

Employee Benefits

Employment conditions that foster a culture of inclusion, balance and high performance

- Competitive remuneration
- Access to 12 weeks paid maternity leave
- Option to purchase an additional 10 days annual leave per year
- Access to paid Defence Service Leave
- Generous and flexible 'Bring your own device' allowance and policy
- Range of rewards for recognition of your outstanding work and contribution to the business

A personalised approach to flexible working

- Empowerment to individually manage your workload to ensure a balance between your personal and professional life
- Option to access short term or longer-term flexible working arrangements
- Flexibility in the scheduling of when and where you work and the number of hours you work

Opportunities to socialise and get to know your Apis community

- A range of monthly social get-togethers to connect you with your colleagues
- Our Christmas parties with your families to thank them for their support throughout the year
- Our Annual Conference hosted at a range of locations around Australia — an opportunity to look forward to the future
- Quarterly social events including family days, trivia nights, company picnics and black-tie balls

Opportunities to support our local community

- Sponsorship of the Apis Canberra Tennis International to support our local community and promote physical activity for kids
- Involvement with our annual Charity partners with regular companywide fundraising activities to get involved in

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Proactive and comprehensive Professional Development to support ongoing learning

- Empowerment to manage your own career journey with professional development support from Apis in various forms — time, financial, access to experts and peer networks
- Access to online LinkedIn Learning platform of world class content with 9000+ courses taught by industry experts
- Tailored internal Apis Leadership and Consulting development programs providing you a blended learning experience with colleagues, the Apis Partners and other leaders
- Access to external industry qualifications and certifications
- Support with membership fees for professional industry bodies
- Study Assistance policy (time/financial) to support you undertaking tertiary education qualifications

Empowering Career Development and Management opportunities

- Manage your own career journey and fulfil your potential within a collaborative culture
- Customised Career Management Framework to help plan your career journey
- Access to external Executive Coaches through our Coaching Program to support you in building and developing your career and enhance performance
- Opportunity for biannual one-on-one career management discussion with the Apis Managing Partner to receive practical advice and help refine your career aspirations and development priorities
- Frequent and broad access to Apis Partners and other leaders to support client deliverables and your career journey with us

A holistic approach to Wellbeing to help you get the most out of life as well as contributing to your professional performance

- Apis Assure — employee assistance program offering independent and confidential short professional counselling to support personal, family, relationship, mental health and wellbeing issues for you and your family
- Access to introductory financial coaching, legal advice and nutritional support telephone sessions
- Suite of online opportunities to foster your wellbeing learning, growth and development
- Access to health initiatives including annual flu vaccination and blood donation program
- Support for you to participate in sporting and community activities