

COME FOR THE JOB, STAY FOR THE CAREER

Roles at VAE Group

- Engineers
- Drafters
- Sales Managers and Coordinators for both our construction and service teams
- Accountants
- Human Resource Officers
- Finance Staff
- Administration, which includes reception, Construction Administration, Service Administration, Administration Trainees, Sales Administration
- Plumbers and Mechanical Plumbing Apprentices
- Airconditioning and Refrigeration Technicians and Apprentices
- Electricians and Electrical Apprentices
- Sheet Metal Trades Workers and Apprentices
- Site Managers
- Construction Managers
- Service Supervisors and Managers
- Service Coordinators
- Information Technology roles
- Warehousing
- Health and Safety Advisors

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VAE GROUP SMARTER HVAC SOLUTIONS
Built in certainty

Energy Synergy Success

NON-NEGOTIABLES

<p>DON'T IGNORE HAZARDS AND RISKS</p> <p>Safety is everyone's responsibility</p>	<p>DON'T WALK PAST</p> <p>Something you know isn't right</p>	<p>GET BAD NEWS OUT EARLY</p> <p>Sweep it under the carpet, get swept out the door</p>	<p>RESOLVE ISSUES WITH HONEST CONVERSATIONS</p> <p>That are respectful and outcome focused</p>
<p>LEAD BY EXAMPLE</p> <p>Act like the leader you would follow</p>	<p>BE PROACTIVE</p> <p>Get off the bench, get in the game</p>	<p>BE A CAN, NOT A CAN'T</p> <p>Offer solutions to our problems</p>	<p>OWN IT</p> <p>Be accountable for your actions and inaction</p>
<p>HAVE FUN IN YOUR JOB OR GET ANOTHER ONE</p> <p>Either way you will be happier</p>	<p>DO IT ONCE</p> <p>Do it well</p>	<p>ACCEPT CHANGE AND ADAPT</p> <p>Or get left behind</p>	<p>MAKE EVERY MINUTE COUNT</p> <p>Prioritise your tasks to maximise time</p>
<p>RESPECT GOES BOTH WAYS</p> <p>Give it to get it</p>	<p>WIN AND LOSE AS A TEAM</p> <p>Celebrate success, learn and improve from mistakes</p>	<p>LOOK AFTER YOURSELF. LOOK OUT FOR OTHERS</p> <p>Prioritise health and wellbeing</p>	<p>PROVIDE EXCELLENT CUSTOMER SERVICE</p> <p>Everyone is your customer</p>

VAE VALUES

Our culture is driven by our company values: **energy, synergy, success**. We like to describe the way we work as a peloton of cyclists, well-organised and working hard together to reach the best possible result. This synergy lets us celebrate many successes along our HVAC journey. Our success feeds the energy that reaches our broader team including our clients, suppliers and sub-contractors.

ENERGY

VAE employees are high energy, positive people

SYNERGY

VAE has many teams of highly specialised employees who all work together to achieve a common solution for the customer

SUCCESS

We only enter into win/win relationships, be it with our customers, subcontractors or suppliers. When we complete each solution, we celebrate our success

VAE Careers

