

Employee Value Proposition

Epcotec exists to do two things: deliver software our clients own and run with confidence, and create an environment where our people do their best work. This page is about the second half of that sentence.

When you join us, you join 57 specialists across 11 departments, working directly with the people who scope and build the work. There are no account managers in between, because we are a senior engineering studio, not a body shop. Our culture runs on six values, **Excellence, Integrity, Ownership, Courage, Collaboration and Care**, and they shape how we hire, how we work and how we treat each other. Because we are remote-first across Australia and Canada, we hire for trust, craft and communication, then give our people the flexibility and the tools to do great work from anywhere.

Here is what we offer at each stage of your career.

Early Career

- Structured onboarding, mentoring and networking with our senior engineers.
- Remote-first and flexible working, with overlap across Australia and Canada time zones.
- Direct access to senior leads from day one: the people who scope the work, and who mentor you.
- A personal development plan and regular one-on-ones with your manager.
- A dedicated learning and professional development budget, including cloud and security certifications (AWS, Azure, and industry-recognised credentials).
- Support for professional credentialing through relevant professional bodies.
- An Employee Assistance Program for confidential mental-wellbeing support.
- Home-office and equipment setup so you can work comfortably and securely.
- Social and team events, held in person and online.
- Ownership of your work: you deliver, and you can see your contribution ship.

Mid Career

Everything in Early Career, plus:

- Paid parental leave.
- Leadership development programs for people stepping into team and technical leadership.
- Mentoring in both directions: learn from senior leads, and start mentoring others.
- Ongoing learning and professional development, with time and budget to deepen your specialism.
- Regular one-on-ones and a personal development plan that grows with you.
- The flexibility to work the way that suits your life and your time zone.

Senior or Advanced Career

Everything in Mid Career, plus:

- Real ownership of delivery and technical direction across our practice areas.
- A seat at the table: senior leads work directly with the Founder and with clients, and shape how we build.
- Leadership development and the opportunity to lead teams, practices and engagements.

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- The freedom to champion new ideas and technical directions; challenging assumptions, including our own, is part of the job description.

What we don't offer, and why

We are honest about what we are not. Epcotec is founder-led and privately held: we do not offer employee share ownership, and we will not suggest otherwise. What we offer instead is meaningful ownership of *your work* and *your delivery*: our clients own the code, and you own how well it is built.

Join our team

If that sounds like the kind of place you want to do your best work, we want to meet you.

See [Careers](#) for how we hire, or email careers@epcotec.com.

Approved: Eugene Pivnev, Founder & Managing Director, Epcotec

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