



St Vincent de Paul Society
CANBERRA/GOULBURN
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, 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 the people receiving support from us.

Recognition

Recognition is an important part of our culture. We acknowledge and honour our people both informally and formally through service recognition and celebration, 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 and programs to assist in managing physical health and mental wellbeing. This includes an Employee Assistance Program, an influenza vaccination program and other programs throughout the year.

Leave Options

We have many types of leave to help you maintain a healthy work-life balance and support you through various life events. These may include parental leave, domestic violence leave, grand parents leave and extra personal leave.

Salary Packaging

Depending on your personal situation salary packaging can be beneficial. Non-cash benefits are deducted from your pre-tax pay which may result in an increase to your net disposable income. All employees are eligible.

Superannuation

The Society offers 11% superannuation to all eligible employees. Extra superannuation may also be able to be deducted pre-tax dependent on your circumstances.



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CULTURE & COMMUNITY

Our culture is underpinned by seven core principles. We are 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 are 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 community in which we work. With over 1,800 volunteers, 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, hundreds of people come to work for us as conference members, volunteers and employees. We want them to know how valued they are.

The qualities that make each of our people unique are not just embraced – they are valued. We value diversity and believe it is essential to our success. That is why we are committed to building a workplace that is as diverse as it is caring.

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!**