



MOORE



YOUR CAREER AT MOORE

Moore Australia (QLD/NNSW)

We are a leading accounting and business advisory organisation that is capable of providing solutions to our clients, our team, shareholders and the community to share their success in a changing world.

About Us

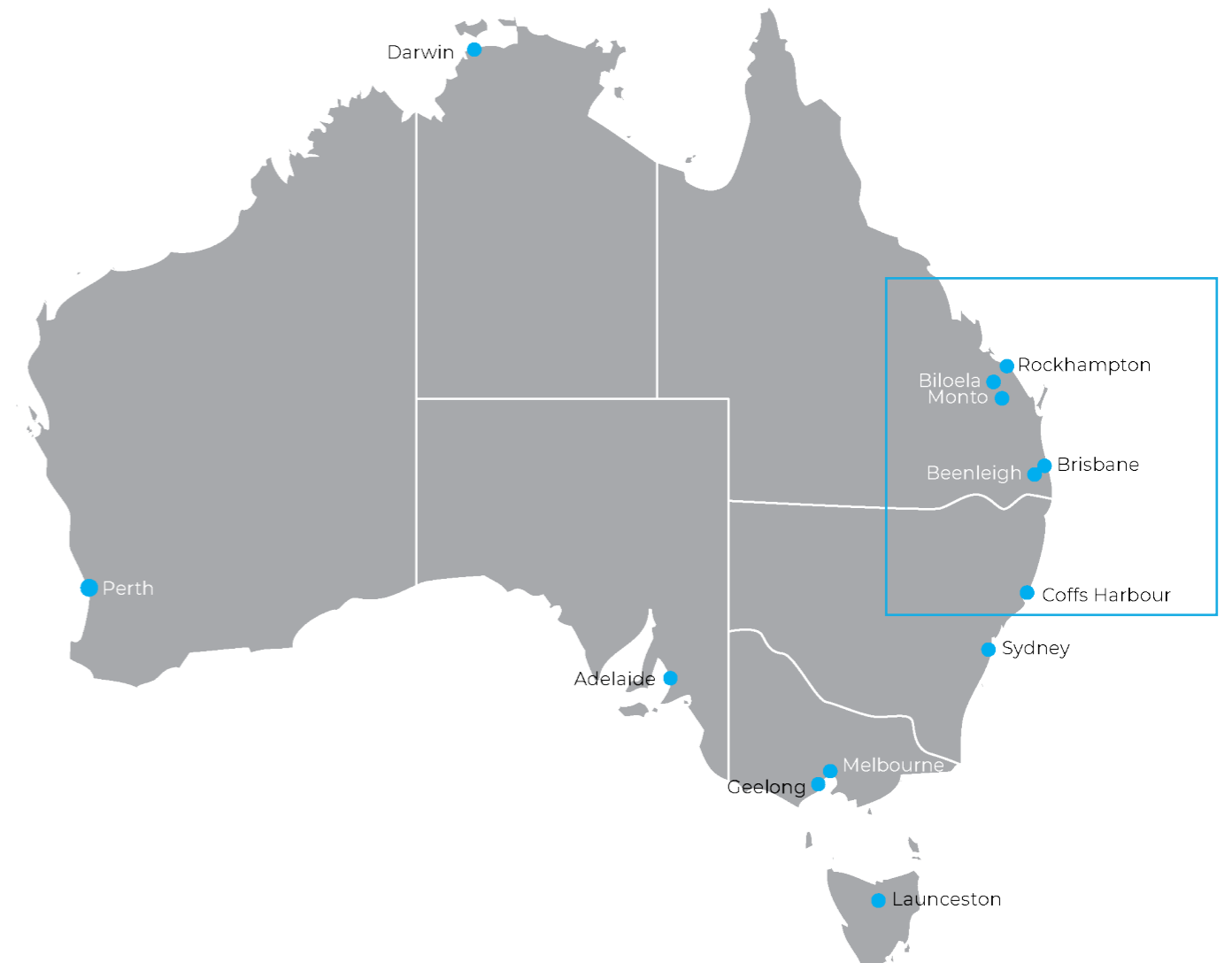
Moore Australia (QLD/NNSW) is an independently owned and managed firm with 19 partners and over 150 team members across Queensland and Northern New South Wales.

Servicing clients across Australia and internationally, we provide a comprehensive 360-degree range of audit and assurance, business, tax, accounting, corporate finance, transfer pricing and consulting services for every business.

Our firm works with a diverse portfolio of privately owned businesses of all sizes, high net wealth individuals, ASX listed companies, not for profit entities and more.

Living and working within local communities, we have strength within the experience and geographic location of our team. We understand the challenges faced by individuals and businesses that are unique to location, industry and sector and can ensure your advice is tailored to your needs.

With the fast progression of technology available, many services are being provided successfully through virtual means. The team at Moore are well versed and equipped to provide services to you both in person and in a remote capacity.



Our Values

At Moore the wellbeing of our staff is important. We have developed a program for all staff, where our mascot ChARliE runs initiatives throughout the year and communicates regularly through monthly newsletters and announcements to the team.

In addition, we have planned activities such as training relevant to your role and competitions, where we put our values into practice.

Our inclusive approach to our purpose ensures we support the wider communities in which we live and work in. We provide staff with the opportunity to give back to the community through charity events held throughout the year.

Our values underpin our purpose and are the framework of how we operate.



COLLABORATION

Strengthening relationships with clients and our team through effective communication, understanding, knowledge sharing and respecting and supporting our differences.



AGILITY

Leading and being open to change and innovation. Thinking outside the box and being flexible and able to respond quickly.



RESPECT

Valuing ourselves, clients and others. Empowering others and encouraging one another through mutual respect.



ENTHUSIASM

Enjoying our work, being passionate and caring for ourselves and others. Showing enjoyment and care for our work through engagement and encouragement of team members and clients.

CARE IS MORE THAN AN ACRONYM. IT IS THE WAY WE DO THINGS.

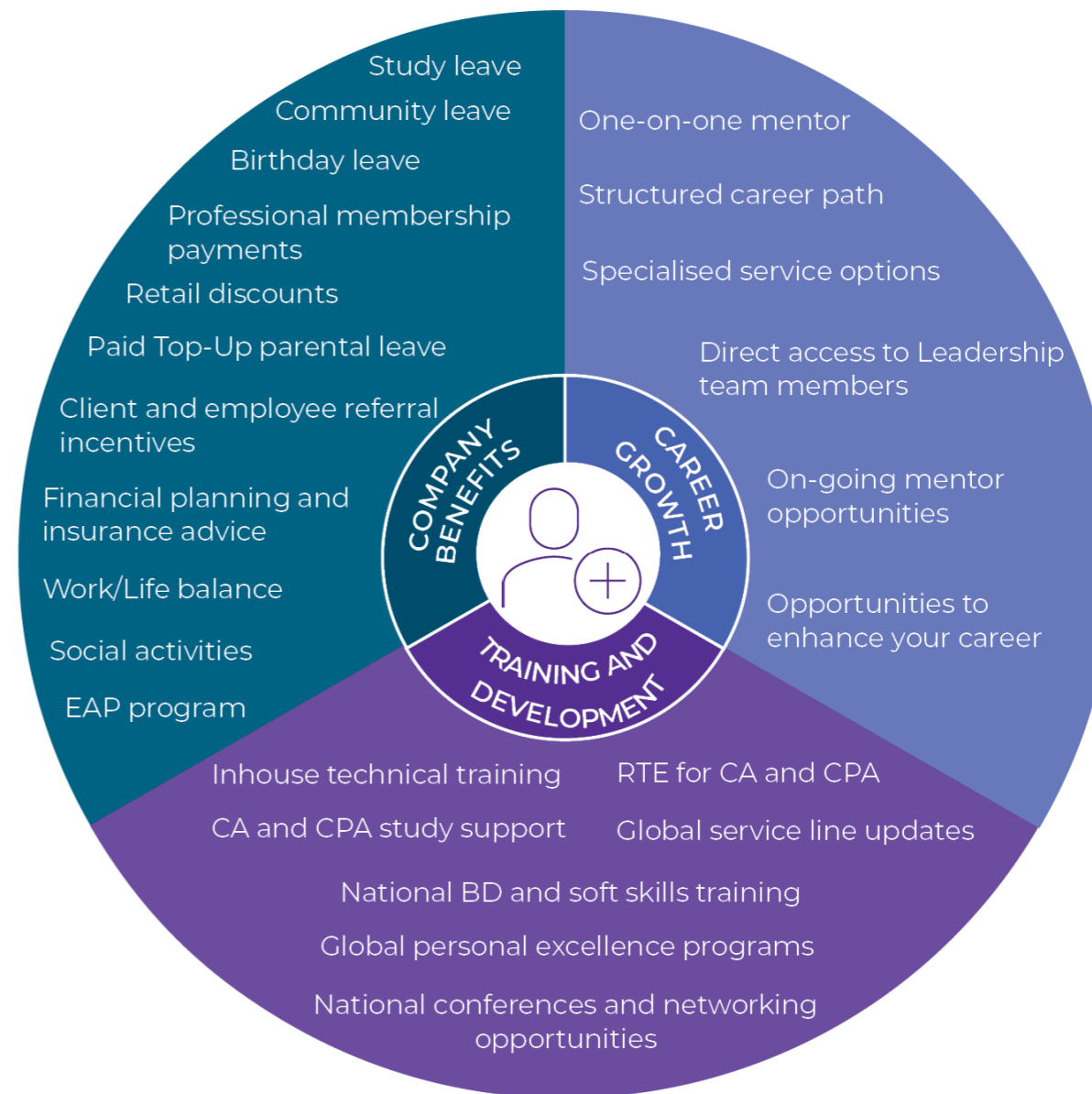


Our Philosophy

We take a balanced approach to everything we do and want you to enjoy working and developing your career in an environment that supports and understands you and your life outside of work.

Your ongoing professional and personal development is critical to your success, and ours as well. We pride ourselves on an open-door culture that facilitates interaction not only between team members, but also within the leadership group.

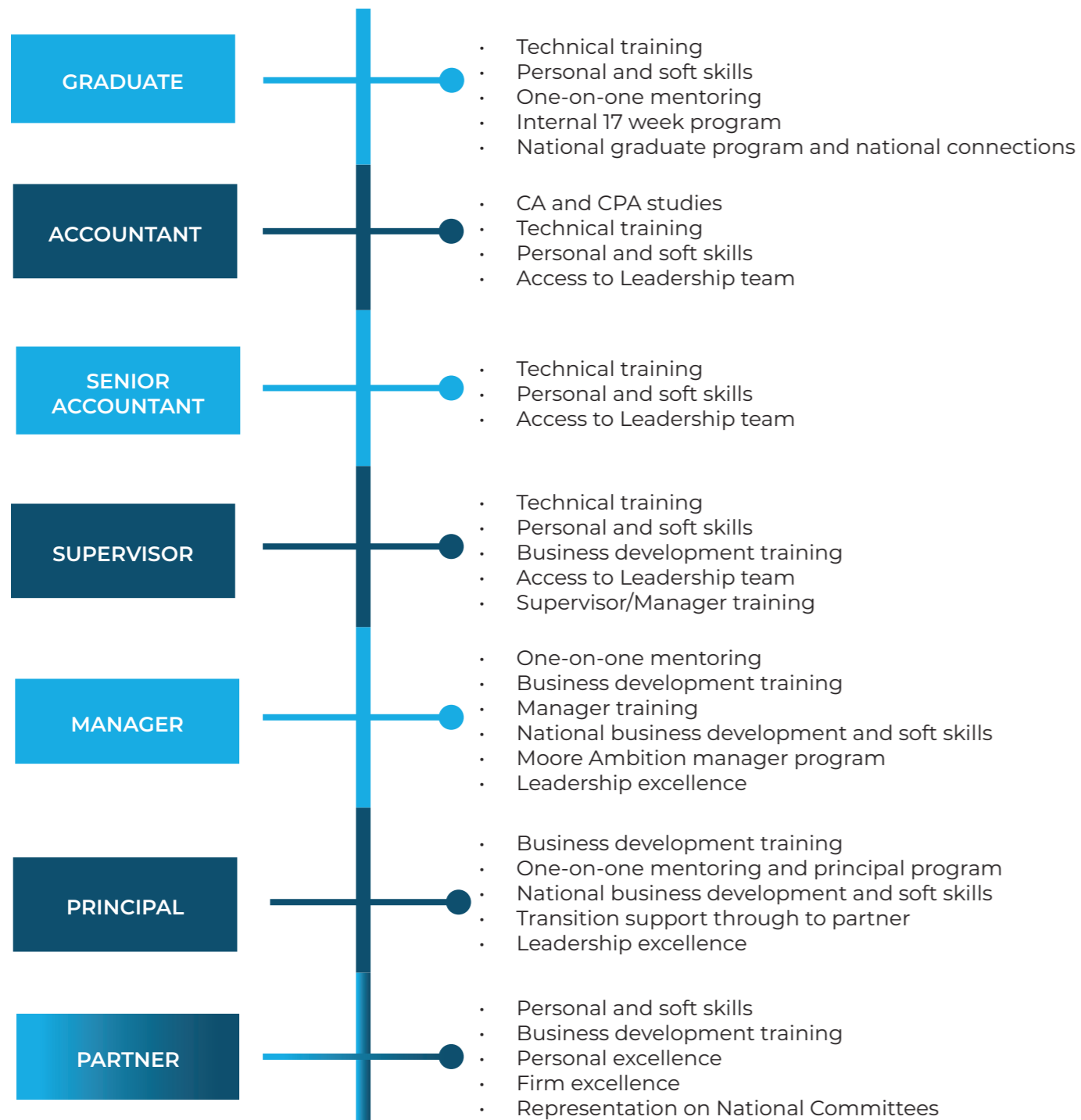
We encourage open communication, feedback, and discussion about any matter that you require support and guidance on.



Career Progression

We value our employees and invest in their training and development opportunities to advance their careers. Investing in the development of our people, as future leaders, we believe it is here where we will help shape the future of our network - inspiring innovation and entrepreneurship across the world.

At every level, we foster internal promotions from graduates through to partners, through soft skills, practical and technical skills to ensure you're ready to take the next step.



Success Stories



MIRANDA LACK
5 YEARS SERVICE

Audit and Assurance
Graduate > Senior Accountant
CA Qualification

"Moore Australia focuses on creating a supportive and encouraging workplace, which values work-life balance. While being a mid-tier firm, being part of a global network provides so many incredible resources and opportunities that are second to none, including training and secondments."



BRANDON BLACK
11 YEARS SERVICE

Business Advisory
Undergraduate > Supervisor
CA Qualification

"There is so much support when it comes to your CA/CPA qualifications as well as continuing professional development. Everyone has the opportunity, and is encouraged to have open discussions about their professional goals and training needs."



KATRINA LAFFEY
14 YEARS SERVICE

Audit and Assurance
Graduate > Manager
CA Qualification

"The people and culture are really what sets the firm apart. I love the fact that we all know each other's name and you're not just a number. Colleagues have become great friends and while we do work hard, there is definitely a work-life balance."



LETITIA WEATHERHEAD
25 YEARS SERVICE

Business Advisory
Senior Accountant > Partner
CPA Qualification

"The culture within the firm together with our clients are key components that make it a great place to be part of. We have a diverse client base which means we are always learning, growing and moving forward as a firm."



GREG MALLAM
45 YEARS SERVICE

Business Advisory
Undergraduate > Managing Partner
CA Qualification

"I am excited by the growth, challenge and variety of client work that is afforded to us by being part of the Moore family. The network connections, and learning and development opportunities available to you, are immeasurable."

Learning and Development

We value lifelong learning and will foster a future direction for you that will see you thrive and become the professional you wish to be. We celebrate personal and professional development achievements, goals and individuality.

We pride ourselves on developing and delivering excellent inhouse programs that cover all stages of your career including our:

- 17 week graduate program
- Supervisor and Manager training
- Development of managers to leadership through our principal program
- Technical training
- Professional training
- Soft skills training,

We are focused on developing our team through our firm's core values Care, Agility, Respect and Enthusiasm.

Being part of the Moore network, opportunities for development and growth are endless.

"Participating in our supervisor to manager program helped me gain a better understanding of working with various members of my team. How to help them and myself to grow in the best way to suit each individual. The program readily helped with the sometimes difficult transition of moving from a supervisor to manager position, providing me with the skills needed in this transition. It was also a good experience gaining knowledge and insights from colleagues during the program."

Anna McWhinney, Manager

Moore Growth

Moore Growth is Moore Australia's commitment to learning and development and each team member has access to hundreds of hours of training opportunities each year.

As part of Moore Growth, we deliver technical training, professional skills training, personal development programs and practical skills training.

Our Moore Ambition program, led by the Moore Global CEO and Moore Global Chairman, creates and supports opportunities for the next generation leaders in a secure global environment. These leaders will help shape the future of our network, inspiring innovation and entrepreneurship across the world.

Meanwhile, our unique Executive Leadership collaboration with Harvard Business School offers placements to our firms' future leaders to address the challenges facing leaders of the professional services firm of the future.

Each program is developed to support staff at various stages in their careers, allowing them to grow in and with the organisation.

It is important to us that our staff have access to the best training in the industry, so that they can reach their full potential and feel valued in the organisation. This is the Moore difference.

The professional services industry is having a difficult year on the recruitment front, with closed borders and fewer people moving jobs. This is especially apparent at senior level recruitment. At Moore Australia we have always looked inward for our next generation of leaders and experts. It is only fair that the commitment to Moore is rewarded with a commitment to the individual.

STRONGER TOGETHER



"The collaborative environment across teams, divisions and offices globally is what sets us apart from other firms. Moore encourages employees to seek out opportunities for growth and development, and supports staff to pursue their career goals resulting in a challenging and rewarding career path."

Penelope Guymer, Principal

Staff Benefits

At Moore Australia, we believe in fostering a workplace where every employee thrives. Our comprehensive employee benefits package is designed to enhance well-being, support professional growth, and promote a healthy work-life balance.



PAID PROFESSIONAL MEMBERSHIP

We are committed to fostering your career development, and cover the cost of annual professional memberships such as CA and CPA.



CAREER PATHWAYS

Your success is reflected in our comprehensive and structured Career Pathways, designed to guide you at every stage of your professional development.



LEARNING AND DEVELOPMENT

Our L&D program offers a range of opportunities to enhance your skills, deepen technical knowledge, and propel your career forward. We are also a CA and CPA Recognised Training Provider.



STUDY LEAVE / SUPPORT

We provide additional Study Leave for employees undertaking professional studies, this assists with extra time away from work to help ensure successful completion.



FLEXIBLE WORKING ARRANGEMENTS

Where possible we offer flexible working arrangements tailored to employees needs including working from home opportunities.



BIRTHDAY LEAVE

Receive an additional day of annual leave to take off on the day of, or within the week of your birthday. Celebrate and enjoy the day with what matters most to you.



COMMUNITY LEAVE

Employees are entitled to two days community leave each year to engage in volunteer work, community service, or supporting local initiatives.



PAID PARENTAL LEAVE TOP UP

We offer beyond the government standard and offer a Top-Up of 2-8 weeks dependent on your years of service, and offer an additional three days paid leave for partners.



FREE FLU SHOTS

Part of our commitment to creating a safe and healthy workplace, we offer all employees a complimentary flu shot each year.



YEARS OF SERVICE AWARDS

Employees are rewarded for recognition of their on-going service to the firm; at one, three and five years, and every five years thereafter.



REWARD AND RECOGNITION PROGRAM

Celebrating the outstanding contributions of exceptional team members, we shine a spotlight on their achievements, fostering a culture of appreciation and motivation.



CLIENT REFERRALS

Employees are financially rewarded for securing new clients by spreading the word about our exceptional services.



EMPLOYEE REFERRALS

Employees are financially rewarded for referring talented individuals from their network and helping us secure great team members.



SOCIAL ACTIVITIES

We offer a variety of social activities both in office and externally to create a vibrant and connected workplace.



DISCOUNTS AND RETAIL PERKS

Access to hundreds of discounts through FLARE - a benefits platform provided by our software provider ELMO.



FINANCIAL PLANNING & INSURANCE ADVICE

Employees can access discounted financial planning and insurance advice from our experienced team.



WELLNESS PROGRAM

A holistic initiative designed to support you towards a healthier and happier life, through wellness articles and webinars.



EMPLOYEE ASSISTANCE PROGRAM

Through Converge International, employees have access to free confidential counselling, coaching and support for work and personal situations.

ESG

ESG stands for Environmental, Social and Governance, and refers to the three central factors in measuring the effectiveness of business practices in delivering sustainable outcomes for people, communities, business success and environmental impact.

At Moore, we have our own ambition to incorporate sound ESG principles into all aspects of our business and not merely environmental impacts. We follow the Moore Global Social Ambition strategy, which aims to harness the strength of our 34,000 strong global network to become a force for positive change.

All of our offices take a proactive approach to ensure we create a sustainable environment within our firm, and report on these efforts.

ESG is a quickly emerging topic for businesses and our team can assist clients with their reporting requirements by consulting on:

- Strategy, planning and creating roadmaps for organisations.
- Internal audits comparing to legislative obligations, policies, procedures and better practice principles.
- Reviews of policy frameworks, ensuring they are robust, current and drive a strong ESG culture.



Social Ambition

Social Ambition is the Moore promise to always be a driving force for positive social impact through our future leaders, our actions and our global family.

In everything we do, we strive to make a positive impact on society. Through our network and young leaders, we are paving the way for change; speaking out on the things that matter most, and working together to positively shape the world in everything we do.

The Moore Social Ambition framework is centred on our five key themes in line with the 17 UN Sustainable Development Goals, most relevant for Moore. They are:

- Quality and Supply chain
- Natural world
- Equity, diversity and inclusion
- Community care
- Education, people and development

To ensure we continue working towards our Social Ambition promise, we have dedicated Social Ambition Ambassadors representing each office. They meet regularly to discuss initiatives, actions and new ideas that create ripples through our cultural fabric, positively shaping the world in everything we do.

2023 Winners of the Moore Global Social Ambition Outstanding Leaders Award



BRIDGETTE BREDDIN
National Moore Social Ambition Ambassador



ROBYN SPEED
National ESG Leader

Led by Bridgette and Robyn, our firm embodies the Social Ambition promise. Together, we embrace the Social Ambition framework across the firm and the national network.



WE PROMISE TO ALWAYS BE A DRIVING FORCE FOR POSITIVE SOCIAL IMPACT.

Why Moore?

Moore Australia is a network of independent accounting, audit, tax and business advisory firms with offices across Australia, and an independent member of the Moore Global Network, the 11th largest professional services network, globally.

Whether you are a seasoned professional or just commencing your career, we offer opportunities for you to grow and develop. We recruit talented, diverse, passionate and motivated people who are committed to excelling and achieving successful outcomes for you, our business and our clients.

We are an equal opportunity employer. We value diversity and inclusivity, conducting ourselves with professionalism and integrity. We strongly value respect and transparency.



NETWORK

The gateway to a professional global community with opportunity to build lasting bonds with other firms and share expertise and experience.



LEADERSHIP

To bring longevity to our highly talented workforce, we promote responsible leadership and put great effort into looking after our teams' mental and physical well-being. Most importantly we set the tone at the top by creating an inclusive work environment, where everyone feels included and everyone is able to speak up. Our leadership team lead by example.



FOSTER AMBITION

We focus inward for our next generation of leaders. On principal, we reward investment with investment, and commitment with commitment. We foster ambitious role models through initiatives such as our manager and supervisor training, global young leaders' programme and Moore Ambition. We are a family that believes in each other and supports each other.



LEARNING AND DEVELOPMENT

We are committed to Learning and Development and each team member has access to hundreds of hours of training opportunities each year including soft skills, technical training, professional skills training, personal development programs and practical skills training.

The Moore Way

A CULTURE OF RESPECT AND SUPPORT

At Moore Australia, our culture and professional integrity are what guide us through business processes and lie at the heart of our Audit and Quality Assurance processes. We are a people-first network, aiming to be the world's most respected professional services network.

That respect will be earned by the way in which we grow and work together, and demonstrate our integrity in everything we do, through the quality we deliver. Our statement might be audacious, but we truly believe that this is how we can change the world.

CARE

We care about what we do and who we advise. Quality is a key expression of our care in action.

COMMUNITY

We offer local knowledge, but personally connect clients with our global network. We implement global standards, within a local framework. We exchange knowledge and expertise freely and generously, to help our clients thrive.

PASSION

Our drive and dedication delivers results. Because we love what we do, we bring quality and integrity to our work.

ACCESS

We provide advice from the right senior experts, as soon as it is needed. We're here whenever you need us.

CONTACT US

Human Resources

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MOORE

An independent member of Moore Global Network Limited – members in principal cities all throughout the world.

Liability limited by a scheme approved under Professional Standards Legislation.

The information provided in this document is for general advice only and does not represent, nor intend to be advice. We recommend that prior to taking any action or making any decision, that you consult with an advisor to ensure that individual circumstances are taken into account.