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Engaged employees the key at Matrix

Calgary-based Matrix Solutions Inc. is an employee-owned multi-service environmental and engineering consulting company that prides itself on its culture of collaboration, learning, teamwork and high accountability.

Matrix Solutions, with 680 employees in 19 offices across Canada, provides a broad range of consulting services for partners in the oil and gas industry, municipalities and other sectors, helping each manage environmental challenges and opportunities.

According to Sharon Richardson, senior vice-president of culture and communications, the type of person who would do well at Matrix is someone who is passionate, engaged, and wants to make a difference.

To this end, training and development is very important to the company. Employees typically receive more than two weeks of formal technical training each year, plus on-the-job training. Twice a year, Matrix brings all of its employees to Calgary for Matrix corporate days, to provide training, share progress on priorities, financials, key successes and challenges, as well as future plans.

Employees also receive profit sharing and an opportunity to purchase shares. Fully 90 per cent of Matrix's employees own shares in the company.

The company offers employees a great deal of flexibility. Those who work extra hours can choose to take the additional time they work as time off, or be paid out



Matrix employee Corey Corbett, a wildlife biologist, is shown conducting field work which aims to protect northern leopard frogs.

The company encourages entry-level employees by hiring straight out of school with a university hiring program, and offers co-op, internship and summer jobs.

"A lot of junior employees have grown up in the company," Richardson notes.

Matrix is also hiring mid-level and senior employees. Unique to the company, "we have a very strong mentorship program that is offered to every employee," Richardson says, noting that 80 per cent of employees take advantage of the mentorship opportunities.

From the other end, senior hires have the opportunity to guide and lead employee development, "as well as be involved in

really cool projects."

It's no surprise that Matrix Solutions scores 94 per cent in terms of employee engagement, according to ECO Canada's Employee Engagement survey. While this score is impressive, the company is always seeking to improve, says Richardson.

Teamwork is an essential part of how the company does business. The flexibility and fluidity of the Matrix structure helps team members cross over disciplines and geographies, to the benefit of customers — and the company as a whole. For example, if Matrix team members are extremely busy doing work at a particular location, they could call on colleagues in another part of the

Matrix Solutions Inc.

- **YEARS IN BUSINESS:** 31
- **NUMBER OF EMPLOYEES:** 680
- **LOCATIONS:** Fort St. John, Calgary, Cold Lake, Drayton Valley, Edmonton, Grande Prairie, Medicine Hat, Kindersley, Lloydminster, Oxbow, Regina, Saskatoon, Swift Current, Weyburn, Virden, Fredericton, Mississauga, Perth, Waterloo.
- **HEAD OFFICE:** Calgary
- **HIRING INCENTIVES:** Share purchase plan with a dividend distribution, annual profit sharing, matching RSP program; maternity leave top-up payments; provides alternative work arrangements including flexible hours, telecommuting and shortened and compressed work weeks; Flexible benefits plan; professional development, training and mentoring programs; two paid corporate days for training and development and three flex days.
- **APPLICATION PROCESS:** Online at matrix-solutions.com.

country to help out.

"We work collaboratively to get the work done for our clients. Working this way means our employees have a lot of great opportunities," Richardson explains. "We are all one team, and when the company does well, everybody wins."

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