

MDS BENEFITS AND CAREER OPPORTUNITIES

At MDS, we are a committed partner in the long-term health and well-being of our team members. Along with a competitive base salary, we offer a comprehensive compensation package that includes extended health and additional wellness benefits, training and development support for continued career growth, professional membership fee support, optional employer matching group Registered Retirement Savings Plan, work environment flexibility, cultural activities and more.

HEALTH AND WELLNESS PLANS

We're committed to providing benefits that contribute to your overall health and well-being. Our comprehensive plans include extended health care, dental coverage, and an employee assistance program.

MDS also provides team members with an annual health and wellness stipend to support healthy lifestyle choices. Team members are encouraged to invest in their well-being, then submit their receipt(s) to their supervisor for approval to be reimbursed. Reimbursable expenses have included:

- Gym memberships
- Yoga memberships
- Running Shoes
- Meditation-related costs
- A portion of cost to purchase a bicycle
- Smoking cessation programs

GROWTH AND DEVELOPMENT

We encourage everyone to shape their own career through coaching and mentorship, MDS-sponsored learning, technical courses, professional designations, and other opportunities. Our goal is that MDS is a place where you'll want to stay and grow your career. In addition to internal learning and mentorship, team members are encouraged to identify growth opportunities in their performance reviews and formal goal setting and build their career through external options like:

- Attendance at relevant conferences such as the BC Non-Profit Housing Association housing conferences, Planning Institute of BC conference, or Canadian Institute of Planners conference.
- Vancouver Island Construction Association training sessions
- BCNPHA, CIP, and PIBC webinars and educational resources
- Urban Land Institute and Urban Development Institute certifications and one-time modules
- Extended professional learning through academic institutions (e.g. professional writing through UBC Extended Learning or Planning for Non-Planners through Simon Fraser University)

- Technical courses and classes (e.g. touch typing, Microsoft Office Suite, GIS software, etc.)

FLEXIBILITY AND BALANCE

At MDS, we're flexible in our day-to-day work and are committed to solutions that allow our team to maintain a work-life balance while still meeting the needs of our clients and colleagues. This includes adaptive workstations in our new office, remote work opportunities, flexible schedules, and reduced hour work weeks.

MDS is a hybrid workplace, meaning team members are provided the option to work from home two days each week, on Wednesdays and Thursdays. While the MDS main office is still open and available for use five days a week, the flexibility offered to team members provides an increased work-life balance. To further our team member's experience with MDS, we also offer up to 4 weeks of Work from Anywhere time, allowing team members increased flexibility when needed.

We want to ensure you are fulfilled both at work and outside of it. With that in mind, every team member at MDS starts with 15 days of paid vacation, 5 days of paid personal time off, and is eligible for 12 days of sick leave annually. In addition to statutory holidays, MDS also recognizes Easter Monday, National Indigenous Day, and Boxing Day as paid time off, closes our office during the holiday season in December, and supports personal volunteer efforts through paid volunteer time off. We believe in a balance between work and life and are committed to keeping our team members healthy and supported throughout their careers.

FINANCIAL SECURITY

MDS is committed to the long-term financial health of our team members. We offer competitive salaries within a transparent wage scale, discretionary bonuses, parental leave top-ups and matching contributions up to 5% to an employer matched group Registered Retirement Savings Plan to help you reach your financial goals. We also help team members with the cost of maintaining professional designations and the cost of professional development opportunities.