MACQUARIE

Where could a career at Macquarie take you?

We are excited that you're interested in joining our journey as we build the best digital banking experience for our customers. Driven by Macquarie's overarching purpose of

"empowering people to innovate and invest for a better future",

our vision is to bring together the best of financial services and technology solutions for our clients.

We hope that this information will be helpful as you start exploring where a career in our engineering team could take you.

About Banking and Financial Services

We're a **technology-driven** Australian retail bank and wealth manager. With few physical branches, we are focused on delivering the best digital experience for our customers, and our engineers are constantly leveraging new and exciting technologies and ways of working to execute on this promise. We see ourselves as a technology company in financial services.

BFS comprises of **3,000+** people based throughout Australia as well as Manila in the Philippines and Gurugram in India.

Personal banking

We provide a diverse range of retail banking products to clients with mortgages, credit cards, transaction and savings accounts and vehicle finance.

Wealth management

We provide clients with a wide range of wrap platform and cash management services, investment and superannuation products, financial advice, private banking and stockbroking.

Business banking

We provide a full range of deposit, lending and payment solutions, as well as tailored services to business clients.

Vehicle finance

We're a leading provider of finance leases, novated lease agreements, loans and commercial hire purchases for vehicles and other plant and equipment in Australia.

~**1.7 million**
Australian clients
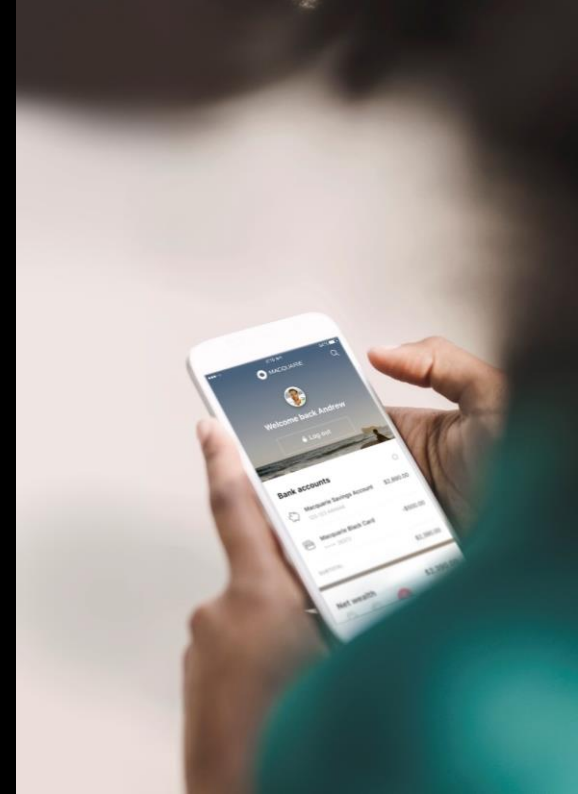
An **award winning**
digital banking offering

Australia's 1st
open banking platform gives customers control over their data

A leading Australian vehicle financier
400,000+ vehicles

30+ years bringing innovation and competition to Australian consumers

Rebuilt our tech stack and are the first to offer lending and retail deposits on **one core banking system**

We're using
Kubernetes at scale for all of our digital channels

Our engineering culture

In BFS, we have a flat organisational structure
and engineering is at the heart of what we do
and how we deliver exceptional customer experiences.

We have embraced Agile in all areas and use a cloud-first
approach to enable operational agility and resilience.
We're working towards running entirely on public cloud
by March 2022.

Macquarie Engineering Blog

Interested in finding out more about our culture and how we work?
Check out the **Macquarie Engineering Blog** to learn more about
some of the exciting things we've worked on in the past. Below are
some highlights we're extra proud of:

Open Banking: A Range of Opportunities

Pipeline Configuration as Code with Kotlin

Realtime Payments — New Payment Platform

We also encourage you to stay curious during the recruitment
process - the team will be excited to share insights into upcoming
projects that you will get to be a part of if you join Macquarie.

Our DevOps principles

Each business needs to define their own approach to DevOps, there is no
one size fits all approach. For us, this meant agreeing on the below core
principles that we want our engineering teams to have front of mind.

Own it end-to-end and break down silos.

Failure happens. Detect, recover and adapt fast.

Implement small changes frequently.

Automate routine tasks.

Measure everything.

Share knowledge and be open to learning.

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Meet our people

Karez is a Principal Engineer in Macquarie's Digital Business Banking division and is currently working on re-platforming our existing portal for Business Banking clients. With a drive for delivering customer-centric products, she is motivated by building innovative solutions that clients will love using.

[Read her story.](#)

Jason O'Connell is our Head of Digital Platforms and leads the team providing a number of key platforms for engineers across the group covering container technology.

[Read about scaling a Kubernetes Platform across the enterprise.](#)

What's in it for you?

You'll be joining a team that is passionate about collaborating in a dynamic and fast-paced environment where you can truly own your career. This team is supportive and inclusive, where we want you to be comfortable being your authentic self everyday. You'll be supported by your peers and leaders, and be given the opportunity to grow and develop, ultimately taking your career in the direction you want to go.

You'll be encouraged to examine problems from every angle, challenge the status quo and come up with new and innovative ways of progressing our business. We know success comes from encouraging our people to think differently so regardless of your level, if you have ideas that have merit, we'll give you the opportunity to develop and test them to see where they can lead.

Own your career

At Macquarie, you'll hear the terms "own your career" and "own your future" used. This is based on our philosophy of letting our people put their hand up for opportunities they would like. Our size and international presence means your work can take you anywhere—across business groups, disciplines, sectors and borders.

With 16,000+ employees and offices in 32 markets around the world, we're a truly global organisation. You'll be supported by a diverse team where the unique perspectives, ideas and experiences that all of our people bring are valued. A career at Macquarie provides our people with the opportunity to develop and utilise new skills, explore interesting fields and do challenging work that will impact the lives of people around the world.

A learning mindset

We promote a learning mindset where you'll be encouraged to continue learning and growing throughout your career. We encourage you to develop your area of expertise, but to also grow wider capabilities.

Self paced learning tools

You'll get access to a range of self paced learning tools.

Certifications

We offer certification programs covering AWS, Google Cloud and Agile, where all engineer certifications are covered by Macquarie.

Guilds

We run a number of guilds, where you get to meet with peers to discuss everything from DevOps, data and machine learning to architecture and agile methodologies.

Events

Recently we also sponsored All Day DevOps where a number of our team presented and our Head of Engineering, Matthew Ellis was a keynote speaker.

Check out his talk here.

Our benefits

We have a range of benefits available to our people:

Flexible working options

Opportunities to work in Macquarie offices around the world

Tailored learning and development programs

Matching of charitable donations and funds raised for non-profit organisations of your choice

Subsidised relevant external study

To learn more about additional benefits available in your region please contact your recruiter or visit our **website**.

Work flexibly

We promote a flexible approach to work so that you can balance your work and life priorities. We empower all of our people to manage their professional commitments to suit their own personal situation and equip our people managers to lead a flexible workforce. Because we recognise that working flexibly means different things to different people, flexible working at Macquarie exists in many forms, and could include changes to hours, locations and patterns of work, study and exam leave or leave without pay.

Employee Network Groups

Our Employee Network Groups (ENGs) are employee-led initiatives that are sponsored by Macquarie in line with our commitment to diversity and inclusion. They are open to all of our people and connect those from across the organisation with similar goals and interests so that they can collaborate and learn from each other.

Learn more about our commitment to diversity and inclusion.

The recruitment experience

Our recruitment process typically follows the below structure, where we focus on you getting to know us and our culture just much as we look to learn about you. You'll get to meet a range of members from our team to ensure you get the best possible insight into what it's like to work with us.

Step 1 – Phone interview

Step 2 – First interview / Technical Assessment

Step 3 – Psychometric assessment

Step 4 – Second interview

Step 5 – Reference checking and employment screening

Step 6 – Offer

Read more about each of the steps here.

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macquarie.com/careers

Disclaimer

All figures correct as at 31 March 2021 unless stated otherwise.

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