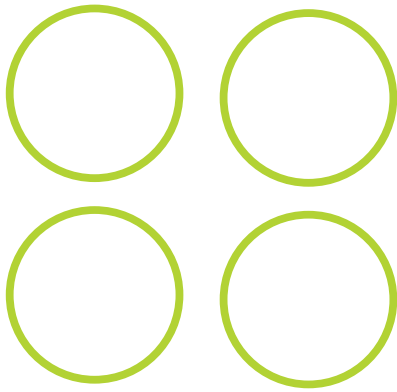


# Advantages to working with us



[srjww.com.au](http://srjww.com.au)



# Flexible Working

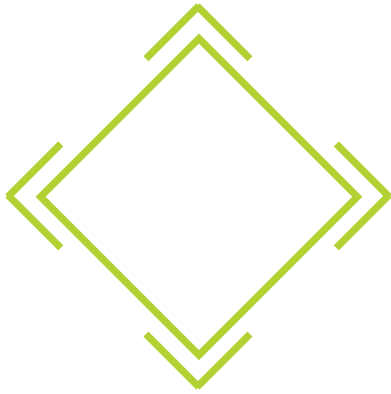
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We recognise the benefits of having flexibility with where and how we work. All team members can work both in the office and at home or any other safe remote location. Most work in a combination of both work and home. All arrangements are specifically tailored to each person, and as long as the commitments of their role are fulfilled, the place where a team member works is managed within their team and with the assistance of their specific leader.

Our office is fully flexible with multiple workspaces available whether collaborative open plan, stand-up desks, private working booths, dining style booths or more formal meeting rooms with all rooms equipped with the latest audio-visual equipment to easily allow for hybrid meetings.

SRJWW provides all team members with relevant IT equipment to ensure their home office set up reciprocates that of the office workstation along with assisting with being able to work effectively from any location. Our IT environment is completely cloud based with the latest software and apps and each employee is issued with a laptop and related equipment so that all work can be effectively completed from any location where there is a reliable internet connection.

Work / life balance is promoted at SRJWW through flexible arrangements with regards to workdays and hours. Flexible work arrangements are available to all team members allowing them to find a balance which works for them and their team, to assist with meeting their personal commitments.



# Learning & Development

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From cadets to directors, everyone has a seat at our table.

Ongoing learning and development is integral to thriving in a professional career, as well as personally. SRJWW provide our team with learning and development activities starting from induction and including structured technical training, on the job training, mentoring, personal development and leadership skills activities.

We also support young professionals with their formal university and other studies including becoming a Chartered Accountant or whatever qualification is best suited to support their career aspirations and the skills needed by the firm. Each team member's Learning and Development Plan is integrated within their career planning.

As a firm that is strongly focussed on building advisory skills, SRJWW provides all team members with access to a structured Mindshop Advisory Training Program. Our senior members are also enrolled in an eighteen-month Emerging Leaders Program in their pathway to becoming a leader in the firm, typically after the completion of their formal studies.



# Career Progression

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Team members are provided with a framework for career progression within SRJWW right from starting out as a cadet and all the steps along the way to become a Director and Shareholder in the firm.

Individual career path plans are discussed and updated continuously.

This provides both the team member and their leader the chance to discuss opportunities for development and progression and to set some timeframes and objectives around that.



# Health & Wellbeing

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Our Employee Assistance Program (EAP) provides access to confidential counselling with professionally qualified counsellors should you need support, extending to your immediate family.

Our EAP also offers a range of resources around wellbeing, financial and nutritional support with monthly updates.

Wellbeing initiatives such as celebration of special days and involvement in community activities are encouraged at SRJWW.



# Modern Offices & Technology

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Our offices in Brendale and on the Sunshine Coast are newly fitted out with modern open plan environments and spaces. You can work alongside your team or branch off to a different area to work quietly.

Our use of cloud-based technology allows us to work effectively, whether we are in the office/s or working remotely, anywhere in the world.



# Rewards & Benefits

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We have a range of rewards and benefits as part of your employment.  
This includes:

- Payment of professional membership fees
- Financial and leave assistance for postgraduate studies
- Leave assistance for undergraduate studies
- In-house and external learning and development opportunities
- Referral Incentive Program - refer a friend to join our team
- Growth Incentive Program - refer clients to work with us
- Corporate discount with Medibank Private
- Salary Packaging



# Social

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Our Social Club organises a range of events throughout the year including End of Financial Year and End of Year functions.

Team member achievements, milestones, birthdays and special occasions are celebrated.

This provides many opportunities for social interactions and getting to know your fellow team members.





# Walker Wayland Australasia Association

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OWe are a part of the Walker Wayland Australasia association - with this access of shared knowledge and experience across AU and NZ, this is how we get our clients the best possible outcome.

The association consists of:

- 20 Member Firms
- 35 Offices
- 79 Partners/Directors
- Over 600 individuals

It is a collaborative community of like minded professionals and in addition to providing a range of services for their clients, have also formed strong communities within their member firm regions. For the year ended 30 June 2022, we have donated in excess of \$200,000 to various charitable and related bodies.

The association enables like-minded businesses to flourish.

# Imagine a better service

Business Advisory, Business Solutions,  
Auditing, Taxation, SMSF

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