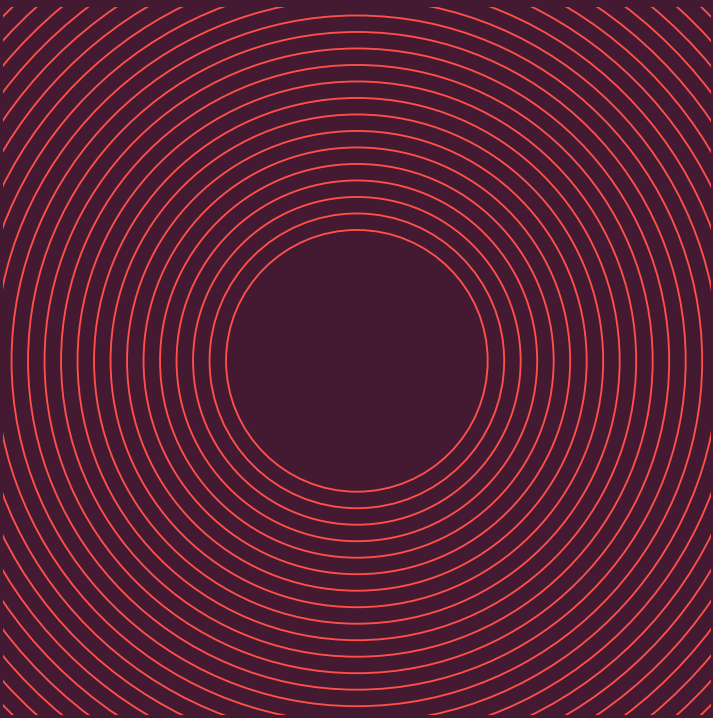
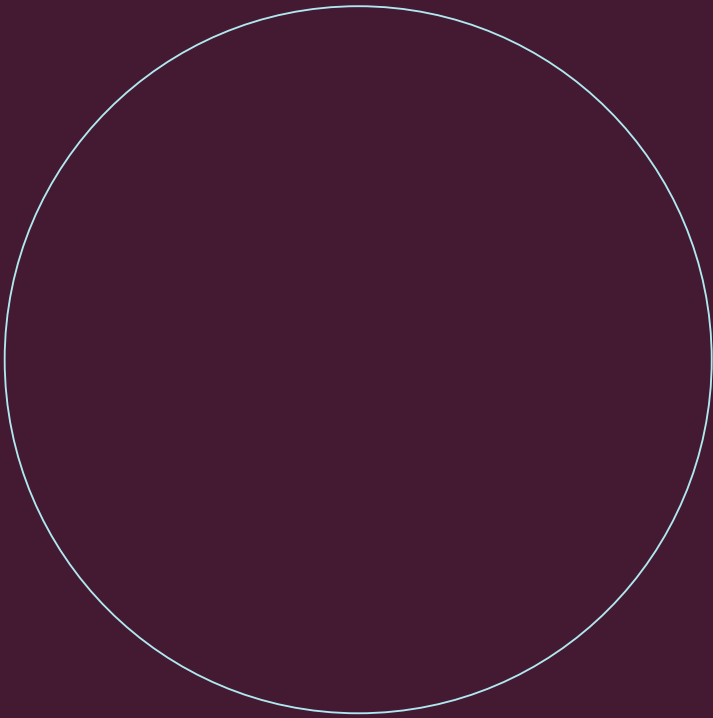
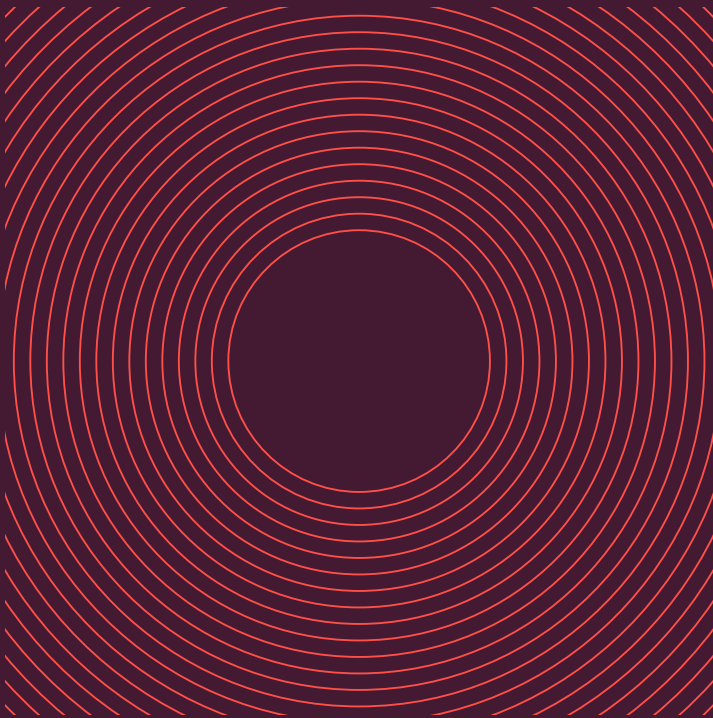


BUCHAN

Design your future



Our culture is shaped
and led by our people.
We empower our people
to design a brighter, more
sustainable future that
influences life in our cities
for the benefit of people
and the planet.



Our people are at the heart of everything we do.

We recognise the valuable contribution they make and in return offer a rewarding career and pathway.

We provide benefits, opportunities and a culture that supports every person across our studios.

Our benefits support:

- Learning & Development
- Career Progression
- Health & Wellbeing
- Reward & Recognition





We support
career progression
with structured
development programs
at every stage.

Graduate Program

Our Graduate Program is designed as a valuable bridge between formal education and working life, equipping our graduates with the tools, skills and experience for success. It also provides a supportive pathway to Registration as an Architect.

Pathway Program

Our Pathway Program supports the transition from 'mate to manager' building critical soft and project leadership skills.

Leadership Program

Our formal Leadership Program prepares talented and driven individuals to transition from working in the business to leading the business.

Mentoring Program

We encourage all staff to join our mentoring program as a way to share knowledge, expand professional networks and gain new skills that support career goals and aspirations.

”

Our leadership and pathway programs go beyond design, changing how I manage people and projects, and how I see my role in the practice and future.

Carol, Senior Associate



We encourage
continuous
professional
and creative
growth.



Performance & Growth

Our performance management program includes annual performance appraisals and goal setting with regular check-in points, promotion and salary reviews.

Training & Development

We offer a generous training allowance assisting with self-directed professional development, an online learning platform, and internal and external training.

Support & Opportunities

We provide support for:

- Gaining professional accreditations
- Industry group and committee participation
- University teaching and judging opportunities
- Industry recognition and awards programs.

We encourage our people to broaden their lived experience at Buchan through our 'open studio' policy.

We support staff with flexibility to combine personal travel and work in any of our studio locations. Inter-studio transfers are also considered.

We're committed to creating an environment where talent and creativity can thrive – professionally and personally.



Flexible Working

We offer flexible working across our studios.

Parental Leave

Our Paid Parental Leave Policy includes 12 weeks paid primary carer leave and 3 weeks paid partner leave.

Study Leave

We offer paid study leave for Architectural Registration.

Memberships & Registration

We provide support for:

- Architectural Registration courses and exams
- Annual Architectural Registration renewal
- Professional industry memberships and accreditations.

“

You get a fast-tracked experience in a larger practice, especially as a graduate. You can hop around a range of different project types and scales. It's a lot of variety and exposure in a very short time.
Monika, Designer (MArch)



We believe in a working life that is designed for creativity, connection and purpose.



Health & Wellbeing

Our free Employee Assistance Program includes confidential face-to-face, telehealth and online counselling options and a wellbeing platform.

Other initiatives include financial wellbeing, flu shots, blood donation drives, wellbeing events, sporting participation and more.

Community & Social Life

We offer:

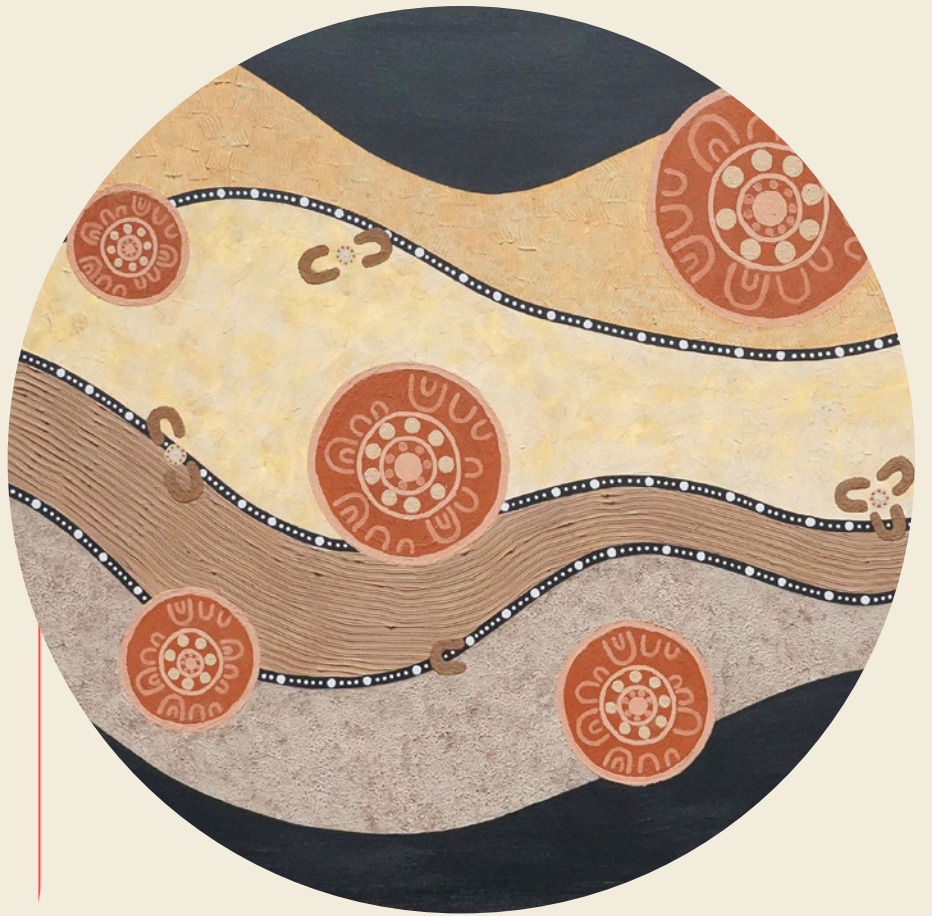
- A diverse program of studio, social and networking activities
- Pro bono projects with community or non-profit organisations to give back
- Charity donations and dollar matching
- Studio-led initiatives to connect with our communities and industry locally.

We are committed to promoting equal opportunity and eliminating all types of discrimination in our employment policies and practices.

We value diversity in all of its forms. Our workforce is made up of people with wide-ranging values, backgrounds, skills, experiences and needs.

Buchan's Diversity, Equity and Inclusion extends to all employees and areas of our business. This includes, but is not limited to, recruitment, selection and appointment to roles, training and development, remuneration and reward, retention of employees, forms of leave and flexible working arrangements, succession planning and company policies and procedures.





Our social responsibility and a sustainable future are important to us.

We are committed to honouring First Nations peoples through design with our Reflect Reconciliation Action Plan and our Te Ao Māori journey.

We are Certified Carbon Neutral by Climate Active for Australian operations and via Toitū Carbon Reduce for New Zealand and international operations.

Our Environmental Management System (EMS), certified to ISO 14001, reflects our formal commitment to minimising our environmental impact.

We are committed to ensuring integrity across our practice including through our anti-bribery, modern slavery and employment policies.

We are investing in the next generation of indigenous students through our multi-year university scholarships and internships including the University of Queensland Aboriginal & Torres Strait Islander Architecture Industry Scholarship and the Buchan Remote Placement Bursary Award with The University of Sydney.



www.buchan.au
careers@buchan.au

Brisbane | Turrbal and Jagera/Yuggera Peoples Territory
Melbourne | Kulin Nation
Perth | Noongar Whadjuk Peoples Territory
Sydney | Eora Nation
Auckland | Tāmaki Makaurau