Work the West Coast Way

1. Environment

Location, location, location. West Coast Institute has 4 Campuses, Joondalup, Trades North (Clarkson), Wangara Workshop (Automotive) and McLarty. Our main campus (Joondalup) sits in the heart of one of Western Australia’s significant growth regions. We are part of the Joondalup Learning Precinct and our looks are young and contemporary. We are surrounded by natural flora and fauna. We are located only 5 minutes from the Joondalup train station.

You will have easy access to shopping, financial services, entertainment, restaurants and commercial outlets. Alongside these things you will work in an environment that is accessible for those with disabilities, is culturally friendly, safe and supportive.

At West Coast Institute we have a commitment to embedded sustainability in all aspects of our business, from facilities to energy management through all of our teaching and learning.

2. Facilities

As a learning institution you will have access to a range of unique employee facilities. To create an authentic training environment for our students many of the facilities offered to staff are run by the students but are overseen by our fully qualified lecturing staff.

The facilities available to you are:

- The Pavilion Restaurant is a la carte offering 3-course fine-dining at very affordable prices. This is a real life, first class dining experience. Prices and booking times are available on the intranet. Hospitality also offers our Baytree Deli and Diner where staff can purchase light snacks, hot and cold drinks.
• There is free parking, well equipped office areas and state of the art learning environments for lecturers

• Automotive section (Wangara) – offers staff quality services for their vehicle

• ENVI Beauty Clinic – this is a working salon where you can be pampered with nail technology, waxing, tinting, make-up for photography and much more. Price lists are available on our intranet.

• Personal trainers and fitness

3. People Investment
We consider our staff to be important so we invest in you. We support and provide access to training and professional development opportunities to maximise your strengths and stretch your understanding and abilities. We want you to learn while you earn. We'll give you responsibility and opportunity to lead. You will be able to influence our future and help us maintain a passion for our customers.

We appreciate and recognise employee excellence through our reward and recognition program that gives opportunities for both individuals and teams to develop themselves further. We recognise that your talent is our future.
4. Benefits & Employment Flexibility

Our employees are covered by industrial agreements providing a significant range of employment benefits including:

- Salary packaging/sacrifice facility
- 9% employer superannuation contribution (to be increased to 9.25% @ 01.07.2013)
- Deferred salary scheme – receive 80% salary for four years with the fifth year as a paid sabbatical leave from the workplace.
- Thirteen weeks paid long service leave after 7 years
- Fifteen days personal leave per year
- Salaried officers receive four weeks annual leave and an option to accrued ten extra days leave each year.
- Lecturers receive 4 weeks annual leave plus 4 weeks professional allowance leave each year.
- Flexible working hours
- Paid parental leave
- Study leave – up to 5 hours per week
- Access to the West Coast wellness program which includes health checks etc.
- Ability to engage in approved outside work
- Access to approved work related professional development programs
- Access to Employee Assistance scheme if required
- HBF Corporate discounts
5. Growth and Development

Joining us means you are looking at a future in a “values” driven education and training organisation that is growing its business. Alignment with our values will equip you to grow and develop. We are a networked business with a community, industry and international outlook providing educational opportunities.

We are supported by a region of large population growth providing expansion opportunities. Innovation and initiative are integral components for the way we do business. Developing new ideas, creating futures for students and building employee expertise are a focus for our business.