



# THE PARADIGM DIFFERENCE

# WHO WE ARE

Paradigm Consulting Group has been successfully providing information technology and business consulting services since 1990. Paradigm's consulting practices are located throughout Western Canada: in Regina, Winnipeg, Edmonton, Calgary and Saskatoon.

## OUR INDUSTRIES

Our customers span several industries, with particular expertise in: Insurance, Healthcare, Telecommunications, Crown Corporations and Public Sectors.

## OUR SERVICES

Paradigm's multidisciplinary team of leaders and consultants specialize in: Project Management, Business \ Systems Analysis, Management Consulting, Organizational Change Management, Application Services including Software Development, Business Process Consulting and Infrastructure Services.



# OUR CULTURE

Paradigm strives to create a culture that is unique and promotes creativity and innovation among our employees.

Our talented consultants are:

- Experienced professionals
- Flexible in complex situations
- Creative with an entrepreneurial spirit
- Independent leaders
- Focused on professional development and continuous learning with numerous certifications and designations.
- Excel in a team environment
- Want to make a difference Paradigm believes in the value of work/life balance where employees are empowered to enjoy both professional and personal success.

If this describes a culture, you would like to part of in your career journey.....

We want to hear from you!



# OUR VALUE PROPOSITION

## **Group Benefits**

Our employees receive coverage which includes: dental, prescription drugs, life insurance, disability plans and more!

## **Health Solution Plus**

This benefit allows for up to \$750 for supplementary benefits not covered.

## **RRSP Contributions**

Additional 6% of salary for RRSP's with flexible payment options.

## **Profit Sharing**

You have potential to earn approximately 10% on top of your base salary.

## **Employee and Family Assistance Program (EFAP)**

Provides professional, confidential support services for you and your family.

## **Employee Ownership**

Ownership opportunities are available for all of our permanent full-time employees.



# OUR BENEFITS

**Vacation:** is accrued monthly and you are eligible to take it as its earned.

- 4 weeks of vacation is earned after:
  - one year with Paradigm and 7 years of overall experience; or
  - at least 10 years of industry experience
- 5 weeks of vacation after 7 years with Paradigm

- **Best Practices:** best practice meetings provide our staff an opportunity to network and learn from their colleagues.
- **Training & Professional Development:** 100% of approved technical, professional education and required memberships are paid.

- **Floating Holiday:** after one full year, you receive an additional “floating holiday” annually to take.
- **Sabbatical:** a six week paid sabbatical leave is earned after seven years.

- **Financial Transparency:** Paradigm’s financial details are shared openly at all staff meetings.
- **Home Office Equipment Purchase Loan:** Interest -free taxable benefit of 2 year loan, up to \$3000, to buy personal home office equipment.

- **Maternity & Paternity Leave:** Paradigm offers competitive parental leave for all of our permanent, full-time employees.
- **EDGE Professional Development:** In-house Learning Experience platform that is available to all employees to reach your professional development goals.

- **Paradigm Wellness Account:** Paradigm offers a health & wellness account that is customizable to your lifecycle.

# HELPING CUSTOMERS SUCCEED

Here at Paradigm, we understand the intrinsic value a highly-developed and motivated group of individuals bring to the success of an organization. When professionals are empowered to make the choices that will enhance their professional and personal lives, the organization benefits and we help our customers succeed.



Regina | Saskatoon | Winnipeg | Calgary | Edmonton

## CONTACT US



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