



PATTLE DELAMORE PARTNERS

Join us in New Zealand – See More, Do More, Live More

Connect with us and find out how we can meet the
needs of today while providing for future generations

PDP are one of Aotearoa
New Zealand's fastest-growing
environmental science and
engineering consultancies.
Our team of experts deliver a
range of solutions to our clients'
environmental challenges.
We cover everything from air and
land to water-related projects.





At PDP, we are driven to help our clients and communities better manage the environment, recognising there is only one planet and we need to take much better care of it.

Our story

PDP was founded in 1986 by Keith Delamore and Alan Pattle, who were both passionate about creating a positive impact on the environment. They started the company with a focus on providing consulting services in groundwater and engineering geology. The advent of a major hydrocarbon spill in Auckland in 1987 sparked the initiation of the contaminated land industry in New Zealand and development of a corresponding core PDP environmental services offering.

With a strong commitment to environmental awareness, PDP quickly became a leader in the contaminated land industry in New Zealand, offering innovative solutions and services that made a real difference.

Today, PDP continues with passion and dedication to creating sustainable, innovative, and environmentally friendly solutions to environmental challenges.

We take pride in being a Kiwi employee-owned and operated company with over 35 years of operation throughout Aotearoa New Zealand, Australia, and the Pacific Islands.

We're always on the lookout for creative thinkers who can help us tackle important infrastructure and environmental challenges. Work that can meet the needs of today while providing for future generations.

We're especially looking for professionals with experience in the following areas to support our clients:

- Water infrastructure
- Geotechnical
- Contaminated land
- Water resources
- Water quality

Our areas of expertise

- Air quality
- Asbestos
- Civil engineering
- Climate Change
- Coastal
- Ecology
- Environmental management
- Geospatial & digital solutions
- Geotechnical services
- Hydrology & river engineering
- Infrastructure advisory
- Planning
- Stormwater management
- Water resources
- Water supply & treatment
- Wastewater treatment



New Zealand – See More, Do More, Live More

We understand that considering relocating to New Zealand is a huge decision to make, but it could be the adventure of a lifetime.

At PDP, we firmly believe that New Zealand is one of the most beautiful countries in the world, and we know it's an amazing place to live and work. Our company culture is second to none, and we're committed to creating a workplace where you can thrive.

So why not take the leap and join us in New Zealand? You'll have the chance to explore this incredible country, meet amazing people, and unlock your full potential.

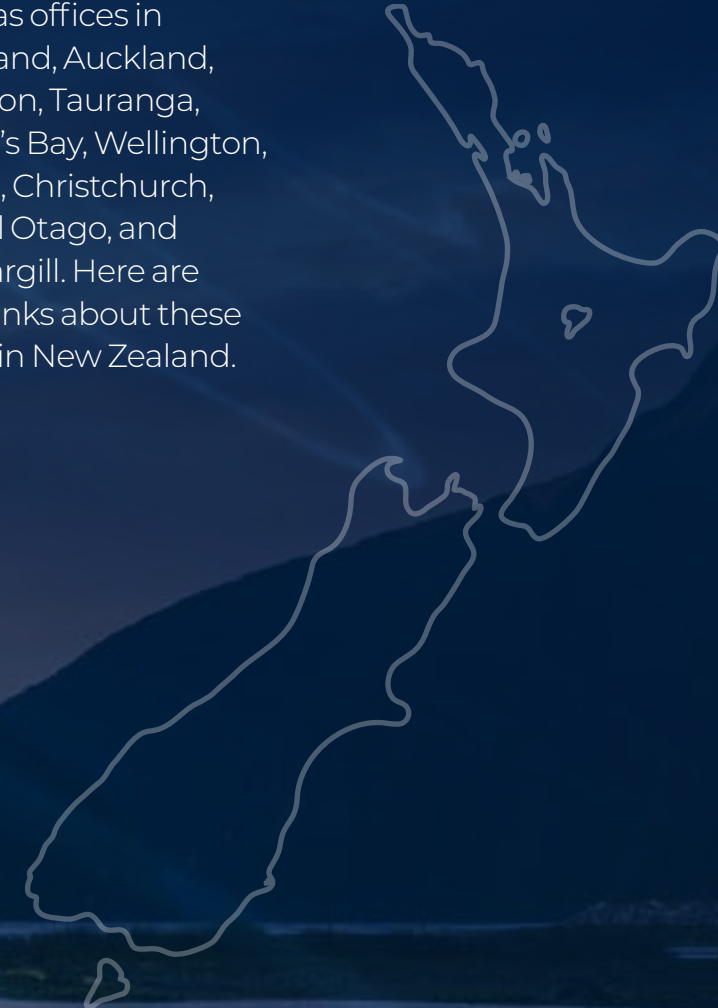


New Zealand

To help you get a headstart researching New Zealand, we can confirm it is real, and have pulled some useful sites and links about Aotearoa New Zealand.

We understand you may have to factor in many things when deciding to make a big decision to relocate, such as family working opportunities, education options and living arrangements.

PDP has offices in Northland, Auckland, Hamilton, Tauranga, Hawke's Bay, Wellington, Nelson, Christchurch, Central Otago, and Invercargill. Here are some links about these places in New Zealand.





PDP immigration and relocation support

We understand relocating to a new country and starting a new job can be a lot, so we have a comprehensive package to support you and your family with immigration requirements and some of the cost.

PDP is an Accredited Employer with Immigration New Zealand. This means that we:

- Provide a comprehensive migrant settlement package for our workers
- Are financially viable and sound
- Are compliant with all relevant immigration and employment legislation
- Allow time to complete study modules about working in NZ.

What we provide for overseas appointees

An initial consultation with a Licensed Immigration Advisor – this includes a visa pathway assessment with a written report.

A substantial relocation allowance which can contribute towards visa costs, airfares, freight charges, temporary accommodation or any other costs related to establishing your household in NZ.

A comprehensive relocation support package which includes:

- Taxi pick-up on arrival – transport for you and your family from the airport on your arrival to NZ
- Start-up accommodation – two weeks of temporary comfortable accommodation on arrival for you and your family, arranged and paid by PDP
- Rental vehicle – two weeks of a rental car, arranged and paid by PDP
- A personalised half-day tour of your new location and support from a Crown Relocation account manager.

Please note: some benefits may be subject to certain terms and conditions due to the company policies or statutory requirements. Please check with your HR contact on any details.

Already in Aotearoa New Zealand?

We also provide a relocation allowance for domestic appointees and the following for existing team members.

Financial assistance for all eligible employees by reimbursing them for expenses related to work visa and residency applications:

- Up to \$500 to cover costs associated with obtaining or renewing a work visa
- Up to \$3,000 to cover costs associated with applying for NZ residency.

Assistance with work visa and residency applications including the necessary employer documentation and forms to support applications.

Please note: some benefits may be subject to certain terms and conditions due to the company policies or statutory requirements. Please check with your HR contact on any details.



Supporting our people

Work life balance

- Ability to purchase extra annual leave through salary sacrifice
- Flexible working arrangements
- Waiver of the 6-month stand-down period on all types of leave (for new employees)
- Flexible return to work plan (following parental leave)
- Fully paid parental leave policy and paid partner's leave

Recognition

- Employee recruitment referral scheme
- Ability to become a shareholder
- Recognition of long service

Wellness

- Southern Cross fully subsidised Wellbeing 1 plan
- BeingWell wellness platform including discounted offers from wellness partners
- Employee Assistance program (EAP)
- Flu vaccinations
- Enhanced sick leave accrual – up to 40 days
- Connected care

Learning and career support

- Full subsidy of professional membership fees
- Attendance to training programs, workshops and conferences
- Support towards all professional accreditations
- Study support scheme and a paid graduation day

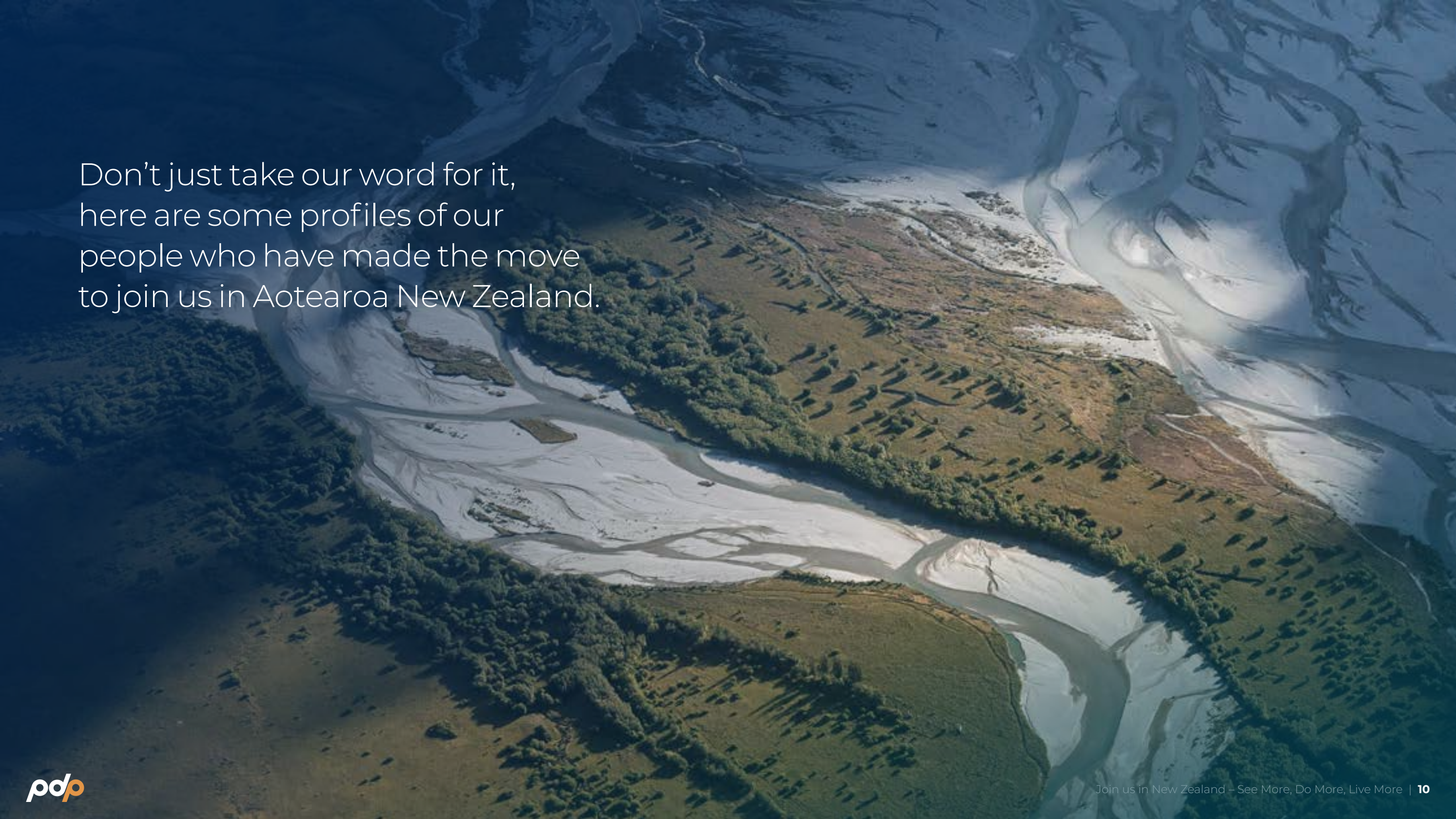
Financial security

- Fully subsidised income protection insurance plan

Inclusion, community and sustainability

- Community support group
- Environmental sustainability committee
- Diversity and Inclusion group
- Active social club
- Emerging professionals group
- Niho Taniwha group

Please note: Some benefits may be subject to certain terms and conditions due to the company conditions or statutory requirements. Please check with your HR contact on any details.

An aerial photograph of a wide, braided river system. The river is composed of multiple channels and sandbars, creating a complex, winding pattern across a lush green valley. The surrounding landscape is a mix of dense green forest and open grassy fields. The lighting is bright, casting long shadows across the terrain.

Don't just take our word for it,
here are some profiles of our
people who have made the move
to join us in Aotearoa New Zealand.



Seán Wheeler

Hydrogeologist

PDP Workgroup: Water Resources

Qualification/s: PhD in Groundwater Geochemistry

Country of origin: Ireland

How did you make the decision to relocate to New Zealand?

Before coming to New Zealand, my partner and I lived in Galway city on the west coast of Ireland. Although we loved it there, we had always dreamed of living in a different part of the world and experiencing a new culture.

As an environmental scientist I was particularly excited by the idea of continuing my career while exploring this incredible country.

What has your experience been like to date?

We are a year in Aotearoa as of this month and it definitely does not feel like it! We have seen and done so much – we’ve hiked volcanoes, swam in geothermal pools and skydived over glaciers. Yet we still have much more to do – quick hops to Aus, skiing in the southern alps and hopefully see a kiwi in the wild. Speaking of Kiwis, the people here are incredibly welcoming and friendly. The ‘laid-back’ approach to life that we heard about is a reality.

What’s it like working for PDP and how has PDP helped you settle into life over here?

Working for PDP has been such an amazing experience. I honestly believe I would not have learned as much, as quickly in any other workplace. The culture here is something PDP are very proud of and is definitely unique among other consultancies I have

worked for. From the get-go, PDP have supported my move to New Zealand in terms of flexibility, help with visa applications and financial support.

What would you say or what advice might you give to someone who was considering such a big move?

Do it! Moving to the opposite side of the world is a pretty daunting thought. As my family said – if you went any further, you’d be on the way back! But it is also so rewarding. Experiencing such an amazing country is made a lot easier with the comfort of a good job and the support of PDP before even stepping off the plane.

Guus Rongen

Hydrologist

PDP Workgroup: Water Resources

Qualification/s: MSc in Civil Engineering

Country of origin: The Netherlands

How did you make the decision to relocate to New Zealand?

My partner and I were looking for a place to live abroad for at least a couple of years. New Zealand ticked the boxes of being a beautiful country in which we could integrate relatively easy, being culturally not too different from the Netherlands.

What has your experience been like to date?

My experience has been both adventurous and relaxing so far! The lifestyle is great in New Zealand. People are nice and laid-back, and New Zealand offers so much in terms of outdoor activities and (weekend) travel.

What's it like working for PDP and how has PDP helped you settle into life over here?

PDP is a cool company to work for with awesome colleagues, which is great if you're new to a country. The work-life balance is good, and there is plenty of opportunity to be challenged in the work you do, which was an important aspect for me as well. And finally, PDP was very helpful throughout the process of moving countries.

What would you say or what advice might you give to someone who was considering such a big move?

Follow your heart!





Jess Campbell

Environmental Geologist

PDP Workgroup: Contaminated Land

Qualification/s: MEdSci Geology and Physical Geography

Country of origin: England

How did you make the decision to relocate to New Zealand?

In 2018 I was lucky enough to be able to do a study exchange to Wellington for a semester, which evidently wasn't long enough! I decided to come back for a holiday in 2022 and within two weeks had decided to stay.

What has your experience been like to date?

I have thoroughly enjoyed my time in New Zealand, I've managed to fit in a lot of adventure around my work. It's a great place for anyone who loves the outdoors as there are so many amazing hikes on your doorstep with incredible views around every corner, no matter where you are. I've been lucky enough to meet so many people over the last two years that will make it hard to ever leave.

What's it like working for PDP and how has PDP helped you settle into life over here?

PDP have been very inclusive, with lots of social opportunities and a tight knit, supportive team it was easy to settle in and feel like I'd been here for years not just a few months! PDP were also extremely helpful when changing my visa and did everything they could to make it seamless, even if I did leave it until the last minute...

They also offer a relocation allowance to help you get on your feet when you first start to help with initial accommodation, flights and visas.

What would you say or what advice might you give to someone who was considering such a big move?

It often helps to talk to someone who's already done the move, and there are plenty of us here at PDP or even visiting a few cities to decide which suits you best before committing to a location.

In my opinion there's no point pondering on 'what ifs?', just go for it, it might be the best decision you'll ever make.

Aleth Lee

Service Leader

PDP Workgroup: Contaminated Land

Qualification/s: BSc Chemical Engineering, Msc Environmental Biological Engineering, Executive MBA. More than 15 years of work experience in environmental consulting

Country of origin: Philippines



How did you make the decision to relocate to New Zealand?

The decision was both personal and career-driven. Our small family of 3 was looking for a country where we can all move at the same time- our little Eiryn to study, while me and my husband are able to work. We imagined being able to live in a place that is safe, get exposed to a new culture, get to experience more outdoors, learn new hobbies, and have more friends. Our preference was to move outside Asia, to experience how it is to live internationally. Career-wise, the timing was good for my husband in the last quarter of 2022.

Shortly after deciding on the move, a good friend of ours messaged that New Zealand borders were open. After which, I was able to speak with a talent agency in New Zealand and then with PDP leadership. We no longer progressed with our application with two other countries after conversations with PDP. I just felt so at-home with the people.

What has your experience been like to date?

We are thoroughly enjoying our stay in New Zealand and ticking off all the things we desire to do. Above all that, we have learned more about each other and have grown closer as a family.

We do miss our family and friends back home however, its not tough to invite them over for a visit.

What's it like working for PDP and how has PDP helped you settle into life over here?

PDP has gone over and above in helping me and my family. PDP has been flexible with regards to my starting date as there were nuances with me leaving the Philippines as a direct hire. Once onboarded, I was given more than enough time, space, and support.

What would you say or what advice might you give to someone who was considering such a big move?

There is no perfect country but New Zealand comes close for a family like us who is open to new adventures, eager to learn, and also to contribute. New Zealand has a lot to offer but it makes space for people who are also wanting to make a change for the right reasons.

Change is not always easy but if you've found the right people (i.e in PDP) who are aware of what it entails and at the same time are willing to create an environment where professionals and their families can thrive – the journey becomes more enjoyable and exciting.

Our culture and our values

At PDP we are proud of our culture, and work on building a place where everyone feels valued and motivated to do their best work. We believe in providing a workplace where you can be yourself and be part of a supportive team.



Aroha – Care for our people

He aroha whakatō, he aroha ka puta mai

Tika – The right thing in the right way

Ka tae ora te waka ki uta

Pono – Honesty and integrity

Hīkoia te kōrero

Kotahitanga – Collaboration

Mā te mahi ngātahi, ka mārama, ka ora ai te katoa

Whakapūmautanga – Sustainability

Whatungarongaro te tangata, toitū te whenua



Aroha

Care for our people

He aroha whakatō,
he aroha ka puta mai

If aroha is sown, then aroha is what you shall receive

We care deeply about our people, and want them to be well, happy, safe and engaged in a supportive and fun workplace.

We understand and support flexible working for a work-life balance, and supporting personal circumstances.

We support and celebrate the diversity of our people. Everyone will be treated equally in a welcoming environment that supports and encourages all. We will have zero tolerance to bias, discrimination, harassment, or bullying. We look after all.

We strive to provide stable employment, so that our team feel secure in their job. We support our people when times get tough.

We believe that learning and career development help our people reach their full potential and have a rewarding career.

We like our people to have ownership in PDP so they can share in our financial success and be rewarded for the collective efforts of our team.



Tika

The right thing in the right way

Ka tae ora te waka ki uta

It is the setting of the sails that enables a waka to reach the land

We are creative, courageous, and innovative in our thinking and services.

We strive to provide solutions that others are unable to tackle. Nothing is too hard.

We stay informed with, and strive to develop, the latest technology, research and thought leadership.

We commit to continuous improvement through training and knowledge-sharing, and we implement and follow robust systems and processes to help us deliver excellent work.

We provide sound advice – high quality and excellent service.



Pono

Honesty & Integrity

Hīkoia te kōrero

Walk the talk

We stick to our promises, are open and honest, and always give our best to our colleagues and clients.

We are fair to everyone – in our interactions and in policies/practices.

We have difficult conversations when we need to, giving and receiving honest feedback.

We can be trusted to operate with confidentiality.

We care about each other, and we are respectful, courteous, and kind. We look out for each other as “One PDP”.



Kotahitanga

Collaboration

Mā te mahi ngātahi, ka mārama, ka ora ai te katoa

By collaborating together, we will have a holistic understanding, we will achieve wellbeing of all

We recognise the strength of the team trumps the strength of any one individual. Success is not the work of one, but that of many.

We empower our people, recognising that good ideas can come from everyone. Collaborating as “One PDP” provides for amazing teams, a fun workplace and the best outcomes for our work.

We talk to each other, sharing our knowledge and expertise and support each other, putting collective needs and success above the individual.

We build and maintain strong relationships with our colleagues, our clients, stakeholders, and industry peers.



Whakapūmautanga

Sustainability

Whatungarongaro te tangata, toitū te whenua

As people disappear from sight, the land remains

Sustainability is fundamental to our success. Our future depends on balancing our efforts towards looking after our people, the planet and the prosperity of our business.

We strive to operate in a way that meets the needs of today while providing for the future generations.

We care for the environment and will explore and develop practicable opportunities to minimise adverse effects, working with our clients, peers and supply chain.

We create shared value and plan for long-term profitability.

Driven to help our clients and communities better manage the environment, recognising there is only one planet and we need to take much better care of it.

We provide creative thinking and sound advice to solve infrastructure and environmental challenges.

We advance sustainable outcomes for communities and the environment.

We operate in a way that meets the needs of today while providing for future generations.



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