



# Employee Value Proposition

**A work life experience that matters**

**Build your career building better communities with us.**



# Our Employee Value Proposition

Imagine the satisfaction of a day's work making life better for the community you live in. That's the feeling our people have when they head home.

Job fulfillment isn't the only thing you'll enjoy at Fraser Coast Regional Council. From energy to the environment, we operate over 50 businesses across our region where you can learn skills, grow your career and make the most of your potential.

You'll also join a work community that welcomes you and shares values as well as a strong spirit. Our leaders have a vision, believe in actions more than words and are always open to ideas, however big or small.

Put that workplace in some of the region's most stunning natural environments, and you have a work-life opportunity that seems too good to be true. Except that it's not.

Build your career building better communities with us, at Fraser Coast Regional Council, where incredible careers come naturally.



Fraser Coast  
REGIONAL COUNCIL



# 1 People at our heart

There aren't many careers where your community comes to work with you, but it's true at Fraser Coast Regional Council. As a thriving region, we're connected by a strong community spirit and respect for our natural environment. When you work with and for people who care about the same things you do, there's nothing more inspiring or motivating. We bring this spirit to life in lots of ways. Shared values. Support and respect. Family friendly policies. Staff benefits that mean more, especially during challenging times. The buzz we get from colleagues feels the same as catching up with friends because we know every day, we're all making life a little better for the entire Fraser Coast community. No wonder people go the extra mile here. We're helping out family.

# 2 Valued leadership

Leadership is a rare skill. As well as taking responsibility for key decisions, you need the kind of person who comes to work passionate and ready to motivate everyone around them. At Fraser Coast, we're lucky. Our CEO and senior managers make it their priority to live the values they promote and ensure actions follow words. They also make time for others, set a clear purpose, challenge people to think and share feedback and ideas. This is one of the reasons why we're well on the way to achieving multiple goals in our Corporate Plan and why after COVID-19, our region will bounce back stronger than ever. It's also why over 1,000 people working at Council feel their roles are valued in making our home a unique place to live.



## 3 Proud of our place

Of the 106,000 plus people who populate our region, each one feels proud – and fortunate - to live and work in one of Australia’s most beautiful natural environments. For employees of Fraser Coast Regional Council, their jobs bring extra responsibility to nurture and protect this world heritage area for families and future generations. Whether we’re maintaining coastline, recycling rubbish or water, preparing for storm season or planning infrastructure, it’s a responsibility we welcome. We get to wake up to amazing scenery, drive to work through minimal traffic, create a work life balance others envy and live a great lifestyle. Each day you’ll find us striving for sustainability, delivering great service, preserving natural resources or helping to build a vibrant economy and safe community. To us, these aren’t jobs. They’re privileges.

## 4 Work that transforms

Achieving a work-life balance you didn’t think possible doesn’t mean giving up on your dreams, ambition and career progression. Far from it. As a major employer we operate over 50 businesses, our duty of care to Fraser Coast creates opportunities to keep even the highest performers happy. Across both our natural and built environments, we have project teams busy on areas such as renewable energy, wastewater networks, transport and infrastructure, traffic modelling, industrial development, tourism, sustainability, the arts...the list goes on. Our people get to work across multiple disciplines, learn from experts, solve challenges, try different roles, test big ideas and play their part in enhancing the region for millions. That’s a career legacy anyone would be proud of.





# 5 Diversity all around

Diversity drives the natural beauty of the Fraser Coast and is in our blood too. Connection to different experiences, cultures and opinions is what creates a satisfying career of learning and achievement. Colleagues and teams from different areas and disciplines collaborating, coaching, challenging and encouraging each other to push boundaries and think a bit differently. Diversity also adds value when it comes to looking after our people. That's why we offer a range of benefits that cater to everyone's needs – from study and wellness programs to more time in the work week for family. The landscape around us is constantly changing and as a council, we must too. It's the only way to deliver the service excellence our community deserves and think a step ahead in preserving what makes the Fraser Coast region truly remarkable.

# Employee Value Proposition



## BENEFITS & DISCOUNTS

- Corporate discounts program
- Uniform allowance
- Casual Fridays
- Commuter benefits for some positions
- Fitness passport
- Voluntary superannuation contributions
- Paid parental leave
- 15 days personal leave
- Relocation allowance
- Novated lease



## HEALTH & WELLBEING

- Employee assistance program - access to free counselling
- Free annual flu vaccinations
- Various wellness workshops, seminars and health information
- Flexible working arrangements including RDO's, work from home, hybrid or remote options
- Generous leave provisions
- Monthly wellbeing activity calendar



## PROFESSIONAL GROWTH

- Secondment opportunities via 'Grow Your Own' program
- Volunteer opportunities in work time for community projects via 'Let's Connect' program
- Access to eLearning courses to multiple different course topics
- Corporate training calendar
- Leadership Development Program
- Study Assistance
- Scholarship program
- Career development program



## RECOGNITION

- Staff end of year celebration
- Annual TRAITS awards night - recognising staff that have displayed corporate values.
- Continuous and long service recognition
- Weekly safety, values and engagement moments
- CEO newsletter providing regular communication on what is occurring and celebrating success