



# G'DAY, FANCY A CUPPA DOWNUNDER?

## What a 457 VISA means for you and Cogent

So you're interested in moving to Melbourne! Why not? We're proud to be named the planet's most liveable city - full of amazing culture, food, sport and entertainment. Working at Cogent you get to have your cake and eat it, great city, great work and great colleagues. Before we get super excited, have a read of this fact sheet to see if you're a fit for an Aussie working visa.

# DO YOU TAKE SUGAR WITH THAT?

## WHAT'S A 457 VISA?

Also called a Skilled Visa, the 457 sponsorship will provide you the opportunity to work in Australia for up to 4 years. You will be able to work full-time (up to 40 hours a week) and enjoy the beautiful city of Melbourne!

## WHAT'S THE APPLICATION PROCESS?

We look after the nitty gritty but we'll need some of your personal info and important documents to help process the Visa. A comprehensive checklist will be provided to you should you be successful in securing a position with us.

## DOES IT LOCK ME IN TO ONE EMPLOYER?

The term of the visa is for 4 years. If you're sponsored by Cogent this means you're locked in with us for this period of time. This may sound scary but no need to fear commitment, we're actually a really great bunch! One of the joys of consulting is that you get to work on multiple projects with different customers.

Over this 4 year term, you'll have no limit on how many times you travel in and out of Australia so you'll get to see your friends and family back home or travel around this side of the world.

## DOES THE 457 VISA ALSO COVER MY FAMILY?

Yes! The visa covers you to work for the sponsor (Cogent) and your spouse to work for anyone, so you can both work. It's also really common to apply for permanent residency during this time with a view to becoming a full Aussie citizen. I mean, we're in the most liveable city in the world after all so why not? <http://www.invest.vic.gov.au/why-melbourne/the-worlds-most-liveable-city>

## WHAT ARE SALARIES LIKE IN MELBOURNE?

We think they are pretty great. For a mid-level developer you're looking at approximately \$80-120k AUD. If you're more senior, salaries can start from \$120k+. One thing to be aware of in Australia is we help you put away savings for your retirement, otherwise known as superannuation. Superannuation is legislated at 9.5% and Cogent always quotes salaries without the superannuation, so if we say you'll get \$100k then that means \$100k + 9.5% superannuation. If you permanently exit Australia after the 4 year term you're able to withdraw this amount as a lump sum.

Cogent also has a profit share scheme where 50% of any surplus is shared with staff, you'd be participating in this from day one with Cogent. We can explain more about this more through the interview process.

## WHAT'S THE COST OF LIVING?

Here's a link to some information on our current cost of living: <https://www.expatistan.com/cost-of-living/melbourne>. It's just an indication but if you have more specific questions don't hesitate to drop us a note at [jobs@cobgent.co](mailto:jobs@cobgent.co)

## WHAT'S THE RELOCATION PACKAGE (IF ANY)?

Every individual will have slightly different needs and requirements so let's have a conversation about it. We want to make sure your move is a fun one - if we can help lighten the financial load associated with costs of moving, we'll do just that.

## WHAT'S THE NATURE OF THE WORK?

We're a Ruby shop working mainly with local startups and the 'A-list' of Melbourne's dotcoms and we are growing fast! Check out our Careers Page for an insight into what it's like at Cogent and the kind of customers and work we have: <http://cobgent.co/careers/>

## WHAT'S THE STABILITY OF THE COMPANY?

Cogent has been around for nearly 10 years and last year grew nearly 50%, we have a pretty good reputation in Melbourne. We are profitable and keep plenty of cash in the bank for a rainy day.

## WHAT HAPPENS IF THE COMPANY FOLDS FOR ANY REASON?

If something really crazy happened (we are talking zombies or alien invasion) and Cogent folds, you'd have a plenty of time to try and find another sponsor to take up your 457 visa sponsorship. We aren't legal experts on this stuff, so you'd have to find one to help you out (but she'll probably be too busy chopping up zombies to help anyway).

Still have questions? happy for you to drop us a line at [jobs@cobgent.co](mailto:jobs@cobgent.co) and we'll do our best to find out some finer details for you!



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