




DO YOU HAVE
ORANGE DNA?



A photograph of Sir William Gallagher, an older man with white hair, smiling and looking upwards. He is wearing a dark pinstriped suit jacket, a white shirt, and a black and orange striped tie. In the background, there is a building with a large red sign that says 'GALLAGHER' in a stylized font. The building has a glass and metal structure. The sky is blue with some clouds.

"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"

A handwritten signature in white ink, which appears to be 'William Gallagher'.

- Sir William Gallagher
President

A man with grey hair, wearing a dark blue pinstriped suit jacket, is shown from the chest up in profile, looking towards the right. In the background, there is an electric fence with several horizontal wires stretching across the frame. The sky is filled with dramatic, dark clouds, and a utility pole is visible on the left side.

The Story

When a horse called Joe decided to use the Gallagher 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 electric fence system was born.

THAT CREATIVE 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 1200 people worldwide we're proud to be a global leader in the Animal Management and Security sectors we operate in.

**We have regional offices
in New Zealand, Australia,
United States, Hong Kong,
Chile, South Africa, the United
Kingdom, and more.**

Our Why

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

To protect what matters most 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?

Through our values, which you can read about on the next page.

Our Values



We like to think of Gallagher people as having **Orange DNA**, with shared beliefs, behaviours and a natural instinct for innovation and excellence.

We are **CREATIVE PROBLEM SOLVERS**

Our rich pioneering history inspires us to think differently.

We **BUILD LASTING RELATIONSHIPS**

We treat everyone with integrity, and value relationships that inspire and empower us.

We **TRUST ONE ANOTHER**

We build this through consistency, compassion, excellence, and honest communication.

We **RESPECT ALL VOICES**

We harness the power of different backgrounds and experiences to create exceptional outcomes.

We **HELP EACH OTHER TO GROW**

Our curiosity and thirst for learning helps us reach lofty heights.

We're **COMMITTED TO A BETTER TOMORROW**

Our practices, behaviours, and processes are good for us all and for our planet.

We **SHARE KNOWLEDGE FREELY**

We're a global community that sees collaborative information flow as a super power.



Could You Have Orange DNA?

THE CAREER OPPORTUNITIES AT GALLAGHER ARE ENDLESS

We have a diverse culture and we are committed to ongoing training and development. Our Finance, IS, Risk & Responsibility, People & Brand and Operations (planning, procurement, logistics, distribution, manufacturing and supply chain management) teams support the whole business in driving innovation from inception 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 often host interns - join us over the summer period and build your skills and confidence. As a Gallagher intern, if you make a good impression you could be going back to university with a job offer. If you are a graduate and ready to show us your commitment, drive and passion - we'd love to chat.

**Gallagher is a
manufacturer and
supplier, operating in
160 countries**

KAREN NIBUNGCO

HEAD OF MARKETING (VALUE
STREAM) - ANIMAL MANAGEMENT

HAMILTON, NZ

WHAT'S THE BEST THING ABOUT GALLAGHER?

"As clichéd as it sounds, it's the people. I am fortunate to work with several highly knowledgeable and passionate innovators, customer and tech support teams, product managers, content creators, marketing teams, people leaders... everyone is happy to share their knowledge and expertise. While the actual "work" is challenging, they make it fun, engaging, and rewarding."

WHY DID YOU CHOOSE TO WORK AT GALLAGHER?

"I chose to work for Gallagher because of its reputation in the agritech space, the culture of innovation and continuous improvement. It's certainly an impressive company to work for, from the outside trying to look in, and I'm pleased to say that my expectations were exceeded as soon as I was onboard."

WHAT IS YOUR FAVOURITE GALLAGHER PRODUCT?

"That's a tough one! Instead, I'll answer using a theme of innovation, which spans across many of our products. Examples include our Water Flow Indicators, Ring Top Post, and our Animal Performance app."



SCOTT ROONEY

DIRECTOR OF CUSTOMER SUPPORT
& INSIDE SALES
KANSAS CITY, US

WHAT ARE YOUR RESPONSIBILITIES?

"I manage the customer service team which makes sure all customers have a great experience. I also look after our inside sales team who are always on the hunt for a new opportunity."

WHAT IS YOUR FAVOURITE GALLAGHER PRODUCT?

"My favourite product is our Gallagher Animal Performance app. We've come a long way from the early days of MyScale Pro and it's really cool to have a cloud version that is able to talk to other devices and systems seamlessly!"

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 we have a bright future ahead!"



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

Our Commitment to You

HEALTH & WELLBEING

- Life and permanent disability insurance
- Workplace superannuation
- On-site meditation sessions
- Free flu vaccinations
- Fitness centre discounts
- Employee Assistance Programme

GROWTH & DEVELOPMENT

OPPORTUNITIES

- Global career development options
- Hybrid and flexible working arrangements
- Coaching, development, and ongoing learning
- Women in the Workplace speaker series
- Functional professional development
- Personal Efficiency Programme (PEP) training

CULTURE & COMMUNITY

- Access to our community giving programme
- Involvement in our sustainability programme
- Inclusive company culture
- Prayer room
- Social club

OTHER PERKS

- Student loan repayment assistance
- Cafeteria with subsidised food
- Discounts at a number of stores
- Free on-site parking
- Childcare provider discounts



JELA FE PEREZ

SENIOR TEST ANALYST -
SECURITY

HAMILTON, NZ

HOW WOULD YOU DESCRIBE THE CULTURE AT GALLAGHER?

"At Gallagher you are always learning new and cool stuff. Most of all there's lots of nice people who are willing to guide you in every problem you encounter. You work hard but you play even harder. Somehow working at Gallagher doesn't feel like work but feels like home."

WHAT'S THE MOST ENJOYABLE ASPECT OF YOUR ROLE?

"I get to play with the latest device that Gallagher has to offer. I explore it until everything is working as expected - that means learning how a device works, and not just functionally, but about everything under the hood too."

WHY DID YOU CHOOSE TO WORK FOR GALLAGHER?

"When you arrive in Hamilton, the Gallagher building is unmissable. When I saw the building for the first time I searched 'Gallagher' online to find out more - I saw that people in my industry worked for Gallagher and that one of their business units is Security. That's when I said to myself 'that's where I'll be working soon!'"

GALLAGHER

ALL VISITORS
Please Report to Reception



GALLAGHER



WORLD HEADQUARTERS



RICHARD TSUI

SENIOR TECHNICAL ACCOUNT
MANAGER - SECURITY
KOWLOON, HONG KONG

WHAT'S THE BEST THING ABOUT WORKING FOR GALLAGHER?

"Firstly, we have such a reliable product. This is important for me as it makes me want to tell people about it, knowing it's such a great product. Our product development is in-house in New Zealand, and we have great support teams based all around the globe.

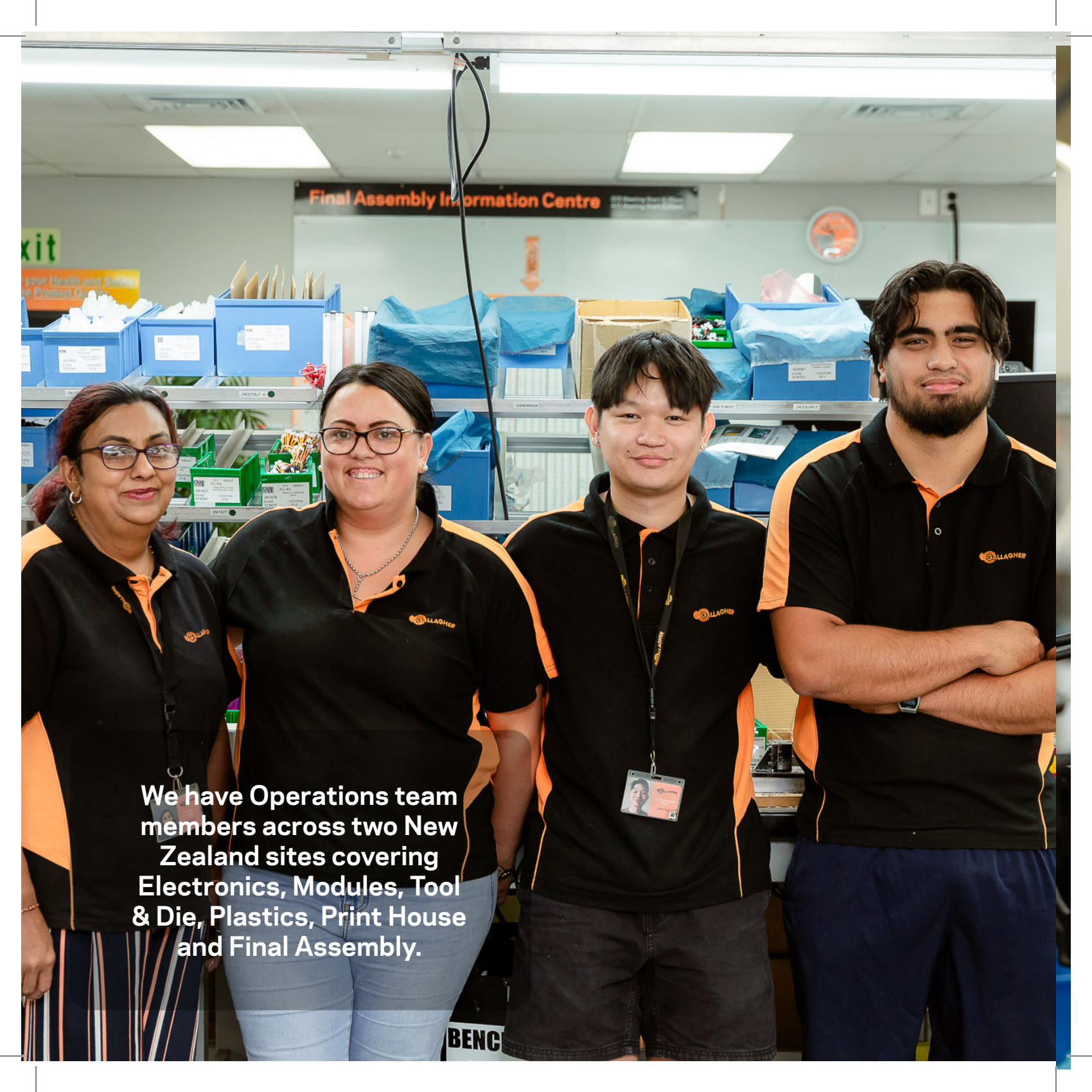
Secondly, we have a great environment. In Asia, we're a relatively new team, but we all support each other - that means sharing ideas, and asking questions.

Gallagher isn't one of those big companies where it's hard to voice your opinion or thoughts. It's a good environment where we get to speak up."

WHAT DO YOU ENJOY THE MOST ABOUT YOUR ROLE?

"I'm a technical guy, I have an engineering background, and I used to only do support roles. But in my current role I get to do more than just technical support - I help with pre-sales and sales which means I get the chance to be exposed to things I haven't done before and build my skills."



A photograph of four employees from the Operations team at a New Zealand site. They are standing in a warehouse or assembly area, wearing black polo shirts with orange accents and the 'L' logo. The background shows shelves with blue and green boxes, and a sign that reads 'Final Assembly Information Centre'.

We have Operations team members across two New Zealand sites covering Electronics, Modules, Tool & Die, Plastics, Print House and Final Assembly.

SHANE THOMPSON

PRODUCTION TEAM MEMBER -
OPERATIONS
HAMILTON, NZ

WHAT IS IT LIKE WORKING AT GALLAGHER?

"Working in Operations at Gallagher is very interesting as you get to challenge yourself every day. The working environment is surrounded by great people to have a laugh with. There are always opportunities to grow your skillset in different areas, as well as professional development."

WHY WOULD YOU RECOMMEND A CAREER IN MANUFACTURING?

"Working in a manufacturing role allows you to keep your brain active, as you're constantly using your thinking skills. There's a lot of variation too, and you get the opportunity to tackle problems, both big and small."





TONI SMITH

TECHNICAL DELIVERY MANAGER
HAMILTON, NZ

WHAT ARE YOU RESPONSIBLE FOR?

"I manage the Software Delivery Team within IS, which is a technical team comprising of software developers, testers and software architects.

As a team, we create technical solutions that enable and empower the Gallagher Group to meet our tactical and strategic goals. As the TDM, I am responsible for the successful delivery of these technical solutions, as well as the implementation of industry best-practice software delivery processes in accordance with ITIL.

I am also responsible for our Service Level Agreements being met with the Gallagher business units, and the external vendors or suppliers we engage."

MARION ANDEWEG

CHIEF FINANCIAL OFFICER
HAMILTON, NZ

WHAT DOES IT TAKE TO REACH A CHIEF FINANCIAL OFFICER 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 focusses 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."



A man with long hair and a goatee, wearing a light blue button-down shirt, is sitting at a desk in an office. He is smiling and looking towards the camera. In the background, there are office shelves with books and a whiteboard with some papers pinned to it. The office has a modern, open-plan feel.

SIMON LAWRENCE

ARCHITECT TEAM LEADER
HAMILTON, NZ

WHY DID YOU CHOOSE GALLAGHER?

"Gallagher has a very professional product development department and develop a wide range of products. The main team 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."

Our Security customers
include Village Roadshow
Theme Parks, Melco
Crown Entertainment,
Ports of Auckland.

NOEL HECKER

CUSTOMER SUPPORT TEAM LEADER
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 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 38 years! I love to fix things, both electronic and mechanical."

WHAT DO YOU ENJOY MOST ABOUT WORKING FOR GALLAGHER?

"Our team, our customers, and our new products which we release every year - it keeps our support team ahead of the curve! There is always something new to learn so we can deliver the best outcomes for our customers. It's all about passing on the knowledge to the customer in the way they understand. Over the years I have met and made friends all around the world."



GALLAGHER

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