



Working at Arrow

July 2021

Natural gas needs natural talent

Arrow has a vision to be the most competitive and respected developer of unconventional gas value chains in Australia. We recruit talented and motivated people who are passionate about joining our journey.

We have operations across the Surat and Bowen basins, based in Dalby and Moranbah respectively, as well as our corporate headquarters in Brisbane.

Arrow is owned by a joint venture between two of the world's largest oil and gas companies, Shell and PetroChina. We're known for our high performance and diverse culture.

At Arrow, you'll be rewarded with a competitive remuneration package as well as the following benefits.

Incentive scheme

The incentive scheme is offered to eligible permanent and fixed-term employees.



Additional leave

Over and above our annual and personal leave, we offer a range of leave options for eligible employees. These include a paid parental leave scheme, the opportunity to purchase another two weeks leave per year and study leave.

Lifestyle and well-being programs

We care about the well-being of our team, that's why we provide lifestyle benefits such as \$3,000 per year towards superannuation, health insurance, income protection, death and disability insurance and electricity. We also provide \$299 per year towards activities that help you lead a healthy and active lifestyle.

Regional location benefits

We prefer to recruit locally and offer a regional locality allowance to encourage out-of-area workers and their families to become part of our regional communities.

Service recognition

Our long standing employees are rewarded for five, 10 and 15 year work anniversaries.



We pride ourselves on having a diverse workforce, and have developed programs to support this such as our Indigenous support network 'Bundagadan' (meaning 'rainbow from this place'). Bundagadan provides mentoring, workshops and coaching opportunities for Aboriginal and Torres Strait Islander staff at Arrow.

Training and development

We deliver quality training programs and offer development opportunities throughout people's careers, whether starting out as a graduate or moving into senior management. You can sharpen your talents, learn new skills and manage your own development through:

- \$1,000 per year to cover joining fees for up to two professional memberships, if eligible
- in-house leadership development programs
- health, safety and environmental training
- mentoring programs
- online learning portal
- Indigenous graduate development program.



Arrow is an integrated energy company that explores and develops gas fields, produces and sells CSG and generates electricity.



Contact details

Email: careers@arrowenergy.com.au

Visit: www.arrowenergy.com.au/careers

BRISBANE DALBY MORANBAH

Legal Disclaimer

While Arrow Energy Pty Ltd has endeavoured to ensure that all information provided in this publication is accurate and up to date at the time of publication, it takes no responsibility for any error or omission relating to this information. Furthermore, the information provided shall not constitute financial product advice pursuant to the Australian Financial Services Licence held by Arrow Energy Pty Ltd's related body corporate. To the maximum extent permitted by law, Arrow Energy Pty Ltd will not be liable for any cost, loss or damage (whether caused by negligence or otherwise) suffered by you through your use of this publication. © Arrow Energy Pty Ltd July 2021.