



PITCHER
PARTNERS

MAKING
CAREERS
PERSONAL

Making careers personal at Pitcher Partners



2021

Why Pitcher Partners

Our people are what make us successful, so we provide an environment that helps you perform at your best. Here you can expect a career like no other, filled with opportunities to explore your talents. We are committed to ***making careers personal***.



Who we are

At Pitcher Partners we aim to be the preeminent firm to the middle market by providing great careers to our people and great relationships and advice to our clients.

Relationships and care are at the heart of the firm. Our commitment to your career journey is embedded in everything we do – to build breadth, depth and leadership.

We're proud of what it means to be a Pitcher Partners person and want to share this experience with you by providing an insight into some of the benefits you can expect from us in making your career personal.



Our clients

Over time, our offering has evolved along with the businesses we support, and includes a comprehensive range of accounting and business advisory services aimed to support and own the middle market; from family-run businesses to renowned industry leaders and iconic brands. At Pitcher Partners we are more than just industry professionals, accountants, and auditors. We are trusted advisors that identify real opportunities for organisations; understanding their unique story, appreciating their vision, challenging their thinking and building their plan.

Our culture

Care is at the heart of our culture. We care for **our people, our clients** and **our communities**. This care radiates through how we work together, how we share in our collective successes and how we support each other when the going gets tough.

great **clients** who succeed + great **careers** for our people + great **processes** that deliver quality outcomes

Our values

Our values of **Care, Honesty, One Firm, Courage** and **Energy** underpin everything we do. We live by our values and they drive our behaviour every day, creating a culture of collaboration and inclusion where you can thrive personally and professionally.



CARE

Demonstrating care by putting people at the heart of everything we do



COURAGE

Showing courage by making brave choices and challenging the status quo



ONE FIRM

Acting as One Firm when we are working and leading as One Team



ENERGY

Working with energy when we find a way and make it happen












HONESTY

Displaying honesty by building trust and doing what is right

Life at Pitcher Partners

We work hard everyday to create an environment for you to thrive including:

-  **Flexibility** – genuinely flexible working, multiple offices and the opportunity to work from home lets you balance what you do for the firm and clients, with what you need for you
-  **Generous leave** – benefit from diverse leave options with 14 weeks paid primary carer leave, 4 weeks secondary carer leave, a Corporate Social Responsibility leave day each year and the option to purchase extra leave
-  **Contemporary office design** – to support connection and collaboration with modern workspaces, sit-stand desks and an internal café
-  **Health and wellbeing** – care is approached holistically at Pitcher Partners with subsidised yoga, pilates and massages, mental health workshops, flu vaccinations and skin checks, social sports teams and regular Social Club outings
-  **Employee Assistance Program** – with free and confidential counselling for our people and their immediate families, well-being support for career and personal lives is available 24 hours
-  **Employee offers** – access to discounts, promotions and exclusive offers on lifestyle and retail expenses, like cinema tickets, food, fashion, travel and leisure
-  **Referral programs** – be generously rewarded by introducing others to the Pitcher Partners family
-  **Baker Tilly** – as a member of the Baker Tilly International network, you have access to an incredible range of development and secondment opportunities globally
-  **Dress for your day** – the opportunity to dress for the business of each work day

Growth at Pitcher Partners

Pitcher Partners is committed to supporting your growth through a range of learning opportunities:

- **Development programs** – with a combination of technical and soft skills training our development programs will help you reach your full potential
- **Study support** – be industry-ready with supported access to Graduate, CA and CPA programs, and study support for other selected disciplines
- **University program** – broaden your horizons with the opportunity to study all or part of your Master of Entrepreneurship and Innovation through our partnership with Swinburne University
- **Conferences and leadership training** – connect with and learn from a variety of industry experts by attending professional conferences and engaging in diverse leadership training
- **Secondments** – experience a change with in-house and client-specific secondments on offer both close to home and around the world
- **LinkedIn Learning** – grow your skills with access to over 16,000+ online courses taught by real-world professionals
- **Leadership programs** – be supported throughout your career to achieve your leadership ambitions with our graduate development, emerging leaders and Leadership in Action programs

Community at Pitcher Partners



Corporate Social Responsibility

We support community projects and initiatives in a variety of ways. In addition to providing financial support, offering pro and low-bono advice and raising funds, staff are able to take one paid day of leave each year to assist not-for-profit and community organisations.

**Pitcher Partners
Charitable Committee:
Annual Report 2020–21**



Alumni

We continue to nurture connections long after the professional relationship has wound down. A range of events and initiatives keep alumni engaged with former colleagues, Pitcher Partners people and the wider community.

The community work we do also has an **impact on our people**, helping them build new skills, immersing them in a diverse range of industry experiences, and connecting them with varied range of businesses and enterprises. At Pitcher Partners, we offer an industry experience like no other.

Making business *personal*

Pitcher Partners has the resources and depth of expertise of a major firm, but with a smaller firm feel. We give our clients the highest level of personal service and attention. That's the difference.

Pitcher Partners is an association of independent accounting and business advisory firms located in Adelaide, Brisbane, Melbourne, Newcastle, Perth and Sydney. We have a strong reputation for providing personal service and quality commercial advice to our clients across a broad range of industries.

We specialise in providing services to family controlled, privately owned and small public businesses as well as high net worth individuals, the public sector and not-for-profit organisations. Our clients require high technical standards, matched with a personal understanding and involvement in their affairs.

Pitcher Partners is also an independent member of Baker Tilly International, one of the world's leading networks of independently owned and managed accountancy and business advisory firms. Our strong relationship with other Baker Tilly International member firms has allowed us to open many doors across borders for our clients.

Adelaide Brisbane Melbourne Newcastle Perth Sydney

Pitcher Partners is an association of independent firms. *Liability limited by a scheme approved under Professional Standards Legislation. Pitcher Partners is a member of the global network of Baker Tilly International Limited, the members of which are separate and independent legal entities.*



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