



BUILD YOUR FUTURE WITH  
INFOSYS IN AUSTRALIA



Infosys  
*be more*


At Infosys, we believe you do your best work when you're in the right place.

A place where people are encouraged to challenge convention and expand on breakthrough ideas, paving exciting and flexible career paths while working with the best people in the business.

Sounds good...but what does it mean for you?

You may know Infosys as a multinational IT company with its headquarters in India, but there's a lot more to us than that.

Here in Australia, Infosys has been delivering value to clients and unique opportunities to employees since 1999. In that time, we've built a flexible employee value proposition which we invite you to explore.



*"It's great to work in a company that is genuinely interested in achieving the right outcomes for clients."*

*Micha Helbig – AVP, Client Partner*

The information in this pack is designed to help you learn more about what we do in Australia that makes Infosys employees unique (and our workforce the envy of our competitors).

**Come build your future with us.**



## Our employees reflect the diversity of the work we do

We are over 2,500 employees from 20+ nationalities, across six capital cities, delivering to some of Australia's largest companies across multiple industries, countries and time zones including:

- Three of the top four banks in Australia
- The largest telco in the country
- Globally known resources companies
- Public sector clients in most Australian states

As you'd expect, we're also certified compliant with the Workplace Gender Equality Act.



## People & Culture

With such a diverse workforce, you may be wondering how we 'keep it all together' while building a cohesive workplace that respects the differences that make life at Infosys so interesting.

Infosys' diversity approach is based on local legislative compliance, fairness and respect. That's a strong foundation to build on, and one of our most important building blocks is the Cultural Agility training that we offer to every new employee who starts working with us in

Australia, whether they are new to Infosys or an existing Infosys employee from another country.

The Cultural Agility course gives participants an understanding of the working styles, expectations and social norms in Australia. It also helps employees from different backgrounds understand and navigate their way through the cultural landscape that is Infosys.

Cultural Agility training is just the tip of the iceberg. At Infosys "we hire the best minds and make them even better".

## Where do we find the "best minds"?

In lots of different places. However Infosys makes a concerted effort to support the Australian labour economy by hiring from the local candidate market whenever possible. We also forge ongoing relationships with Australia's premier learning institutions and universities to contribute to the IT academic community and to translate Infosys internships into permanent roles for the right graduates.

## Learning & Development

We invest in continuous training, delivered by the pre-eminent training providers in Australia, to hone your technical and business skills.

**Technical training programs include:**

- Prince2
- TOGAF
- ISTQB
- ITIL
- PMP
- ICAgile & ScrumMaster
- PEGA, Microsoft, Cisco, SAP and IBM certifications



***"The 'secret sauce' is the brilliant people that you get to work with"***

***Ben Edelbrock, Associate Manager***

**Professional training programs include:**

- Coaching skills
- Negotiation skills
- Conflict resolution
- Presentation skills
- Emotional Intelligence
- Engagement skills
- Client interfacing skills

Infosys also sponsors industry memberships for employees, including AIIA, ACS and PMI.

## Your Career

Innovation has made Infosys one of the most recognised companies in the industry. From building Australia’s first national emergency alert system in eight weeks to preparing for the workplace of the future, we are changing the way the world works and lives.

That innovation harnesses new opportunities for our employees to get involved in, and the good news is that it’s not only ‘techies’ who can build a rewarding career at Infosys.

**TECHNICAL**

- Project and Program Management
- Systems Engineering
- Testing
- Technical Architecture

**CONSULTING**

- Business Consulting
- Process Consulting
- Domain Consulting
- Business Analysis

**MANAGEMENT**

- Account Management
- Alliance Management
- Client Services
- Delivery Management

From business consulting to complex project management and working on new technologies creating cutting-edge solutions, we provide you with opportunities to grow and expand your expertise, supported by managers who nurture and guide your career.



## Salary & Benefits

We benchmark our salary packages against current market data on an ongoing basis, so that we always keep market parity in mind when it comes to salary decisions.

We also understand that people want more than just a paycheck, which is why we provide a suite of benefits which support you as an individual, a professional, a family member and a citizen of the community.

In Australia, our benefits package includes:

- Income protection insurance
- Flexible work options
- Corporate health insurance
- Novated leasing
- Salary packaging
- Study assistance
- Paid Parental, Volunteer and Professional Development leave
- Disabled amenities
- Multi-faith rooms
- Breastfeeding amenities
- Membership discount network
- Employee awards program

Elements of the benefits program can be tailored to suit individual employee priorities at different points in an employees’ life (cause we hope you’ll want to stay with us for a long time).

## Interesting Work

With the depth and breadth of Infosys service delivery to clients across multiple industries, we can offer employees challenging work with some of Australia's largest and most prominent private and public sector organisations.

Whether you want to work with a particular technology, build experience in different sectors or develop hands-on understanding of project life within different client environments, Infosys provides internal mobility channels to help you grow.

Of course, working for a multinational like Infosys also opens up the door to international assignments, if that's what interests you.

## What our clients say about us



**"Infosys raised us to 'world-class' standards."**

**Mark Leigh**  
CFO, Hudson



**"It's not every day an IT project has a real potential for saving lives."**

**Sam McManus**  
GM-OSS Solution Centre  
Telstra



**"They understand our business and...have a proven track record."**

**Sharmini Sivathas**  
IT Director, AMP



**"A trusted, collaborative, business partner."**

**Jim Young**  
EGM People & Culture  
NAB

**"Working on diverse projects allows you to expand your professional value far beyond your job title"**



*Mark Killmer, Principle Technology Architect*

## Local Leadership

Our client focus, and indeed all of our operations in Australia are anchored by a regional leadership team which has responsibility for top and bottom line performance in this location.

This allows us to leverage the global power and capability of Infosys, but also allows us to maximise regional strengths and use local knowledge of the environment and opportunities here to address the local market in the most effective way.



## Supporting our employees

Infosys believes in supporting the 'whole' employee, recognising each person has family responsibilities, social causes they care about and a community they interact within.

Infosys offers a range of programs to promote work/life balance including flexible work options and paid parental, family and carer's leave.

We also run a vigorous social responsibility program to support employee charity efforts and sponsor industry memberships for our employees to remain connected to - and interact with - the broader IT community in Australia. These include AIIA, AHRI, ACS and PMI.

Infosys also provides some safety net features to support employees through tough times: income protection to financially protect you and your family if you're unable to work for an extended period, compassionate leave and access to professional counselling services. These are things we sincerely hope you won't need, but if you do, it's great to know that they're there.



Infosys employees volunteering at St Vinnies 'Ozanam House' shelter

## Infosys in the community

In Australia, our social responsibility vision is to be actively engaged in, and contributing to, the health and future of the communities we are operating within. Employee volunteering is the cornerstone of our community program, and Infosys provides employees with paid Volunteer Leave for this purpose.

We have established charity partners where employees can volunteer or show their support with fund-raising, goods donations and pro-bono work. Past and present charity partners include Ozanam

House, Unicef, Matthew Talbot Hostel, Foodbank, Ashfield Infants Home and Random Hacks of Kindness.

Infosys also supports employee-led initiatives such as Movember, STEPTember, SES Volunteering, Red Cross blood donation and more.



Our program won the Australian HR Institute 2013 national award for Corporate Social Responsibility.

## Infosys contributes our ideas to the external IT and business community





## Finally, a message from our leader

If you've come this far, chances are you're considering a career at Infosys. A few years ago, I was in a similar position myself, contemplating a move to a company that I admired for its delivery excellence, its depth and breadth of capability and its phenomenal growth record.

I am personally very proud of the year-on-year success we have achieved and the opportunities we are winning, brought about by the skills, hard work and dedication of our people. Working at Infosys truly means working with the very best in the industry.

That strength has resulted in a growing client list including some of Australia's most admired organisations across the communications, finance, resources, utilities, retail and public sectors. High profile clients and challenging projects await each new employee, with extensive training and a focus on excellence and innovation that is second to none.

I'm passionate about the hands-on support our company provides to the community we operate within, both here in Australia and around the globe. Being able to contribute meaningfully is something we are committed to, and I hope you will join us not only as an employee, but also an active participant in the world beyond the office.

I encourage you to consider building your future with us.

### **Andrew Groth**

Vice President

Regional Head - Australia & New Zealand

To view our current job openings, or to apply for a position with Infosys in Australia, please visit our careers site at [www.infosys.com/careers/](http://www.infosys.com/careers/).

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