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Thinking of being something more?  
Join Enspire  
Be part of our journey.

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[enspiresolutions.com.au](http://enspiresolutions.com.au)

Watch to find out more about  
working life at Enspire

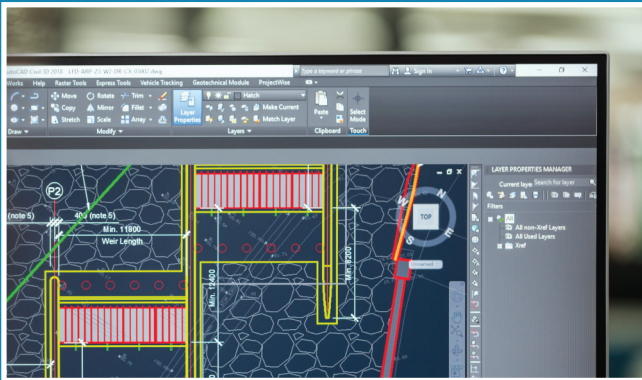


A dynamic culture

[Click to Watch](#)



Learn more. Design more. Advise more.  
**Be more.**



## Who we are?

Established in 2018, Enspire Solutions is a collection of bright minds to change the landscape of engineering consulting.

Our ethos is to Deliver Visions, the Visions of our Clients and the Visions of our People.

We strive to continuously develop our team to achieve excellence in all facets of their lives to enable Enspire to deliver exceptional services for our clients and communities.

Driving Enspire is an extraordinary team of deeply committed and experienced all-stars in the fields of civil engineering and project management, all working at the peak of their powers to deliver visions for our clients, all while building an impenetrable culture of excellence within the organisation.

Is working with some of the brightest of interest to you? Consider the benefits to your career.

## Our commitment to Diversity and Inclusion

At Enspire we value diversity, inclusion and firmly believe in equal rights for all.

Enspire acknowledges the Traditional Owners of the land on which we work, the Cammeraygal people of the Eora Nation and we pay out respects to their Elders past, present and emerging.

Equally as important, we have issued a human rights statement in-line with the UN's Guiding Principles on Business and Human Rights. This is a sign of our commitment to respecting human rights and sets a strong foundation for Enspire's support for the United Nations Global Compact.



# Our Journey

## Delivering Visions...

Through highly skilled individuals and considered collaboration, Enspire delivers Civil Engineering and Project Management services to Deliver Visions.

## For Our Clients

Our clients are our lifeline. They enable us to live our passion every day, and for that we are grateful.

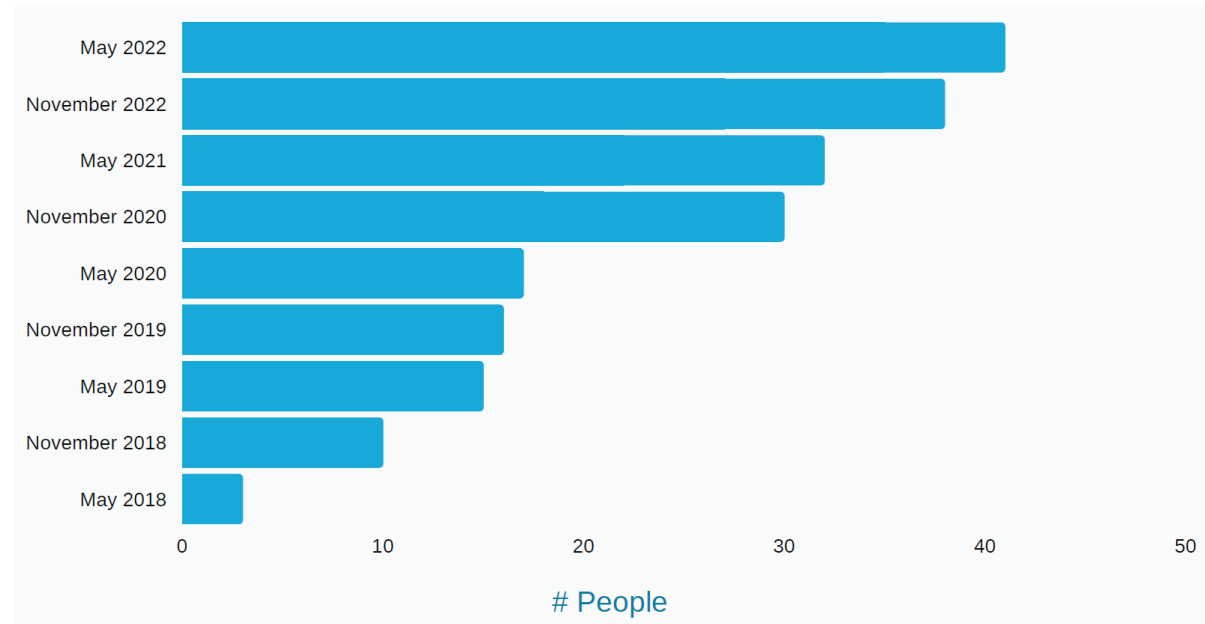
## For our People

We value people above everything else as we realise through many years of experience that excellence and continuous improvement is cultivated through a culture of candidness, trust, flexibility, inclusion and rewards.

## Our Growth

Through the loyalty of our people and clients, we have experienced continued and sustained growth. It is a combination of a positive and evolving culture, range of exciting projects, and of course, the calibre of our people that attract and retain our team members.

## Number of Enspire People Since Launch



## If this is you, then we are right for each other:

- I need to be continuously challenged
- I am a team player who recognises that a win for the team is a win for me
- I am brave and readily admit I don't know it all and will ask for help
- I'll think for myself before asking for help
- I'm always striving to better myself
- I'm not afraid to speak openly about my mistakes as I recognise we all make them
- I am able to balance ambition with patience

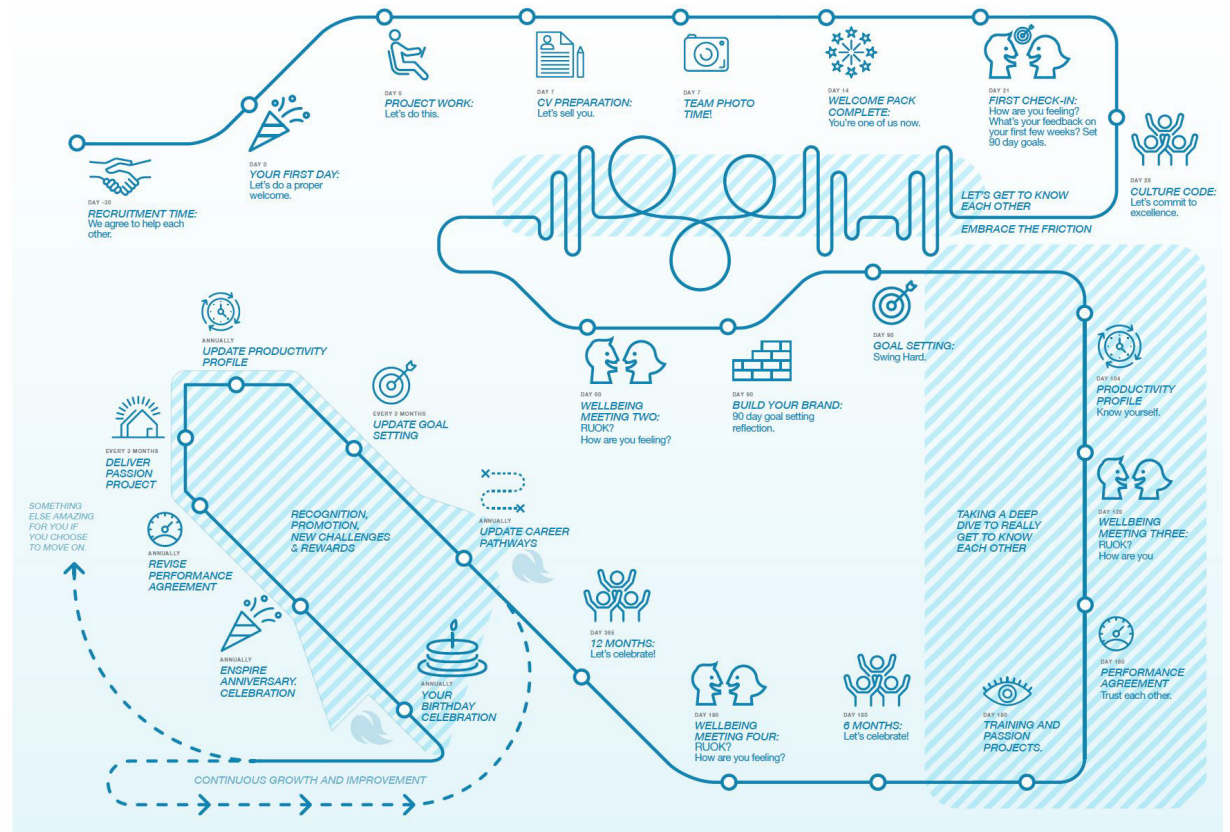
We do not believe asking ourselves, "Will you fit in with our culture?" is the correct question. Rather we ask ourselves, "Will you contribute to our culture?"

We realise our culture is evolving and shifts with each new team member.



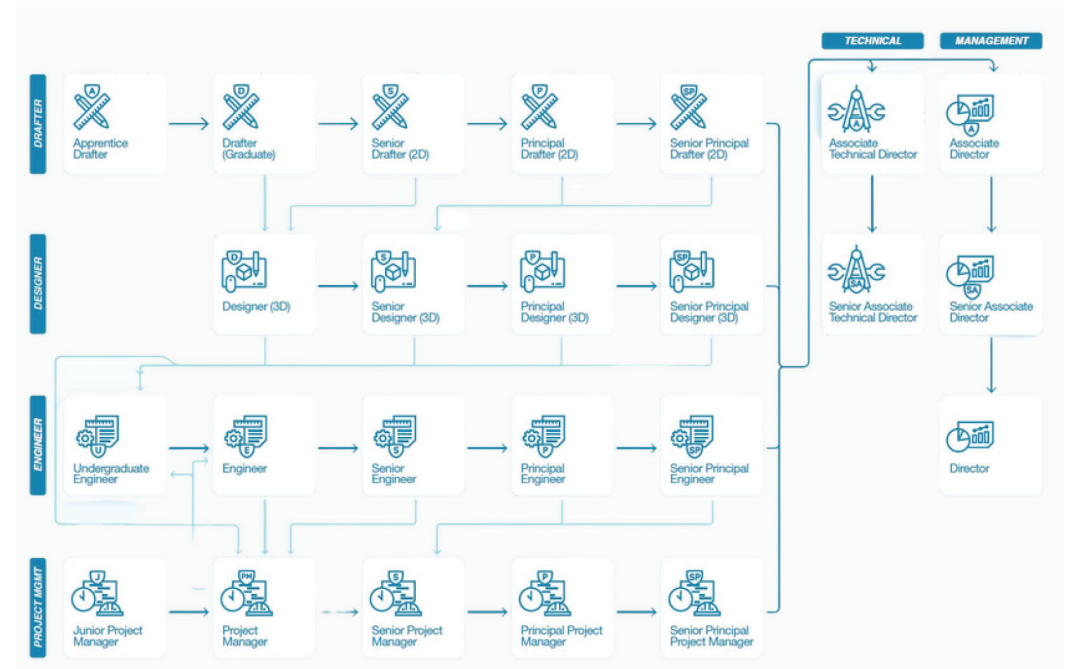
# Curated Onboarding

At Enspire we have curated an industry leading onboarding system that begins with your acceptance to join us. We take this very seriously and regularly tweak and improve it with each person that joins our team.



# Career Planning

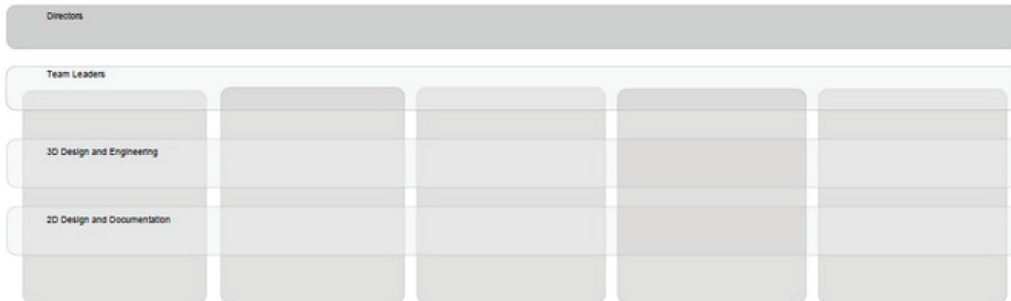
We are here to grow together. Our career planning strategy is focused on how we can help each other. We have honest conversations about our aspirations. Enspire supports and encourages career growth for all staff be it within Enspire, or a future role. Enspire's approach sets a strong foundation for the careers of all team members. It is much more than just a job.



## Team Structure

We have structured our team to facilitate growth of individuals and the team. A combined vertical and horizontal structure maximises opportunity for strategic and technical growth.

Our Technical excellence teams drive innovation, process improvements and identify training. Each new members position is carefully considered based on level of skill and perceived potential.



## The X Factor

Culture, rewards and celebrations are at the forefront of our thinking. While we are unapologetic of our expectations, we do reward individuals and teams for outstanding performance. Team events are common place at Enspire. They provide a great opportunity for us to relax, recover and celebrate.

### What We Do:

- Two Wellbeing days per year for all
- Monthly team lunches
- EOFY Party
- Christmas Party
- Quarterly team events





# What Enspire Offers its People

## One on Ones

The research is clear, regular 1 on 1's with your leader provides for greater fulfilment and accelerated career progression. We have curated a specialised system that acts as a catalyst to discuss what we need to.



## Employee Assistance Program

Enspire value well-being. We recognise the silent suffering that some of us endure, and as such we offer team members and their families access to confidential counselling.



## Goals Tracking

Goal setting and regular check-ins will accelerate your development. We have developed a system that enables our team members to build their technical skills quickly. We've heard we are known in the industry for developing the technical ability of people quickly. We agree!



## Employee Share Scheme

Enspire is proudly an employee-owned business. This is an intentional strategy. We encourage our team to think and act like business owners to broaden experience and exposure. There are financial benefits also.



## Lunch and Learns

We are always tweaking and improving our systems, and our leaders have KPI's to deliver lunch and learn sessions. We typically focus on something small, relevant, and in a lot of detail. You'll be amazed at what you come away with after these sessions.



# Our Projects

## Gilead Stage 2



Client:  
Lendlease

Enspire's Role:  
Project Manager and Civil Engineer

What We Delivered:

**Master Planning, Whole of Life Cost Estimates and Utility Infrastructure Servicing**

Enspire continue to deliver civil engineering and project management services associated with the development of the Gilead Stage 2 masterplan yielding 3000+ residential lots. The project is in the master planning phase and Enspire's role includes assessing design options with corresponding whole of life project costs and providing strategic advice to establish infrastructure in a formerly rural area.

## Western Sydney Community Centre



Client:  
Penrith Panthers

Enspire's Role:  
Civil Engineering

What We Delivered:

**Civil Engineering**

Enspire acted as the civil engineer for the development of this modern Community and Conference Centre adjacent to Penrith Leagues Club. It included the design of a bulk earthworks strategy that responded to the buildings multiple levels and considered staging.

Enspire was responsible for advising on the car parking layout, undertaking vehicle turning checks, coordinating the multidisciplinary design of the stormwater drainage system.

## Sydney T1 Airport Forecourt



Client:  
Ford Civil

Enspire's Role:  
Detailed Design & Site Support

What We Delivered:

Enspire was engaged as part of a wider design and advisory team to prepare the detailed design associated with the redevelopment of the Sydney International Airport forecourt -including the provision of links for taxi, bus, parking and share ride areas.

The project required the design of pedestrian paving, vehicle barriers, road interfaces, stormwater drainage, structural awning infills over pedestrian walkways, coordination of the design around a multitude of existing utilities.

## The Gables Sports Fields



Client:  
Stockland

Enspire's Role:  
Civil Engineering

What We Delivered:

Enspire delivered the Development Application and Construction Certificate design associated with The Gables premium sports field. Prior to the Development Application design, Enspire liaised with Stockland and Council to prepare the base concept with a focus on providing appropriate amenity and car parking. The car parking assessment reviewed current and planning parking in the local area with respect to an existing school, future retail, and future high density residential living.

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## Our Values

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At Enspire we live and operate through our core values.

### Quality

It's our trademark.

### Wellbeing

When we are healthy and have time for the people we care about, we enjoy all aspects of life.

### Trust

With trust we achieve great things.



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Become part of us and enjoy the benefits

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## Positions Available

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Enspire is seeking to add the following positions to its team:

- Senior Project Manager (Land Development)
- Project Manager (Land Development)
- Senior Civil Engineer
- Civil Engineer
- Senior Civil Designer (12d and /or Civil 3D)
- Civil Designer (12d and/or Civil 3D)
- Senior Civil Drafter
- Civil Drafter

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### How to Apply

Send your Curriculum Vitae to:  
[enspireme@enspiresolutions.com.au](mailto:enspireme@enspiresolutions.com.au)

**Subject:** Position Applying for | Your Name

**For example:**  
**Subject:** Senior Civil Engineer | Olivia Green

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