

BAE SYSTEMS

INSPIRED WORK

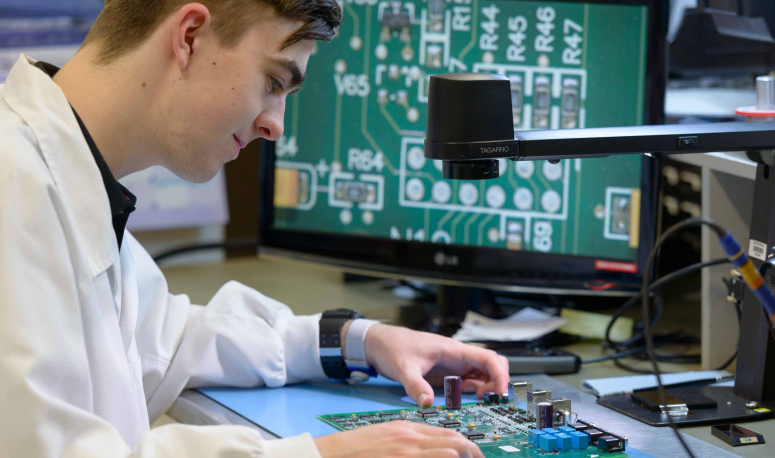


Join **remarkable** people doing work that matters

BAE Systems Australia offers more than a job. We provide the opportunity to be part of a dynamic, inclusive and global organisation which offers many benefits and support for employees at every stage of their careers. Above all else, BAE Systems offers inspired work.

For more than 60 years BAE Systems Australia and predecessor companies have been designing, integrating and maintaining military systems. Our more than 3,000 employees work to ensure that the Australian Defence Force and now customers in adjacent markets have the capability they need when they need it.

The company combines key skills in engineering and systems integration and is a leading provider of communications, electronic warfare systems, military and commercial air support, naval and land support, air defence, mission support systems and intelligence, surveillance and reconnaissance. We maintain and support systems and services developed by us and others, constantly seeking opportunities to maximise capability and to deliver through-life support solutions.



BAE Systems Australia shares knowledge, encourages innovation, encourages diversity and draws on the strengths of our global company to enhance our own capability development. We offer a wide range of career opportunities at many locations throughout Australia and in some cases, overseas.

A great culture

BAE Systems has made significant inroads into developing our people practices to reflect and support the needs of our talented and diverse workforce.

- You will find a diverse and talented workforce who are energising and inspiring
- You will flourish in a friendly, professional and ethics driven work environment conducive to learning and development
- You will have every opportunity to improve your skills and to enhance your career through industry-leading training and development programs
- You will find a company that cares for your well-being by offering excellent benefits, flexibility and various social/ community activities
- We offer opportunities to work on projects and technologies that wouldn't be possible with most other employers
- We foster a people-oriented environment in which we respect and enjoy the camaraderie of our colleagues
- We know that our contributions have far reaching impact on programs of national and global importance
- We focus on developing you both as an individual and as a member of cross functional teams, where you will learn from some of the best minds in the world

A great place for balancing work & life

We recognise the importance of balancing home and work life. Our policies embrace and encourage flexible working and we strive to help employees find balance between work and their personal/family lives. Our policies include paid maternity and paternity leave, a purchase leave program and paid volunteering/ charity leave. We also support full time, part time and job-share working rosters.

Salary packaging for novated vehicle leases and superannuation is available as are reward and recognition programs, service awards, an international profit sharing scheme and other unique benefits.

A diverse workforce

At BAE Systems you'll find a true commitment to diversity and inclusion. While our recruitment process is always merit based, our goal is to achieve gender balance. Our commitment to diversity doesn't end there. In 2017 we launched our Reconciliation Action Plan (RAP) further supporting our diversity and inclusion goals. We are proud to have been the first Defence company in Australia to detail our commitments to support Aboriginal and Torres Strait Islander employees and the wider communities in which we operate in this way.

A great place for career development

We are dedicated to developing our people. Our employees are empowered to seek out ways to grow and develop both professionally and personally. This might be in the form of a structured training program or learning on the job — either autonomously, led by supervisors and colleagues, or the mentoring program.

Our employees own their career development so it is up to them to take the initiative but they will be supported every step of the way.

A great place to get involved

We recognise that we are part of a broader community that includes not only our employees and our customers but the world in which we operate. This includes creating a good social environment through community engagement activities. This enables employees to form friendships with colleagues across the company whilst giving something back to the community.

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