

# Our employee value proposition: Why work for HERA?

## We look ahead

HERA has a passion for innovation, making a difference and driving change. We also love working collectively with our industry members.

Our vision= securing tomorrow's industry by innovating today

Our mission = build a passionate tribe of metal heads who innovate successfully

## We live our values

We look for the right people vs the right resumes. We look for people aligned with our values as well as being experts in their fields. We admire passion, grit and integrity.



## We develop our staff

HERA values continuous learning and invests significantly in our staff. We recognise the diverse needs of our team and the investment required to ensure we are a high performing team. Examples of support we have provided to staff continuing professional development (CPD) training to advance their careers:

- Support for NZWC team to undertake International Institute of Welding three month in Germany to attain International Welding Engineer qualifications.
- Advanced welding automation training at the Institute for Intelligent Fabrication in Australia.
- Mt Eliza Business School, Executive Development Program
- Industry 4.0 Study Tour to Germany
- In-house Customer Discovery training with Justin Wilcox
- Dare to Lead training
- Health and Safety Officer training
- First Aid
- Coaching
- NZ Company Directors course
- professional development through attendance at seminars and conferences aimed at membership services
- attending professional development seminars in the area of event sponsorship
- attending our own seminars with international leaders (e.g. Prof Pingsha Dong).
- Mentoring.

## We connect our staff

We recognise that professional connections are important. HERA staff and/or HERA are members of:

- International Institute of Welding
- Engineers NZ
- NZ Institute of Directors
- Independent Research Associations of NZ
- Construction Industry Council
- Metals NZ
- Steel Construction New Zealand
- Building Industry Federation
- Australasian Society of Association Executives
- International Association of Engineering Modelling
- Structural Engineering Society of NZ

## We support our staff to be key influencers

HERA is a highly regarded professional organisation that opens doors for our staff. Our staff are often invited/nominated to join influential networks and Boards:

- AS/NZS joint standards committees (often with Chair responsibilities);

- NZS standards committees
- Metals NZ Executive
- Sustainable Steel Council Executive
- National Association of Steel Framed Housing Inc.
- University of Auckland's Department of Mechanical Engineering Industry Advisory Committee
- Auckland University of Technology's Engineering Industry Advisory Committee
- HERA Certifications
- Steel Construction New Zealand
- Assessors for Government grants, e.g. Endeavour funding
- Structural Engineering Society of NZ

## **We support our staff to be thought leaders**

Our staff are encouraged to have a public voice:

- Presentations at conferences
- Publications in trade journals and peer-reviewed journals
- Social media content (Twitter, LinkedIn, Instagram, Facebook)
- Interviews on our podcast "Stirring the Pot"
- Our newsletter, Metalbase
- In the media
- Roadmapping for our industry.

## **We offer our staff diversity in roles and the opportunity to be part of something bigger**

HERA offers a unique opportunity for diversity within our roles:

- Consulting projects for HERA members.
- Research projects that benefit the industry.
- Research dissemination through publications and presentations.
- Training through seminars, workshops, presentations and courses.
- We trust our staff to deliver and that means they have a lot of autonomy and freedom in how they deliver to the projects. We allow people to "soar".
- We are here because we want to build the future and we can look back and say we were instrumental in beginning a journey and part of its success.
- We value mindset- we want staff to dream big and not let budget stop us and it is the CEO's role to support us in that dream and see if/how we can make it happen.

## **We support our staff's wellbeing**

Our staff are supported to be happy, healthy and safe via a number of initiatives:

- An active Health, Safety and Environment Committee that staff are engaged with.

- Staff activities- e.g. lunchtime soccer, after work pilates etc
- Social club activities.
- Engagement in community events.
- Confidential health and wellness assessments.
- Annual flu injections.
- Life insurance for eligible staff.
- Flexible work hours; we focus on outputs, not inputs.
- We trust our staff

### **We embrace diversity and inclusiveness**

- We are vocal on the importance of diversity in our communications.
- We are a founding member of the Diversity Agenda.
- We offer scholarships for Maori in Engineering.
- We have a diversity of ethnic backgrounds (Malaysian, Ukranian, Maori, German, Hungarian, Fijian, Pakeha, Vietnamese, Singaporean, Thai, Turkish, Iranian, Australian).
- Everyone at HERA has a voice, whether they are an Engineer, manager or support staff.

### **We have a desirable workplace**

- HERA operates in a steel hub within an office building owned by the HERA Foundation.
- Metals NZ, Steel Construction New Zealand, Puhoro STEM Academy and Steltech are all co-located with us.
- Staff have allocated parking.
- We are in the process of extending the building to create the HERA Innovation Centre; a showcase for Industry 4.0 and digital technologies impacting our industry.
- We are based in Manukau, close to medical and a whole range of other services you may need to access during work hours.
- We are readily accessed from both south and north Auckland and can alter work times to suit worker commutes.
- We are looking at ways to continually improve the sustainability credentials of our office and our staff are actively engaged in this. We have a bee hive, composting, native planting, and recycling initiatives. We are also a member of the Sustainable Steel Council.