WORKING AT TELLUS
WHO WE ARE

Tellus is an infrastructure development company in the business of creating economic, social and environmental value from waste resources. We take hazardous waste materials that are harmful to the environment and permanently isolate them in a safe and secure space for future generations.

The vision that we have held since forming in 2009 – to form a business that would be a game changer in how this country deals with its hazardous waste – is coming to fruition.

The main focus of Tellus is the contribution towards a cleaner Australia by developing a portfolio of geological repositories that will provide waste storage, recovery and permanent isolation. Through the development and operation of these facilities, Tellus will also generate saleable by-products in the form of salt and clay.
THE TELLUS OPPORTUNITY

When you join Tellus, you have the unique opportunity to be part of a company whose mission is to contribute towards a cleaner Australia by developing a national portfolio of geological repositories that provide waste storage, recycle, recovery and permanent isolation solutions for hazardous materials. Tellus uses environmentally sound management (ESM) principles in the development and management of its projects, which protects both the environment and human health.

Tellus offers a variety of corporate, project and site-based operational roles in a diverse and challenging environment. We provide great learning and career opportunities for people who share our values of Safety, Service, People and Sustainability, and who believe in the Tellus business model. We offer both site and city-based roles and these operate on FIFO rosters and office hours respectively. Each Tellus employee plays an integral part in the Tellus journey and has a unique opportunity to contribute towards a purpose much bigger than each individual.
THE TELLUS BUSINESS

We are an exciting infrastructure business transitioning from the development stage to operations with a growing portfolio of infrastructure projects.

Our Mission
To contribute towards a safer and cleaner Australia by developing a portfolio of geological repositories¹ that provide waste storage, recovery, permanent isolation services and related commodity by-products.

Our Vision
To be Australia’s leader in geological repository waste solutions.

Our Values

SAFETY

- Safety is always Tellus’ highest priority.
- Safety is everyone’s responsibility and applies to self and others.
- Tellus’ 10 Safety Commitments are fundamental to our approach.
- ‘Think Safe, Act Safe, Stay Safe’ is our motto.

SERVICE

- We focus on external and internal clients by providing outstanding services.

PEOPLE

- Tellus puts its people first and are treated fairly, with respect and compassion.
- Our people form a culture of diversity and inclusion.
- We support the communities where we work.
- People are supported professionally with career development opportunities.
- Our people are creative, innovative and solution focused experts.
- We deal fairly and ethically with suppliers.

SUSTAINABILITY

- We create long term value for our shareholders.
- Our investments are financially profitable, technically appropriate, environmentally sound and socially responsible for the benefit of current and future generations.

¹ Geological repositories are facilities that can offer long term storage, treatment, recovery and permanent isolation of equipment and hazardous waste services. Geological repositories provide the highest level of containment for hazardous waste (chemical waste) and low-level radioactive waste (LLW) isolating them from the biosphere over geological time (hundreds of thousands to millions of years). This is achieved through a combination of carefully selected active (man-made engineered barriers) and passive control measures (natural barriers). This is known as a multi-barrier system.
TELLUS PEOPLE

We recruit, retain and develop talented, skilled and enthusiastic people to join our team. At Tellus, our people are encouraged and supported to grow, learn and develop their knowledge and skills to reach their full potential and assist Tellus to achieve its vision in leading Australia in geological repository waste solutions. Diversity and inclusiveness are important to our culture. We are proud of creating a safe, flexible and productive environment for employees of different ages, experiences, educational backgrounds, cultures and communities. Our people respect and support one another, work hard to perform their best, and operate as one team to contribute to Tellus’ success story. Tellus’ people are motivated, solution-focused and demonstrate the company values in the performance of their work.

“IT IS IN A POSITIVE WORK ENVIRONMENT WITH A GOOD OPPORTUNITY TO HAVE MY SKILLS AND EXPERIENCE MAKE A DIFFERENCE WITHIN AN INNOVATIVE COMPANY. TELLUS HAS GIVEN ME THE PERFECT WORK-LIFE BALANCE IN A JOB WHERE I AM RECOGNISED AND RESPECTED WITHIN A POSITIVE ORGANISATIONAL CULTURE. EVERYONE SHARES THE SAME VISION AND IS DEDICATED TO ACHIEVING SHARED GOALS. CONFUCIUS SAID ‘CHOOSE A JOB YOU LOVE, AND YOU WILL NEVER WORK A DAY IN YOUR LIFE’; THIS IS TELLUS!”

– Del Weary, Site Administration Officer

“IN LINE WITH OUR VALUES OF PEOPLE, SAFETY, SERVICE AND SUSTAINABILITY, WE CONTINUE TO BUILD A TEAM OF WELL TRAINED, HIGHLY SKILLED INDIVIDUALS WHO ALL CONTRIBUTE TO ACHIEVING OUR MISSION.”

– Duncan van der Merwe, Managing Director
WORKING AT TELLUS

As an employee at Tellus, your voice matters. We are proud to facilitate an environment that values the input and ideas of everyone on staff to share knowledge and continuously improve. Tellus encourages a collaborative environment, where your voice is encouraged and heard.

Work at Tellus is diverse and varied, and we recruit people from a range of backgrounds including:

• Scientific, engineering and environmental fields (such as Chemists, Environmental Scientists and Project Managers).
• Those with transport, logistics, industrial services and waste management experience.
• Operational skills such as mobile plant and laboratory and monitoring work.
• Business professionals and managers.

While we value waste management and industrial services experience; we also look for transferable experience from other industries.

Tellus is an Equal Employment Opportunity employer with a strong focus on creating opportunities for indigenous Australians and creating a sustainable future for our country. Diversity and inclusion in our workforce is not only respected, but encouraged and celebrated. We want to build leaders for the future coming from diverse backgrounds, so we support the training and development of our staff. We believe that you can never stop learning and improving, and so offer fair opportunities across all company levels, professions and skill level in the business.

Working at Tellus means working in a safety-focused environment where the health, safety and general wellbeing of all Tellus staff, contractors and visitors always remains the number one priority. We hold each other accountable for work safety processes, and so the reporting of potential health and safety related matters is strongly encouraged and supported at all business levels. In line with our People value, working at Tellus means working for an employer that genuinely cares about staff welfare.

TELLUS PROJECTS

Sandy Ridge Facility
Tellus is developing the dual revenue Sandy Ridge kaolin clay mine and near surface geological repository in Western Australia.

Chandler Facility
Tellus is developing the dual revenue Chandler salt mine and deep geological repository in the Northern Territory.
TELLUS REWARDS

Attracting and retaining the most talented workforce is pivotal for our business strategy.

We offer a range of competitive rewards and employee benefits, including but not limited to:

- Above award wages for site staff
- Potential for additional annual leave
- Competitive salaries for management and specialist staff
- Paid and unpaid study leave
- Salary sacrifice options
- Confidential counseling and advice through an Employee Assistance Program
- Flexible work arrangements
- Health and wellness support programs
- Short-term and long-term performance based incentives
- Staff social events
- Paid parental leave
- Training and professional development opportunities

“IT WAS A BIG DECISION TO COME TO TELLUS, BUT JUST LIKE SO MANY OF OUR PEOPLE, I KNOW IT WAS WELL-WORTH IT TO BE A PART OF SOMETHING MUCH BIGGER THAN MYSELF”

- Corrinne Zuchetti, Senior Human Resources Manager
LONG-TERM SAFETY AND SUSTAINABILITY