



Our members do what they do best and
leave the rest to us

www.socan.ca

SOCAN, a champion of Canadian music, is growing and is looking for results-oriented, highly professional people to join its team.

To find out more about how you can help SOCAN do what's right for music, go to www.socan.ca under "about SOCAN" and select "career opportunities" in the top navigation bar.



WINNER OF CONFERENCE BOARD OF CANADA'S
2007 NATIONAL GOVERNANCE AWARD
FOR THE NOT-FOR-PROFIT SECTOR

Life at SOCAN

At SOCAN, we are focused on creating a winning culture for our employees.

Winning means living by our values – Partnership, Excellence, Respect, Leadership and Empowerment – in a supportive environment that challenges, develops, encourages and rewards employees.

SOCAN was recognized as one of the top 2008 small-to-medium employers in Canada, and we continue to focus on creating an environment where all employees can excel.

SOCAN strives to offer our employees leading-edge strategies that provide an exciting vision of the future, and accountability is shared with employees in shaping their careers and in providing opportunities to learn and grow.

We are an organization that appreciates your unique talents, contributions and accomplishments.



Compensation, Benefits and Wellness

- Competitive compensation (i.e. 65th percentile of the National Labour Market)
- Comprehensive benefits package
- Pension plan
- Employee performance incentive plans
- Ergonomic awareness
- Annual in-house flu vaccines
- Employee assistance program (EAP)
- Annual employee total compensation statement
- Wellness activities (e.g., in-house fitness classes, nutrition seminars and staff sports teams)

Work Environment

- We act on the results of our employee opinion surveys
- We value diversity in our work force
- Values-driven leadership
- We promote employee engagement at all levels
- 4-day work week available during summer months for all employees
- Optional 4-day work week available for many non-managerial positions
- Business casual dress code
- Employee recognition program
- Christmas week closing
- Service recognition program
- Post secondary co-op and internship programs

Employee Engagement

- Employee input and feedback regarding corporate programs (e.g., Employee Engagement Committee)
- Innovation Teams
- Head office social committee
- Health & Safety committee
- Programs fostering mutual awareness and partnership (e.g., Partnership Exchange program, Regional Employee Orientation program)

Communication

- Quarterly employee newsletter
- Various departmental newsletters
- Internal podcasts
- Intranet
- Annual CEO tour of departments & branches
- Employee opinion survey
- Quarterly SOCAN member magazine
- Bi-annual SOCAN customer newsletter

Training & Development

- In-house training and workshops
- Online training
- External training opportunities
- Career planning kit
- Succession planning
- Leadership development
- In-house Toastmasters chapter (Toronto office)
- Tuition re-imbusement opportunities
- Internal job postings
- Lunch & Learn sessions
- Video & CD library
- Comprehensive employee orientation

Community

- Support for national & local charities (e.g., community team sponsorship)

Social Functions

- Annual children's holiday party
- Annual staff holiday parties
- Special event days (e.g., summer events)