



St Vincent de Paul Society
VICTORIA
good works

WORKING WITH ST VINCENT DE PAUL SOCIETY

Working at St Vincent de Paul Society is more than just a job.
It's an opportunity to make a difference to the lives of people experiencing disadvantage.

BENEFITS

Making a Difference

There are many opportunities to make a difference to the lives of people experiencing disadvantage. Whatever your role, from working in the marketing team, managing a Vinnies Shop, supporting the ICT infrastructure or supporting the members of the Society, every role is important and contributes toward many people receiving support from our organisation.

Reward and Recognition

Reward and Recognition is an important part of our culture. We acknowledge and honour our people both informally and formally through service recognition and performance awards, anniversary celebrations, and other social events.

Health and Wellbeing

Our health and wellbeing strategy promotes ways to improve your health and create a sense of personal wellbeing, enabling you to reach your potential in all aspects of your work and personal life.

We do this by offering a range of tools, resources, services and programs to assist in managing physical health and mental wellbeing. This includes an Employee Assistance Program, an influenza vaccination program, and other various programs and initiatives throughout the year.

Leave Options

We have many types of leave available to help you maintain a healthy work-life balance and support you through various life events. These may include disaster leave, parental leave, religious leave, special leave, volunteer leave and purchased leave.

Salary Packaging

Depending on your personal situation salary packaging can be beneficial. Non-cash benefits are deducted from your pre-tax pay which can, in some instances, result in an increase to your net disposable income. All full-time and part-time employees are eligible to participate.



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CULTURE & COMMUNITY

Our culture is underpinned by seven core values – Commitment, Compassion, Respect, Integrity, Empathy, Advocacy, and Courage - which shape how we do what we do every day. We're also proud to say we work hard to provide you with a great employment experience through learning and development opportunities, flexibility, diversity and inclusion.

Our Values

Our values are something we're passionate about. They capture the essence of our culture and reflect that we care deeply about how we do things, not just what we do.

- Commitment** | Loyalty in service to our mission, vision and Values
- Compassion** | Welcoming and serving all with understanding and without Judgement
- Respect** | Service to all regardless of creed, ethnic or social background, health, gender or political opinions.
- Integrity** | Promoting, maintaining and adhering to our mission, vision and values.
- Empathy** | Establishing relationships based on respect, trust, friendship and perception.
- Advocacy** | Working to transform the causes of poverty and challenging the causes of human injustice.
- Courage** | Encouraging spiritual growth, welcoming innovation and giving hope for the future.

Child Safe Employer

We are committed to protecting the rights of all children to live safely. We have implemented a range of initiatives including education programs, policies and processes to ensure our people are equipped to foster a Child Safe Culture within all areas of our organisation.

Volunteering

St Vincent de Paul Society has a diverse and inclusive volunteer program that seeks to reflect the diversity of the broader Victorian community. With over 8,000 volunteers across Victoria, our volunteers have been the heartbeat of our organisation for over 160 years. Without our much valued volunteers our organisation would not be able to help several thousand people who turn to us each year in their time of need.



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DIVERSITY & INCLUSION

We are committed to ensuring individuals are treated consistently and equitably irrespective of their gender, ethnicity, political, religious or philosophical allegiance, physical ability, family status, age or sexual orientation.

Every day, thousands of people come to work for us, and whether they come as conference members, volunteers, employees, social justice advocates, policy writers, or campaigners, we want them to know how valued they are.

The qualities that make each of our people unique aren't just embraced - they're valued. We value diversity and believe it is essential to our success. That's why we're committed to building a workplace that's as diverse as it is caring.

Gender

We're lucky to have some incredibly capable and inspiring men and women working for us here at St Vincent de Paul Society.

As a Workplace Gender Equality Agency (WGEA), we work hard to ensure gender equality across our organisation and support both men and women to succeed in their career in every stage of life.

Inclusion

As an inclusive working environment we encourage people from diverse backgrounds to join us and be the best they can be.

We are committed to making our workplace safe and accessible for everyone.

Life Stages

Our employees are all at different stages of their lives. Some are starting their careers, some starting their families and others easing into retirement. We support our employees through all stages of life.

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Come and be part of a team that makes a difference.**