12d® Synergy

Catching Our Vibe

Applicant Information Pack

#LifeAt12dSynergy

Hello!
We're 12d Synergy

While you're surfing through applications and wildly writing cover letters, we thought we'd freshen up your job search… Welcome to the 12d Synergy Applicant Information Pack!

Firstly, thank you for your interest! You clearly have a knack for picking up on fantastic career opportunities. With this handbook you're reading, not only do you get an insight into our (ridiculously) awesome culture, but an overview into who we are, and what we do. We thought we'd introduce ourselves so you can get to know us a little better!

At 12d Synergy, people are at the centre of everything we do: from building

incredible software to marketing, selling and supporting it. We created this info pack to show you just that: exploring our values, our community, and our tribe. We've also included an insight into our company benefits and recruitment process. Sweet!

After you've finished binge-reading this booklet, and you've caught our vibe, send through your application. Then sit back, relax and let us take care of the next steps.

Contents

About Us:
Our Journey and Beyond

Our Mission

At 12d Synergy, our mission is to help businesses succeed by creating a simpler and smarter way to work. A more collaborative, less chaotic way where great work can happen from anywhere, free from the usual guesswork, rework and risk.

We're incredibly driven by this mission of transforming lives through software.

Our Story

Where It All Started

12d Synergy was born in 2011 to help the New Zealand community recover and rebuild after the devastating Christchurch earthquakes. It was here of all places that our founders Joel Gregory and Richard Stoliar made an unlikely discovery… one that quickly became an obsession.

The Unlikely Discovery

They discovered that how the architectural, engineering and construction (AEC) industry works and the data it creates has fundamentally changed, but the systems used haven't.

The existing systems were either too generic for the specialised industry or too complex and expensive. Leaving work to decay into a chaos of mismanaged documents and emails lost across isolated systems. Ugh!

Four-year User Growth

Today

So we built 12d Synergy to become the sweet spot between this: a solution that was powerful for the AEC industry, yet also easy to use and affordable.

12d Synergy Today

From this vision, 12d Synergy has grown into an enterprise data and document management system for the AEC industry. Today, 12d Synergy proudly helps thousands of users across hundreds of offices to work smarter.

What's 12d Synergy?

12d Synergy is a fast-growing Australia-based software company. We created 12d Synergy, an enterprise data and document management system for the architectural, engineering and construction (AEC) industry.

Our software manages the mountains of emails, documents and terabytes of engineering data surrounding built environment projects.

Think of it as File Explorer on steroids for an AEC company (there's that acronym again).

Why 12d Synergy?

12d Synergy designs a simpler, smarter way for AEC offices (again really) to work and collaborate. Where work is organised, controlled and productive, and data is accessible anywhere, anytime and from any device. Enabling our users to embrace a collaborative and flexible working culture.

We achieve this by bringing all a project's files and information together into one central, dependable system, and all teams onto the same, most up-to-date page.

All of this means 12d Synergy-enabled teams can spend less time managing data, and more time actually working on it.

The 12d Synergy Community

The 12d Synergy community expands far beyond our team, to our thousands of users – a userbase that has grown 14-fold in the last four years.

For us, community is about the people we reach, the impact we make and the legacy we leave behind.

12d Synergy is used by both small and large businesses across the AEC industry – from sole traders to multinational enterprises.

12d Synergy has proudly been used on some of Australia and New Zealand's most awe-inspiring

infrastructure projects: NorthConnex, WestConnex, the Snowy Mountains Scheme 2.0, the Toowoomba Second Range Crossing, Perth & Melbourne Metros, and NCTIR (to name a few).

Cheesy (we know), but community is at the heart of 12d Synergy! We're looking for awesome new applicants (like yourself) to be a part of, and grow, this community.

Want to dive deeper into 12d Synergy? Feel free to surf our website at 12dsynergy.com for helpful guides, eBooks, webinars and customer stories.

Our Values

Our values are our core – they're what guides us, our brand and our software. They're not just superficial corporate buzzwords, they run deep. These are the values that our team live and breathe:

BE YOUR TRUTH

We embrace what makes you human – warts and all. We're authentic and down-to-earth. We know the best work happens when you can bring your whole self to work – even the quirky stuff. We understand that everyone has a life outside of work and respect that.

TOGETHER, WE'RE POWERFUL

People are the heart of everything we do. We all have unique talents, perspectives and dreams, and when we come together amazing things happen. That's synergy – achieving together what's impossible alone.

BE A TRAILBLAZER

We have the courage to believe in change, and the passion to make it happen. We embrace the unconventional, the innovative and sometimes even the wild. Our users trust us to push the boundaries of software because of our roots in the industry and our expertise.

CUSTOMERS AT THE SOUL

Our company exists to help you. We know we're only successful if our customers are too. We're focused on lasting relationships through creating world-class software with user-driven features and exceptional support. Because without happy customers, what's the point?

Life at 12d Synergy

Our Fun-Loving Culture

At the heart of 12d Synergy is a down-to-earth, vibrant and positivity-driven culture that makes us an awesome place to work. We're searching for amazing people (like you!) who want to be a part of this culture.

Born and bred on Sydney's Northern Beaches, we're a productive, supportive and open team. When we're not catching waves of creativity, we're collaborating on innovative ideas and taking five for our (epic) office Jenga matches!

We get that your career is your journey, and we'll support you every step of the way. Our culture openly welcomes freedom and flexibility in the way you work. We're invested in finding your passion and unlocking that in the work you do.

Our ENPS (Employer Net Promoter Score) also doesn't lie! Every six months we ask our team one simple question: "how likely are you to recommend 12d Synergy to a friend?" We don't like to brag, but 99% of our staff would recommend us!

Why We're an Awesome Place to Work

Autonomy and Meaningful Work

At 12d Synergy, every day brings new challenges and rewards. We're firm believers that people do their best when working on things they're passionate about. As a growing company, you'll get hands-on across all aspects of your role, and work on things that have a real, meaningful impact.

Flexibility and Work-life Balance

Remember Elastigirl from The Incredibles? We embrace a level of flexibility that even she would be proud of. We get that everyone has a life beyond their work, and let you find your own work-life balance.

Career and Personal Growth

Think of us like the Yoda to your Skywalker. From professional training to hands-on mentoring with super sharp minds in your field. You'll get opportunities to develop your career, and access to endless hours of free online training.

Social Events

In your monthly calendar you'll find invites for Thursday Social, Monthly Drinks, Friday Online Social, Lunch and Learns (with pizza!), and charity and community events…we take our work seriously, but the same can't be said for ourselves!

Our Perks!

Study Assistance, Paid Parental Leave, Birthday Leave, In-office perks – free snacks, drinks, arcade machine, Culture Club, weekly social events and activities, Employee Assistance Program, yearly work trip, Charity Leave, Referral Bonus, hybrid and flexible working, Reward and Recognition Program and more!!

Technical Conference

Brisvegas trip anyone? Biennially we host our 12d Technical Forum where we fly our entire team on a three-day adventure to Brisbane. Share your expertise and network with our 700+ attendees. Plus, join our (legendary) post-event socials and entertainment!

Our Office

Our Chatswood office caters for all. A 2-minute walk from Chatswood Station, it offers plenty of natural light, a great view, and an open space that is designed to connect and inspire, as well as offering nooks for those who seek peace and solitude. We even have an arcade machine!

We have a café in the building, along with the various cafes and restaurants at Chatswood Station and the nearby Westfield Shopping Centre and Mandarin Centre.

Meet our Tribe

Our people are more than just employees: we're a tribe. A close-knit, supportive community of dreamers, thinkers and creators working together towards our common mission of transforming lives through incredible software.

Our tribe is growing – fast. Led by co-founders Joel and Richard, we've assembled a dynamic, driven and fun-loving team that would give the Avengers a run for their money.

Success Stories from Our Team

Nilanka Dharmadasa – Development

"I've been with 12d Synergy for almost six years. It's amazing being able to work in an environment where everyone is motivated, approachable and supportive – help is always there. This culture extends to a genuine appreciation for work-life balance, which has helped me be the best mum I can be to my two kids."

Connie Butler – Digital Engineering

12d Synergy is unlike any other place ever worked, in a fantastic way! My entire career I've worked in engineering offices, where I often felt pigeonholed into static roles. Conversely, I have received vast opportunities for growth and development with 12d Synergy.

The positive, supportive, and friendly culture was an extremely pleasant surprise when I first started several years ago! It has had such a positive influence on my own work life balance that I've referred several other staff to join the business.

Mitch McPherson – Sales

"12d Synergy is a vibrant business with a huge future ahead; the world is our oyster. I started in a dual sales and marketing role. 12 months later, I was offered two options: build a marketing team or become the BDM for Victoria and Tasmania.

I chose the sales pathway as I enjoy customer relations and work travel, plus it enabled me to move closer to my family. My favourite thing about 12d Synergy is how everyone is open and enthusiastic to new ideas; it's embedded into our culture."

Joining the Tribe

We're growing fast and we have an ambitious mission to achieve. We're looking for superstar trailblazers who want to join us on this journey.

Throughout your application you'll be supported by our stellar People & Culture team. We're not just interested in your experience, but the values you display. So be yourself – even the quirky stuff.

Above all, we want this to be an enriching and positive hiring experience for you.

Our Selection Process

Phone Interview

We believe interviewing is like a first date, it's a two-way thing… you're interviewing us too. We'll give you real insight into the role, our company and answer any of your questions.

Getting Hands-on

Next, we let you apply your super skills. This could be a coding challenge (for a development role) or a written task (for marketing).

Face to Face Interview

If successful, you'll be invited to visit our office and get a feel for our team, working environment and culture. We'll explore your aspirations, skills and motivations. It'll be more technical with specific questions about the role.

Preparation Tips & Tricks

We want to learn about you, and how you'll fit in, so be prepared to tell us about your experiences (what you've done, and how you did it!)

We're **HUGE** fans of the **STAR** technique when giving examples:

SITUATION:
What's the background to your example, how did it arise, who was involved? Set the scene and be concise.

TASK:
What was your task in this situation, what did you need to achieve, what was the goal?

ACTION:
Tell us in detail what you did, how you did it and why you chose that course of action.

RESULT:
What was the outcome? Was it successful? What did you learn? Try to give quantifiable results if possible.

DO YOUR RESEARCH

We're looking for people who genuinely want to be part of something awesome. So do your homework: know who we are, what we do and what we stand for! Our website and social media channels are great resources:

www.12dSynergy.com

Follow us!
@12dSynergy

#12dSynergy

Thanks
for catching our vibe

Learn more about us at #LifeAt12dSynergy

@12dSynergy

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