

A man in a white dress shirt and a green tie is shouting into a large megaphone. The background is a light blue sky. The text "I LIKE WORKING HERE!" is overlaid in a green, outlined font.

I LIKE  
WORKING  
HERE!

**ziff**  
ENERGY  
GROUP  
Global Energy Advisors

Find out why ...

# BE VALUED

*We help you build both in-depth expertise & the understanding required to help our clients.*

Our work knocks the socks off our clients!

For example, our outstanding array of blue-chip clientele uses words such as **“value-add”**, **“immensely impressive”**, and **“strongly recommended”** to describe the collective assessment of professional insight and opinion that we provide.

Because we have under a hundred employees, each employees’ contribution makes a difference. There are many opportunities to work on projects that can help shape the future of the industry.

Our senior staff are frequently sought by media to provide an expert opinion to a quote in TV, Radio, magazines, or newspapers. From analysts on up, you have the opportunity to meet with clients (including senior executives), participate in and lead presentations. Managers are provided the opportunity to present to leading Industry Professional Societies and forums. In 2010, over 20 presentations were given.

# BALANCE

Work and personal life can often require a balancing act.

Ziff Energy can assist by providing a flexible schedule to accommodate those important events. For meeting your families or other needs, Ziff Energy provides flexibility with your time.

Every Friday, we take turns providing treats for the entire team. We have Social events where the entire team can get together and unwind. We also have Lunch & Learn events where each department has a chance to share an important aspect of their work with the entire company, and also to share Lunch!



# BENEFITS

Ziff Energy is continuously reviewing the compensation and benefit package to add greater value for the employee and to remain competitive in the market.

We offer:

- base pay
- comprehensive extended medical & dental benefit packages
- annual performance based increases
- Incentive Compensation based on individual & company performance
- low cost monthly parking
- Calgary transit pass allowances
- competitive vacation allowance
- Birthday off
- Anniversary & Recognition programs
- paid sick days
- competitive RRSP /401K plan
- membership dues reimbursed
- training allowance.

*Career development requires more than just a benefits package. We strive to have a culture that's open and welcoming, colleagues who support one another, leaders who hear people's aspirations and respond to them with insight and imagination.*

# PROFESSIONAL GROWTH

Ziff Energy is a learning organization and strongly supports initiatives that contribute to your professional and personal growth. We prefer to promote from within, and have implemented personal development plans to help you align your career goals and **'step up'** to the challenges. External Training is strongly encouraged and a yearly allocation is provided.

Mentorships are extremely valuable and can greatly influence your ability to succeed. We will match you with a senior leader who can challenge, support and guide you in developing skills for success in the workplace.



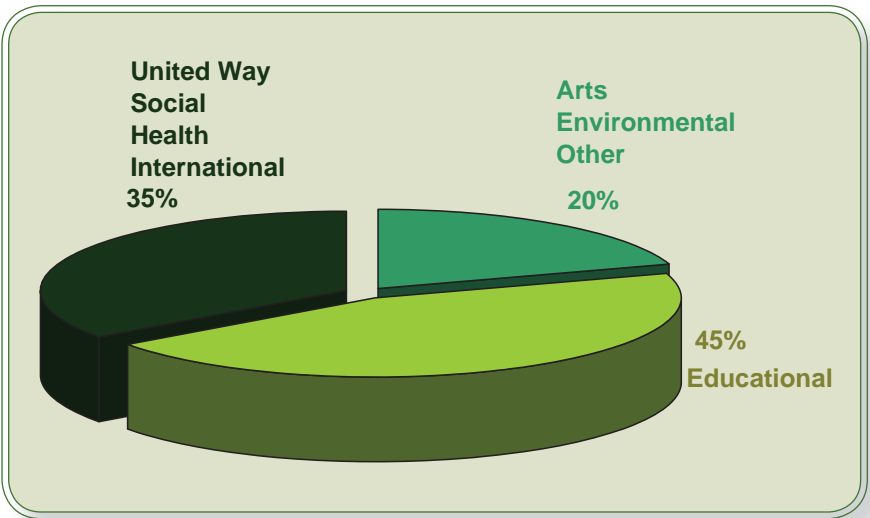
## CASE STUDIES

*"Since joining Ziff Energy as an Analyst, I have had the opportunity to interface with very senior staff in Ziff Energy's blue-chip client base on every facet of the natural gas industry. This exposure has allowed my thinking to impact industry decision makers in a meaningful way and developed my overall resume, and value, positively. Working at Ziff Energy has taught me that the more I can do, the more I can do."*

*"I am currently working towards obtaining a degree through night classes. Ziff Energy has encouraged me in my goals, and have not only paid for my classes, but assisted with ensuring my workload does not interfere with my learning."*

# COMMUNITY

Ziff Energy contributes to the community not only monetarily, but with our time and energy. We regularly donate to organizations in Canada, US, and Internationally. Ziff Energy also makes educational contributions to the University of Calgary and Mount Royal College, in the form of 3 bursaries.



Ziff Energy is committed to the environment. We have created Environmental Awareness Initiatives within the company, including Recycling Programs to reduce the impact of our business on the earth.

# DIVERSITY

You will work with other very committed and creative industry professionals, in a culturally diverse workplace. Our staff have experience in over 65 countries worldwide, and speak over 18 languages. This allows us to capture ground-breaking consulting assignments and effectively communicate with our clients.

# NEW EXPERIENCES

Many of our team (in all areas) travel in North America; Analysts & senior members may travel to meet and work with our clients worldwide.

You can expand your horizons and grow your career!

***Our wide-ranging expertise instills confidence to our clients. It also makes our firm a dynamic environment filled with opportunities for people who want to grow beyond their current skills.***

To apply online, visit:

[www.ziffenergy.com/career](http://www.ziffenergy.com/career)

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