



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

At Bates Smart, you'll have the opportunity to shape and bring to life a diverse range of design projects. With no limitations on sector or project phase, you'll gain broad experience, develop a well-rounded skill set, and build a dynamic, 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 regularly collaborate across locations and offer opportunities for both temporary and permanent studio transfers.

Career Development

Bates Smart is dedicated to fostering individual growth by providing opportunities for career development and long-term success.



Mentoring

Our Mentorship program offers the opportunity to learn from and be supported by an experienced professional. This relationship helps expand your knowledge and forms part of the career planning and ongoing 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

All Employees



Paid Parental Leave and continued superannuation

After a qualifying period, employees are entitled to 12 weeks of paid parental leave for the birth or adoption of a child. Bates Smart also continues to pay superannuation contributions for up to 12 months during unpaid parental leave.



Paid Study Leave

Bates Smart offers permanent employees with 4 paid study days per year to support education directly related to their role. This includes Architecture Registration exams and study.



Training and Development Opportunities

Bates Smart invests in a variety of in-house and external training programs. These include Software Training, Business Writing, Green Star Certification, and Revit Fundamentals. Employees are encouraged to suggest additional training opportunities that align with their growth and the company's objectives.



Financial Support for Architectural Registration

Bates Smart finances the cost of the registration process, including PARC or PALS tutorials, exam fees, and initial registration.

Associates and Associate Directors



Paid Professional Subscriptions

Bates Smart finances registration renewals to the Architecture Registration Boards, and other professional memberships such as DIA membership, up to the cost of \$500.



Annual Wellness Allowance

Bates Smart provides a \$500 wellness allowance to invest in experiences or equipment that promote your well-being.



Monthly Mobile and Data Allowance

Bates Smart provides a monthly payment to help cover the cost of your mobile and data usage.



Devices

Bates Smart provides a tablet or iPad for Associates and Associate Directors to support their work and professional development, which is theirs to keep.



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.

BANDU

Bandu

Bates Smart is a proud ongoing supporter of Bandu, providing sponsorship and support for Indigenous students.



Sustainability

Bates Smart are committed to designing climate-positive buildings that contribute to resilient cities and regions. Our Sustainability Action Plan (SAP) is the framework we use to pursue our aims and achieve our commitments. Our SAP is aligned with Australian Architects Declare, of which we are a founding signatory.



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.



Charity

Bates Smart supports and donates to a variety of charity events each year. We also commit to significant charity donations annually.



Pro Bono

Bates Smart has provided pro bono architectural and interior design services to a number of meaningful initiatives over the years, including the Asylum Seeker Resource Centre, Salvation Army, Melbourne City Mission, The Big Issue and WIRE.



Fair Trade / Modern Slavery

Bates Smart is committed to ethical and responsible practices, ensuring our supply chains and partnerships align with our values in the built environment.



Culture



Cultural Diversity

We are committed to diversity and inclusion, ensuring our work reflects a broad range of perspectives. We believe built environments are richer and more successful when it is designed for and by diverse teams.



Social and Wellbeing

Bates Smart funds and organises a variety of social and wellbeing events throughout the year. There are multiple events curated around a mix of active, mindful, educational and social events.



Women@Bates

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

5@5 is an informal lecture series curated by graduates. Both internal and external guests are invited to speak on subjects relating to the world of design.



Monthly Catch Ups

A monthly studio morning tea to share updates on new projects, project milestones, team celebrations, and studio news.



Working Groups

Working groups bring together cross-studio representation to enhance collaboration, improve the way we work, and support everyone at Bates Smart.

Well Being



Fresh Fruit

Our fresh fruit bowls are well stocked and available to everyone.



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 everyone at Bates Smart.



Subsidised Flu Vaccinations

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