DO YOU HAVE ORANGE DNA?
“Great people are the core contributor to a great business. Not only do we aim to attract the best talent all over the world, but we also work hard to retain this talent by being an extraordinary employer. Join us for a career that stands out from the rest and put your ideas to work.”
- Sir William Gallagher

The Story

When Joe the horse decided to use the family car as a scratching post, it inspired Bill Gallagher Senior to solve the problem by electrifying the car. Joe got the message and the concept for the world’s first ever electric fence system was born.

THAT INNOVATIVE DRIVE REMAINS AT THE HEART OF GALLAGHER TODAY.

Now, as an international company, we still push boundaries as we work alongside our customers to explore - and discover - the solutions which will redefine the potential for their business.

With over 1000 people worldwide we’re proud to be a global leader in the Animal Management, Security, Fuel Systems and Contract Manufacturing sectors we operate in.

WE HAVE REGIONAL OFFICES IN NEW ZEALAND, AUSTRALIA, UNITED STATES, HONG KONG, SOUTH ASIA, SOUTH AFRICA, AND IN THE UNITED KINGDOM.
We like to think of Gallagher people as having Orange DNA. With shared beliefs and behaviours and a natural instinct for innovation and excellence. We do things in The Gallagher Way.

**Our Orange DNA**

- **We are CUSTOMER INSPIRED**
  Our customers are the focus of all our decisions and actions. Our goal is to provide them with the best products, service and profitability.

- **We are RELENTLESS INNOVATORS**
  We strive for excellence through continuous improvement. We explore ways to ensure our long term competitive advantage.

- **We are COMMITTED TO OUTSTANDING QUALITY**
  To achieve customer satisfaction – quality, fit for purpose, innovative products and services are our committed priority. We make hard decisions in the best interests of the Company and its stakeholders in line with The Gallagher Way.

- **We build ENDURING PARTNERSHIPS**
  With our customers, staff and the community, integrity is never compromised. All of our conduct must be personally and socially responsible. We treat each other with trust and respect. Staff empowerment, responsibility and progression are core to our success.

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**Why?**

**WHY DO WE GET OUT OF BED AND COME TO WORK EVERY DAY?**

To redefine what’s possible for our customers. We are passionate about discovering ingenious solutions to customer problems, to think outside the box and deliver answers they never thought could be possible.

**HOW DO WE ACHIEVE IT?**

Brilliant Simplicity.

By using the practical genius that’s in our blood to create products and services that couldn’t be any easier for the user.
HOW FLEXIBLE IS IT WORKING FOR GALLAGHER?

“Gallagher offers great work flexibility. Since I’ve become a mother, Gallagher have been very supportive in allowing more flexible work hours. I work part time in the office and from home – it’s an ideal set up for me (and my family)!”

WHAT’S THE BEST THING ABOUT GALLAGHER?

“I enjoy being part of a wider team and process. From product conception to its delivery to market - it’s fascinating and involves people from all parts of the organization. I’m not only exposed to the marketing side of things - I get to work alongside people from R&D, operations, purchasing, IT, the list goes on. There’s a real depth and breadth to my working day which for me provides continual interest and learning.”

WHAT IS YOUR FAVOURITE GALLAGHER PRODUCT?

“The Smart Fence 2. It’s such an ingenious yet simple concept and it really has opened up a lot of opportunities for portable fencing”.

THE CAREER OPPORTUNITIES AT GALLAGHER ARE ENDLESS

We have a diverse culture that is committed to ongoing training and development. Our Finance, IS, R&D, Corporate Services and Operations (planning, procurement, logistics, distribution, manufacturing and supply chain management) teams support the whole business in driving innovation from inception through to market. In addition each business unit includes head office and in-market teams covering sales, marketing, product management, business analysis, tech support and customer service.

GET A TASTE OF WHAT IT’S LIKE TO WORK FOR GALLAGHER,

We quite often host interns, work over the summer period and build your skills and confidence. Make a good impression and you could be going back to university with a job offer. If you are a graduate and ready to show us what you’ve got with commitment, drive and passion – we are interested.

Gallagher is a manufacturer and supplier, operating in 130 countries.

KRISTIN TURNER
MARKETING - ANIMAL MANAGEMENT
HAMILTON, NZ

Could You Have Orange DNA?

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WHAT ARE YOUR RESPONSIBILITIES?
“My duties include taking inbound and making outbound sales calls as well as providing technical support on all products in the North American Animal Management market.”

WHAT IS YOUR FAVOURITE GALLAGHER PRODUCT?
“The i Series line is my favourite product. It’s a great product we can supply the customer with and there’s nothing else on the market like it. I love being a step ahead of the competition!”

WHAT DO YOU ENJOY MOST ABOUT WORKING AT GALLAGHER?
“I enjoy the people and the quality of our product. Both are top notch and I feel confident Gallagher has a bright future.”

The United States represents nearly half of the world’s current demand for Gallagher technology.

Our Commitment to You

- High-tech offices globally
- Loyalty schemes
- Staff purchasing privileges
- Diverse culture
- Health insurance discounts
- Ongoing training for personal and professional development
- Monthly Orange Award
- Flexible work options

What Our Teams Say

81% 80%

81% would recommend Gallagher as a workplace.
80% indicated that relationships with their colleagues were friendly.

*2015 Global Staff Survey Results
HOW DID YOU DO AT UNIVERSITY?
“I graduated top of my class and was awarded numerous academic accolades, so I was convinced that I knew absolutely everything there was to know about creating software. Boy was I wrong. Shortly after graduating, I was employed by Gallagher as a Junior Software Engineer. I soon came to the realisation that there’s a significant difference between the theory I was taught in school and its real world application”.

WHAT HAS GALLAGHER PROVIDED YOU?
“Over the past few years I have been privileged to work with some of the most experienced people in the industry – the cream of the crop. Gallagher has provided me with a wealth of experience from my mentors and peers alike. My way of thinking and approach to creating software has been altered entirely. It was a truly humbling experience. Not a day goes by that I don’t learn something new and interesting”.

WHAT’S THE BEST THING ABOUT WORKING FOR GALLAGHER?
“Gallagher is a truly global company with Kiwi roots. I love that there is the potential to grow our Security business working in far flung corners of the world. Based in Hong Kong, I have generated and qualified business opportunities throughout Asia - including Indonesia, Vietnam, Myanmar and China”.

WHY DID YOU CHOOSE GALLAGHER?
“I was introduced to Gallagher when I worked for New Zealand Trade and Enterprise which is the New Zealand Government’s international business development agency. When I saw the opportunity to work with one of New Zealand’s most successful private companies and exporters, I jumped at the chance to apply my skills”.

ARNO VAN NIEKERK
SOFTWARE ENGINEER – R&D
HAMILTON, NZ

PETE FROST
STRATEGIC BUSINESS MANAGER
KOWLOON, HK
A DAY IN THE LIFE OF BELINDA GAASTRA
WEB PROJECTS & DELIVERY MANAGER, HAMILTON, NZ

8:30 am Arrive at work, check and respond to emails.
8:50 am Review Web Team’s IS Request list (work requests from the business) to check for new tasks, status of tasks and priorities. Review actions and tasks across multiple projects and determine priorities.
9:30 am Web Delivery Meeting – with Business Owners (Global Marketing Managers) to determine priority of IS Requests and Project Pipeline.
10:30 am Write up Requirements for new intranet changes - working on business requirements, functionality, new Information Architecture, and page mock-ups.
Noon Lunch time! Pop down to Joe’s Place for Roast Day (it’s Thursday)!
12:30 pm Check and respond to more emails.
1:00 pm Time to Test – conduct functional testing on web changes and pass fixes back to the developers. Review UX to make sure user journeys are clear and easy.
2:30 pm Problem Management meeting - Review status of root-cause analysis and next steps for a high priority issue with one of our websites.
3:30 pm Solutioning Workshop with the Web team on a new feature.
4:35 pm Stock take of today’s tasks and actions and prepare for tomorrow.
5:00 pm Home time!

WHAT IS IT LIKE WORKING IN THE OPERATIONS TEAM?
“I really enjoy the team atmosphere and the wide range of production tasks available. My role focuses on the electronic modules that go into our Animal Management products. Everyday provides different challenges and that’s always enjoyable”.

WHY WOULD YOU RECOMMEND A CAREER IN OPERATIONS?
“Our team and team leaders are all very approachable and I feel like my feedback and opinions always count - it’s all about striving for continuous improvement. I would also recommend a career in Operations because there are options to expand your career in terms of supervisory positions as well as opportunities to complete competitive manufacturing and literacy and numeracy qualifications through our on-site New Zealand Qualifications Authority trainer”.

We have Operations team members across three New Zealand sites covering Electronics, Modules, Tool & Die, Plastics, Print House and Final Assembly.
**STEPHEN COATES**
INFORMATION SECURITY MANAGER
HAMILTON, NZ

**WHAT ARE YOU RESPONSIBLE FOR?**

“I look after information security across the group.

Firstly, there’s raising information security awareness for our global team. At one level, this can reduce day-to-day incidents by altering computer users’ risk perception and changing their behaviour – but security awareness also enhances lifecycle aspects from architecture to implementation and can improve the products and services we offer.

Secondly, I run risk assessments against key systems and applications in order to choose the most effective range of security measures.

Finally, I have to tailor industry standards and frameworks to devise the requirements for practical security projects that can drive down information risk.”

**MARION ANDEWEG**
GROUP FINANCIAL CONTROLLER
HAMILTON, NZ

**WHAT DOES IT TAKE TO REACH A FINANCIAL CONTROLLER LEVEL?**

“You will require a Bachelor’s degree majoring in accounting and follow the Chartered Accountant’s programme which includes further studies during a three year period of practical experience. To succeed you will require a strong analytical mind-set and a good knowledge of accounting systems and processes which comes through commercial experience. People skills are essential and the ability to communicate financial information to non-accountants and company leaders.”

**HOW CAN FINANCE STUDENTS LOOKING FOR AN ENTRY LEVEL POSITION STAND OUT FROM THE CROWD?**

“Have an interesting CV that is easy to read and focuses on your strengths and abilities. Also non-work related activities are important as personality fit within the team is a significant part of our recruitment decision. Energy and attitude are attributes we look for along with technical capability.”
How important is it to build enduring partnerships with suppliers in your role?

“Very important - suppliers are key to our success and building strong supplier relationships helps ensure the continued success of Gallagher”.

What team building initiatives are in place at Gallagher?

“We have a great social club who are always organising events and functions like quiz nights, golf days, rugby games, and themed events which are always a lot of fun and a great way to interact with people from other departments”.

How much support is there at Gallagher?

“There is a great deal of support here. Especially if you show potential, it doesn’t matter where or what level you are working at. If you work hard, strive to improve and put your best foot forward, there are always doors opening to new opportunities. I am lucky enough to now be studying a certificate in Procurement and Supply Operations through the Chartered Institute of Procurement and Supply, with the possibility of studying towards a Diploma”.

Create Your Own Future
Like Adam Cathro
HAMILTON, NZ
**Our Security customers include Village Roadshow Theme Parks, Melco Crown Entertainment, Ports of Auckland, and the World Trade Center.**

**Simon Lawrence**
Technical Leader - R&D
Hamilton, NZ

**Why did you choose Gallagher?**
“Gallagher has a very professional R&D department and develop a wide range of products. The main R&D is situated in Hamilton which is also a great place to live.”

**How does Orange DNA feature in your working life?**
“The Gallagher products containing embedded firmware are not consumer style devices. The Security products run 24/7 for years while the Animal Management products are a critical part of running a successful farming operation. The failure of a product can result in real financial loss or endanger life which means that the quality of both the firmware and the hardware needs to be outstanding.”

**Noel Hecker**
Technical Support Manager - Animal Management
Melbourne, AU

**How is Gallagher committed to customers in Australia?**
“We strive to deliver excellent products and technical support to all our customers. This means that Territory Managers, Customer Service Representatives, and Technical Support Managers like myself all work together to support Animal Management customer requirements from stock orders right through to technical support.”

**How long have you been with Gallagher?**
“I started in 1986 - so that’s about 29 years! I love to fix things, both electronic and mechanical.”

**Sonia Collins**
Purchasing Coordinator - Fuel Systems
Marton, NZ

**How long have you been with Gallagher?**
“Over ten years. I started in Head Assembly on a casual basis before being employed full time in Stores and Inwards Goods. The knowledge I gained from these positions meant I was able to move into a Procurement role and have now been working in this area for about nine years”.

**What do you enjoy most about working for Gallagher?**
“I love that I am able to work with so many different people of different backgrounds, ages, cultures and personalities.”