



CGI

Careers at CGI

**Be part
of our story.**

#ExperienceCGI

Each of us is a company owner

CGI is unique. Our client commitment is what sets us apart. We sit behind the scenes, working on complex, mission-critical projects that help our clients push boundaries, deliver exceptional products and services, and achieve long-term growth. Our goal is to be the best in our industry.

Our consultants and professionals enable us to be the best. CGI treats each person who joins our company as a company owner, empowered to shape the day-to-day running and evolution of our business. This culture of ownership and pride is what defines and drives us.

An aerial photograph of a city skyline, likely Sydney, Australia. The image shows a large cruise ship docked at a pier on the left, with the city's skyscrapers in the background. A bridge is visible on the right side of the frame. The sky is blue with some clouds, and the water is a deep blue-green.

Each of us has a stake in our future

We call our professionals “members” – not employees. When you become a member of CGI, we give you the responsibility for creating our future, and we support you every step of the way. You will work on projects that transform lives and society as a whole. Supportive teams, meaningful work and an empowering environment will take you on a career journey of a lifetime.



Welcome to CGI!



It's an exciting time of change in the IT industry. At CGI you'll be part of a diverse team of talented professionals who are opening the doors of the digital world for our clients.

You'll also be more than just an employee. An overwhelming majority of our members, which is how we refer to our employees, are CGI shareholders. CGI offers a culture of belonging, with stimulating entrepreneurship in a caring environment, giving you a real sense of ownership in all that you do.

We're committed to giving you opportunities to work on inspiring projects that stretch and reward your talents, and to giving you a voice. For example, all members have a say in our strategy and business plans through our annual member survey and regular team meetings.

Another important aim of CGI is to protect your work-life balance. Our health and wellbeing program and competitive benefits focus on keeping you inspired, engaged and rewarded. In addition, we are committed to giving back to the communities in which we live and work through a wide range of charitable, educational and economic initiatives across the country and globe. The IT industry is relatively young and constantly evolving. To take advantage of every opportunity, we want to actively encourage diversity in our workplace, including women, minorities and other under-represented groups. Ensuring an inclusive workplace is one of our top priorities. Work180, an advocate for working women has recognised CGI's commitment to D&I and equality. CGI is proud to be a Work180 endorsed employer for women.

Whatever stage you are at in your career, we'd love for you to be part of our story and to help us shape the next tech generation.

Tara McGeehan

President of UK and Australia Operations

Who we are

Founded in 1976, CGI is one of the few end-to-end IT and business consulting services firms with the scale, reach and capabilities to meet clients' digital transformation needs. Our 76,000+ members work side-by-side with clients in more than 400 locations worldwide, to help clients identify, develop and implement effective strategies to meet evolving customer and citizen expectations.

Across Australia, we have 190+ professionals who deliver industry-leading expertise, strategic service offerings and intellectual property-based solutions that advance our clients' business goals. Our members work in specialised sectors, including energy and utilities, financial services, government, health, mining, space and defence and transport.

What we do

We deliver the full spectrum of services to help clients become digital. Organisations in many industries are now demanding an approach to accelerate their return on technology investments. We leverage our proximity-based client relationships, world-class delivery capabilities and operational excellence to help clients become digital across their enterprises – including their ecosystem of customers and suppliers.

Working closely with clients, we develop end-to-end digital strategies that encompass change management; systems design, implementation and integration; and the use of managed IT and business process services to mitigate cost pressures and fund greater innovation.





What sets us apart

Our approach is what sets us apart. Our proximity model, supported by our international presence, expertise and services, delivers value for clients.

- **Client-proximity model:** CGI organises operations within metro markets where clients have concentrated footprints and empowers local teams to build trusted, in-person relationships.
- **Industry and technology expertise at the local level:** CGI organises operations within metro markets where clients have concentrated footprints and empowers local teams to build trusted, in-person relationships.
- **Industry and technology expertise at the local level:** Our consultants have a deep understanding of our clients' industries and local business environments, and collaborate across a vast global network.
- **Global delivery network focused on outcomes:** Our global delivery model includes onshore, near-shore and offshore delivery capabilities that support client-proximity teams in driving clients' digital evolution.
- **Operational excellence driven through the CGI Management Foundation:** Wherever we operate, we align through common policies, principles, processes and frameworks to ensure global consistency.



Why work at CGI

CGI's ownership culture is the essence of who we are and fuels our success. Every member has a role in building our company, with the opportunity to make a real difference.

This sense of ownership and pride influences every aspect of our work. It drives client loyalty and shareholder growth, and it creates extraordinary career opportunities for our members.

We are a people-led services company, collaborating to benefit our clients, shareholders and communities through innovative ideas, hard work and outstanding delivery. As owners, we have the power to create the future.

The CGI Constitution

CGI's Constitution is a reflection of our Culture. The Constitution is made up of the common Dream, Vision, Mission and Values that drive us as we strive together to build a global IT and business consulting services leader. With frameworks and programmes founded upon this Constitution, CGI's consultants and professionals have the opportunity to participate in the life and development of their company, which, in turn, results in client loyalty and shareholder growth.

Read more about our Constitution by visiting cgi.com.au/en-au/careers/discover-our-dna



As a global business CGI has provided me with exciting opportunities and challenges from the time I started in 1999. I have been fortunate to experience working across different sectors where I have gained significant knowledge and experience. The relationships and learning that comes with this opportunity keeps me engaged, challenged and proud of the work we do at CGI. Opportunities to “practice what you preach” are abundant and I feel as though my skillset continues to build with each project and client engagement.

Nik Dragovic: Senior Project/ Service Delivery Manager

How we are making a difference

Ensuring the supply of electricity to Victoria's Electricity network

For over 20 years, CGI has monitored and supported the IT infrastructure that supports one of Australia's largest electricity networks, supplying power to nearly 2 million Victorian customers.

Maintaining the integrity of electoral events

CGI has been working with the electoral commission for over a quarter of a century to prepare for and manage major electoral events.

Defending against cyber terrorism and preserving our way of life

CGI actively fights cybersecurity adversaries in trying to disrupt our way of life. We monitor, manage and apply security controls that defend critical infrastructure assets in the Energy & Utilities space. Therefore keeping citizens safe and essential services available.

Improving the safety of vulnerable children in Queensland

CGI has delivered a solution that provides secure, easy and fast access to information for caseworkers and 3rd parties such as police and other care agencies

Ensuring the supply of electricity to trams on the World's largest tram network

For over 10 years, CGI software has monitored and controlled the electricity feeds to keep trams moving across the city's tram network.

Facilitating trade of goods and services across the Asia Pacific region

CGI's Trade Finance platform helps a large Australian bank to provide Trade Finance facility in 34 countries.

Ensuring the supply of clean and safe water and the reliable treatment of wastewater

For over 2 decades, CGI's software has monitored and controlled the critical infrastructure that bulk supplies water to a city with a population of over 5 million, and ensures the safe supply of wastewater to the city's treatment plants.

Helping consumer and commercial money transfers

CGI's Payments platform processes domestic and international payments for large Australian banks in Australia, New Zealand, and wider Asia Pacific region countries.

Helping a major Australian Telco manage their credit assessments

CGI's credit management systems perform real-time credit assessments for new customers and help existing customers manage their bills.

Digitalising customer journeys for a large Australian bank

CGI's consulting services help build a digital channel for corporate customers for a large Australian bank.

Ensuring the security and compliance of the world's largest floating liquefied natural gas platform

CGI supports the operational technology IT equipment for the Process Control Domain to ensure our client can process and transport gas around the world safely.



Working at CGI has truly been a rewarding experience as it provided an environment where I have been able to cultivate my passion in the field of analytics and apply it to the benefit of our customers and the wider community. I have personally benefited from CGI's flexible learning and development program and various initiatives to upskill leaders and members. A favourite of mine is the Innovation, Creativity and Experimentation (ICE) initiative, where members are provided with a platform to pitch their innovative ideas and incubate products. A culture that facilitates innovation, encourages teamwork, promotes knowledge sharing, and most importantly treats employees as co-owners, makes CGI a great place to work.

Ranjit Rajagopalan – Principal BI/Data Consultant

Our promise to you

Empowering environment

At CGI, your work is what you make of it. Our work environment empowers members to shape their careers based on their professional interests and to take on new responsibilities.

Meaningful work

We support the IT backbones of clients in critical sectors like utilities and government. Working for CGI gives you the opportunity to work on important and challenging projects that directly benefit people's lives. Working for us, you know that you'll be making a real difference.

Financial strength

As one of the world's largest IT companies with 40+ years of consistent profitable growth, we offer members the security of a financially strong and growing company.

Work-life balance

We strongly believe that work-life balance is crucial to our success and the success of our members. At CGI, a positive work-life balance is encouraged and supported. We offer flexible work wherever possible and invest in activities and services, such as our Oxygen program, that support the health and wellbeing of our members.

Supportive teams

As owners, we're invested in building an environment where we enjoy working together and learning from each other. We thrive on developing strong relationships with our fellow members and supporting each other to develop professionally and achieve our potential.

Valuable benefits

Our member benefits align with our ownership culture and values. From profit sharing to share purchase plans and more, we aim to offer something for every member to ensure the wellbeing of you and your family.



I don't know any other companies where you get such a wide range of support to help grow your career. The mentorship program, training and supportive management have all helped me adapt to new challenges and identify new learning experiences to push me out of my comfort zone and do my best. I have the flexibility and autonomy to decide on "what's next for me."

Shima Sabbagh , Senior BI Consultant

Taking care of our members



CGI's total compensation package aims to offer something for every member. Our member benefits are aligned with CGI's philosophy of developing an ownership culture in which all members can feel empowered to contribute to CGI's success.

Our aim is for every member to reap the benefits of ownership, have the tools and resources required to shape your career and have access to programs that contribute to a healthy work-life balance.

[Review our full member benefits offering here](#)

Share Purchase Plan (SPP)

When you join CGI, you have the opportunity to become an owner, by participating in the SPP. This plan enables members to buy CGI shares and obtain a company match on the basic contribution.

Profit Participation Plan

Share in CGI's success through our incentive plan linked to base salary.

Insurance Coverage

CGI wants our members to feel secure and therefore provides free salary continuance, life and total & permanent disablement insurance.

Oxygen program

Our global health and wellbeing program is made up of a multidisciplinary team of health experts who support our members in their efforts to adopt a healthier lifestyle through a variety of preventive and awareness activities and services.

Australian initiatives include:

- Skin cancer checks
- Flu vaccinations
- Health and nutrition consultations
- External guest speakers on specialist health topics

Member Assistant Program (MAP)

Free and confidential counselling and support services for personal or professional challenges – for members and their families.

Trained mental health first aiders

A network of trained members who provide immediate mental health support to their peers.

Discounted Health Insurance

CGI has partnered with Bupa to offer discounted private health insurance, travel insurance and general insurance.

Member discounts

Our members have access to savings with a wide range of retailers all year round including Dell, HSBC, Microsoft and McAfee



Leave Programs

In addition to the industry standard annual leave and personal leave, CGI is proud to offer the following to all of our members.

Paid Parental Leave

CGI encourages a healthy work-life balance. This includes taking the time that you need to nurture a new family member with the security of industry-leading paid parental leave.

Primary caregivers receive 16 weeks paid parental leave at full salary (in addition to government-funded parental leave). Secondary caregivers receive 2-weeks of paid parental leave. This policy is gender neutral.

Annual Paid Volunteer Day

Corporate Social Responsibility (CSR) is one of our core values. We play an active role in helping our communities through fundraising initiatives, tree planting activities and sponsoring kits for local sporting teams. Each member is entitled to one paid volunteer day per year.

Paid Study Leave

Every member is entitled to up four days of paid study leave per annum to ensure they can take the time they need to support their career development.

Did you know?

CGI is endorsed by [Work180](#) as an employer who supports women in the workplace.



CGI supports my work/life balance through a flexible return to work arrangement. Being able to ease back in and increase my working days over a couple of months was key to a smooth transition for myself, my family and my workplace. I also benefit greatly from opportunities for personal growth such as practical and real mentoring above and beyond reporting lines, through initiatives such as CGI's Key Achiever Program.

Lauren Davis: Project and Service Delivery Manager

Promoting diversity and inclusion

Diversity and Inclusion (D&I) is the foundation of our culture, embedded in our DNA from our common Dream to our core value of Respect. We recognise the richness that diversity brings to the company and we strive to create an inclusive working environment, building strong relationships and supporting each other to achieve our potential. Our Leaders, members and D&I Council all champion initiatives to encourage D&I as a CGI way of life.

Here are a few examples of the diversity initiatives we are proud to support:

- Being endorsed by [Work180](#), an advocate for working women with a directory of endorsed employers who support D&I and equality
- Closing the gender pay gap between like-for-like roles across Australia
- Enhancing our parental leave benefits to 16 weeks of paid leave for the primary care giver (gender neutral)
- Sponsoring [Girls in Tech's Catalyst Australia Conference](#) as part of our drive to encourage more women into the technology and STEM fields, promote gender equality in the workplace and highlight the achievements of female entrepreneurs
- Launching 'Bring Your Whole Self to Work', a program which includes a series of events around Pride, Harmony Day and International Women's Day, focusing on educating, promoting and celebrating our unique differences.
- Running an annual calendar of initiatives that actively promote diverse cultures
- Launching STEM From Home activity packs to introduce STEM to younger children in a fun and engaging way.



CGI celebrates Pride with wear your brightest colours to work day

Taking care of our communities

Corporate Social Responsibility (CSR) is one of our six core values and represents a key aspect of our business model, which is designed to bring our members closer to the communities in which we live and work.

CGI's global Dream Connectors initiative advances our longstanding tradition of supporting the local communities in which we live and work.

It encourages all of our consultants to contribute to the development and well-being of their communities through technology and volunteerism.

Every year, CGI consultants propose Dream Connectors project ideas and a committee selects the best projects for a company-wide vote. Winning projects receive CGI support in the form of technology, funding and volunteers.

In Australia, we play an active role in helping our communities through paid volunteer days, and we engage in a large number and wide variety of CSR initiatives. Here are just a few highlights of our Australian program:

- STEPtember
- Australia's Biggest Morning Tea
- Our Big Kitchen Bushfire relief
- Movember
- Sponsoring local sporting kits
- Every Little Bit Helps
- Foodbank Drive
- It's In the Bag
- Tree planting for the No Planet B Program



CGI Volunteer day at Our Big Kitchen Bushfire relief



CGI has given me the opportunity engage in volunteering events like Project Management Day of Services (PMDoS 2020). Being an event sponsor, I led a group of volunteers and project management consultants to support five local Not-for-Profit organisations to find ways to solve their issues and provide better support to our communities. CGI's business model is designed to ensure that we are close to our clients and communities. As members, we embrace our social responsibilities and contribute to the continuous development of the communities in which we live and work. Proud to be CGI!

Jeferson Souza – Project Manager



Whether you are taking your first step on the career ladder, returning to work or looking for a career change, we would love you to be part of our story. A career with CGI offers you a truly exciting future.

Apply at:

cgi.com.au/careers



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