

Employee Value Proposition



rockingham.wa.gov.au



where the coast comes to life

The City of Rockingham, where careers come to life

A place of spectacular natural beauty, the City of Rockingham is well known by residents and visitors as the place *where the coast comes to life*.



It's also the place *where careers come to life* – invigorated by the opportunities, and enriched by the satisfaction that comes from making a meaningful contribution to others.

Our passion is serving our community.

As one of the fastest growing local governments in the state, we have some amazing opportunities for you to work in exciting areas of engineering, construction, horticulture, environmental science and health, along with compliance and professional service related roles.

Working at the City means joining a team that delivers a wide range of important services, facilities, programs and events to a community of more than 143,000 people whose collective vision is clear and down-to-earth:

A quality lifestyle.
A sustainable future.

As an employee, you are the key to our success.

We will provide you with on-going opportunities to reach your potential; when you work at the City of Rockingham, your career comes to life.

Every day we are guided by our values. Created by our own staff, the RESPECT values reflect our workplace culture, and represent who we are and what we do.



Recognition



Ethics



Service



Professional Development



Empowerment



Communication



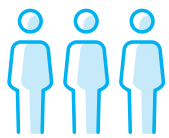
Team Work

We are looking for likeminded people who connect with these values to join our team and work with us to build a quality lifestyle and a sustainable future for the City of Rockingham.

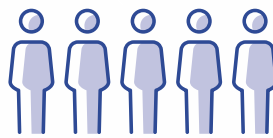
Be part of something special



City of Rockingham population is forecast to increase by 64%



2024 population
143,560



2047 population
243,000+

Working here means being part of something bigger than yourself, and delivering outcomes for today while planning for tomorrow.

Rockingham is home to the Royal Australian Navy's largest base in the country – HMAS Stirling. In the Defence space alone we will see:



Increased activity on HMAS Stirling, with an estimated spend of at least \$8 billion over the next 10 years.



Construction of critical infrastructure for HMAS Stirling from 2024-2027 as AUKUS preparation to support the Submarines Rotational Force (SRF) – West.



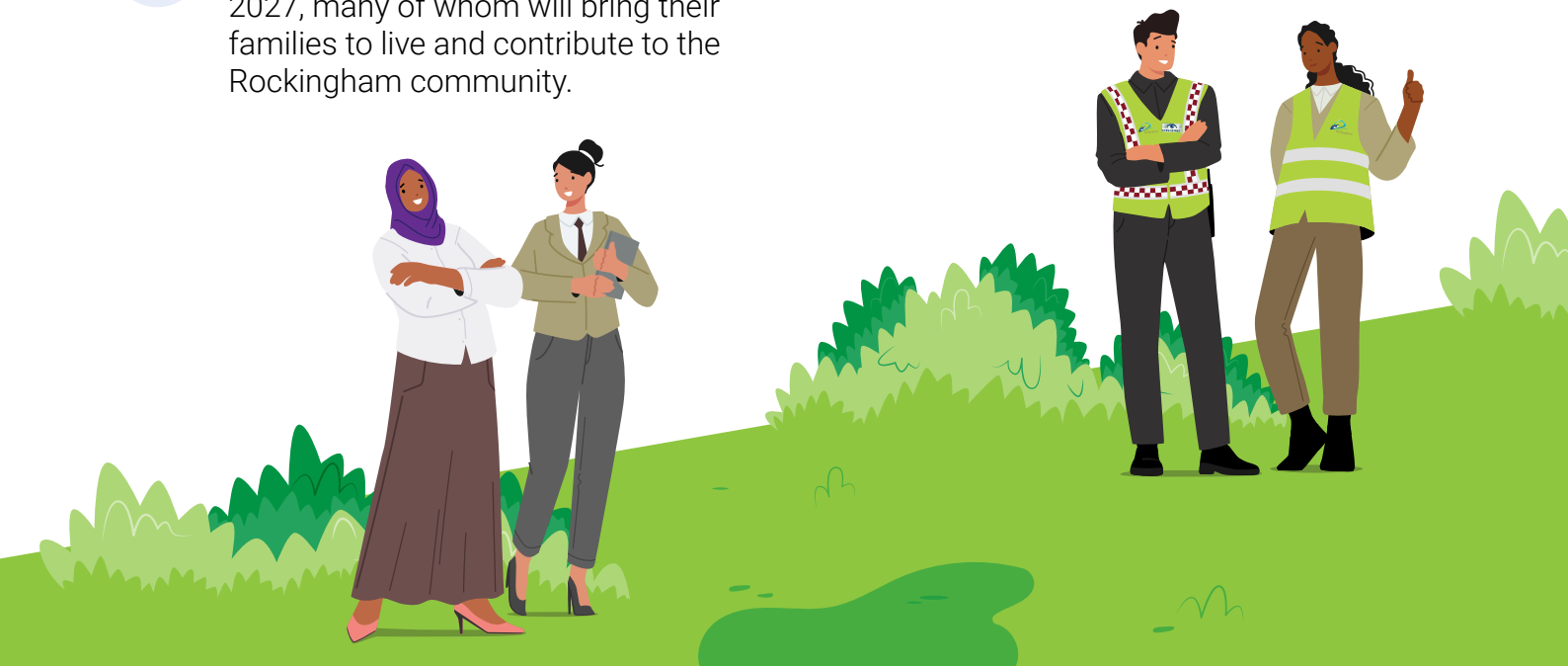
Over 700 incoming US and 100 UK personnel to be based in WA from 2027, many of whom will bring their families to live and contribute to the Rockingham community.

As a City we are experiencing substantial change, growing in both population and economic activity.

Our population is forecast to increase by 64% over the next 23 years, to more than 243,000 people.

We are “open for business” – committed to addressing the needs of our local business community, while attracting new and diverse investment opportunities to deliver increased economic and social benefits to our community.

Whatever role you are in, your work will contribute to the growth and sustainability of Rockingham.



Work with a supportive and inclusive team



When you join the City of Rockingham, you will be working with a team of passionate, friendly and inclusive people who help, support and challenge one other, and understand that it's not just about their job; it's about working together to make a difference and fulfil our community's vision.







As a socially conscious and aware organisation, we actively promote equity and diversity, and celebrate difference.

We don't just encourage our community to come together, we make it happen.

Either at our facilities:

-  **Youth Centre**
SafePlace program, Pridespace, She/Her program, Rockin' Jams, Mooriboordap Djoowak
-  **Autumn Centre**
Arts, crafts, dance and fitness, games and socialisation, along with a café and dining room for members
-  **Libraries**
Early childhood learning, spatial learning, adaptive technology, rhyme time, story time, adult Lego, armchair travel with virtual reality
-  **Arts Centre**
Exhibitions, artists in residence, workshops
-  **Leisure Facilities**
Our pools and sports centres – fitness, learn to swim, access our award winning sports courts and ovals

Or at our family friendly events:

-  **Rockingham Beach Cup**
-  **Symphony on the Green**
-  **Youth Beach Party**
-  **Christmas Lights Launch**
-  **New Year's Eve celebrations**
-  **NAIDOC celebrations**



We're about **community and lifestyle**



As the place *where the coast comes to life* it's obvious that we want you to enjoy not only your work life, but your actual life too. We understand that everyone is unique – from family to lifestyle. That's why we offer our employees generous leave entitlements, giving you time to enjoy doing more of what you love about your life, like getting outdoors or spending time with friends and family.

You also have the opportunity to give back to our community through the City's Corporate Volunteer Program, where you can assist local community groups, sporting clubs or not-for-profit organisations in delivering their services to our community.

We're not just **socially conscious, we think and act green**



Our community expects Rockingham to remain a place of natural beauty where the environment is respected, while planning for the present and the future. Sustainability is a key element of this and the initiatives we currently have in place include:



Methane harvesting from our Millar Road landfill.



Broadening the City's Compost at Home Program, reducing waste going to landfill.



The City's annual Native Plants Giveaway where residents can collect 10 free native, waterwise seedlings in May of each year to support the establishment of gardens which reduce water usage, support local biodiversity and help cool the local environment.



Sustainability focussed environmental education workshops for the community, covering topics such as waste reduction in the kitchen, reusable nappies, junior gardeners and turn the tide on plastics.



LED lighting upgrades.



Protection and enhancement of our pristine coastline against physical coastal processes, while maintaining coastal recreation opportunities for our community.



The City's Greening Plan – guiding the establishment of a resilient, diverse and expanding urban forest through greening in public open spaces and streetscapes, including a target of planting 15,000 new trees over five years.



The inaugural Green Award – recognising a group, business, school or individual who has been involved in a project focussed on eliminating waste and improving sustainable practices.

Reach your **true potential**



We know that our employees are our greatest asset, and we are committed to investing in their future. We pride ourselves on being a learning organisation – we enable and support your ongoing learning and development, and will provide you with opportunities to improve your skill set and advance in your career through many learning and development opportunities.

From on-the-job learning, to workshops and study leave, we will support you on your journey.

Not sure which direction you want your career to go? We've got you covered with a *direction for everyone*. The range of activities we undertake means there is loads of diversity in job roles, and many career pathways available, to keep your work life forging ahead in new and exciting directions. We've got career planning and career transition programs available for you to tap into to help you reach your true potential.

Work Safe, Go Home Safe.

**Everyone needs to go home safe after work.
Nothing is more important.**

We are committed to our employees' health and wellbeing, and we offer a range of initiatives to support this commitment. These include our Employee Wellness Program, which provides our people with a calendar of wellness activities like yoga, mental health seminars, motivational speakers, healthy living classes (from healthy meal options to keeping fit while at work) and health checks.

These are just a few of the options available to our employees to enhance their wellbeing and support their mental health, to make sure everyone can work safe, and go home safe.

We also offer free flu vaccinations, skin cancer checks and on-site fitness workshops.



Our bi-annual health and wellbeing expos offer our staff the opportunities to explore lifestyle, healthy living and mental health solutions and services – at work and during work time.

Our world class leisure facilities offer you the opportunity to hit the gym with a wide variety of fitness programs, hit the courts or take a swim – with corporate discounted rates and a physical health reimbursement.

Celebrate **the wins**

From small wins to big wins, we believe in celebrating success. We recognise and value the work our employees put in to deliver to our community, and the ways they reflect our values. We take time to recognise these wins, with a variety of awards to recognise the efforts made through a wide range of initiatives and programs that have been designed to ensure our team knows they are appreciated and valued.



Build a **secure future**

We're a local government, so we know a thing or two about planning - not just for the entire community, but at the personal level too. That's why we help you plan for your financial future by helping you boost your retirement savings. Our employees can make additional superannuation payments, which we will match to a maximum of 5%.

Get around and **enjoy what Rockingham has to offer**

Commuting is easy in Rockingham - with plenty of free parking and convenient public transport options available like trains and buses. We've got access to local shopping centres, medical facilities, and beautiful parks... and not to mention our spectacular beaches. Whenever you need a quick dose of ocean energy, the sea and the sand is only minutes away.



Employee benefits



Training and development opportunities including paid study leave and study fee reimbursements



Access to an Employee Assistance Program (EAP)



Rostered day off arrangements available (e.g. 19-day month) and part time opportunities



Annual Wellness Calendar



Co-contribution superannuation options (up to 5%)



Physical health reimbursement of up to \$150 per annum



Paid parental leave



Annual free flu vaccinations



Two additional paid days of absence per year



Free health and skin cancer assessments



Purchased leave



Corporate volunteering opportunities



The City of Rockingham is an exciting place to work.

It is **busy.**



It is **engaging.**



And it is **rewarding.**



Explore our current opportunities and bring your career to life. Visit rockingham.wa.gov.au/careers to learn more.