

Talent We Give a Damn (about you)

Check out all the cool things we've got up
our sleeve.



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Vision

Our impact

Empowering people to build a better world of work for all.

Values

How we do it

- // Lead the way
- // Strive for better
- // Give a damn

Brand Ethos

The essence of our brand

Break from the pack

Team Ethos

The spirit of our culture

#OneTeam

Mission

What we do everyday

We bring real value to people and organisations by building highly skilled and engaged teams, rethinking technology solutions and improving lives by creating a strong sense of belonging.



Talent



Rewards and recognition

Everyone loves a bit of recognition every now and then, and we are no different here at Talent. We love rewarding and recognising our team members throughout the year in different ways. Below is a taste of a few awards up for grabs when we all get together and celebrate our successes.

Values Awards

High Performers

Talent Tenure

Rising Stars

Annual Square Peg Awards for Innovation and Creation

Here's to the crazy ones,
the misfits, the rebels, the
troublemakers, the round
pegs in the square holes.

- Steve Jobs, Think Different (1997)



GIVING YOU THE TIME TO SUCCEED

- // We're here to support your career progression at Talent
- // Dedicated time to grow professionally!
- // Paid study leave



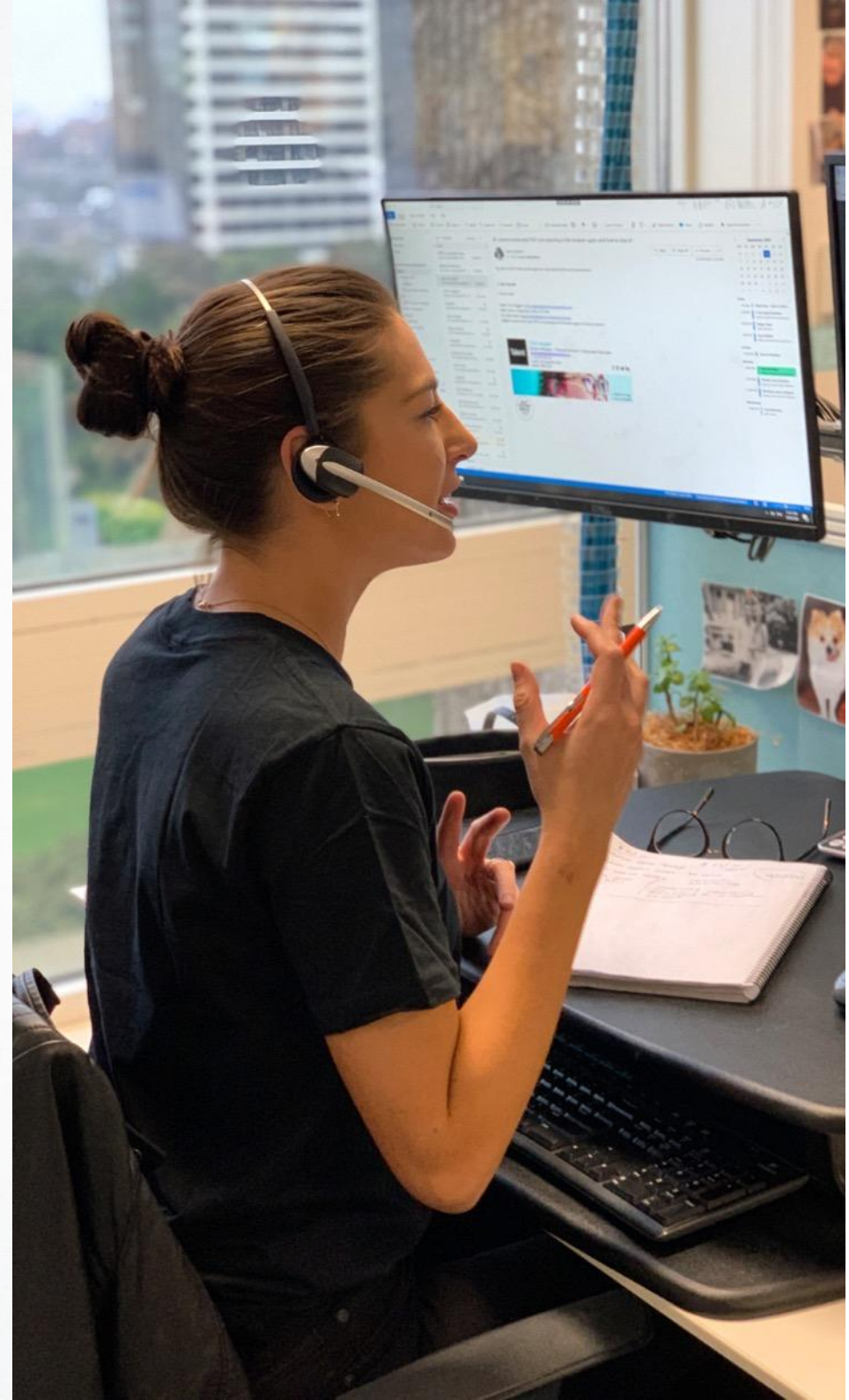
GLOBAL MENTORING PROGRAMME

- // Find a mentor and learn from the best in the biz
- // Be a mentor and develop your leadership skills



FOR ALL YOUR LEARNING NEEDS

- // Your one-stop shop for all things learning at Talent
- // Handpicked playlists for you to boost your learning
- // Huge library of courses that you can search from





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At Talent, we're passionate about living our values and giving back, so in 2021 Rise Day was born.

Rise Day is a chance for all team members globally to put their usual work aside for the day and volunteer their time on the phones speaking to young people who may be experiencing barriers to employment. We aim to give each of these young people free support, guidance, access to tools and a spot on our Rise database where they can get access to workshops, industry events and job opportunities.

4,000+

Hours of 1:1 coaching and mentoring

700+

Lives changed through meaningful employment

4,500

Young people engaged in employment initiatives

100+

Valued community and employer partners

risebytalent.org



ESG at Talent

We're committed to a sustainable future for the planet and the lives of the people we impact.



Environmental

Contribute to a sustainable future for the planet.



Social

Nurture the lives of the people we impact and create opportunities to succeed.



Governance

Ensure we live up to our commitment of best practice corporate governance, transparency & accountability.



// You do you, always



Parental leave

- // Birth, adoption or surrogacy of a child
- // Up to **18 weeks** paid leave for primary caregivers
- // Plus superannuation/Kiwisaver paid for 52 weeks
- // Up to **4 weeks** paid leave for secondary caregivers



Throughout 2025 we're making the most out of workplace flexibility! Lay by a pool in Mexico, sip a cocktail in Bali, enjoy a croissant at a local café in France or sit amongst Times Square in NYC while you work for up to **2 weeks per year!**

...and just in case you're wondering we support a hybrid working style throughout the year.

TalentFest

From Fiji to Uluru, we love a party. Join the team for our annual Talentfest. Our conference is like no other. We're not about boring boardrooms at Talent.

Social club

From table tennis, pool comps and foodie groups to the adventure junkies craving the adrenaline rush – you'll find your groove at Talent.





Health & Wellbeing

- // Annual allowance to help you stay on top of your wellbeing – spend on anything from gym fees to massages!
- // Confidential access to psychologists and counselors through our proactive Employee Assistance Program.
- // Access to our EAP wellbeing app to enhance your health, lifestyle, nutrition and fitness.



-
- // 6 Talent Time Out days to use per year when you need a day to rest and recharge!

// Plus all the usual stuff



We've got your back

Free snacks (ample supply!)

Drinks

Office Social Events

Talent Merch Kits

Environmentally Conscious

Team Lunches

Workplace Flexibility

Volunteer Days

Purpose Driven & Values-Led

Plus all the usual stuff





#OneTeam plan

What is it?

Everyone deserves a slice of the pie and at Talent we are the only recruitment company making sure you get the flavour you want. We are talking about our #OneTeam share plan scheme which allocates shares of the business directly to you.

Our incentive is inclusive to all Talent team members and directly links to the success of the business from everyone's hard work.

Talent

