



# Why Work With Us!

SMFA Employee Value Proposition

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## Why SMFA?

At SMFA, we have created a workplace where innovation, collaboration, and personal growth are at the forefront. Guided by our core pillars: People & Culture, Marketing & Growth, Systems & Processes, and Finance & Risk, we aim to create an environment where our team members feel supported, inspired, and empowered to excel in their careers.

We see diversity as a strength and appreciate the unique perspectives and experiences each team member contributes. Here at SMFA, we encourage curiosity and a passion for design. Whether you're an industry expert or an emerging talent, you'll have the opportunity to collaborate with innovative thinkers and take on challenges that shape the built environment.

## Flexible Working Arrangements

*Work and Life Should Fit Together*

We understand the importance of work-life harmony, which is why we offer flexibility that allows work to integrate seamlessly into your life, focusing on achieving a meaningful work-life balance:

- Flexible start and finish times to accommodate both personal and professional commitments.
- Option to start on a part time working week.
- Accommodate employees with varying needs and circumstances, making our workplace more inclusive.

“ *Flexible hours are valuable in helping to feel present at work, being able to have more control of my time and life commitments and knowing that the company appreciates boundaries and the importance of life outside of work. Helps to feel like the hours spent at work are about output and aren't forced on staff.* ”

– SMFA team member



## Growth and Development

We are invested in your professional journey and provide opportunities to help you succeed:

- Exposure to a diverse range of projects that challenge and expand your expertise.
- Tailored training, mentoring, and support for career progression, including architectural registration.
- Regular interactive project design reviews to foster innovation and skill refinement.
- A structural evaluation and feedback system to promote growth and acknowledge achievements.
- Networking and professional development opportunities to strengthen industry connections.
- Diversity and equity initiatives, including workshops and guest speaker sessions on key topics.

“ Everyone on the team is very approachable and supportive. I feel like I have the opportunity to grow my career and have the encouragement from senior staff who want to help me achieve my professional goals and succeed. Having a wide range of projects is great for having exposure to lots of different challenges and I never feel like I'm stuck in the same thing - every day in the office is different. ”

– SMFA team member

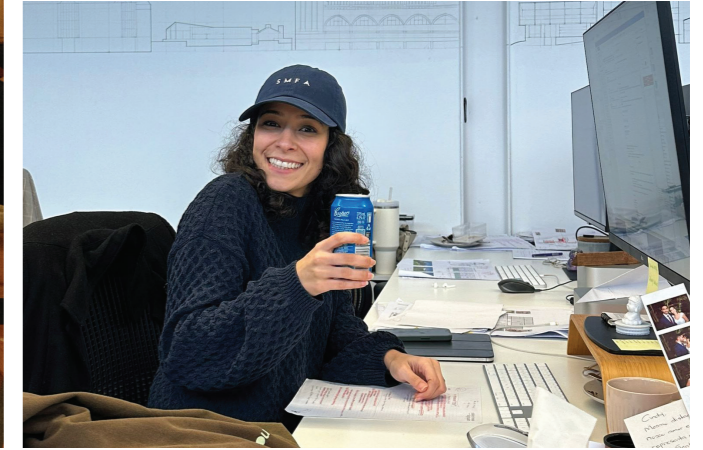
## Working Environment

Here at SMFA, we value the well-being of our team members, both inside and outside the office. Our benefits include:

- A collaborative, modern working studio environment to inspire creativity.
- Café quality coffee machine with fresh roasted beans.
- Multiple common areas that promote social interactions and team bonding.
- A supportive environment that values open communication and cross-team collaboration.

“ In all my previous jobs, I've never worked in a studio where we could play music, have open conversations, and freely chat with colleagues. It's genuinely enjoyable to come to work knowing there's no rigid corporate structure, and everyone is encouraged to be themselves in a welcoming and supportive environment. ”

– SMFA team member



## Culture

Our workplace is built on trust, transparency, and a shared passion for creativity. We cultivate a community where relationships flourish through. At SMFA, it's more than just a workspace:

- Engaging internal and external social activities and fortnightly events to strengthen team collaboration organised by our social committee.
- Participation in bi-monthly General Staff Meetings (GSM) to offer public speaking opportunities and reflection on current projects.
- Inclusive internal committees for various interests, including social committee, book club, run club, indoor soccer and SMFF (Stallard Meek Flightpath Foundation).
- Annual Strategy Days, where everyone contributes to shaping our sector and business goals and aspirations.
- Regular 'pulse checks' and surveys to gather employee feedback, maintaining continuous improvement and growth within the organisation.

“ The people here are what bring me to work, that and the prospect of doing work that will help me progress my career as well as having the support to do this. ”

– SMFA team member



## Stallard Meek Flightpath Foundation (SMFF)

SMFF is a not-for-profit supporting social projects, events, and discussions to enhance South Australian communities and the Art & Design sectors.

Funded by SMFA, the Foundation drives meaningful change in policies and practices, fostering research and philanthropy to improve cultural and social settings through the built environment. By uniting art, architecture, and design disciplines, SMFF initiatives benefit both users and their communities

Current projects include:

- Loti Pod: A carefully curated retreat for unpaid hospital carers, fostering wellbeing through thoughtful and flexible architectural design.
- Partnering with Adelaide Botanic High School on its Year 11-12 Architectural Specialisation Programme.
- Sponsorship of industry events including, NAWIC International Women's Day Post Networking Event, University of Adelaide and UniSA Masters exhibitions



## Parental Leave

We are committed to supporting our staff and recognise the importance of parental leave that reflects our commitment to family support. These include:

- Matching the Paid Parental Leave Government payment for an additional 8-week period.
- Inclusive superannuation entitlements during the additional paid period.
- Flexible return-to-work options to support a healthy work-life balance.

“As a parent, having additional paid parental leave at SMFA made a huge difference. It gave me extra time to bond with my family without financial stress, and knowing my superannuation continued during that period was a big relief.”

– SMFA team member

We are proud to offer a workplace where skills, purpose, and relationships come together, ensuring our team members achieve both professional success and personal fulfillment.

# Contact

## Adelaide Office (Head Office)

+61 (08) 8211 6355  
mail@sm-f.com.au

65 Charles Street,  
Norwood SA 5067

[www.sm-f.com.au](http://www.sm-f.com.au)

**in** 

## Victoria Office

+61 0402 760 814  
mail@sm-f.com.au

Ground Floor, 69 Clarke Street,  
Southbank VIC 3006

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Australian  
Institute of  
Architects