

Catalyst employee perks and benefits

At Catalyst we work hard every day to provide solutions and benefits for our clients, and we like to do that for the talented and creative individuals who work here too.

In addition to your salary, Catalyst provide a range of perks and benefits, designed to help you enjoy working here and keeping well at the same time.



Rewards

Referral bonus:

Be rewarded for referring talented new people who secure employment at Catalyst.

Life insurance:

If the unthinkable happens, you're covered for up to three times your annual salary.

Income protection:

Peace of mind for you and your whānau, Catalyst provide an income protection scheme.

Birthday gift:

Receive a \$25 The Good Registry gift card, allowing you to have the joy of giving to any of the 65 charities they partner with.



Wellbeing

Health insurance:

Receive the Wellbeing 1 plan and discounted benefits with Southern Cross.

Flexible working:

How do you like to work? Remote? In office? Hybrid? Come talk with us.

Free flu injections:

To help you through the winter months each year.

EAP:

Access free, confidential support if you are experiencing any personal or work related difficulties.

Sports & recreation:

Have the opportunity to mix with your colleagues in a social setting, or unwind with a yoga session.



Leave

Annual leave:

Four weeks of annual leave per year plus 11 public holidays.

Bereavement leave:

Catalyst provides up to 5 days of paid bereavement leave.

Sick leave:

Ten days sick leave from the day you start, so you can rest up when you (or someone you care for) needs it.

Family formation:

Two weeks full pay to help formulate your family. This includes time off to attend appointments relating to fertility health, assisted reproduction, fertility tissue preservation, adoption, gestational surrogacy and more.



Parental leave

Parental leave:

Top up the first twelve weeks of paid parental leave to 100% of your salary. No worrying about the 6 month eligibility criteria.

Annual leave top ups:

Catalyst tops up your annual leave to your normal daily rate, meaning full pay when you're on leave that first year back.

Partners leave:

Two weeks full pay to use flexibly over the first 12 months, allowing you to be there when it matters.

Coming back:

Work 80% and get paid 100% for the first 6 months. Yes, the equivalent of a paid day to spend with your bub.



Office

Break areas:

Enjoy shared spaces, equipped with board games, table tennis, foosball and comfy couches, depending on office location.

Breads & spreads:

Catalyst has a stocked pantry with some breads and spreads to keep you going.

Fresh fruit:

Helping you get your 5+ a day.

Quiet space:

A quiet space, allowing you to step away, relax and take a moment during your work day.

Barista quality coffee:

Try your hand using our coffee machines. Caffeinated or decaf, whatever is your preference.

Pizza Thursday:

Once a month come along and listen to lunchtime talks about a variety of topics whilst enjoying pizza provided by Catalyst.

Beverage O'Clock:

End the working week unwinding and catching up with colleagues over a beverage & snacks.



Catalyst

Open source community:

Catalyst has a long history of supporting and contributing to open source projects and communities. Working at Catalyst means being a part of the open source movement.

Global company:

Work for a company that has subsidiaries in 5 countries and a presence around the world.

Environmental:

Catalyst is certified carbon neutral and is committed to supporting our customers and their communities to become more sustainable.

Catathon:

A company wide day where you can hack, create, learn new skills, share some knowledge, explore new ideas – you decide!

Sponsorships:

Each year, Catalyst offers two Open Source scholarships to students who intend to study computer science or related subjects.