



Employee Value Proposition

"Making a difference, together"

At Lung Foundation Australia (LFA), we are more than just an organisation. We are a community of passionate individuals committed to our vision of enabling life-saving lung health and lung cancer research. We champion programs so that Australians with lung disease and lung cancer can live their best lives.

As a part of our team, you will not only grow professionally but also have a lasting impact on people's lives. Here's what we offer our employees in return for their dedication:



1. Meaningful work

- Purpose-driven mission: At LFA, your work contributes directly to improving the lives of people living with lung disease and those who support them. Every day, you'll be part of initiatives that shape healthcare policies, raise awareness and provide essential support to individuals, their families and a community of health care professionals
- Community impact: You'll have opportunities to participate in community fundraising and awareness events, further connecting you to our mission and the people we serve.



2. Personal and professional growth

- Career development: We offer a variety of professional development opportunities, including internal and external training, leadership programs, and access to industry conferences. You'll be empowered to continuously develop your skills and explore new career paths within LFA
- Professional development Allowance: We invest in your growth with a dedicated professional development allowance, giving you access to development opportunities to help support your career
- Traineeships: LFA is committed to nurturing future talent by offering traineeships, providing hands-on experience and training to help kickstart your career in the health sector.
- Performance reviews: LFA encourages a culture of continuous improvement, where feedback is essential. Regular performance reviews and staying in touch with your manager ensure that you receive the guidance and support needed to grow and succeed
- National and international travel: LFA offers opportunities for both national and international travel to attend conferences, collaborate with partners, and participate in global health discussions.



3. Work-life balance

- Flexible working arrangements: We understand the importance of balancing your career and personal life. LFA offers flexible work schedules, including remote working options, to ensure that you can thrive both professionally and personally
- Generous leave policies: In addition to annual leave, enjoy 12 weeks of paid parental leave, up to four days of wellness leave per year and birthday leave, to ensure you can take the time you need to recharge and care for your wellbeing
- Wellbeing support: Free vaccinations are available to help you stay healthy, and we provide wellness days for rest and rejuvenation.



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4. Competitive rewards and benefits

- NFP salary packaging: As a not-for-profit organisation, LFA offers the added benefit of salary packaging, enabling you to maximise your take-home pay and enjoy tax savings
- Compensation: We offer competitive salaries that reflect your experience and contributions. LFA reviews compensation regularly to ensure it remains fair and competitive in the market
- Employee Assistance Program (EAP): We care about your mental and emotional wellbeing. LFA provides access to a confidential EAP, offering support and counselling services whenever needed
- Health and wellbeing: Through our BreatheWell@Work program, we promote holistic health and wellbeing, including access to wellness programs, mental health support, and activities designed to enhance your work-life balance
- Employee discounts: Through Employment Hero Perks, our employees have access to exclusive discounts at a range of retailers and services
- Work across office locations: Enjoy the flexibility of working in various LFA office locations, allowing you to collaborate with different teams and expand your professional network.



5. Inclusive culture and supportive environment

- Award-winning culture: We are proud to have been recognised, over consecutive years, as a Best Workplace in the Voice Survey, which is a testament to our amazing culture and the supportive, inclusive environment we foster at LFA
- Diverse and inclusive workplace: LFA is proud of our inclusive culture, where every voice is valued, and diverse perspectives are celebrated. We foster an environment where you can bring your true self to work every day
- Supportive leadership: Our leaders are accessible, approachable, and committed to your growth. We prioritise open communication, recognition of achievements, and ensuring that everyone has the resources they need to succeed.



6. Innovation and agility

- Empowering innovation: LFA encourages a culture of innovation. Whether you're developing new programs, streamlining processes, or exploring new partnerships, your ideas will be heard, valued, and acted upon
- Agility in action: We are a fast-growing organisation that embraces change. You'll have the opportunity to be a part of transformative projects, responding to evolving challenges in healthcare and making meaningful improvements.



7. Recognition and contribution

- Celebrating success: Your contributions are recognised and celebrated at LFA. Whether it's through formal recognition programs or informal praise, we take the time to acknowledge the great work of our team
- Collaborative environment: Our work is a team effort. We value cross-functional collaboration, open communication, and the collective achievement of our mission to lead and deliver lung health solutions.



8. Sustainability and social responsibility

- Making a difference beyond work: LFA is committed to sustainable practices and corporate social responsibility. Whether through environmentally friendly policies or our work within the community, we prioritise making a positive impact both inside and outside the organisation.