



EMPLOYEE PERKS.

Engineering New Zealand Te Ao Rangahau is committed to fostering a supportive and inclusive work environment. We offer a range of employee benefits designed to help you thrive both personally and professionally.



WORKPLACE ENVIRONMENT

Flexible work options

Flexible hours, part-time, condensed work patterns and/or hybrid arrangements available, in agreement with your manager.

Workstation setup

Access to specific equipment/tools in the office to support your individual needs so you can deliver your work. We encourage you to discuss specific needs during onboarding.

Social Butterflies

Subsidised social, cultural, team building and sporting events are run throughout the year to celebrate the diversity and different interests of the Te Ao Rangahau whanau.

Free fruit

Fresh fruit is put out in the kitchen daily – help yourself!

EN.CORE app

Discounts from leading retailers across the motu.



HEALTH AND WELLBEING

EAP services

The Employee Assistance Programme is a confidential counselling service. Three sessions are available at no cost to permanent and fixed-term employees, with further sessions agreed by request.

Flu shots

Free annual vaccinations are available to staff on a voluntary basis.

MAS wellness portal

The Āki Wellbeing Hub is provided for free to staff, and provides resources and advice to help you maintain and improve your wellbeing.

Onsite massage

Subsidised weekly onsite massage.



LEAVE

Annual leave

Five weeks' paid annual leave a year after 12 months' employment for permanent and fixed-term staff.

Wellness leave

Unlimited wellness leave for when you, your partner or your dependent is sick or injured.

Parental and partner leave

Primary carers will accrue annual leave at the employee's normal rate – paid at the normal rate. Partners will receive two weeks' paid leave on the birth/adoption of their child.

Cash in annual leave

Ability to cash in entitled annual leave, by request.

Long service leave

One week of Long Service Leave is given on completion of every five years' continuous service, during the anniversary year (eg at 5 years, 10 years, 15 years).

Cultural Leave Swap

To support and celebrate cultural diversity, kaimahi can swap up to two public holidays (from a select list) for days that better align with their cultural or personal needs.



CAREER DEVELOPMENT

Learning and development support

- Quarterly Professional Development Planning.
- Continued education support – access to an internal training calendar and courses, as well as external courses and conferences.
- Paid professional memberships, where relevant for role and with manager agreement.
- Cultural competency training.



BELONGING

Neurodiversity

Neurodiversity strategy and programme of work. Proud to be the first organisation in Aotearoa to achieve Level 2 Brain Badge accreditation.

Rainbow Butterflies

Dedicated internal network for our Rainbow community.

Diversity Agenda

Founding signatory and active membership.

Kimihia Rangahaua

Te Ao Māori strategy and programme of work.



SUPERANNUATION

KiwiSaver

3% KiwiSaver Employer Contribution in addition to your base salary.

WANT TO KNOW MORE?

Contact hr@engineeringnz.org or see our People Experience experts, Dee Johnston and Kelly Foley.