

**be inspired
every day**

what makes HESTA a great place to work?

HESTA is an inspiring and rewarding place to work.

That's because what we do makes a difference to the lives of our members. The people who work here are not only exceptional at what they do, they're focused on living and creating a strong organisational culture.

We're an industry super fund dedicated to the people who keep our communities going. People who provide some of the best health, education and community services in the world.

great minds, thinking alike

We embrace and encourage diversity at HESTA. We're crystal clear about who we are, where we're going and how to get there.

Our commitment to delivering outstanding returns for members and being a leading Australian organisation means that we are continually setting new benchmarks for products, services and investment strategies.

We're progressive and innovative, and we have a strong voice on matters which are important to our members.



we're all about brighter futures

To make a real difference to our members' futures, we need the best people working with us.

As an Employer of Choice we know how to hire, support and develop our people in ways that bring out their best.

And that's good for everyone.



A woman with blonde hair and glasses, wearing a white button-down shirt and dark trousers, stands in the center of the frame. She is holding a tablet and looking down at it. To her left, a woman with dark hair is seated, looking towards the standing woman. To her right, another woman with long brown hair is seated, also looking towards the standing woman. The background shows a modern office environment with large windows and a green plant.

here's how we do it:

Why we come to work

To make a real difference to the financial future of every member.

How we make a difference

We put our members at the centre of everything we do and every decision we make. We tell their stories, recognise their work and partner with them to create the kind of future they want.

our values

What makes us, us



Ownership

We empower each other to take ownership.

That means we plan ahead, get things done and make changes today for a better tomorrow.



Passion

Our members' work inspires and motivates us every day.

We strive to be the very best at what we do, because our members' futures depend on it.



Leadership

We lead by example and have the courage to try new things.

We are driven by a common purpose and are committed to making it happen.



Respect

We embrace difference and celebrate diversity because it matters.

We treat our members, each other and our partners with respect, always.



Partnerships

We work together with like-minded partners to benefit members.

We use our influence to ensure members' voices are heard.

what's in it for you?

Our focus, our mission and our strategy is to create better futures for our members. So you never have to wonder if your work is making a difference – it always is.

Access to great benefits:

- competitive salaries
- generous leave provisions
- above-market super contributions
- wellbeing initiatives
- help when you need it through our employee assistance program
- paid parental leave
- a focus on corporate social responsibility.

You'll enjoy a great can-do culture where:

- we have the opportunity to make a difference for our members and employers
- well respected – we're a top-rated fund
- we believe in what we do
- we're well known (and liked!)
- we enjoy what we do and we work collaboratively together
- we're recognised for our innovation and sustainability
- we're an Employer of Choice.

We love diversity:

- we're open-minded and inclusive
- you'll feel empowered
- we are welcoming and make time to celebrate together
- you'll always be treated with respect
- we were the first superannuation fund to have a Reconciliation Action Plan
- we're gender diverse and multicultural
- we embrace diversity of thought and perspective – it's how we create the best outcomes for our members.

We'll help you learn and grow your career through:

- exposure to exciting and progressive projects
- open, honest and transparent communication
- our informative and engaging annual conference
- the opportunity to apply for annual development scholarships
- working alongside other leading organisations
- a national perspective
- your own generous professional development budget
- internal learning programs.

Fantastic open work spaces where:

- you'll be in modern, sustainable offices
 - we're always focused on safety
 - we provide workplace flexibility
 - we are committed to sustainability
 - we encourage good health and wellbeing
 - we support individual working styles – people work differently and we embrace learning new ways of working.
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