

FILTEC
Making Water Safer

Why Join The FILTEC Team?

At FILTEC, 'People Come First' isn't a slogan.

It's the first of our Values. As important to us as our purpose of Making Water Safer. **Every day, we work with our people to create an 'irresistible' workplace.**

One our people love, enjoy, are motivated by and don't want to leave. One that's attractive to the talented people we want on our team.



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Who we are and what we do

FILTEC Ltd (FILTEC) delivers fully integrated end to end water treatment solutions for the private and public sector. Our capabilities are backed with 30 years in the industry, and a world-class service team.

FILTEC has a team of more than 70 water professionals across our six office locations throughout New Zealand and Australia. Our team comprises of mechanical, process and chemical engineers, service technicians, product specialists and business support.

With one point of accountability, our team of skilled engineers and in-house design experts can oversee large multidisciplinary projects end to end.



MUNICIPAL



HIGH PURITY



WASTEWATER



RESIDENTIAL



SERVICE





How are we becoming 'irresistible'?

Our 'Culture Club' of young leaders and our FILTEC Roadmap focus our efforts in six areas that matter most to our people. Health, safety and wellbeing, meaningful and rewarding work, growth opportunities, a productive enjoyable, high trust environment and involvement in decision making.

Framing it all, is our inspiring purpose of Making Water Safer for our communities.

Aside from the opportunity to work in a fast paced business operating in a growing market, FILTEC offers its team fantastic benefits including: professional development, mentoring, flexible working and wellbeing programmes.



So what's it like to work at FILTEC?



Our people are passionate about what they do



Say they are engaged at the team level.



Our people are growing



Say we coach and grow our team's capability.



Our people trust leadership and each other



Say they have trust in FILTEC.



We enjoy each other's company



Say we enjoy each other's company.



Our people feel we care



Say the person they report to is committed to their health, safety, and wellbeing.



Our people feel able to do their best work



Say we create a work environment where they feel able to contribute their best.



Our people enjoy the flexibility



Say our new Flexible Work Policy will benefit them.





We're working to make your Health, Safety & Wellbeing our first priority

It begins with leaders who care. *94% of our people say the person they report to is committed to their health, safety, and wellbeing.*



It's about education and support. Regular sessions from experts on resilience and wellbeing and EAP services available to people when they need help.

It's about good disciplines, systems, and processes. Both FILTEC and our selected contractors are ISO 45001 accredited for our health and safety practices.

It's about continuous improvement. We are continuously improving our performance through finding safer ways to perform and execute our work both onsite and offsite.



We're providing purposeful, rewarding work and a great team experience

It begins with a shared purpose. Our people say it's easy to feel you are making a difference in a team with a shared purpose of 'Making Water Safer'.

It's about being in a team that inspires you. *97% of our team say they feel engaged with their team.* We enjoy each other and bring the best out in each other.

It's about doing cool stuff. With over 30 years in the industry FILTEC has an impressive

project portfolio delivering multi-million-dollar projects throughout Australasia. Our leading position is largely thanks to the excellent quality, work ethic and performance of our team.

At FILTEC there is no shortage of exciting and varying projects coming through the door. You will have the opportunity to work across multiple industry sectors, develop your skillset and work closely with our in-house experts.



Jonathan Aarons

Regional Manager - North

" FILTEC is a great place to work because of flexible work hours, diverse projects and being part of a team that delivers safer water for our communities. **"**

FILTEC
Making Water Safer



We're making sure our people grow and achieve their aspirations

We're proud that 91% of our people say we coach and grow our team's capability.

It's about understanding our people's aspirations. Our Personal Success Planning (PSP) program ensures we talk with our people quarterly about their satisfaction, their development needs, their aspirations. We put development plans in place and work hard to deliver on them.

It's about opportunity. In a fast-growing business there's always opportunity for our people to stretch and try new things. New projects, new products, new technology, new customers and the constant process of strengthening our business for an exciting future.

It's having a value called 'Act Like an Owner'. We encourage our

decision making, business planning, bringing forward their ideas. We encourage people not to 'stay in their lane' but look around, take ownership and make the fullest contribution they can.

It's about an Extended Leadership Team (ELT). A unique feature of our business is its Extended Leadership Team. A group, currently thirteen, of high potential young leaders who join our General Managers and MD in running FILTEC. They help form strategy, lead implementation, champion key initiatives and, in the case of our Culture Club – they shape the future.

It's about structured development. Every year we're adding to our development framework. More structured training, more mentors and coaches, more professional and personal development.

We offer apprenticeship programmes and graduate training programmes, including supervision for IPENZ registration for engineers wanting to complete the CPENG qualification. Our Skills Matrix ensures that the skills of the team match the skills required for our projects.

We're building a high trust environment that's fun to work in.

The last couple of years have been tough on people and all businesses. People have had a lot to worry about. Through all of that, *we're proud to hear 97% of our people trust FILTEC.*

And life's too short not to have fun at work. Which is why we're pleased to hear *91% of our people say they enjoy each other's company.*

It's about open communication. Our leaders work hard at sharing information, in good times and bad, keeping people updated on what's happening and why.

Each year our MD tours the company with a Roadshow – sharing and debating results, strategy, prospects, key initiatives and listening.

Our Extended Leadership Team communicate what's happening in the business and 'take the pulse' wherever they go.

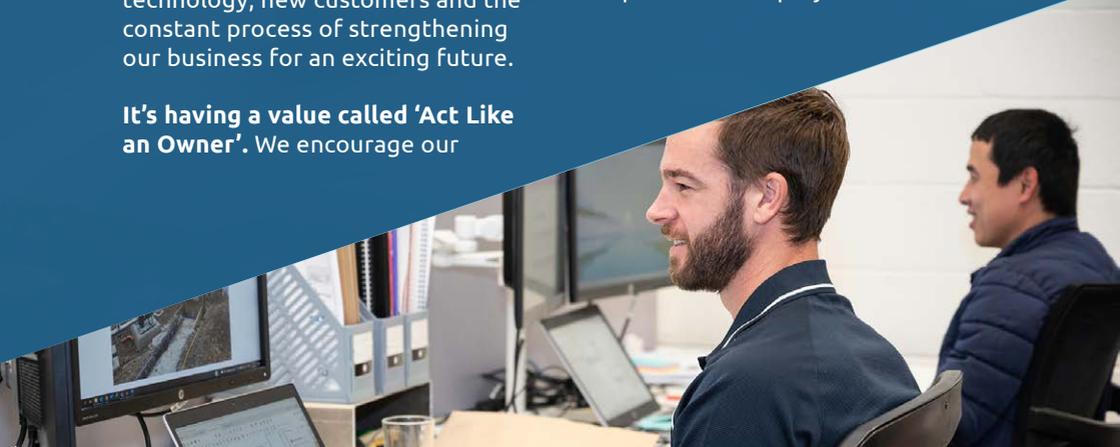
It's about doing what we say we will do. We explain why we make decisions, and we hold each other accountable.

It's about a kind, passionate and proactive team culture. We offer the opportunity to work with a highly skilled and supportive team consisting of all experience levels. We also run a social club to create further team bonding activities for the team.



Flexible Work Policy

It's about recognising that people have lives outside FILTEC. FILTEC recently initiated a Flexible Work Policy which gives team members the benefit of a hybrid work environment between home and the office. *75% say this new policy will benefit them.*





Ultimately, it's about 'Making Water Safer for our Communities'

If you must work, then work for a purpose you can be proud of and passionate about. Our people go home each day knowing they've helped make water safer for their communities.

It's about helping our communities more broadly. We achieve this not only with advanced water and

wastewater process solutions, but also supporting non-profit organisations.

FILTEC has been a long sponsor of the Auckland Rescue Helicopter Trust since 1997. FILTEC holds ISO 14001 environmental accreditation and ISO 9001 quality certifications.



So that's what we mean when we say we're building an irresistible organisation – Come and join us!

Don't just take it from us. Here's what our team members have to say



Campbell McLaren

Project Engineer

“ I really enjoy the independence and flexible working conditions which make me more productive and happier with excellent work-life balance. I like mixing theoretical design with practical considerations, the constant learning from friendly knowledgeable colleagues and travelling across the country. ”



Garth Coffey

Senior Product Manager

“ FILTEC is a great place to work with a really positive culture. As with all work places it's the people who really make the difference and I feel fortunate to be surrounded by the best both professionally and otherwise. ”



Nicola Potts

Marketing Specialist

“ FILTEC offers a positive, professional and inclusive work environment with a variety of projects to work on. The leadership team are very supportive and encourage professional development and training for all roles across the business. ”

Our Work

Over the last 30 years FILTEC is proud to have been involved in the design, building and maintaining of treatment infrastructure for every New Zealand municipality, as well many of New Zealand's largest industries.

Over this time, we have built a depth of knowledge and library of designs that enable our clients to reduce the risk associated in the creation of new treatment assets.

Our services include:

- System design,
- Equipment sourcing and supply
- Manufacturing
- System builds
- Commissioning
- Plant optimisation
- Service support
- Training



Over the last several years, FILTEC has invested heavily in capital equipment and employee development to better service the demand for fully integrated project capabilities. We have expanded both our onsite and offsite fabrication facilities to build and install engineered systems to meet any process requirements.

See what we've been working on lately



Water & Pre-Treatment Plant for Dairy Manufacturer

This plant required a solution that would reduce the solids loading, whilst avoiding the use of any polymers that can foul a PVDF membrane. FILTEC designed a new pre-treatment plant to remove the additional load on the initial water treatment plant.



Wangaratta Bore Water Treatment Plant

Wangaratta's existing water treatment plant was unable to extract solids from the water to meet Australian drinking water standards. FILTEC delivered a new water treatment plant and associated the equipment.



UF 2/10 Membrane Skid for Pohara Water Treatment Plant

The Pohara Water Treatment Plant required a cost-effective solution with a small carbon footprint that provides excellent water quality. FILTEC delivered a robust solution that meets and exceeds the performance required by NZ Drinking Water Standards.



FILTEC Lamellas for the Papakura Water Treatment Plant

The existing water treatment plant was receiving water from a high risk, unprotected catchment. FILTEC delivered two large scale Parkson Lamella and associated floc tanks, plus two Trojan FLEX100 AOX UV systems.

Our Values

FILTEC has a strong set of values that its team operates by. These are at the heart of our decisions as to who we include into our team to join us on the journey.



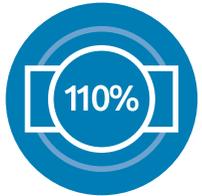
**PEOPLE
COME FIRST**



**THERE'S ALWAYS A
BETTER WAY**



**WE ACT
LIKE OWNERS**



**WE GO THE
EXTRA MILE**



**WE CARE FOR OUR
ENVIRONMENT
& COMMUNITY**



**WE ARE
ALL FILTEC**





**6 office
locations
throughout
Australasia**

Get In Touch

If you want to shape the future of the water industry and work in a high performing team where your opinion is valued, we want to hear from you.

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