

Employer Value Proposition



About us

Every small business is different, and we work with hundreds. Working with blueprint4, you will have variety in what you do every day. From Tax Returns for a small contractor, to a cashflow budget or clarity plan for a person who is thinking of expanding their business. The typical repetitive day-to-day accountant stereotype is no longer.

Along with the variety of work, there is great opportunity at blueprint4 to develop skills within our departments, which include client-facing roles within Operations and Administration, as well as internal roles in IT, HR and Product Development.

Our core purpose here at blueprint4 is to build successful businesses that generate lifestyle choice and financial freedom. We have this at the forefront of our mind each day throughout our interactions with our stakeholders, team members and our clients. Our Strategic Plan is something we are very passionate about and strive to have our values displayed in our work – this is explored further throughout this document.

What makes us different?

At blueprint4, each day will offer you the opportunity to learn something new. We have numerous employment opportunities within numerous departments, covering areas such as:

- Operations
 - o Client Manager
 - o Accountant
 - o Bookkeeper
- Administration
 - o Executive Assistant
 - o Reception and Front of House

What makes us different to your typical accounting firm? We are always looking to improve the way we work in all facets. From your working hours, working location, to how we do our work – how we operate. Innovation is important to us. Specific working hours and location is negotiated upon employee onboarding and can also be renegotiated at any point throughout employment.

We give our team members the tools, training and mentoring they need to achieve. We work to provide a rewarding work environment to optimise team growth and knowledge, to then empower our clients to produce the best possible results within their business.

At blueprint4, we don't use the typical top-down management style. We encourage contribution from our whole team when making decisions for our business.

Whilst we are busy working on the business and the services we provide, another important aspect of our operation is to give back to the local community. We show our support to our local sporting teams by various sponsorships and contributing to numerous community and town events.

Our Strategic Plan

Core Purpose

To build successful businesses that generate lifestyle choice and financial freedom.

Our Core Purpose to us, means providing the right advice and tools to our clients to enable effective decision-making resulting in personal and business rewards. Advising our clients to make such powerful decisions to get them to where they want to be in life. Ticking off personal wish list items and ultimately – reaching financial freedom.

Core Values

Fun	Doing the little things that make others smile
Respect	Committed to understanding each other's needs
Integrity	Doing the right thing, even when no one is watching
Congruent	Learn it, live it, teach it
Kaizen	Constant and never-ending improvement

Our everyday functions heavily reflect our values. Our whole team shows each of these values, which is what makes us work so well. Our team culture is one we feel very strongly about. Although you often hear the saying 'we are like a big family' – this stands true for blueprint4. We have built strong workplace relationships based off our passion for our values.

Brand Promise

We practice what we teach.

We will never give advice to our team or our clients to do something we would never do ourselves. This is something we show day in, day out. With extensive knowledge and proven experience within the Industry, our Advisers are more than willing to give our recommendations and share with you what has worked for us.

Annual Projects

Each financial year, Directors and Leadership collaborate to plan and discuss business ambitions for the upcoming 12 months. Projects are set for each department with consideration and suggestions received from the wider team. Projects may consist of simple process analysis and reviews of engagements to provide the opportunity of improvement.

Leadership guides their team to achieve project objectives by allowing team members to give input and work towards the goal with their colleagues. With contributions from all team members, the business considers wider perspectives on specific work items, to ultimately improve day-to-day functions and processes.

Employee Benefits

What are the benefits of working with blueprint4? Here is a quick snapshot of our employee benefits.

Health and Wellness	<ul style="list-style-type: none"> ✓ Access to mental health support ✓ Complimentary fruit 	<ul style="list-style-type: none"> ✓ Employee Assistance Programs
Financial Wellbeing	<ul style="list-style-type: none"> ✓ 1-on-1 financial advice ✓ 1k of services bonus 	<ul style="list-style-type: none"> ✓ Reimbursement of CA (or equivalent) fees ✓ Salary sacrifice
Flexibility and time off	<ul style="list-style-type: none"> ✓ Work from anywhere – up to 6 weeks per year as per flexible work arrangement opportunities ✓ Remote work opportunities ✓ At-home office set up ✓ 4-day working week option 	<ul style="list-style-type: none"> ✓ Four weeks of Annual Leave per year ✓ Opportunity to purchase additional leave entitlements ✓ Flexible part-time work options
Community and personal development	<ul style="list-style-type: none"> ✓ Educational reimbursement ✓ Career growth opportunity ✓ Donations and sponsorships to local and nation-wide initiatives 	<ul style="list-style-type: none"> ✓ Regular 1-on-1 leader check ins ✓ Guest speaker trainings ✓ Tailored mindset trainings
Why blueprint4?	<ul style="list-style-type: none"> ✓ Career progression planning ✓ Recognition programs ✓ Car park draw ✓ Fun and positive workplace culture ✓ Annual Performance Reviews 	<ul style="list-style-type: none"> ✓ Detailed position descriptions and KPIs ✓ Clear purpose and values ✓ Monthly team lunches ✓ Exciting and healthy team environment ✓ Monthly Performance Reviews