

Employee Value Proposition

Working with us has its benefits.



Career and Professional Development

MBIB has a rich history of, and an ongoing commitment to developing our people. We have regular career discussions with all of our staff and work closely with individuals to help them achieve their career goals and be the best they can be.

We have so many great examples of people moving from administration to broking roles, administration to leadership and technical roles, and people identifying and creating a new niche role with the ongoing growth of our business, and it is something we hang our hat on with immense pride at MBIB.

Corporate Casual Fridays

Every Friday is corporate casual in our MBIB offices, with exception in cases where you have pre-arranged meetings.

Corporate Social Responsibility

MBIB is cognisant of the importance of giving back to our communities. While we support several charities throughout the year via staff initiatives, at a national level we are proud to be a Habitat Hero with Habitat for Humanity Australia, a charity group that helps low-income families achieve the dream of building and owning their own home. As a Habitat Hero, we financially support Home Warranty Insurance for their new homes, but even more importantly, we have staff out on site helping to build family houses.

Employee Assistance Program

MBIB supports staff physical and mental health and wellbeing. All MBIB, employees and their immediate families have access to 24/7 confidential phone-based counselling which can be used for any matter, whether it be work or personal.

Financially Supported Study

MBIB encourages and supports staff to continue to develop themselves both personally and professionally, including the completion of formal studies. MBIB provides financial support for a range of industry and role relevant qualifications for staff upon completion of their probationary period.

Flexible Working Conditions

At MBIB, we find the right balance between flexibility and being a client facing, service focussed business. While we don't have hot desks or a 'turn up as you please' culture, we do work with our staff to provide flexibility that continues to meet the needs of our clients.

Genuine Work-Life Balance

Many businesses talk the talk, but we absolutely walk the walk when it comes to work-life balance. At MBIB we understand the importance of living a well-rounded life and encourage our people to have hobbies and interests outside of work. With MBIB you can leave the office guilt free at the end of the day with plenty of time to hit the gym, meet friends for a drink, sit down to family dinner, or simply relax on the couch!

Industry Events

As sponsors of a number of industry events, MBIB is pleased to be able to extend an invite to staff on a regular basis to a range of Master Builders events throughout the year. With everything from industry breakfasts to trade and member nights, golf days and the red carpet style award nights, we relish the opportunities to continue to build relationships with current and future clients, and to increase awareness of our brand!

MBIB National Conference

Having held our first national conference in 2019, we have had immeasurable benefits from the event, and look forward to running this conference every few years. These conferences bring all of our staff nationally together for 2-3 days to learn, innovate, collaborate, celebrate and strengthen our relationships.

Paid Parental Leave

MBIB offers paid parental leave (above the government paid parental leave) to permanent staff who have completed a minimum of 12 months continuous service. With 4 weeks available for a primary carer, or 1 week for a secondary carer, MBIB is supportive of our staff when welcoming a new member to the family!

Professional Memberships

MBIB is supportive of staff developing and maintaining strong industry networks and relationships. MBIB supports a number of professional or association memberships for senior and business development staff.

Qantas Club Membership

For staff who regularly travel interstate for work purposes, MBIB provides an annual Qantas Club membership that you can utilise for both work and personal travel purposes.

Salary Continuance Insurance

All permanent staff at MBIB are included in our Salary Continuance insurance policy which provides peace of mind if you are injured or ill and unable to work for an extended period of time by paying a percentage of your regular salary. Waiting periods and eligibility conditions apply.

Service Anniversaries

At MBIB, we recognise staff loyalty with a service anniversary recognition program that kicks off after 5 years of service.

Staff Incentive Scheme

MBIB employees are eligible to participate in our Staff Incentive Scheme (SIS) which provides an annual bonus. Triggered by achievement of national business targets set by the board, individual incentives are calculated based on a combination of national, state (or function) and individual performance results.

Steadfast Benefits

As a Steadfast broker, MBIB staff have access to a range of benefits such as retail and insurance discount, discounted gym membership, travel benefits and motor vehicle.

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