


A great place to work.

We are proactively striving for Fusion5 to be seen and experienced as a 'Great Place to Work', and that being a Great Place to Work supports us in attracting and retaining great people.

 10 min read



Welcome to Fusion5. We believe that in choosing to work with us, you're making the best possible decision.

Our goal is to unlock your career potential and support you on an exciting journey where technology and talent thrive together. We're both innovative and forward-thinking in how we utilise technology to enhance both our business performance and your experience as an employee, to service our customers.

But above all, our aim is to go beyond your expectations of what a modern, forward-thinking, people-centric workplace should be.

When someone asks you, "What's it like there?," we want you to be able to say, hand on heart:

"Fusion5? It's a Great Place to Work."

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What makes Fusion5 a Great Place to Work?

We offer a workplace experience which brings out the best in our people. Employee feedback tells us that F5ers are engaged, challenged, successful, and happy.

77% Engagement in
Your Voice Survey.
(6% above industry benchmark)

88% of employees
recommend Fusion5 as
a great place to work.

Engaged

Our people feel connected to and enjoy working at Fusion5. They're interested in what they do, and in learning more from those around them.

Challenged

Our people appreciate the opportunity to step out of their comfort zone. The range of work is varied, and job satisfaction levels are high.

Successful

Our people are provided with every possible opportunity to help them succeed. If advice or encouragement is needed, there's always someone ready to listen and help.

Happy

Our people feel good about working in a safe, secure and fun environment. They have great relationships with their fellow F5ers and can have a few laughs.



How we make your time at Fusion5 shine.

Your experience as an employee is important to us. Which is why we've taken a 360° approach to everything you experience during your time with Fusion5 (which we hope will be long and enjoyable).

From day-to-day support and career growth to having your say, we've got it covered.

✓ WE HAVE A GREAT APPROACH TO LEADERSHIP

We take pride in our consistent, high-quality leadership. Our management team is dedicated to ensuring you'll be engaged and supported with clear development pathways.

✓ WE INVEST IN YOUR DEVELOPMENT AND CAREER ASPIRATIONS

Fusion5 invests in providing first-class, consistent training to support your development. And we allow time for you to pursue development pathways. There are opportunities for you to not only expand your current skill sets into different products but also to progress your career.

✓ WE OFFER OPPORTUNITIES TO GROW

There are opportunities for you to not only expand your current skill sets into different products but also to progress your career. And with a wide range of innovative and transformative projects and programs, across a diverse range of exciting industries, you'll almost always have the chance to do something new.

✓ WE USE MODERN TECHNOLOGY, TOOLS AND METHODS

As you'd expect, we embrace new technology and trends, empowering you to make the most of them to do and be your best.

✓ WE MAKE OUR PEOPLE FEEL VALUED

We care about what you think, so we listen and learn how and where we can do better. Our people have a voice in the business and provide us with valuable feedback and suggestions. We also offer competitive job benefits and remuneration.

✓ WE OFFER A GREAT WORK ENVIRONMENT

Fusion5 offices are modern, well-fitted out and conveniently located. They offer a great working environment and provide easy access to local cafés, gyms, and other amenities. Most importantly though, our workplaces support and encourage diversity, camaraderie, a sense of community, and connection.

✓ WE ENSURE OUR PEOPLE FEEL SAFE AND CAN TRUST US TO DO THE RIGHT THING

We value integrity, respect, and professionalism in everything we do. We're committed to maintaining a safe and inclusive environment for everyone, with clear processes in place to prevent and address any form of inappropriate behaviour.

✓ WE CARE ABOUT THE WELFARE OF OUR PEOPLE

We encourage and champion work-life balance with support and wellness programs. We want you to thrive and be happy, both inside and outside of Fusion5.

✓ WE HELP OUR PEOPLE FEEL PROUD TO WORK HERE

We provide an environment and experience that you can be proud of. We stand behind and live our values, and are both socially and environmentally responsible in our actions.

Our commitment to you.

We believe actions speak louder than words. At our core, we're committed to continuously nurturing and strengthening our culture. Here's how we bring that commitment to life.

WE ENABLE YOUR CAREER DEVELOPMENT & PROGRESSION

Whether you are at the beginning or middle of your career, or are keen to pivot in a new direction, we offer a range of programmes designed to help you go beyond.

- Graduate Programme
- Delivery Enablement Programme
- Coaching Programme
- Individually Tailored Development Plans
- External Certifications
- Internal & External Leadership Programmes
- Woman Rising Programme

WE CHAMPION DIVERSITY AND INCLUSION

Our strength as a business lies in acknowledging, appreciating, and celebrating what makes us different and stronger, together.

- Pride Pledge Partner (GOLD)
- R U OK Day
- NAIDOC Week
- Māori Language Week
- Mental Health Awareness Week

WE'RE COMMITTED TO OUR ENVIRONMENT & COMMUNITY

We are deeply committed to taking responsibility for the world around us. From volunteer days to recycling, we're keen to do our part – and to enable you to get involved.

- Employee Volunteer Day
- Support of Rhino Revolution (South Africa)
- Athletic Sponsorship
- Annual Charity Donations
- Trees That Count – NZ
- Foundation for Park & Wildlife – Australia
- Waste Consolidation / Recycling

WE SUPPORT PROFESSIONAL SELF-CARE

Your well-being is important to us. We recognise that the modern-day pressures of working and living can have an undue impact on how you feel and perform. So, we go out of our way to make your life easier.

- Flexible Working Arrangements
- Free access to Employee Assistance Programme (EAP)
- Quarterly Well-being Webinars
- Birthday Leave
- Corporate Chair Massages
- Free Annual flu vaccinations
- Gym Access (office dependent)
- Corporate health insurance discounts (NZ)
- Novated Leases (AU)

WE CELEBRATE ACHIEVEMENTS AND SOCIALISE AS ONE

Fusion5 offers numerous social and business events. As well as those more 'official' events, we have active staff-run social clubs which organise a wide range of get-togethers outside of working hours.

- Annual Company Kick-Off Event
- Annual Awards Ceremony
- Annual Christmas Celebration
- Discretionary Bonus Scheme
- Service Milestone Celebrations
- Social Sports Teams
- Regular staff and office events

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Staying informed and connected – Fusion5 style!

We believe that communication is key to successful teamwork in any great workplace. Which is why we provide a number of ways for our people to share, socialise, learn, and collaborate.



MyF5

You'll always be up-to-date with MyF5, our dedicated business platform, where we share business-wide news and information and celebrate our successes!



Teams

We use Microsoft Teams extensively to bring our people together in one place, allowing us to easily communicate, collaborate, and share – no matter where we're working from.



Viva Engage

Our Viva Engage social platform enables you to communicate with like-minded F5'ers in community groups (from sports to local social events to pets) and through shared story-lines.



Our Employee Development Programme.

If you're keen to progress your career, our Employee Development Programme (EDP) gives you the opportunity to tailor your employee development experience.

Under EDP, we have our Five Cs – 'Chat, Competencies, Career Development, Courses & Coaching.' Your choice of the Five Cs will be largely dependent on where you are in your career and what you are looking to get out of the programme.

The Five Cs are not mandatory. They are fluid, so you can pick and choose which options best suit you to help you go beyond and achieve your career goals.

The five Cs in practice:



CHAT

"Hey, let's catch up and see how things are going?" "How are you doing?" "How are we doing?"



COMPETENCIES

Find out what's expected of you in your role and how you might level up!



CAREER DEVELOPMENT

This is a great opportunity to talk about your career aspirations and set some goals to get you there.



COURSES

Are there any internal courses you'd like to attend? We can add these as goals to your Development Plan.



COACHING

You might be interested in additional opportunities to learn from some of our best? Our Coaching Programme provides just that!

Living our values, every day.

Our values matter to us, our people, and our customers. They talk about how we treat one another, how we act, and what we say.



Passion

We inspire passion, pursuing excellence whilst having fun.



Integrity

We stay accountable to doing what's right with honesty and respect.



Commitment

We're committed to generously empowering each other.



Teamwork

We work collaboratively to provide timely support and leadership.



Success

We celebrate the delivery of quality results and excellent outcomes.

Fusion5. A Great Place to Work.

Any questions? Jump onto our website at [Fusion5.com](https://fusion5.com).

Fusion5 helps organisations improve performance by connecting people, processes, and technology. With expertise spanning business applications, cloud, infrastructure, security, and AI, Fusion5 brings together the platforms and partnerships that power better decisions, stronger operations, and lasting growth.

With a team of more than 900 innovators, Fusion5 works alongside its clients to turn strategy into measurable results — driving productivity, performance, and competitive advantage in a constantly evolving digital world.

GO BEYOND