



CANDIDATE RECRUITMENT PACK

2020



WORKING WITH US

JOIN US IN DELIVERING TECHNOLOGY FOR SOCIAL JUSTICE

Infoxchange is a not-for-profit social enterprise that has been delivering technology for social justice for 30 years.

We tackle the biggest social challenges through the smart and creative use of technology.

We work with community, government and corporate partners to solve family violence, homelessness, mental health and issues

facing people with disabilities and Aboriginal, Torres Strait Islander, Maori and Pasifika communities.

We provide the right tools to improve efficiency and deliver greater impact – from nation-wide service coordination systems to IT support and advice for individual organisations.

Our community programs focus on digital inclusion. We use technology to

improve the lives of people experiencing disadvantage, driving social inclusion and creating stronger communities.

In November 2018 we joined forces with Connecting Up to create Australia and New Zealand's leading not-for-profit dedicated to using technology to improve the lives of people experiencing disadvantage and the organisations that support them.

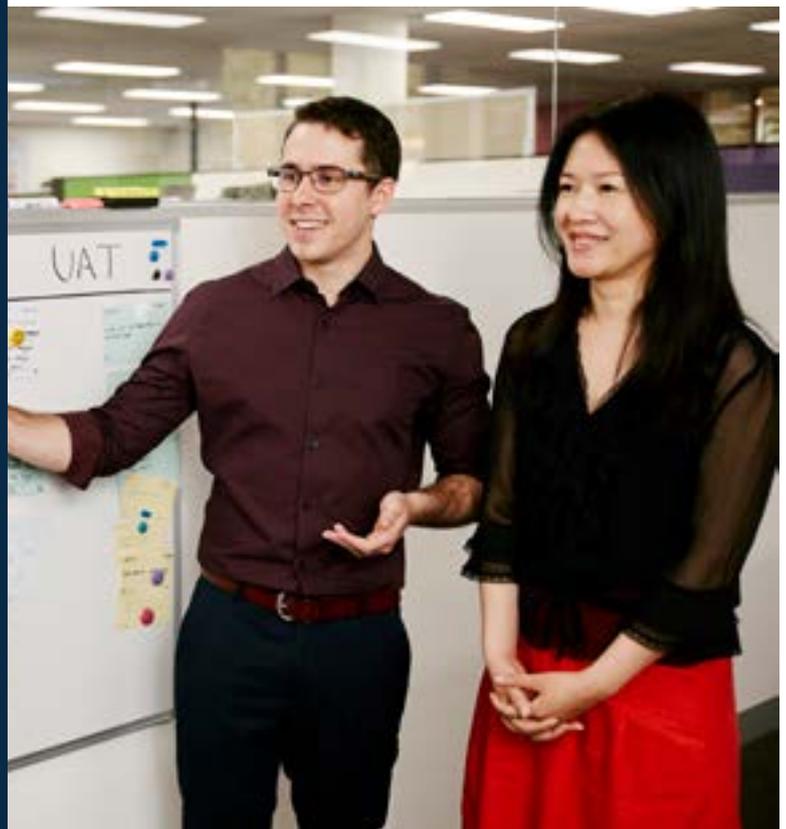
READ MORE ABOUT US IN OUR ANNUAL REPORT:

www.infoxchange.org/2019

BENEFITS



- Contribute to a fairer society
- Salary packaging – reduce your taxable income and put more money in your pocket
- Flexible work arrangements
- Additional leave provisions
- Annual leave loading (get paid an extra 17.5% when you take leave)
- Paid parental leave – 18 weeks at full pay
- Employee rewards and recognition program
- CEO one-on-ones
- Subsidised on-site massages, yoga and fitness training
- Coffee and fresh fruit
- Active staff social club regular social events
- Perks for new parents
- Inner-city location with public transport on our doorstep
- Melbourne office close to the shops and cafes of Victoria Street, Richmond
- Brisbane office close to the cafes and activities of South Bank Parklands
- Carbon neutral offices



WHO WE ARE

Our people are at the heart of everything we do at Infoxchange.

We value a diversity of people and ideas because we know it creates better outcomes for our organisation – and for our clients.

We're committed to an inclusive culture. We have a Reconciliation Action Plan working group and Diversity and Inclusion committee working on some important workplace initiatives.

We also know that a good work-life balance is key to maintaining a happy, healthy and effective workplace, so we offer flexible work arrangements, additional leave provisions and a fabulous health and wellbeing program. And we have an active staff social committee who organise regular social events.

Most important of all, we love that our people are passionate about our shared vision of technology for social justice. They want to make a difference and know that they're working for an organisation that contributes to a fairer society.

150 STAFF



OFFICES IN
MELBOURNE
ADELAIDE
BRISBANE
CHRISTCHURCH

 **49%**
FEMALE

VOLUNTEERS
 **49**

10% 
IDENTIFY AS
LGBTIQ+

26 **LANGUAGES**
SPOKEN

LAST YEAR, OUR STAFF:

CONSUMED 
204KG
OF FAIR TRADE COFFEE

TOOK PART
IN 12 SOCIAL
EVENTS



CONSUMED 
4360KG
OF ORGANIC FRUIT

WELCOMED
6 BABIES
BORN TO STAFF
MEMBERS



 **SWEATED**
THROUGH
160 HOURS
OF GROUP FITNESS

RECEIVED
160
MASSAGES



WHAT WE DO

We strengthen communities using technology to create positive social change.

In the past year, we're proud to have supported:

2 MILLION

people in need



25,000

not-for-profit, community and government services



EMPOWERING PEOPLE & COMMUNITIES

Through our work in digital inclusion and social innovation we use technology to empower people experiencing disadvantage, driving social inclusion and creating stronger communities. We believe no-one should be left behind in today's digital world.

Ask Izzy

Our online directory that connects people in need with housing, a meal, money help, family violence support, counselling and much more. Over 370,000 services listed across Australia.

Tech Ready

A program supported by the Victorian Government to help young people gain digital skills for work through free TAFE tuition in Information Technology and support to transition into employment.

Digital Springboard

Our program with Google that helps people learn the digital skills they need to thrive in work and life. Courses are delivered face-to-face Australia-wide by local delivery partners such as community organisations and libraries.

Connected Future

A program with Credit Union Australia and the Australian Red Cross to help people learn the digital skills they need to confidently manage their money online through free face-to-face training.

STRENGTHENING OUR SECTOR

Our products and services are used by over 25,000 organisations across the government and community sectors. We provide the right tools to improve efficiency and deliver greater impact.

IT support for not-for-profits

Computer support, server infrastructure, asset management, upgrades and strategic advice.

Ask Izzy Open Data Platform

A free online tool that provides insights into the supply and demand of services across Australia such as housing, food and health, using data from Ask Izzy and other sources.

We also work closely with Connecting Up to help eligible not-for-profit organisations access donated and discounted technology through their programs.

Client and case management

Used by more than 3,500 services across Australia to manage client centred care. Clients include Australian Red Cross, Anglicare Victoria and the QLD, NSW and VIC governments.

Service Seeker

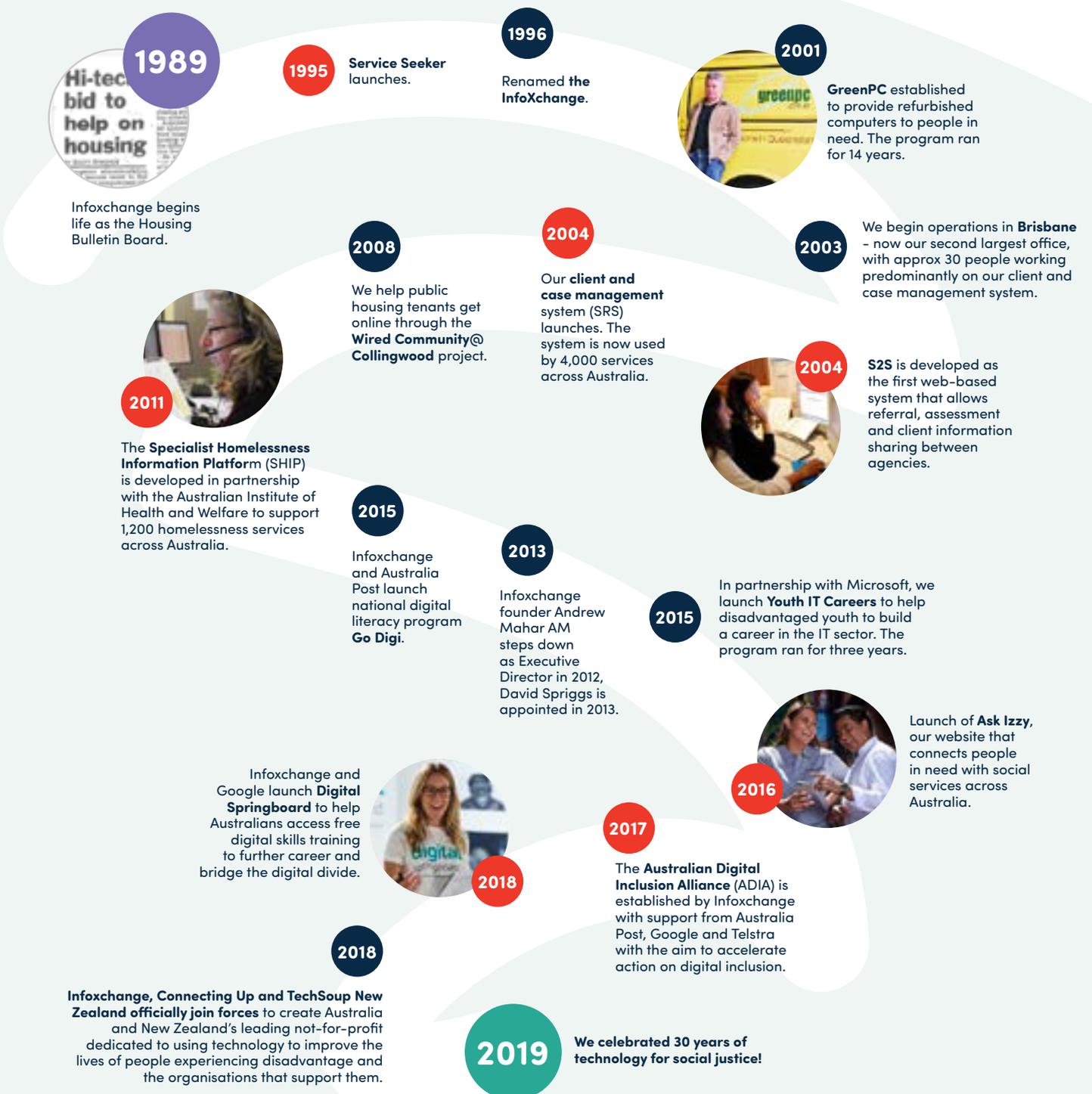
Australia's largest up-to-date directory of health and welfare services, available for free at serviceseeker.com.au. We also customise the directory for governments and not-for-profits e.g. HSN and oneplace.



ORGANISATION STRUCTURE



OUR HISTORY



SALARY PACKAGING

Our people are at the heart of everything we do at Infoxchange

We know that a good work-life balance is key to maintaining a happy, healthy and effective workplace, so we offer our staff a range of benefits including salary packaging.

Salary packaging is a way to increase your income without working longer hours. It's a privilege available to employees of organisations with a Public Benevolent Institution (PBI) or Health Promotion Charity (HPC) status granted by the ATO.

As Infoxchange has PBI status, most staff can benefit from salary packaging. This means income tax is not paid on a portion of your salary and you are financially better off.



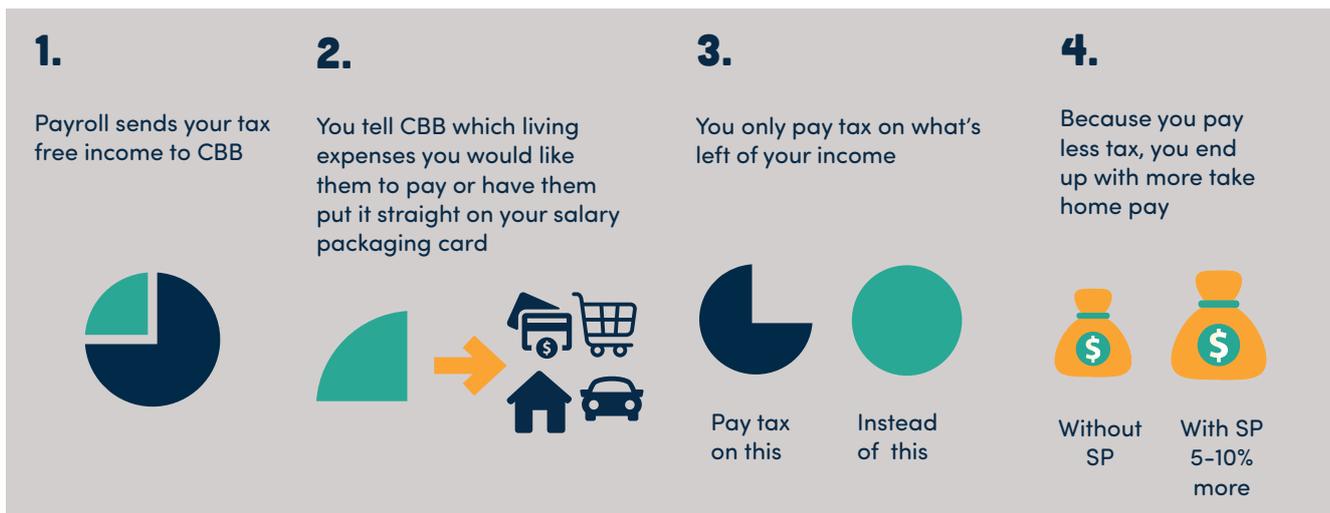
SALARY PACKAGING CAN HELP YOU TO:

- Reduce your taxable income
- Increase your take home pay by between 5-15 percent
- Pay for your living expenses before tax

HOW DOES IT WORK?

Infoxchange works with Community Business Bureau (CBB) to provide staff with salary packaging benefits.

- Each pay period, the payroll team deducts a portion of your pay before tax and sends it to CBB.
- CBB uses your tax free dollars to pay towards the living expenses that you have nominated.
- Payroll only takes tax from what's left of your gross salary – so the tax you pay is reduced and you have more income.



USING YOUR SALARY PACKAGING

You can use salary packing to pay for a number of living expenses – including your mortgage, rent, car or personal loan or credit card repayments.

Or you can put your tax free dollars on a CBB salary packaging card which works just like a debit card, but without the option to withdraw cash. This card can be used wherever Visa is accepted, and can be used for all your day-to-day living expenses. Your partner can also receive a CBB salary packaging card to use.

HOW DO I GET STARTED?

When you join Infoxchange, HR will assist you to organise a time to discuss your salary packaging options with CBB.

CBB will do a salary packaging analysis with you and show you how salary packaging can benefit you and discuss the impact of things like student debt, HECS/HELP and child support so that salary packaging can work best for your personal circumstances.

WANT TO KNOW MORE?

Visit cbb.com.au

or email hr@infoxchange.org



+61 3 9418 7400
info@infoxchange.org
www.infoxchange.org



+61 8 8212 8555
customer@connectingup.org
www.connectingup.org



+64 9 8870 291
support@techsoup.net.nz
www.techsoup.net.nz



We acknowledge the traditional custodians of the land and pay respect to elders both past and present.

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