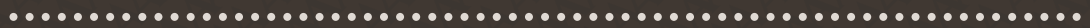


Ajilon



Employee Value
Proposition



Message from the MD

Hello

If you are reading this material, you are considering a move to Ajilon Australia. Whatever your personal situation may be, or wherever your career aspirations lie, I want to take this personal opportunity to share why a career at Ajilon is well worth you exploring.

I am personally so proud of the tremendous year-on-year success we have had and the opportunities we are winning. This has only come as a result of the tremendous commitment and passion of our people. They are the heart and soul of our business and at the forefront of all we do as an organisation.

Our company values – which we refer to as our 'Ajilon DNA' – reflect this and our approach has long been that if our people's needs are being met and they are happy, then our clients are also. The stories of our people throughout this document are testimony of this. It's a simple philosophy, but one that has served us, our people and our clients exceptionally well and continues to form the backbone of our business strategy.

Australia is truly a growth nation. Our country's ability to withstand and recover from the effects of the Global Financial Crisis was unprecedented and today, our burgeoning economy is promising not only short term, but long-term growth prospects. It's certainly a fantastic time for those who are fortunate enough to be living and working in Australia right now, which includes Ajilon's employees.

Australia's strong trade ties to China and other Asian growth countries is fuelling our nation's growth, which Ajilon is prospering from now and will continue to for many years to come. We have a growing stable of Tier 1 clients in the resources, banking and finance, utilities and public sectors, including BHP Billiton, Woodside, National Australia Bank, Telstra, MLC, Bankwest, HBF, Landgate, WA Police, Toyota and ASIC. High-calibre, talented individuals have always been the cornerstone of our business and we are looking to hire key people into our organisation now to help meet the demand for our services and position us for future growth.

The materials in this pack have been designed to give you an overview of the various elements of living and working on both the east and west coast of Australia, and at Ajilon, as we know any decision you make to join our company will be taken with this holistic view in mind.

I hope you find its contents of value and that it opens the door to us having a conversation with you around your career goals and potential employment at Ajilon.

I look forward to personally meeting you in the near future.

Warm regards

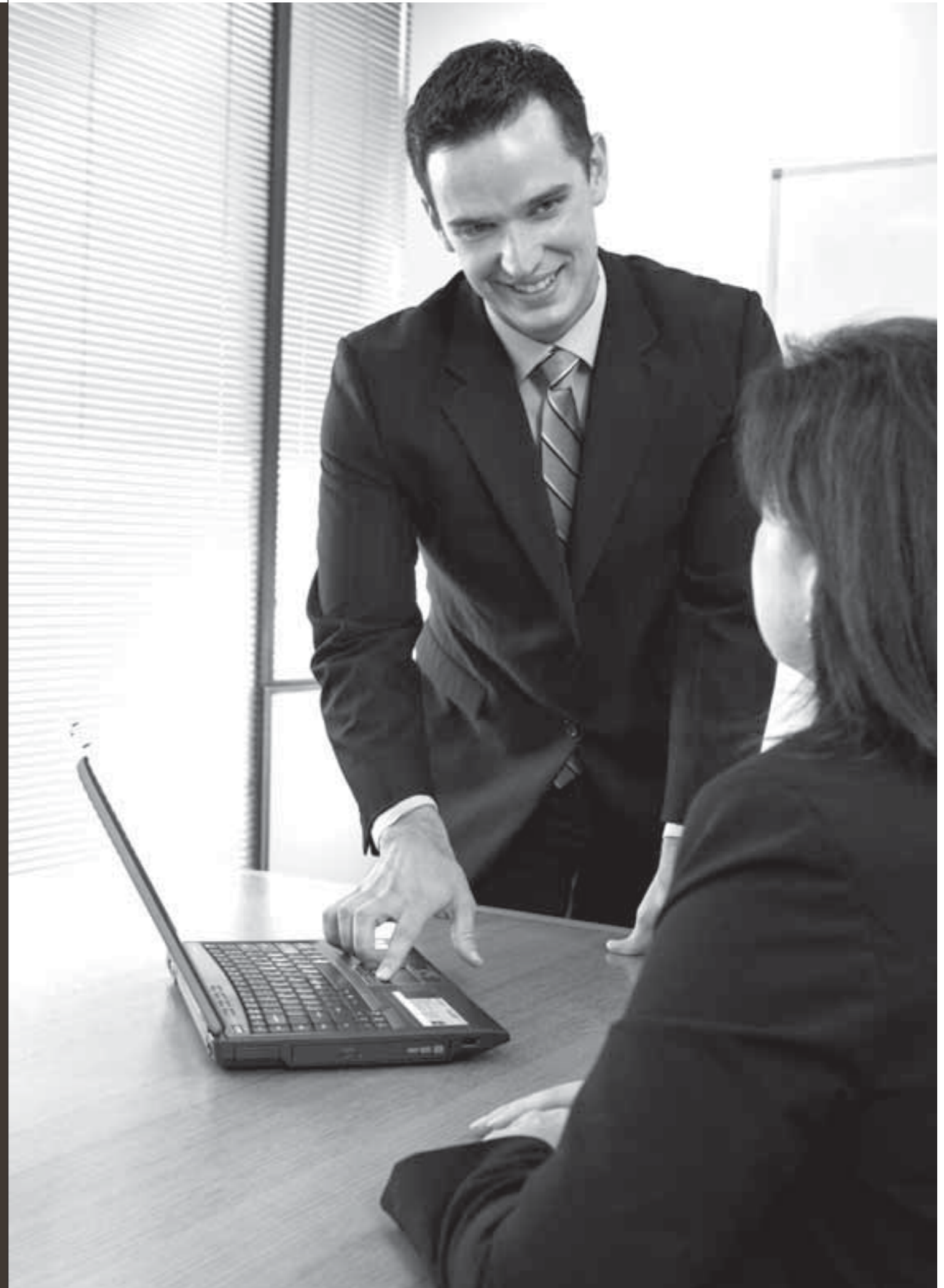
Ger Doyle
Managing Director
Ajilon Australia



Introduction

Would you like to work for a highly successful, growing organisation that offers national consulting opportunities? Do you want the freedom to create your own success, as well as learning and development support to realise your potential?

We invite you to learn more about the diverse range of opportunities at Ajilon, and what makes our workplace culture inspiring.



People & Culture

We value our values

Our company values are part of everything we do and integral to the way we do business. We see ourselves as being part of one business family and our Ajilon DNA represents our 'genes': what defines us as an organisation, what gives us our personality and what shapes our cultural fabric.



Gaynor Jones -
Commercial Manager

“ I joined Ajilon from the UK and what really sets us apart from other companies is the people. Whether teaming to provide an outstanding client experience, or to meet a community challenge, they are a formidable force; passionate, driven and fun! ”

Our people are at the heart of our DNA. Our values as a company are focused on putting our people first, at all times. And it's this philosophy which inspired our business theme for 2011, *People first, winning culture*.

To help protect and nurture our unique culture, we have developed The Ajilon Way. Every new employee is briefed on The Ajilon Way as part of our on-boarding process and is assessed on their ability to uphold it as part of our quarterly National Performance Feedback reviews.

Our people are what set us apart

We are not a company that sells products, or owns stock in physical assets, such as hardware or machinery. Our assets as a company are, and always will be, our people. Their collective skills, knowledge, expertise and insights are the heart of our brand and are what have earned us the solid reputation we have today.

We have always maintained a high entry benchmark into Ajilon, and as a result, our people value and identify with one another on both a professional and personal level, and this is reflected in the way we all work together. Our people are different, and we are proud our clients tell us this too!

This is what a few of our key clients told us when we interviewed them as part of our 2010 Ajilon National Brand Survey.*

“There is something about their people, they are just different to other firms – they are happier. It reflects well on Ajilon and makes you want to keep working with them.”

“It is their people – they are honest, diligent, happy and friendly.”

“Ajilon people are positive.”

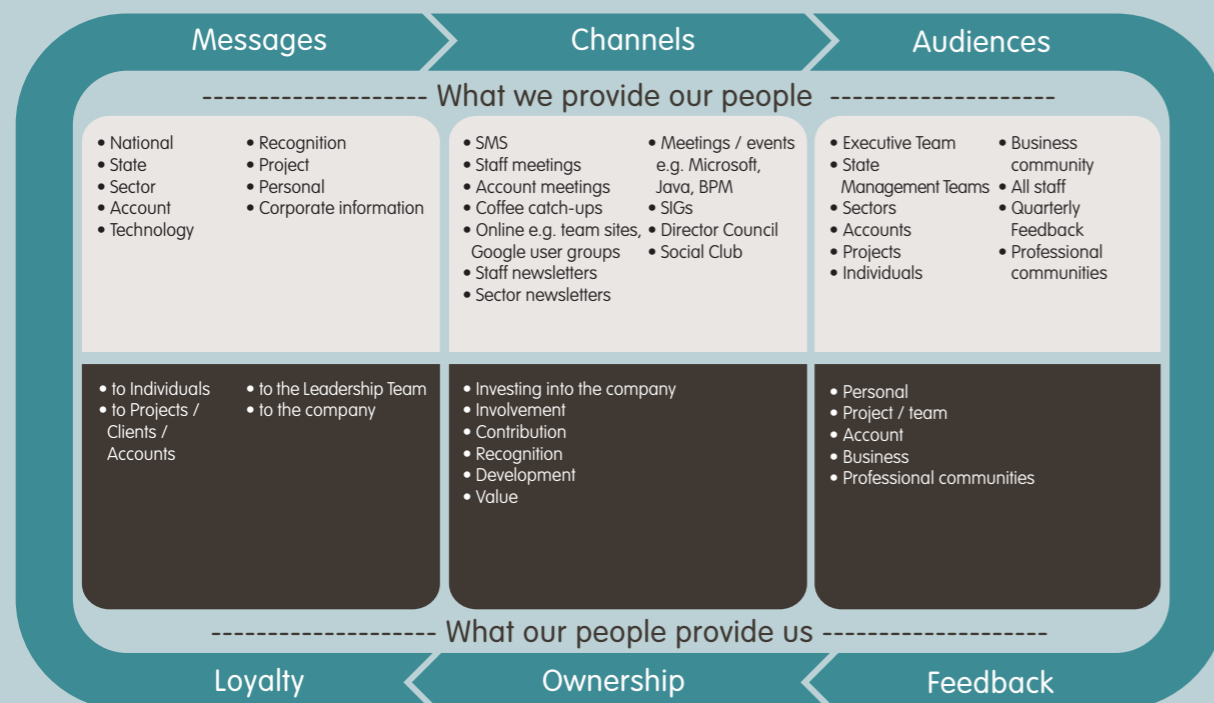
“Dedicated – Ajilon's people are driven to get the job done.”

*Independent qualitative research conducted by The Brand Agency, March 2010

Community is important to us

Ajilon is a geographically dispersed organisation. We have offices in three states, with more than 100 active clients spread across the capital cities of each. As a result, our people place a high value on community and it is important for them to feel a sense of belonging, be it professionally or socially, wherever their work location.

We stay connected and build community with each other a number of ways, as outlined in our Connectedness Framework below.



Matt McDonald - Senior Business Analyst

“ The best thing about Ajilon’s people and the culture of the company is the sense of community you feel when you start. I’ve always had the backing of a professional family to support and mentor me through new challenges and opportunities. I know this is a rare find compared to similar organisations - this is something that is very important to me and why I enjoy working here so much. ”

Our community focus doesn’t stop within our workplace. Our company has enjoyed tremendous success and growth in recent years and in the interests of sowing back a little of what we have reaped, our people are making a real difference in the communities in which we operate.

Ajilon has a thriving national Community Program, which is self-governed by our people in each state. We strive to improve the communities around us to the best of our ability and contribute by providing a combination of professional services, hands-on labour and financial donations.

Some of the charities and causes we are proud to support include

- *The National Breast Cancer Foundation*
- *The Australian Red Cross Blood Service*
- *Movember*
- *The Centre for Cerebral Palsy*
- *United Way*
- *Australian Wildlife Conservancy*

In addition, we provide each of our permanent employees with one day of paid leave per year to support a charity of their choice in one of the three areas our national Community Program supports, being health, education and the environment.



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Ajilon staff's response to the question: 'What is the single best thing about working at Ajilon?'

Excerpt from the 2010 Ajilon National Brand Survey - independent quantitative research conducted by *The Brand Agency*, March 2010.

Remuneration & Benefits

Ajilon offers industry competitive salaries, which are supported by a wide range of third-party benefits.

We continually benchmark our salaries against industry trends and practices, striving to occupy a second-quartile position in national salary surveys.

We also provide each of our permanent people the opportunity to be considered for promotion as part of our national roundtable process. This takes place in the last quarter of each year. Remuneration reviews are also conducted at the same time.

An extensive range of third-party discounts and benefits supplement our overall employee offering. The most popular benefits utilised by our people include salary continuance and life insurance, salary packaging, new car deals with Audi, Lexus, BMW, Mitsubishi and VW, and discounted Qantas Club membership.

Detailed information on all our third party benefits can be found in our Employee Benefits Catalogue.



Anna Kauffmann -
Senior Business Analyst

“ I have always considered myself to be one of the quiet achievers at Ajilon. After being fortunate to receive two promotions in as many years, being rewarded and recognised in this way means a great deal to me, specifically because I did not need to ask for it. ”



Performance & Development

Our people's fulfilment in the workplace is critical to the success of our organisation, and we know that access to appropriate training and development opportunities is an important part of their overall employment experience.

Our goals and values as a company support continuous learning and we offer all our people access to a range of soft skills and technical education services, aligned with their client role, Ajilon classification and professional development needs. There is an emphasis on certified courses which are internationally recognised, as well as support for self-paced training to provide flexibility and improve learning outcomes.

Below are a few examples of the training offering we extend

Cultural Alignment

- The Ajilon Way: Consulting 101 / Principles and Standards

Soft Skills

- Leadership training
- Stakeholder management / communications training
- Workshop facilitation
- Business writing

“The performance development day offered to those staff recognised as Living The [Ajilon] Values was the most outstanding development day I've attended. In my view, this really sets Ajilon apart as an employer. It was a fantastic opportunity to get out of the office and take some time to refresh and rejuvenate. The day included stimulating sessions, personal challenges and 'reflection' time and was a wonderful reward for what, in my opinion, was just me going about my job.”



Julie Harris -
Change Management Specialist



Franz Lee -
Support Analyst

“I have been with Ajilon for three and a half years and I've enjoyed the diversity of projects and roles that Ajilon offers. Ajilon continues to train employees in the latest solutions and technologies and encourages learning with dynamic methodologies and fresh ideas. I am proud to be part of such a great team and very excited to progress further in my career at Ajilon.”

Technical Skills

- PRINCE2® Foundation and Practitioner
- Managing Successful Programs (MSP) Foundation and Practitioner
- ITIL Foundation, Intermediate and Master
- A2b Delivery Methodology – Ajilon's own software development delivery methodology
- TOGAF
- ISTQB – software testing training

Keeping our people abreast of the latest trends and developments in our industry is critical, and we regularly send our high-performing consultants to attend Gartner and other relevant conferences as part of their professional development at Ajilon.

In addition to training and coaching, we have a clearly mandated Performance Management Program for all of our people, which must be followed by all managers with direct staff responsibilities.

The program includes

- Clear guidelines for each employee around what their key role, responsibilities and duties are. These are established by both role and classification type.
- Establishing formal role performance expectations and KPIs via an Assignment Brief.
- Conducting national quarterly performance reviews with every employee in alignment with their Assignment Brief. Changes, action plans and performance improvements are then made after each review.
- Conducting formal annual reviews – referred to as roundtables – where each employee's overall performance is assessed, new KPIs and career plans are discussed and agreed, in addition to remuneration being reviewed.

At all times, we ensure there is open and clear communication with our people on all professional and personal matters. It is our managers' responsibility to ensure that all elements of the Career Management Program are conducted in an open and professional manner and that the interests of our people are being respected at all times.

Reward & Recognition

We love to celebrate our successes at Ajilon and a big part of this involves rewarding and recognising our people for the valuable contributions they make.

Living the Values

Living the Values is our national reward and recognition program, which is all about showcasing the admirable achievements of our people in the workplace and those who truly exemplify our company values; the real 'superheroes' of Ajilon.

Our people nominate their peers for recognition, and via a committee, a winner is selected in each business unit on a quarterly basis, with an overall winner selected annually. Every nominee, quarterly and annual winner receives verbal and written public recognition for their achievements, in addition to a monetary reward.

Over the years, this program has helped keep our company values front and centre of all we do and fostered a spirit of praise and acknowledgement right across our company for those who truly do go 'above and beyond' for Ajilon – and there are many!



Eric Wong -
Systems Engineer

“ Recognition from the Living The Values program has given me greater confidence and motivation to exceed my clients' expectations. The trust and respect gained from my Ajilon peers is topped off with the latest IT gadgets, bought using the Living The Values gift cards I've received. ”

Recognising our longest-serving people

At Ajilon, we place a high value on loyalty. We have many long-serving employees who have been with us since we first began operating in Australia 15 years ago. The varying years of service our longest-serving employees have invested into Ajilon has helped shape us into the thriving company we are today.

When one of our people reach a service milestone with us, we recognise them both personally and professionally as a token of our appreciation.

In addition, our Managing Director personally contacts each to thank them for their contribution to the business. They are also profiled in our national company newsletter.



Effective Leadership

We believe our leaders are the custodians of our values as a company. Every interaction they have with our people either strengthens or diminishes our culture.

At Ajilon, our goal is to provide our people with strong leadership, underpinned by a common set of company values.

We believe our people are our first clients before anyone else, and we carefully design our leadership strategies with this in mind. Our aim is to ensure our people are

- engaged and challenged
- motivated and inspired
- developed and supported
- connected and recognised

To ensure our leaders walk the talk and achieve this aim, we ask our people to give us their feedback in our annual Cultural Survey in the areas of Corporate Leadership, Transformational Leadership, Organisational Cohesion, Recognition of Achievement and Performance Review and Effectiveness. This important research is conducted by an independent human capital research firm and ensures our leaders are always accountable.

There are many dimensions of leadership. To support our leaders and continually mature Ajilon's leadership capability, we offer a number of leadership development forums and services throughout the year. These activities have been designed to help drive leadership cohesion and embed the expected values and behaviours of an Ajilon leader. They are integral to the preservation of Ajilon's culture and an important part of our succession planning.

“*The leadership team at Ajilon are passionate, enthusiastic and open about our vision and values. This comes through at all levels of communication – business unit meetings, team meetings, emails and even water cooler conversations. It's exciting to be involved with people like this, who welcome your input, thoughts and ideas. You really get a sense of belonging, importance and empowerment – this isn't just a great place to work; it's a place where you can be inspired by incredible leaders and build a career.*”



Monica Riordan -
Project Manager

Delivery Support

Facilitated via our national Faculty, we provide each of our people with the leading-edge tools and methodologies they need to in order to undertake and deliver their assignments to a standard that exceeds our clients' expectations.

This support is further backed by our contracts with industry-leading research service providers, Gartner and Forrester, which provide our people with access to a wide range of reports, reviews and analyst insights into over 1000 topics across the IT landscape.

In addition, our Knowledge Library is full of valuable re-use collateral from the different industry verticals we operate in, and includes everything from bids, proposals, CVs and case studies to reports, business cases and presentations. Our Knowledge Library is an essential support tool our field consultants utilise in the delivery of their client assignments.

We encourage our people to share their knowledge with other Ajiloners through Communities of Interest and lunchtime presentations, know as Special Interest Groups (SIGs). The Communities of Interest brings people with a common interest together, either virtually or physically, to exchange ideas, discuss challenges and support one another. SIGs are open to all - anyone can present, anyone can attend. Topics range from how specific delivery challenges were resolved to how emerging technology trends can be harnessed to support our clients.

Ajilon has a very supportive, team-oriented culture where our people are encouraged to seek advice from others. Our senior people are always available to provide support to our consultants. We see this as fundamental to the way we do business and it is the core of our DNA.

“ One of the most impressive and useful capabilities of the Faculty team is their ability to provide me with all the necessary resources I need on the job - including methodologies, tools and templates - at very short notice. This is absolutely critical for timely and quality delivery to our clients here in NSW. ”



Alex Orlov -
Lead Architect





Personal Support

Our company places a high value on our people. Their diverse backgrounds, collective skills, experiences and insights all form a valuable part of Ajilon's strengths and we view these as integral to the wide range of services we deliver to our clients.

Ajilon has established a number of programs and benefits to support our people both in and out of the workplace.

- *Purchasing of additional annual leave*
- *Flexible working options*
- *Paid parental leave*
- *The Employee Assistance Program, available to all our people and their families*

“ In January this year I moved from a full-time role to part-time, because I wanted to spend more time with my 2-year old daughter. Ajilon was really open to this request and was happy to come to an agreement with me. At the moment, I am working 4 days a week and am able to spend some quality time with my family. It is great to know, and very much appreciated, that Ajilon is able to offer me a flexible work-life balance. ”



Rianne Copley -
HR Strategic Projects

Interesting Work

Ajilon delivers a broad range of services to some of Australia's largest and most prominent private and public sector organisations. Our portfolio of clients is continually growing, which means we are in a position to offer our people interesting and challenging assignments, and the opportunity to move across our various accounts, sectors and states.

This year we are implementing an Assignment Mobility Framework to better facilitate this process, which will give our people a broader range of roles to choose from and client sites to work at.

At all times, we seek to ensure our people are assigned to projects and assignments that match their interests and expectations, while at the same time meeting the needs of our clients.

We actively promote the capabilities and interests of those of our people who want additional challenging career and life opportunities by putting them forth for roles in new assignments locally, nationally and internationally.

Ajilon operates in five key industry verticals

- *Resources*
- *Banking, Finance and Insurance*
- *Telecommunications*
- *Government*
- *Utilities*



Jan Haak -
Systems Engineer

“ Working with Ajilon has given me heaps of valuable enterprise experience, due to our company's stellar client list. The work is demanding, fun and has enabled me to work across different sectors. I have especially enjoyed introducing Agile development to a client with amazing results! ”

Ajilon is one of the largest independent providers of professional ICT, solution development and delivery services in Australia. Below are some of our major clients.

- *BHP Billiton*
 - *Landgate*
 - *Western Australia Police*
 - *VISA*
 - *Toyota*
 - *Telstra*
 - *HBF*
 - *MLC*
-

Adecco opportunities

Ajilon is a financially robust, profitable business that has delivered year-on-year growth of more than 20% to its parent company, the global Adecco Group, for the past four years.

Being backed by the Adecco Group, a world-leading Fortune 500 global staffing business, gives many of our bigger clients added security in doing business with us. For our people, it gives them access to a broader range of local and offshore career opportunities.

With support and backing from the Adecco Group, Ajilon Australia is in the process of implementing its acquisition and growth strategy. We will pursue a number of strategic acquisitions that will enable us to grow our market share, which will in turn provide our people with an even broader array of consulting opportunities.

National market opportunities

Australia is on the cusp of unprecedented growth, largely driven by our resources sector – something economists could not have predicted 10 years ago – and Ajilon is well-positioned to capitalise on the wealth of downstream vendor opportunities that are now opening up.

We look forward to our people being part of the journey as we enter into this exciting period of growth in both our company and nation's history.

“ Over my years at Ajilon, I have undertaken many interesting assignments. One of the best was at BHP Billiton Iron Ore, where working with a talented team, we took an approach and produced project deliverables that set a standard still used today, which would not have been possible in a different environment.

At Ajilon, a career highlight for me would have to be the recognition received from a short assignment analysing the impacts of an Enterprise System change - a piece of work that drew upon my client knowledge and relationships and delighted the client. ”



Peter Thetford -
Senior Business Analyst

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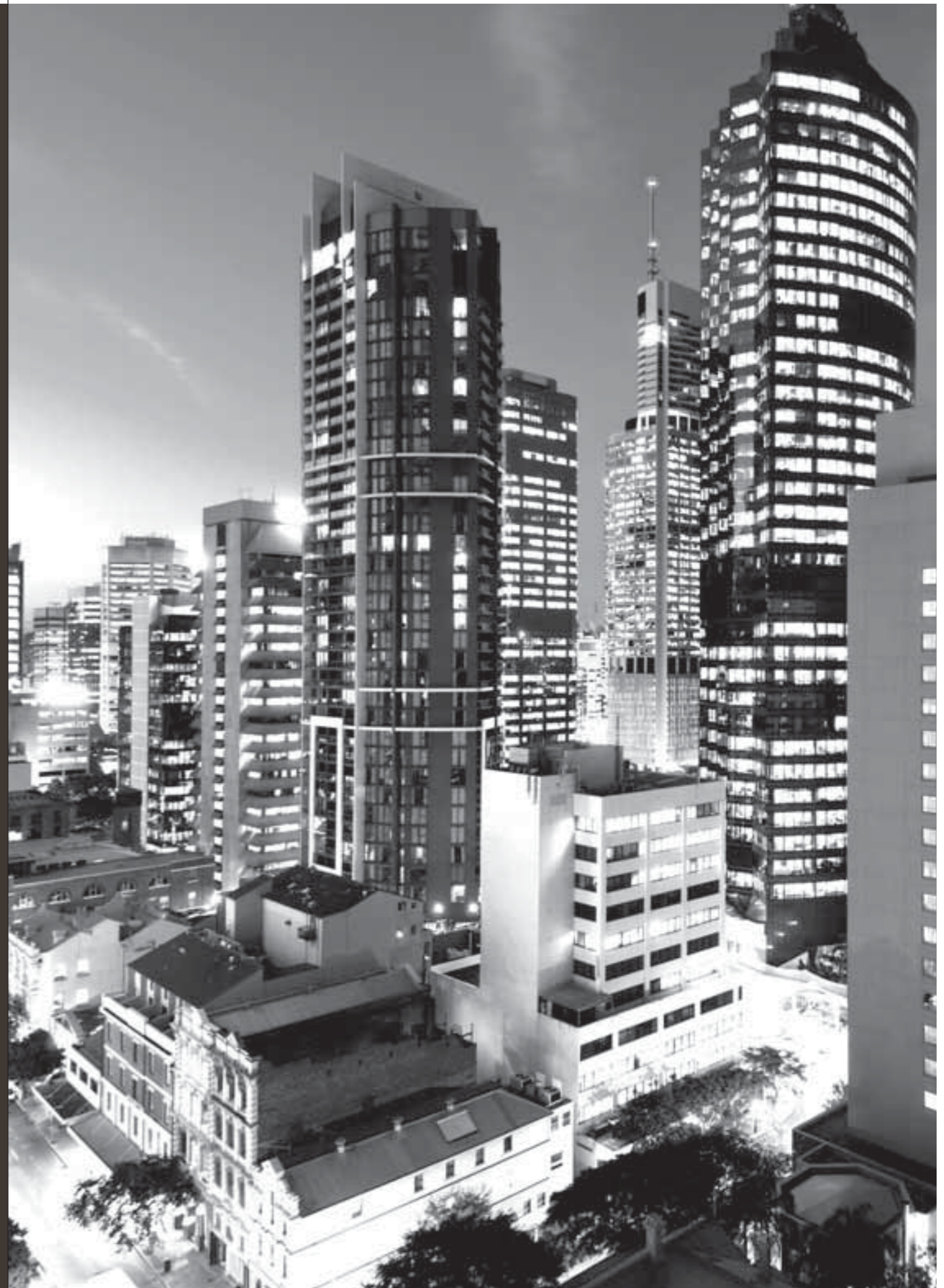
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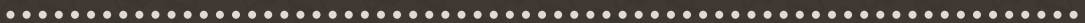
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