LEVANDE®

Employee Benefits Overview

The benefits that back you, so you can be at your best.



Your Exceptional Work, Their Exceptional Life

At Levande, every role contributes to helping residents live their best years. Whether you work directly with residents, support our villages, create new communities or enable our teams behind the scenes, your work makes a meaningful difference every day.

In return, you get to do work that matters, with opportunities to keep growing and getting better at what you do. The benefits in this guide are how we back that promise, every day.



Work Worth Smiling About

Every role at Levande creates moments that matter. From designing villages that redefine retirement to creating daily joy for residents, your work directly impacts real people living their best years. You'll go home knowing you made someone's day better, and you'll leave with a smile on your face too.



Know Where You're Growing

At Levande, you'll always know where you stand and where you're headed. We're clear about our vision and where we're going. As we grow toward bold ambitions, you grow with us, with the clarity and focus that turns performing into mastering.



Backed To Be Bold

Innovation thrives when you feel supported. We've got your back when you try new things, make tough calls, or face difficult situations. Your bold ideas get real backing, real support, and real runway to fly. We celebrate the courage to try.

Backing you to be your best

These benefits are built around the things that matter: your wellbeing, your growth, the recognition you have earned, and your financial security, so you can do great work and enjoy the life around it.



Your Wellbeing

A healthy balance between work and life, with flexibility that suits real people.



Your Growth

Ongoing learning and support, so you keep getting better at what you do.



Your Recognition

The great things our people do are seen and celebrated.



Your Financial Wellbeing

Benefits and services that help you feel secure and supported.



Your wellbeing

We back a healthy balance between work and life with flexibility that supports different needs.

Sonder, Your Everyday Wellbeing Companion

Provides confidential, 24/7 health, safety and wellbeing support for you and your immediate family through the Sonder app. You'll also have access to a free annual flu vaccination program to support your health and wellbeing during the cooler months.

My Day and Purchased Leave

My Day gives every team member one additional day of leave each year to spend on something meaningful to them. In addition to annual and long service leave, eligible employees can purchase up to two additional weeks of leave, salary sacrificed across a 12-month period.

One Simple Thing and Flexibility

Through One Simple Thing, you and your manager agree on one practical flexibility arrangement that supports your individual needs and wellbeing. Depending on your role, this could include changes to your work location, start and finish times, compressed hours or job-sharing arrangements.

Parental and Grandparent Leave

Up to 20 weeks of paid parental leave is available for primary and secondary carers. Families come together in many ways, and our program is designed to support that. Permanent employees can also access one day of paid leave following the birth of a grandchild.

Know where you are growing

We care about where you are headed. Learning here is ongoing, so you keep building capability and mastery in your role.

Continued Education Assistance

Eligible employees can access education assistance and paid study leave for learning connected to their role and development.

Career and Development Pathways

Our Village Operations, Real Estate and Sales & Marketing Career and Development Pathways help you explore opportunities to learn and grow in your current role and beyond.

On-Demand Learning Library

Access an on-demand library of more than 100,000 learning resources, available when and where you need them.

Annual Leadership Forum

Levande's people leaders come together over several days to celebrate achievements, focus on strategy and build leadership capability.

Your great work is seen and celebrated

We care about the great things our people do, and we make sure they are noticed and celebrated.

Spirit of Levande Awards

Employees can be nominated by colleagues and managers across 12 award categories, recognising the difference our people make. Award recipients are celebrated at the annual Spirit of Levande Gala.

We Shine Recognition

A peer-to-peer and manager recognition platform for sending e-Cards, nominating colleagues for the Spirit of Levande Awards, and, for managers, giving monetary recognition.

Social Events

Our Social Committee runs events throughout the year, helping you build connections, get to know people across Levande and celebrate with your colleagues.

Work Anniversaries

We recognise important career milestones at Levande. Anniversary awards begin at five years and continue at five-year milestones, with employees reaching 15 years invited to the annual Spirit of Levande Gala.



Backed to feel secure

We care about your financial wellbeing, with benefits and services that help you feel supported.

We Shine Savings

Access savings across a range of well-known brands through We Shine Savings, including movie tickets, shopping, dining and holiday accommodation.

Superannuation on Parental Leave

Levande continues superannuation contributions for up to 12 months of parental leave, including during periods of unpaid parental leave.

We Connect Referral Bonus

Refer someone who successfully joins Levande, and you could receive up to $2,000 in We Shine vouchers. Levande will also donate $100 to a participating charity of your choice.

Fitness Passport

Access affordable gym and fitness memberships for you and your family across a wide range of participating locations through Fitness Passport.

LEVANDE®

Your Exceptional Work, Their Exceptional Life

These benefits are one of the ways we back you in return. When you're at your best, so are the residents whose days you help make exceptional.

QUESTIONS ABOUT YOUR BENEFITS?

Talk to your manager, or reach People & Culture at people@levande.com.au

Benefits and eligibility may vary depending on your role, employment arrangements and applicable Levande policies.

