

The Reece logo, consisting of the word "reece" in white lowercase letters inside a dark blue rounded rectangle.

Reece Careers  
Candidate Guide

**Make a move  
that feels good.**

you+reece

# It's all starts here.

**With hundreds of different roles, a career with Reece can take you in many exciting directions.**

To help you decide if Reece is a good fit, we created this handy Careers Guide. It covers some of the key things about Reece, reasons people like to work with us, and everything you need to know to nail your application and interview.



**Reece is an Australian icon. You probably know us as Australia's largest supplier of plumbing and bathroom products. But that's just the beginning.**

Reece began in 1920, which means we've been around for over 100 years. We're a major public company with 8,000 friendly people, 800 locations, and 8 major businesses across several industries. We're a global business and operate in three countries. We thrive on new ideas, and we've got the courage to make them happen.

**Our purpose is to improve the lives of our customers, and our people, by striving for greatness every single day.**

## What you can expect, when you work with us.

The first thing you need to know is that Reece is all about people. As the saying goes, 'Teamwork makes the dreamwork'. This is very much at the heart of who we are and how we succeed. So whether you work in a branch or an office, you'll be part of a strong, collaborative team. You'll also be supported with training, mentors and opportunities, so you can grow to be your best.



**'I have so many people who are prepared to back me, which is really exciting.'**

**Brigette, Merchandising team**



## Some good reasons to join the family.



AFR Best  
places to work  
Graduate  
programme  
award 2021

Along with building a strong and supportive culture, Reece offers a range of employee benefits to help you on your career journey.

- + Continuous learning & development programs
- + Workplace flexibility
- + Paid parental leave
- + Generous discounts with Reece businesses
- + Performance-based bonuses
- + Career progression

# Inclusion matters to us.

**We're committed to providing an environment where equal opportunities are available to everyone. Employee selection is based purely on ability, performance and potential.**

We know how important it is to create opportunity and diversity in our workforce. Reece values the contribution of all employees regardless of gender, age, ethnicity, disability, sexual orientation or cultural background.

Ultimately, we believe that anyone can build a career, do great work, and help shape the future of Reece.





## We focus on future

**We think you deserve to feel good about the company you work for and the positive change they make in the world.**

At Reece, we know we can only succeed in the long term when our customers and teams are empowered to create sustainable change. If you believe in making the world a better place, you'll feel right at home here. We're achieving this in three ways. Sustainable Business, Empowered Trade and building resilient communities.

# Reece Cares

## A little care goes a long way

Reece Cares is our local and international community program. Every year, we support a diverse range of grassroots projects from all over the world. Whether it's through our foundation, reconciliation program or wellness initiatives, it's important that we give back to our communities. That's what makes Reece, Reece.



### reece foundation







reece

**Ready to apply?**

reece

# What to expect.

If you want to kick-off a more inspiring career, then it's time to apply. Our typical hiring process follows these steps.

- + **Submit application** - Answer some initial application questions and submit your resume.
- + **Aptitude Testing** - You'll then take part in aptitude testing to help us understand your key strengths.
- + **Video Interview / Phone Screening** - You'll record a video interview OR we'll call you with some key questions. This gives you the opportunity to highlight your qualities.
- + **Interview 1** - You'll learn more about Reece and be interviewed by our team.
- + **Interview 2** - Second round interviews are for shortlisted candidates. You'll be interviewed by more senior leaders from Reece.
- + **Reference Check** - We'll undertake reference checks based on the information you've provided.
- + **Offer Confirmation** - Successful applications will be offered a position.

# Tips for in-person interviews

The most important thing is to be yourself (and remember to breathe). We just want to get to know the real you. Here are a few other tips to keep in mind.

- + Don't be late.
- + Smart-casual attire is just fine.
- + Bring a copy of your resume.
- + Get to know Reece better. Do a little research and be prepared for questions about the business.
- + Be clear on why you have applied for the role and how your skills and experience can bring value. Take some time before your interview to reflect on your past accomplishments. What are you good at? What can you work on? What have you learned? Keep it humble.
- + Don't be afraid to tell us your preferences around how you want to work. We'll try and keep work flexible wherever we can, whether that means part-time, job-sharing, remote work, or a compressed week.
- + Line up your questions for us too. Be inquisitive. Learn about us as we learn about you.
- + Lastly, relax as much as you can and try to enjoy the experience. We're a pretty friendly bunch.

# Tips for online Interviews

In the current environment, there's a good chance some of the application process may take place online. To make sure everything runs smoothly, follow these tips.

- + Make sure your phone/computer is fully charged.
- + Do a test run so you feel comfortable with the online platform.
- + Find a quiet space where you won't be disturbed.
- + Choose a well-lit area so we can see you clearly.
- + Use a headset or headphones so you can hear clearly.
- + Dress as if you were attending a face-to-face interview.
- + If you can't hear a question clearly or you don't understand the question, ask us to repeat it until you do - we won't mind.

**you + reece = Work that matters**

We are always growing and looking for great people to grow with us.