



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 and Accredited Family Inclusive Workplace, Data#3 is proud to offer an extensive range of benefits to all permanent employees. Underpinned by our core business values, our people have access to a wide range of benefits and rewards.



Work-Life Balance

- Hybrid work model (40% office – 60% WFH)
- Flexible work hours
- Flexible work arrangements (part time, flexitime, job sharing)
- Supportive leave entitlements (including parental, carers, long-service, hardship)
- Ability to purchase and sell annual leave
- Provision of all technology to enable 'anywhere' working



Community

- Annual paid 'Volunteer Day'
- Company and team organised volunteering opportunities
- Participation in fun runs and community events
- Goods and food hamper donations
- Fun and engaging fundraising initiatives
- Workplace giving program
- Blood donations program through the Australian Red Cross
- Environmentally responsible practices



Health & Wellbeing

- Annual paid 'Wellness Day'
- Annual flu vaccinations
- Health services (including skin assessments, health checks, ergonomic assessments)
- Subsidised fitness memberships through ClassPass
- Company funded Employee Assistance Program (EAP) available for our people and their dependents
- Mental health awareness initiatives and support programs
- Domestic and family violence support and leave arrangements
- Financial wellness education and support programs
- Provision of ergonomic equipment and workplace facilities
- Fully equipped end-of-trip facilities in most locations
- Office wellness rooms
- Health and safety policies, trainings programs and events



Social

- Regular staff celebrations throughout the year (including ice-cream day and branch breakfasts, morning teas and lunches)
- Celebration of annual events (FY kick-off, Data#3 birthday and holidays)
- Celebrate community days (including; Stress Down Day, R U Ok? Day, International Women's & Men's Day, Harmony Week)



Learning & Development

- Role-specific training
- Sales specific development opportunities
- Unlimited LinkedIn Learning access
- Internal training opportunities (via Data#3 Academy)
- Annually delivered 'Learning Month' initiative
- Tailored team training opportunities
- Internally and externally facilitated workshops and seminars
- Third party content curation and recommendations
- Study leave entitlements
- Approved tertiary education fee assistance program



Recognition

- Quarterly branch awards
- Company 'Core Values' award
- Years of service awards
- 100% sales club



Career Development

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



Remuneration

- Referral bonuses (\$5000 for successful hires)
- Pay for performance
- Regular remuneration reviews
- Salary continuance insurance benefits
- Salary sacrificing benefits
- Financial discounts and benefits provided by corporate partners (including private health insurance, banking, superannuation and device or vehicle leasing options)
- Corporate benefits and discounts on vehicles, beauty, technology, and travel purchases

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.