



Work that Matters

Our work matters to our clients, our communities, and our environment. We strive to find passionate, professional, and highly qualified individuals who share the same core values as WEST.

Members of the WEST team enjoy satisfying careers while still maintaining a focus on personal growth, family values, and doing work that's purposeful.

Health & Wellness*

Health Benefits

WEST pays 90% of premium

Prescription Drugs
Hospital
Extended Health
Out of Province Emergency Travel
Vision Care
Second Opinion
Dental Care

\$85k

Life Insurance Policy and AD&D Policy
LTD

Employee and Family Assistance Programs

Wellness Programs

*30 hours/week work schedule required to receive all health benefits

*Benefit Eligibility: 1st of month following 1 month of employment

Annual Paid Leave

Vacation - 3 weeks

Years 1-5

Vacation - 4 weeks

Years 5+

Sick - 2 weeks

Personal/Holidays - 10 days

280 - 320 Combined Hours

of paid vacation, personal days, and sick leave for per year.

Paid Family Leave

up to 12 weeks for qualifying reasons

Retirement

WEST may contribute up to

12-15%

of your wages to RRSP accounts per year.

Compensation

Competitive base salary

Bonus/Profit Sharing Potential

Employee Referral Bonus Program

Spot Bonus

Annual Raises

Annual performance reviews focused on personal growth

Merit-based increases

WEST Culture

WEST aims to foster a work-life balance that aligns with our employees needs:

Outstanding company culture

Flexible working environment with hybrid and remote work options

Casual dress code

Team-building and company sponsored events

Dedicated to DEI and CSR initiatives

Growth & Career Development

WEST offers ongoing professional development opportunities to all employees:

Defined "Career Pathways" for all disciplines and departments

Mentorship from industry experts

Company paid professional memberships and conferences

Cross-training potential and access to educational courses and resources

Professional practice groups

*The benefits listed here pertain to **regular** positions.