Our benefits and rewards

Discover the rewards of a career with purpose. Enjoy competitive benefits, professional development, and the support you need to grow and succeed with Australia’s leading waste management.

About

A sustainable future starts with our people

At Cleanaway, we believe our people are the driving force behind achieving our mission to make a sustainable future possible together. That’s why we offer a safe and inclusive workplace that unlocks the passion, pride, and diversity of our team. One where people feel empowered to achieve their goals, both at work and home. We are committed to a culture founded on safety, respect, and genuine care, where our team can thrive. To bring this to life, we offer a comprehensive suite of benefits at Cleanaway that we believe sets us apart. Here’s a snapshot of what you can enjoy as part of our team.

Rewarding your contribution

We know people want more than just a pay packet — they want to feel valued.
At Cleanaway, we offer:

- Fair and competitive pay, backed by long-term job security

- Performance-based incentives and bonuses that reward effort and results

- Recognition programs that celebrate outstanding contributions across our teams

Time for what matters

We support our people in balancing work, family, and life.
Our benefits include:

- Paid parental leave – 18 weeks make-up pay for primary carers and 2 weeks fully paid for secondary carers

- Eligibility for parental leave from your first day of work

- Paid leave and support for employees who experience loss

- Community Service Leave for volunteering with emergency services

Health and wellbeing

We care about our people’s physical and emotional wellbeing.

Our support includes:

- Free and confidential Employee Assistance Program (EAP)

- Discounts on health insurance, gym memberships, travel, transport, and banking

- Access to wellbeing programs that help you perform at your best

Growth and opportunity

With more than 350 sites and 9,700+ employees nationwide, we create real opportunities to grow.
You'll find:
- Learning and development programs for skill and career growth

- Leadership opportunities and internal mobility

- Study assistance for external learning

- Regular performance and development conversations

Support and belonging

We're proud of our inclusive culture built on safety and respect, guided by our Principles:
Keep each other safe; Show genuine care; Connect and grow together; Own it, be courageous; Act beyond today.

We're committed to:

- A workplace that reflects the diversity of our communities

- Our Reconciliation Action Plan and Gender Equity Strategy

- Networks that promote inclusion, like our Diverse Abilities Network

- A culture where everyone feels they belong



Together, we turn waste into opportunity. Explore our careers and be part of our team.

View vacancies

Acknowledgement of Country

Cleanaway acknowledges the Traditional Owners of the lands on which we operate and in the communities in which we exist. We pay our respect to all Aboriginal and Torres Strait Islander peoples. We are proud to pay our respect to Elders past, present and future for they hold the traditions and the culture, and together we hold the hopes of a truly reconciled Australia.

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