

Our Differences are Our Strength

The best engineering teams disagree well. When the people around a design bring different backgrounds and perspectives, they catch different risks, question different assumptions and land on better answers. The software we deliver is stronger for it. And just as our clients and communities come from every walk of life, so do we: the diversity of our people is simply who we are, put to work.

We value and support diversity and inclusion in our workplace, and we work to build a culture where every person is encouraged to bring all of themselves and their individual strengths to work. As a remote-first studio with specialists across Australia and Canada, that culture is inclusive by design: what matters is the quality of your work, not where you sit.

Indigenous Reconciliation

We acknowledge the Traditional Owners and Custodians of the lands on which we work across Australia, and we respect the First Nations, Inuit and Métis peoples of Canada, the original stewards of the land where Epcotec was founded.

Reconciliation matters to us because our values do. Our commitment to **Care** extends beyond our people and clients to the communities we operate in, and to doing the right thing for all people.

We are at the beginning of this journey, and we are honest about that. We are working toward a reconciliation commitment that:

- deepens our cultural awareness and understanding of Indigenous histories and truth-telling in both Australia and Canada;
- is guided, in Canada, by the spirit of the Truth and Reconciliation Commission's Calls to Action, particularly those on education and equitable participation in the economy; and
- builds genuine, lasting relationships with First Nations and Indigenous communities through our work and hiring.

We are currently exploring partnerships with First Nations and Indigenous-owned businesses and employment pathways in both countries. We have not yet formalised these relationships, and we will not claim them until they are real. Where we can act today, we will: listening, learning, and opening our hiring to Indigenous candidates.

Diversity

Epcotec is an equal-opportunity employer. We do not discriminate against any person on the basis of race, colour, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other characteristic protected by law in the jurisdictions where we operate.

We actively look for ways to advance the careers of women and other under-represented groups in software engineering, applied research and leadership, so that our teams and our leadership reflect the full breadth of the communities we serve. We are proud of the women who build and lead at Epcotec, and we work to keep growing that representation at every level.

Where we operate, we meet our workplace equality and gender reporting obligations (Australia's Workplace Gender Equality Agency reporting and equivalent Canadian requirements among them), and we treat those reports as a baseline to improve on, not a box to tick.

Disability

We believe people with disability deserve meaningful, rewarding work, and remote-first software delivery is a field where accessibility can be a genuine strength rather than a barrier.

We design our work to be accessible from the start. We offer remote-first and flexible working, and we make reasonable workplace adjustments so every person can do their best work. Our hiring practices are inclusive: we judge candidates on their ability to deliver, and we will adapt the process and the role to remove barriers rather than exclude people.

We are building partnerships with disability employment providers to widen our hiring pipeline and provide ongoing support, and we welcome conversations about what you need to succeed with us.

Veterans' Employment Support

We recognise the value and unique experience of people who have served. The discipline, security clearance experience and operational judgment that veterans bring are a strong fit for the technical and security work we do, from platform and security engineering to defence-adjacent and research engagements.

We encourage veterans and their families to apply for roles with us, and we support the transition from service to civilian technical careers. We are exploring formal veterans' employment pathways and will publish them as they are established.

Join our team

If you want to do meaningful work in a place that values every person, we want to hear from you.

See [Careers](#) to learn what it's like to work here, or email careers@epcotec.com to start a conversation.

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