



Boundless

A career guide for Indigenous talent

Those that fly
Qavavau Manumie
Inuk artist from Kinngait, Nunavut

TELUS' commitment to artist integrity

We are committed to supporting the artistic practices of Indigenous Peoples, while being mindful of the historic role organizations have played in the misappropriation of Indigenous art and culture. We have an obligation and responsibility to ensure that TELUS' use of Indigenous art in our digital and physical spaces is respectful of Indigenous artists.

In 2024, expanding on our commitment to artistic integrity, we declared that we will not use AI technology to create or replicate the art of or imagery of Indigenous Peoples.

Learn more at [Declaration on Artificial Intelligence \(AI\) Image Generation](#)

Land acknowledgement

The TELUS team acknowledges that our work spans many territories and treaty areas. We are grateful for the traditional Knowledge Keepers and Elders who are with us today, those who have gone before us and the Indigenous youth who inspire us. We recognize the land and the benefits it provides all of us. We firmly believe that TELUS has a role to play in supporting the 94 Calls to Action recommended by the Truth and Reconciliation Commission (TRC). That begins with understanding and creating opportunities for all Indigenous Peoples through the expansion of technology, and by creating a safe and inclusive work environment. We express our deep sense of gratitude to those whose territories on which we reside, travel and work.



Those that swim

Cori Savard (Yahl 'Aadas)

Haida artist from Haida Nation, British Columbia

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A message from leadership

“At TELUS, we recognize that meaningful engagement and reconciliation with Indigenous Peoples is a continuous journey rooted in inclusive dialogue, collaboration and partnership. Guided by Indigenous-led frameworks of reconciliation, Indigenous ways of knowing, and our Indigenous Advisory Council, we are committed to fostering strong relationships with First Nations, Métis and Inuit Peoples and governments. By understanding the intersections between reconciliation and our business, we support Indigenous Peoples in the ways they want to be supported. We invite Indigenous talent to join us in this journey, contributing to a future founded on mutual respect, understanding and shared growth.”

Shazia Zeb Sobani

Vice-president of Customer Solutions Delivery, West and Executive Sponsor of Eagles team member-led resource group, Co-chair of the TELUS Indigenous Advisory Council.

Our reconciliation journey

In 2021, TELUS became the first technology company in Canada to publish an Indigenous Reconciliation Action Plan (IRAP), proudly formalizing our team's commitment to reconciliation with Indigenous Peoples. As part of our action plan, we're not only committed to recruiting Indigenous Peoples, we're determined to retain their talents. After all, we don't just want representation, we want meaningful representation at every level, from internship to leadership.

Our commitment

TELUS, in partnership with Indigenous Peoples, is committed to continuing our journey of reconciliation in a deeply meaningful way. We're dedicated to fulfilling our role and responsibilities in alignment with Indigenous-informed perspectives.

Reconciliation at TELUS is strength-based and all parts of the organization are responsible for implementing it. To ensure our commitment is put into action in the right way, we formed a dedicated Reconciliation team.

Guiding pillars

At TELUS, our reconciliation strategy combines our vision, core values and corporate priorities with four guiding pillars. These pillars, informed by Indigenous Peoples, drive our most impactful outcomes. Central to our approach is the integration of Indigenous ways of knowing and the creation of ethical spaces. These spaces recognize the value and equality of all knowledge systems and guide our interactions within TELUS and Indigenous communities.

Learn more about reconciliation at telus.com/reconciliation



Those that roam

Liz Buller Page

Plains Cree and Metis artist from Mistawasis First Nation, Saskatchewan

Indigenous ways of knowing and ethical spaces 4 guiding pillars



Connectivity



Enabling
social outcomes



Cultural responsiveness
& relationships



Economic
reconciliation

Artwork:

Hummingbird • Hldants'iixid

Salmon • Chiina

Frog • Hlk'yan k'uustaan

Mouse Woman • Kuugan Jaad

Cori Savard (Yahl 'Aadas)

Haida artist from Haida Nation, British Columbia

Pursue your passion and purpose

As part of our people-first, purpose-driven team, you'll be instrumental in leveraging our transformative technology to bridge digital divides, strengthen communities and address pressing global challenges. From transforming healthcare to reducing our environmental footprint, your work will contribute to innovative solutions that make meaningful impacts for generations to come.

Our social purpose

At TELUS, our social purpose is at the heart of everything we do. Guided by our core values of putting customers and communities first and prioritizing innovation and teamwork, we use our transformative technology and compassion to drive social change and enable remarkable human outcomes. We directly support Indigenous Peoples and communities through a number of programs:

Digital Witness Blanket

In support of Truth and Reconciliation, this innovative digital experience enables users to bear witness to the atrocities of the residential school system through artwork, videos, images and interviews with Survivors.

Health for Good

Breaks down barriers and brings healthcare to people who need it most. Providing care in a culturally-sensitive and trauma-informed approach.

Indigenous Communities Fund

Offers grants of \$5,000 to \$25,000 for Indigenous-led social, health and community programs.

Kits for Kids

Provides backpacks with essential school supplies to children from families in need. Helping to break down barriers to education, so children can be met with open doors and a brighter future.

Mobility for Good for Indigenous Women at Risk

Provides free smartphones and data plans to Indigenous women at risk of/or surviving violence, helping them stay connected and safe.

Moose Hide Campaign

Distributed nationwide, each orange square symbolizes the wearer's commitment to speak out against and end gender-based violence toward Indigenous women, girls and two-spirited people. Each pin is meant to spark at least five conversations and serves as a call to action to engage men and boys in conversations that encourage healthy masculinity.

TELUS Days of Giving

Our journey toward Truth and Reconciliation is ongoing, so on National Day for Truth and Reconciliation, and every other day, we're working to support and elevate Indigenous Peoples, communities and organizations. Team members and retirees are encouraged to give, volunteer and participate, increasing partnerships with Indigenous communities and organizations.

Why choose a career at TELUS?

A wide range of careers and advancement opportunities

At TELUS, every aspiration finds its wings to soar. Whether you're an experienced professional, new graduate or student, your passions, talents and ambitions are championed. We invest in your professional development by providing resources, support and opportunities for you to learn, gain experience and grow as you advance in your career.

We want Indigenous Peoples to be represented and provide valuable guidance at all levels of the organization – from internships to leadership. To discover all the possible career paths that await you, visit telus.com/careers. If you're a student or new grad and want to learn about co-op opportunities, visit telus.com/StudentCareers.

Work Styles® that work for you

Your values, connections and overall well-being are at the forefront of our priorities. So, we meet you where you are, weaving flexibility into work arrangements. Depending on your role and team, with our Work Styles program you can work in-office, virtually at-home or from the community, or a combination of all.



“What really drew me to TELUS is the culture. I feel like I’m really part of a team versus just a corporation. There’s an Indigenous focus throughout all the departments I’ve worked for; diversity has always been front and centre as I’ve worked with people from all backgrounds.

My career trajectory is a great example of the possibilities that can open up here - I went from sales to management, to now managing Indigenous relations with communities. That career path was due in large part to the great mentors I’ve had, all of whom really encouraged me and helped me to determine what my path could be. What I’ve also really enjoyed is the practical and tangible learning you receive on a day-to-day basis. It feels more like a living classroom setting, always growing. That has given me the confidence to try something new and give it a shot! Being able to work from home as a new dad has also helped me foster a healthy work-life balance, which is a major bonus.”

Darren Ketlo

Indigenous Relations Lead - Northern British Columbia

Darren is a Frog Clan member of the Nadleah Whut'en First Nation in British Columbia.



“I was not looking for change in my career, but once I learned more about what TELUS was doing on their reconciliation journey, it sparked my curiosity. I love looking at bigger picture experiences and TELUS’ work allows me to do that and look at ways to embed reconciliation. The bonus has been learning many more skills and experiences than I thought I would ever get.

Working at TELUS has allowed me to see how much connectivity can play a bigger role in reducing challenges faced by my/our communities. As an Indigenous employee, I see such potential if we can reduce technology access gaps. As a person who lives 8+ hours away from my home community, technology helps me stay connected to family, language support and my community, thus supporting my well-being.”

Christy Morgan

Manager of Reconciliation Strategy

Christy is a First Nations woman from the St’uxwtéws (Bonaparte) Band, which is a part of the Secwepemc (Shuswap) Nation in British Columbia, and also holds ancestry from England and Scotland.

Where inclusivity thrives

Embrace your authentic self at TELUS. Your honesty and uniqueness contribute to building deeper, more meaningful, impactful relationships, and varied lived-experiences and perspectives fuel creativity and enhance team effectiveness. They’re also essential for attracting, developing and retaining top talent.

Our TELUS team member-led Eagles resource group celebrates and supports Indigenous team members to pursue excellence in their careers, with regular communications, including speaker series, knowledge-sharing sessions, event panels, mentorship, networking opportunities and cultural celebrations.

Moreover, we embrace inclusive workplace practices and policies that incorporate and honour Indigenous ways of knowing. For instance, we provide bereavement days that are more flexible and take traditional ceremonies into consideration, including travel time to be with family. Join us in making a difference, where your voice matters and your purpose is embraced.

Competitive benefits

As a TELUS team member, you'll enjoy comprehensive benefits that support your physical, emotional, mental and spiritual well-being, empowering you to be your best self at work, at home and within your community.

Health and well-being

- Indigenous Healing Benefit – provides team members and their families up to \$1,000 for traditional healing practices and ceremonies, medicines, supplies and travel expenses
- Access to Indigenous counsellors and Indigenous CBT therapy
- Employee and Family Assistance Program with 24/7 support
- Extended medical, vision and dental insurance coverage
- Work Styles program prioritizes well-being by maximizing work-life balance
- \$5,000 for mental health supports
- Calm app subscription
- \$500 Health Spending Account
- Family support, including fertility treatment coverage, childcare resources, working parent resources and programs, and domestic violence support

- Gender affirmation coverage
- TELUS Health Virtual Pharmacy provides access to pharmacists, to manage prescriptions and deliver medication to your door

Compensation

- Competitive base salary
- Bonuses or sales incentives
- Employee pension plan with employer matching
- Employee Share Plan
- Bravo! points recognition program
- Discounts on TELUS products and services, such as Mobility, Internet, SmartHome Security, TELUS Health MyPet and more
- Friends and family referrals for TELUS products and services
- Discounts through local and national partners

Flexibility and time off

- Flexible Work Styles program supporting in-office, mobile or virtual work
- Google Workspace and Workplace by Meta for next-gen team collaboration
- Three to five weeks of vacation

- Personal well-being days
- Maternity and paternity leave top-up
- Critical care leave
- Bereavement leave – takes traditional ceremonies, healers and Elders into consideration, including travel time to be with family

Learning and development

- Opportunities to participate in reconciliation efforts at the individual, community and national levels
- Career advancement through training, resources and mentorship
- Pathways career development and mentorship program through an Indigenous lens
- Opportunities across numerous locations and business units
- Six team member-led resource groups with over 7,000 members, including Eagles resource group and LinkedIn Learning account
- Continuing education through our External Learning Financial Assistance programs
- Leadership and scholarship programs



“My Name is Susie Houle and I proudly serve as the Indigenous Relations Lead - Alberta for TELUS. I reside and work from the Whitefish (Goodfish) Lake #128 First Nation in Alberta, located in Treaty 6 territory.

As a First Nations woman, working at TELUS is not just an occupation for me; it is a source of immense fulfillment and empowerment. TELUS work environment fosters inclusivity where I can leverage my lived experiences and unique perspectives to support internal reconciliation efforts within TELUS, and the Nations and communities we collaborate with. The array of career development opportunities at TELUS has not only allowed me to enhance my skills and progress in my career, but has also provided a platform to preserve and nurture my cultural identity throughout this enriching journey.”

Susie Houle

Indigenous Relations Lead - Alberta

Susie is a First Nations woman from the Whitefish (Goodfish) Lake #128 First Nation in Alberta, located in Treaty 6 territory.

Application process

Your amazing career starts here.

Here's how to apply to a position at TELUS:

Explore

Visit telus.com/careers to learn more about a career at TELUS, and discover open roles that match your unique skills, interests and aspirations.

Apply

You'll be asked to create your candidate profile and complete your application, which includes sharing some information about yourself, uploading your resume and cover letter, and answering a few simple questions.

Interview

Those selected will be contacted to schedule their first interview. This may be a panel or one-on-one interview that takes place in person or via video. Depending on the role you've applied for, there may be additional steps, such as a business case, assessments or more interviews.

Remember, the interview is a two-way process. You should also be assessing us to see if we can offer you the career you're looking for.

Offer

If it's a mutually good fit, you'll receive an offer outlining important details, including your start date and compensation.

Start

Your **#LifeAtTELUS** begins!

TELUS' commitment to Indigenous employment

This document came to exist in response to the feedback we received through the development of Indigenous Employment strategy. It reflects the collective contributions of many First Nation, Inuit and Métis collaborators including our TELUS Indigenous Advisory Council, team member-led Eagles resource group, BOOM Intertribal and the many artists featured and acknowledged throughout the document. Our hope is that the thoughtful and intentional development of this resource will support you as you explore your career at TELUS.



Those that crawl

Mishiikenh Kwe (Autumn Smith)

Anishinaabe artist from the Caribou Clan, Magnetawan First Nation, Ontario

Learn more about TELUS' resources and explore career opportunities.

Your voice, unique perspective and passion are needed to help drive positive change. Together, let's make the future friendly.

[Career paths](#)

[Career paths for internship and new graduates](#)

[Commitment to diversity and inclusion](#)

[Reconciliation efforts](#)

[Social Purpose](#)

