



CANDIDATE RECRUITMENT PACK

January 2021



WORKING WITH US

JOIN US IN DELIVERING TECHNOLOGY FOR SOCIAL JUSTICE

The Infoxchange Group is 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.

The Infoxchange Group was created when Infoxchange and Connecting Up joined forces in 2018.

Infoxchange and Connecting Up share a vision of technology for social justice. Together we tackle the biggest social challenges through the smart and creative use of technology.

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

as well as supporting Indigenous communities, women, youth and families.

Connecting Up became a subsidiary of Infoxchange in 2018 and, with Infoxchange's support, continues to meet the needs of the not-for-profit sector. Connecting Up trades in New Zealand as TechSoup New Zealand.

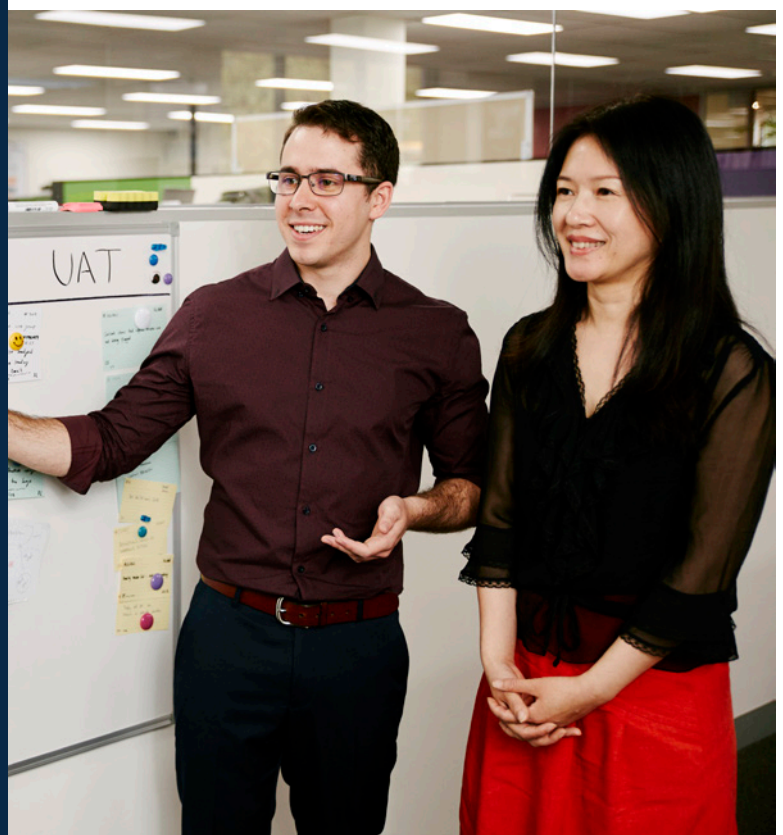
BENEFITS

- 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
- Adelaide office close to Leigh St and Peel St cafes, and a short walk to Rundle Mall
- Carbon neutral offices



READ MORE ABOUT US IN OUR ANNUAL REPORT:

www.infoxchange.org/2020



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

BASED IN

- MELBOURNE
- ADELAIDE
- BRISBANE
- CHRISTCHURCH



53%
MALE



47%
FEMALE

11%

LGBTIQ+



21

LANGUAGES
SPOKEN

4%

HAVE A DISABILITY



41

VOLUNTEERS

42%

BORN OUTSIDE
AUSTRALIA



21

COUNTRIES

BEHIND THE SCENES

303

MASSAGES



204

KILOS OF
FAIRTRADE
COFFEE
CONSUMED

37

ONLINE YOGA
AND MEDITATION
SESSIONS

WHAT WE DO

We strengthen communities using technology to create positive social change.

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

2.7 MILLION
people in need

24,000
not-for-profit, community
and government services



USING TECH TO EMPOWER PEOPLE AND 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 website that connects people in need with support services including housing, a meal, money help, family violence support, counselling and much more.

Digital skills and employment programs

We build digital inclusion across Australia by delivering training to help people gain digital skills, as well as supporting their transition into employment.

Current programs include:

- **Digital Springboard**, a program with Google to help people across Australia learn the digital skills they need to thrive in work and life.
- **Tech Ready**, a program funded by the Victorian Government to help young people experiencing disadvantage to gain work in the tech industry.
- **Connected Future**, a program with Credit Union Australia and Australian Red Cross to help people learn the digital skills they need to confidently manage their money online.



USING TECH TO STRENGTHEN OUR SECTOR

Our products and services are used by over 24,000 government and community services.

We provide the right tools to improve efficiency and deliver greater impact – from nation-wide service coordination and referral systems to IT support, advice, technology products and training that meets the needs of the not-for-profit sector.

IT SUPPORT AND CAPACITY BUILDING FOR NOT-FOR-PROFITS

We offer managed IT support, training webinars and online education to build capacity within the not-for-profit sector and help organisations achieve the greatest impact with technology.

CLIENT AND CASE MANAGEMENT

Our client and case management solutions are used by nearly 6000 services across Australia to manage client centred care and referrals.

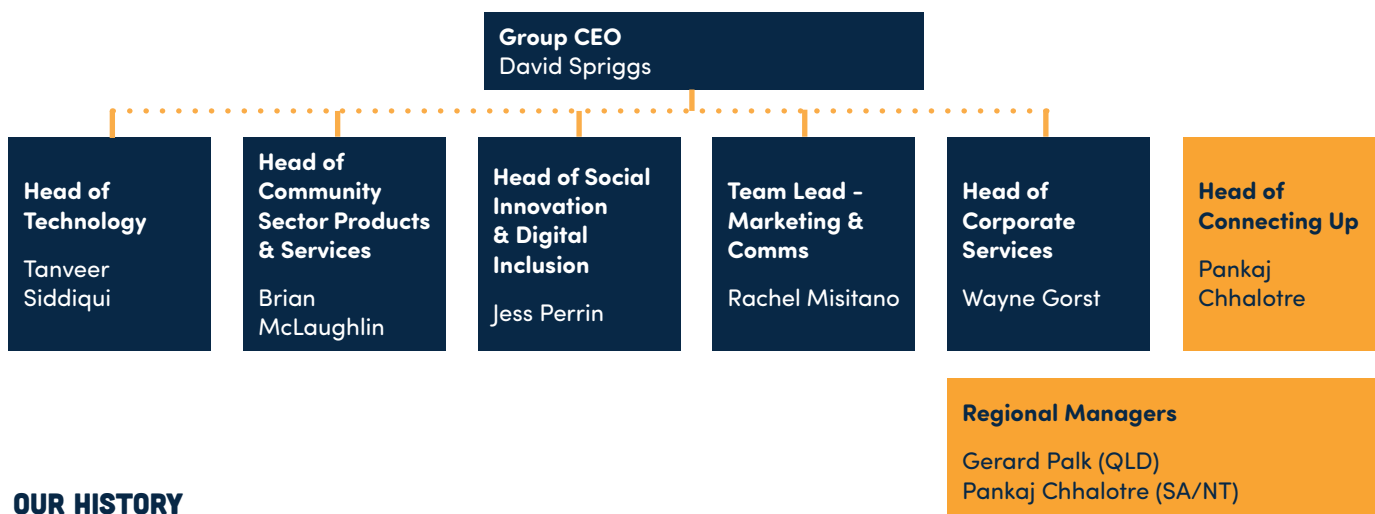
DONATED AND DISCOUNTED TECHNOLOGY

We help eligible not-for-profits to access donated and discounted technology through Connecting Up.

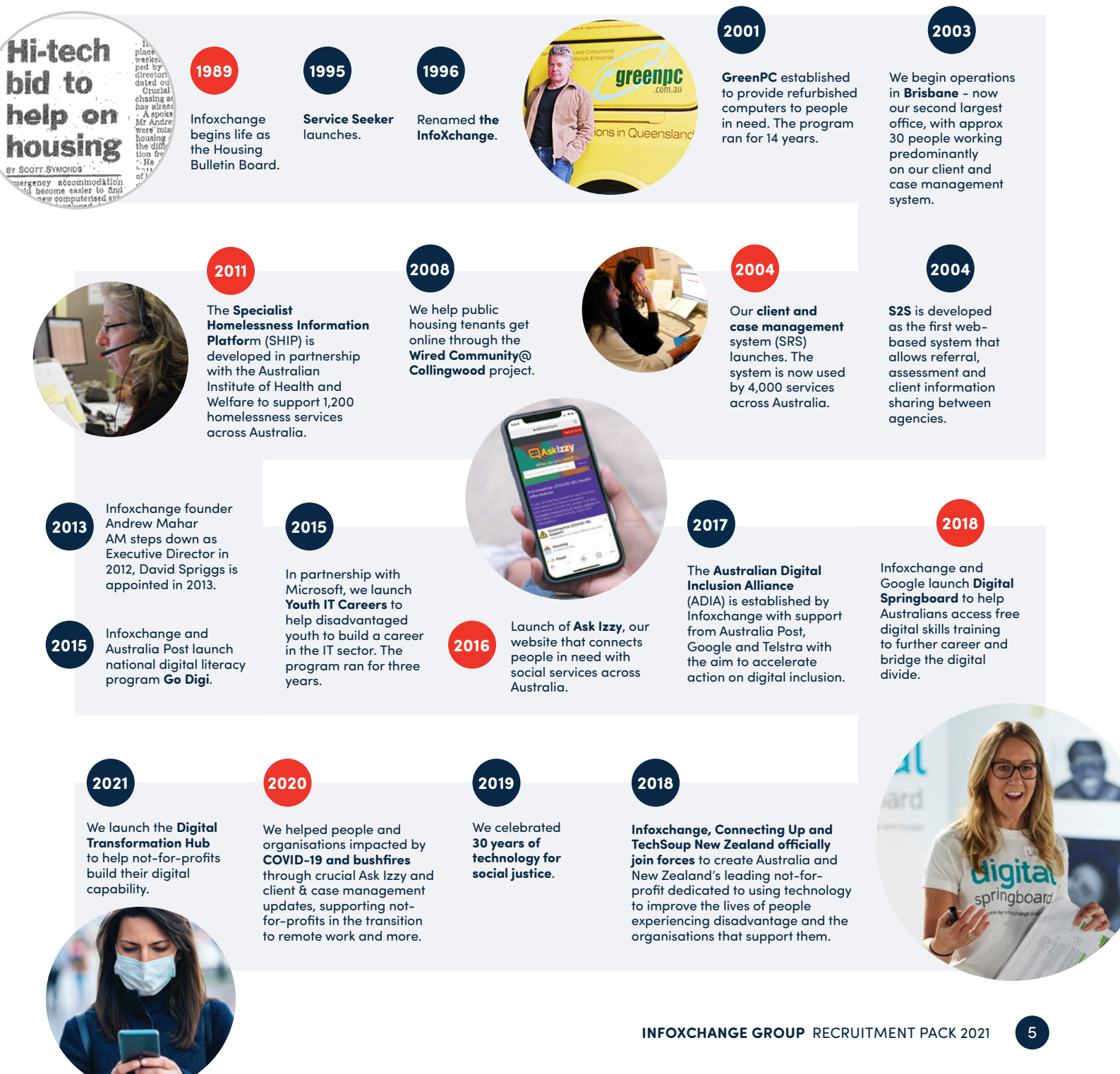
SERVICE DIRECTORIES

Our service directory is Australia's largest up-to-date directory of health and welfare services. This directory powers Ask Izzy and is used by several government and not-for-profit organisations. Supported by the Government of South Australia, we also maintain the SAcommunity directory.

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.



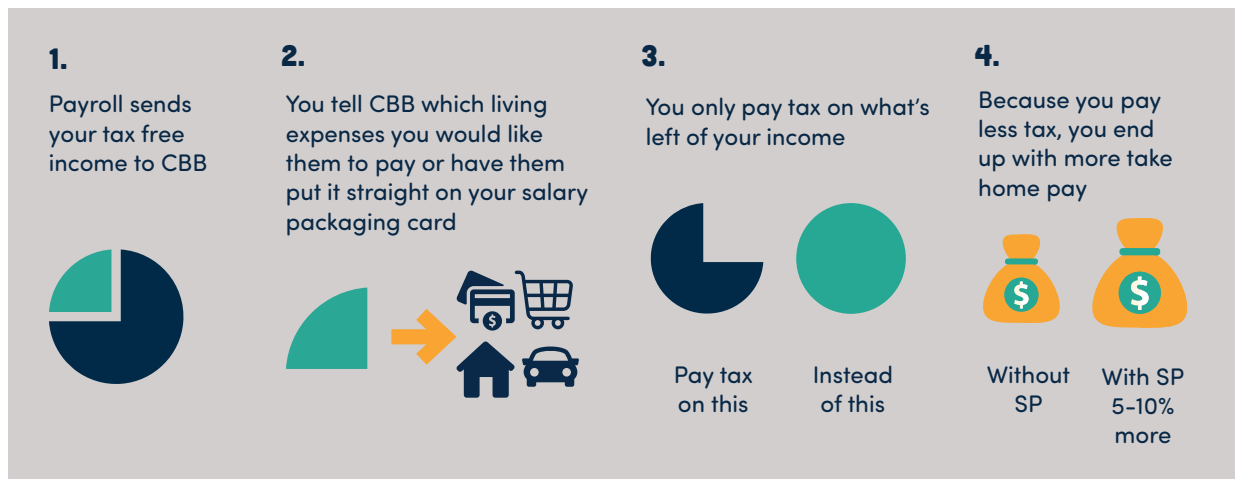
SALARY PACKAGING CAN HELP YOU TO:

- 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
customercare@connectingup.org
www.connectingup.org

techsoup
NEW ZEALAND

+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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