

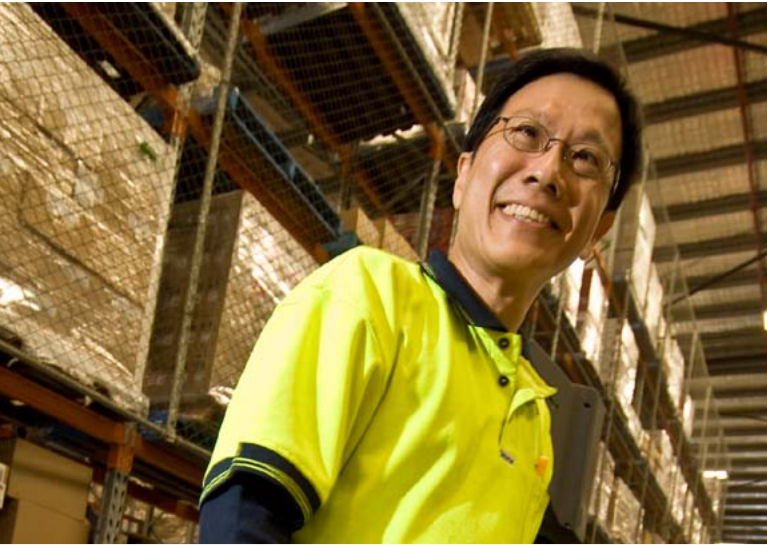
Working at Ingram Micro Australia



“ The sky is the limit.
You can go in any direction.
It is all here for the taking. ”

Finance Manager, Sydney

www.ingrammicro.com.au



**“ Why do I work for Ingram Micro?
It really is a no brainer: Global
company, number one technology
distributor in Australia, with lots
of room for career progression. ”**

Group Product Manager



Who are we?

Ingram Micro is the world's largest provider of technology products and services.

We don't manufacture products, or sell directly to the end-user — our expertise lies in complex area of distribution.

As a highly respected Fortune 100 company and a valued partner for more than 1300 vendors, and 180,000 resellers in 36 countries — we are truly one of the world's great global brands.







Ingram Micro in Australia

Ingram Micro is Australia's largest distributor of technology products and services, with a staff of over 750 supporting the local IT market. We distribute products and services from more than 100 vendors, featuring their latest and most innovative products.

Ingram Micro has won numerous industry awards including the ARN IT Industry Awards:

- **Distributor of the Year for 2010**
- **Hardware Distributor of the Year in 2009**
- **Distributor Initiative of the Year in both 2009 and 2010**

“ You feel really proud that most of the technology coming in to Australia comes through our Distribution Centre. ”

Group Product Manager, Sydney



Our People

If you are looking to be part of a journey, where passionate people achieve together, then you're home! In a culture that is warm, friendly and open, you will be empowered with the autonomy to achieve results in a unique and communicative way.

- Performance-based career advancement
- International opportunities
- Learning and development in all roles
- Professional co-workers; accountable managers
- Innovation and empowerment are promoted
- Make good use of your skills
- Enjoy work-life balance
- Value-based company
- Informal friendly environment.

“ I am well rewarded. I am trusted and not micro-managed... I look forward to being able to continue to grow with bosses that recognise and reward you for your talents. ”

Market Development Manager



World Class in Australia

It should come as no surprise that as a world leader in delivering technology, Ingram Micro is also a world leader in implementing it. Ingram Micro deploys bespoke, state-of-the-art warehouse management and logistics systems that ensure it remains at the forefront of technology product distribution in Australia. It was also one of the first to engage in a global roll-out of a company-wide SAP system. As a beta site, we identified our fair share of problems and have experienced first-hand the issues around implementing a complex system that touches every aspect of our business. We now look forward to SAP making us more agile, with real-time information that enables us be more responsive to our customers' needs and to leverage Ingram Micro's global footprint to our full advantage.

We were also amongst the first to develop Partner Technology Centres creating real-world environments in which to test and demonstrate new and existing technologies.

But no matter how good the technology is, you can't deliver world-leading solutions without world-leading people and that is why Ingram Micro Australia continues to be at the forefront of business and system development—not just in Australia but around the world.

“ We want to grow our business through people – they are our greatest asset and what sets us apart from the competition. ”

Jay Miley, Managing Director, Ingram Micro Australia



“ My peers change companies every two to three years; I get to change jobs and gain the same experience but it is all within the same company. ”

Financial analyst, Sydney



The Benefits

At Ingram Micro we believe our people, or ‘associates’ as we call them, are our most important asset. This is why we endeavour to create a positive and rewarding environment for our teams.

Exceptional leadership and a diverse, talented team sets Ingram Micro apart in the fast-paced IT industry. Ingram Micro Australia encourages ongoing, professional and personal development by offering a wide variety of programmes; everyone has the opportunity to genuinely make a difference as you set the pace for career development in a progressive, high-performance culture.

But it is not all hard work – Ingram Micro Australia encourages a good work-life balance with plenty of work-based opportunities to socialise, play sport, improve your fitness and enjoy spending time with your colleagues.

Compensation

- Industry benchmarked salaries including the opportunity of earning performance-related bonuses and reward schemes
- Salary sacrifice options with pre-tax dollars

Benefits

- Annual paid company picnic day
- Education reimbursement and study assistance
- Corporate discounts on products sold by Ingram Micro
- Death and disability insurance
- Benefits scheme (API Leisure & Lifestyle) including discounts on entertainment, shopping and travel

Recognition

- Monthly peer-to-peer recognition programme; nine winners every month receive cash rewards, as voted by a panel of peers.
- Quarterly employee cash award programme recognising those who make an outstanding contribution to the business

Extras

- Associate referral programme recognised through a cash reward
- Recognition of 5/10/15/20 years service
- On-site gymnasium in Sydney (Rosebery)
- Employee assistance programme; confidential support



Join Us

Ingram Micro attracts a large number of candidates, so to be fair to all applicants we have adopted a standard recruitment process:

- Resume screening for suitability of the position
- Telephone screening—first interview
- Face-to-face meeting—second interview
- On-line assessment; testing if required
- Further interview over-the-phone or in-person interview, if required, to explore the results of the on-line assessment

Reference checking

Time frames may vary from role to role but it is estimated that the entire recruitment process should take between three and five weeks. Should you be unsuccessful in securing the position, you will be provided with feedback if your application progresses past the initial screening to an interview.

Online Onboarding Programme

As a recruit our new Onboarding programme focuses on the general information you need to know when you join Ingram Micro. It includes a virtual tour of our Distribution Centre, a welcome from MD Jay Miley and covers our standard operating procedures, business processes and SAP training.

It is part of a facilitated three-month onboarding programme for new 'associates' and their managers. It guides you both through your first few days on the job and leads into a formal evaluation after 90 days. It ensures you have all the essential information you need to not only do your job but to become an effective member of the wider Ingram Micro community.



FAQs

Does Ingram Micro practise Equal Employment Opportunity (EEO)?

Yes! Our organisation prides itself on respect and fairness. We adhere to a strict policy that aligns with the equal employment opportunity laws of Australia.

What is the process for reference checks?

We ask that you provide us with two employment-related referees within your resume. Please ensure that you are comfortable for us to contact these individuals during the recruitment process.

Will I have to wear a uniform?

It depends on which business function you are appointed to. Some associates are required to wear a uniform because it is relevant to their role or an environmental health and safety requirement. If this applies to you, you will be advised during the interview process.

“ Our success is driven by our exceptional people and through our strong values — without them, we would just be another technology distributor. ”

*David Lenz, Senior Director,
Enterprise Technology Group*



“ I love the culture and the people and the fact that despite being so big, Ingram Micro keeps adapting to the market while the competition follows our lead. ”

Ingram Micro staff member for more than 20 years

INGRAM
MICRO®

Partner Smart



Contact us now

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