



Why Bates Smart?

Opportunity

Bates Smart has been transforming the fabric of Australian cities through 170 years of design. We are looking for people to join the team, and continue this legacy.



Varied portfolio of Citymaking projects

Bates Smart offers you the opportunity to contribute to the design and realisation of a wide variety of design projects. You will not be limited to a sector or phase and can build a rounded, versatile career.



Design and Collaboration

First and foremost, Bates Smart is a design focussed studio. You are invited to voice your opinion and contribute to the design discussion. Design is a collaborative pursuit across all of the studio.



Be part of a National team

With studios in Melbourne, Sydney and Brisbane, we often work collaboratively across studios and provide opportunities for temporary or permanent studio transfers.

Career Development

Bates Smart is committed to the development of individuals to ensure long and satisfying careers. Providing opportunities for growth and planning for the future.



Mentoring

Our Mentorship program provides everyone with the opportunity to learn from and be supported by an experienced person. This relationship assists with building your knowledge and forms part of the career planning and review process.



Reviews and Career Planning

Our review system is built on a framework of real time peer feedback, personal goals and understanding core competencies. Intermittent feedback throughout the year enables you to understand your strengths and goals for development.



Opportunity for Promotion

Motivated individuals have the opportunity to be promoted to Associate or Associate Director status. Promotions are based on performance and contribution, not on longevity with the company.



Benefits



Paid Parental Leave and continued superannuation

After a qualifying period, individuals are entitled to 12 weeks paid parental leave. This is available to all on the birth or adoption of a child.

Bates Smart will also continue to pay superannuation to all parents on unpaid parental leave up to 12 months from birth.



Financial Support for Architectural Registration

Bates Smart finances the cost of the registration process – including PARC or PALS tutorial, registration and exam fees and the ongoing annual registration fees for the duration of a staff members employment.



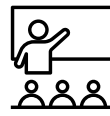
Paid Professional Subscriptions

Bates Smart finances the cost of subscriptions to the ARBV and the NSW ARB. DIA memberships are funded for Interior Designers.



Paid Study Leave

Bates Smart offers 4 paid study days per year to permanent staff to support study specifically related to their employment at Bates Smart. This includes Architecture Registration exams and study.



Training and Development Opportunities

Bates Smart funds a wide range of in-house and external training programs. Past training has included Photoshop, MS Project, AutoCAD, Business Writing, Green Star Certification and Revit Fundamentals. The company is always open to training suggestions from staff.



Social Responsibility



Reconciliation Action Plan

Our recently endorsed Reflect RAP represents the beginning of our reconciliation journey, priming us for future RAPs as we continue to strengthen and develop our reconciliation commitments.



Career Trackers

Bates Smart is a long term supporter of this initiative and continues to support and sponsor Indigenous students.



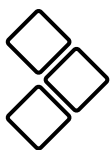
Sustainability Group

As early signatories of Architects Declare, Bates Smart continues to build on existing principles to push our environmental agenda.



Carbon Neutral

Bates Smart continues to be a carbon neutral business. This commitment extends to project work, where we endeavour to reduce the carbon footprint of developments.



Champions of Change

As one of the founding members of the Champions of Change, we have participated in years of research, recommendation and implementation of strategies and policy that aim to support women to enjoy long architecture careers.



Charity Donations

Bates Smart supports and donates to employee led charity events each year. We also commit to significant charity donations annually.



Fair Trade / Modern Slavery

Bates Smart is committed to acting responsibly and ethically and in our operations. Our supply chains consist of other built environment professionals and suppliers that contribute to our design process and operations.



Culture



Cultural Diversity

We are committed to diversity and inclusion in who we are, how we work and who we work with. We believe that the design of our built environments is richer and ultimately more successful when it is designed for and by diverse team.



Funded Staff Events

Bates Smart funds and organises a number of social events throughout the year. Apart from the Christmas Party costume extravaganza, there are multiple events curated around a mix of interests, from sport to craft.



Women @ Bates smart

A knowledge sharing and mentoring group that was founded to support women across the studio. This group has evolved to provide support and networking to all who wish to participate.



5@5 Presentations

Informal lecture/presentation series curated by graduates. Both internal and external guests are invited to speak on subjects relating to the world of design.



Monthly Catch Ups

Whole studio morning tea to provide updates on new projects, celebrate teams, project milestones and studio news.



Working Groups

Cross studio representation and contribution via various working groups that improve the way we work and organise the studio to support all those who make up Bates Smart.

Well Being



Fresh Fruit twice weekly

Fresh fruit is supplied twice weekly for staff.



Employee Assisted Program

This is a confidential counselling service for all personal or work related concerns. This service is available 7 days a week and is fully complimentary to all at Bates Smart.



Subsidised Flu Vaccinations

Free on-site flu vaccinations are offered annually to all.