology** for a **better future.**

As an Award-winning Employer of Choice, Data#3 is proud to offer an extensive range of staff benefits to all permanent employees. Underpinned by our core business values, Data#3 staff have access to a wide range of activities and benefits.



Work-Life Balance

- Hybrid work model (40% from office and up to 60% at home)
- Flexible working hours
- Flexible work arrangements (part time, flexitime, job sharing options)
- Supportive leave entitlements (parental, community, study and military options)
- Provision to purchase & sell annual leave
- Provision of technology to enable “anywhere” work



Career Development

- Individual performance & development plans
- Psychometric assessments
- 1:1 career development sessions
- 1:1 coaching sessions
- Leadership development program
- Mentoring program
- Secondment opportunities
- Equal Opportunity Policy



Health & Wellbeing

- Annual ‘Wellness Day’
- Free annual flu vaccinations
- Free annual skin check assessments
- Free health and nutrition appointments
- Subsidised gym/studio memberships through ClassPass
- Corporate health insurance discounts
- Free access to Employee Assistance Program (EAP) for yourself and your family
- Mental health awareness initiatives & support programs
- Provision of ergonomic workplace equipment
- Financial wellness education & support programs
- Fully equipped end-of-trip facilities in most locations
- Office wellness rooms
- Comprehensive health & safety policies & training program
- Domestic & family violence support and paid leave



Remuneration

- \$5000 bonus for successful employee referrals
- Pay for performance
- Regular remuneration reviews
- Income protection plan
- Salary packaging & novated leasing options
- Salary sacrificing options
- Corporate superannuation benefits
- Corporate banking benefits
- 1:1 consults with corporate financial service providers
- Corporate discounts for wellness, education, leisure & technology



Community

- Annual paid community day
- Community volunteer opportunities arranged
- Fun & engaging fundraising initiatives
- Participation in fun runs and community events
- Blood donations program
- Collection of goods for hampers and community gift giving
- Environmentally responsible practices



Learning & Development

- Role-specific training
- Unlimited LinkedIn Learning access
- Internal training opportunities (via Data#3 Academy)
- Tailored team training opportunities
- Internally & externally facilitated workshops
- Approved tertiary education fee assistance program
- Study leave entitlements



Social

- Regular staff celebrations throughout the year (Icecream day)
- Celebration of annual events (FY kick-off, Data#3 birthday & holidays)
- Celebration of community events (Stress Down Day, R U OK? Day, Safety Month)



Recognition

- Quarterly Branch Awards
- Annual Company Inspire Award
- Service Awards
- Sales 100% Club

Employee Value Proposition



Embrace Diversity

Our team reflects our community and this diversity makes Data#3 a great place to work. We encourage everyone to embrace the diversity of our team and to foster a culture of belonging and inclusiveness that celebrates difference.

We do this through embracing individual skills, perspectives and differences, creating a safe and inclusive workplace that enables everyone to reach their potential.



Inspire our People

Our people are inspired to do and be their best every day. We repeatedly recognise and celebrate team members who consistently outperform by going the extra mile for customers and colleagues.

You can join your team members and show your passion for helping others with inspirational acts of service to local communities through our skilled volunteering and community support program.



Grow with Heart

Data#3 is a company with HEART (our core values of Honesty, Excellence, Agility, Respect and Teamwork). Our culture of growth, innovation and well-being supports your continued success.

It's important to us to create an environment where you can develop personally, emotionally and professionally. We support you to focus on targeted development and continuous learning activities for your own growth.