



Our People Promise

SMALL TEAM. BIG PURPOSE. REAL IMPACT.

Be part of something bigger

At Hello Sunday Morning, you become part of a team helping people take brave, personal and often life changing steps. We are a small, expert team working to change the world's relationship with alcohol. One Sunday at a time.

Through Daybreak and our other digital programs, we support a community of more than 170,000 people to make meaningful and lasting changes in their lives. We provide safe, practical and stigma free support that helps people feel less alone, reduce alcohol related harm, reconnect with what matters and take steps toward the life they want.

Our work is human, evidence based and deeply purposeful. It is also fast paced, ambitious and constantly evolving.

We expect a lot of our team because the work matters. We support each other with care because our people matter too.

At Hello Sunday Morning, you are trusted to work flexibly, think independently, contribute meaningfully and grow alongside an organisation committed to care, curiosity, evidence, innovation and excellence.



Our People Promise

At Hello Sunday Morning, you will do work that changes lives. You will be part of a small, capable team that moves quickly, supports each other and cares deeply about the quality and impact of what we create.

This is a place for people who want purpose, trust, flexibility and growth. It is also a place for people who are energised by meaningful work, shared responsibility and the chance to help build something that makes a difference.

OUR COMMITMENTS

These commitments describe what people can expect from Hello Sunday Morning and what we ask of each other in return.

	What to expect	What we ask
 Work that changes lives	Work with clear human impact, grounded in compassion, innovation and excellence.	Stay connected to the people we support and the difference our work can make.
 Flexibility built on trust	Flexible remote work practices with regular in person connection.	Use flexibility responsibly, communicate clearly and stay connected to team priorities.
 Benefits that support life and work	Practical benefits supporting financial wellbeing, family life, personal wellbeing and professional development.	Use the support available and speak up early when needs change.
 Growth through meaningful work	Learning through exposure, collaboration and professional development.	Bring curiosity, seek feedback and take ownership of growth.
 A caring, capable and connected team	A close knit team where people are supported, trusted and connected.	Contribute with care, accountability, quality and respect.
 Evidence, innovation and quality	Purposeful work grounded in compassion and combined with research, lived experience, accreditation and continuous improvement.	Balance creativity with quality, evidence, safety and measurable outcomes.

WHAT THE HELLO SUNDAY MORNING EXPERIENCE FEELS LIKE



Work that changes lives

Every day, someone comes to Hello Sunday Morning looking for a different way forward. They may be taking the first step, trying again or looking for support without shame, pressure or judgement.

Our work helps people feel less alone, build confidence, access peer support, track change, develop new skills and seek extra support when needed. It is real people, real stories and real change.



Fast paced, high support and high impact

Hello Sunday Morning is not a place where people sit on the sidelines. We are a small organisation with a big mission, which means the work is often fast moving, varied and ambitious.

Priorities can shift. Opportunities can emerge quickly. People may need to step into new spaces, solve practical problems and contribute beyond the edges of their role. That is part of what makes the work exciting.

We need people who are adaptable, proactive, generous with their expertise and comfortable working in a high trust environment. In return, we provide strong support, clear expectations, regular connection, collaborative learning and a team culture where people look out for each other.



Growth through meaningful work

Growth at Hello Sunday Morning is about more than promotion. It is about learning, exposure, stretch, capability and impact.

People grow by contributing to projects, working across disciplines, learning from each other and seeing the impact of their effort in the lives of the people we support.

Throughout your experience at Hello Sunday Morning you are supported through our SHARE+LEARN+GROW program, study leave and access to tailored professional development.



A caring, capable and connected team

We are small enough for people to be known, trusted and recognised. Each person's contribution matters and each role connects to the bigger picture.

We care about each other and we take our work seriously. We are thoughtful, capable, accountable and committed to doing work we can be proud of.

We support you through our Benefits Program with a focus on financial wellbeing, family life, flexibility to support personal wellbeing and professional development.



Evidence, innovation and quality

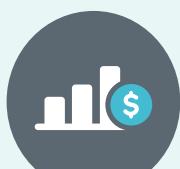
Hello Sunday Morning combines purpose with evidence, innovation and quality to create real world impact. Our work is grounded in research, lived and living experience, safety, accreditation and continuous improvement.

We value ideas and we also value discipline. We test, learn, improve and stay focused on outcomes that matter for the people and communities we support.

OUR BENEFITS PROGRAM

While our culture is about much more than benefits, practical support matters. Our benefits are designed to support wellbeing, flexibility, financial security, family life and professional growth.

Our benefits program



Financial wellbeing

Not for profit salary packaging



Flexibility

Flexible work hours, remote working and in person collaboration days



Family support

Paid parental leave including superannuation



Leave

Additional personal leave, gifted office shutdown leave, leave purchase options and study leave



Wellbeing

Employee Assistance Program, flu vaccinations, flexible work options and additional leave provisions



Professional development

Professional development allowance, onboarding and induction, online learning, SHARE+LEARN+GROW and study leave

At Hello Sunday Morning, you are trusted, supported and connected to work that changes lives. You will be part of a small team with a big mission. A team that moves quickly, cares deeply and believes change is possible.

In our people's own words, this is what it feels like to be part of Hello Sunday Morning.

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Continuing to make a difference to the Hello Sunday Morning community with such a small, but strong team.

Hello Sunday Morning does working from home in a way that really benefits employees and our goals and visions.

In person days are meaningful, collaborative and help maintain strong alignment across the organisation.

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What we want people to feel

- ✓ proud of the work they do
- ✓ connected to our mission and impact
- ✓ trusted to work flexibly and responsibly
- ✓ supported to grow and learn
- ✓ respected as individuals and professionals
- ✓ clear about expectations and priorities
- ✓ part of a caring, capable and values led team
- ✓ able to contribute ideas, expertise and practical solutions
- ✓ confident that their work makes a difference

At Hello Sunday Morning you are trusted, supported and connected to work that changes lives.

Small team. Big purpose. Real impact.