

# Build the future you want.

We're here to help you do your best work  
ever.



# Want to make a difference and be proud of what you do? So do we.

Your time at work needs to be rewarding, fun and inclusive. We know that if we can't help you grow and expand your skills, you'll go elsewhere. We get it. This isn't just a gig, this is your career. And it's up to us to make it worth your while.

## Help Australia achieve Net Zero.

We do the hard work for you. Our live reverse energy buying auctions create competitive friction and drive prices down. On average, across the thousands we've run, our reverse auctions generate a 20% savings difference between first and last bids.

## A safe and inclusive workplace.

We value our employees, we'll back you to be yourself, and you'll share thoughts and ideas in a safe and inclusive working environment.

## Ongoing development.

We grow skills and develop leaders. You'll be immersed in continuous learning through formal training programs and individual mentoring.

## Flexible Working.

Work is one part of your life, but you've got other priorities too. We're location-agnostic, offer a cloud based working environment and an integrated virtual office.

## Gym and Yoga.

We encourage you to move more by subsidising your gym membership.

## Social clubs and sports.

We support the groups that our teams create. From the old-school social club (with amazing birthday cakes) through to after-work events.

## How we hire.

For us, hiring goes two ways – you need to like us as much as much as we like you.

Each of our teams hire slightly differently. But throughout the process we'll be transparent about us, our expectations, and how we can help you with your career.

We know your time is important, so we've designed a recruitment process that usually takes just a few weeks.

### Let's chat

We'll check out your CV and cover letter and organise an initial chat with someone from HR, the head of one of our teams, or our CEO.

### Demonstrate your skills

If your work history and skills look like they're a match for the position, we may ask you to take part in a practical skills or competency assessment.

### Formal interviews

Meet the team, interview us as much as we're interviewing you. Do we inspire you? Are our values aligned?

### Decision time

If we make you an offer, we've put a lot of thought into it. We want you to put as much thought into your answer too.

# Our teams



We value a wide range of skills and actively encourage all of our teams to contribute innovative solutions towards our goal of making energy simpler, cleaner, and cost less.

## ▶ Sales

Our Sales team doesn't just sell. They listen and work alongside our clients to come up with creative, problem-solving ideas that develop and grow partnerships.

Help our clients invest in a future where they have the power to drive down energy costs and emissions.

## ▶ Software Engineering

At its core, Energy Action is a technology business. As a Software Engineer at Energy Action, you'll be part of a team building solutions that identify energy inefficiencies and preventable emissions – helping businesses drive down energy costs and reach Net Zero.

## ▶ Net Zero

Our Net Zero team create and implement a range of strategies designed to lower and offset customer emissions in line with their appetite to invest in renewables and carbon offsets.

## ▶ Operations

Our Operations team is fundamental to how we help customers manage their energy needs and costs.

Our Energy Analysts use big data and smart processes to deliver invaluable insights in support of customers' energy goals

## ▶ Trading & Pricing

The Trading and Pricing team work closely with our customers to provide accredited advice, trading strategies and market analytics.

Work with a high performing group applying research techniques and technical analytics for the benefit of our customers.

## ▶ Finance

Our Finance team provides invaluable backing to an energy technology business that's changing how energy is bought and managed.

Tackle transformation projects every day, dealing with anything from legacy acquisitions to complex invoicing.

# The value that guide us.

We're proud of our values.  
They guide everything we do.

## **Good energy.**

Be kind, honest, and respectful. The world will thank you for it.

## **Simplicity.**

The energy industry talks in deliberately convoluted ways. We don't. And our clients love us for it.

## **Trust.**

All our relationships, with each other, our partners and our clients, are built through transparency and respect.

## **Team first.**

When we help each other, great work and great relationships always follow.

## **Ambition.**

Be passionate, agile and dream big. We're here to help you create long-lasting value and be your best self.

# Your future starts here.

**Contact us**

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