

# THE CAREER ADVISORS GUIDE

FIRST10



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## Welcome to the 7<sup>th</sup> edition of the FIRST10 Careers Advisors Guide

For those of you who are new to First10, simply put, First10 serves as the conduit between secondary schools and Australia's leading organisations from a careers perspective. We do this via this publication, [First10.com.au](http://First10.com.au), our leading eNewsletter service, ongoing schools communication, boutique events, video production, and more.

We are glad to say that we have grown to be Australia's leading schools engagement program. The 2016/17 edition marks further and considerable development of the publication. This year there are 20 categories and seven sections including 5 diversity initiatives. In addition to the Indigenous, Disability, Women and LGBTI diversity sections, a new Cultural section has been included to further enhance careers communication.

Cultural Diversity comprises of people from all manner of cultural, ethnic, religious and national backgrounds and identities. Cultural Diversity in Australia is something which continues to grow rapidly, and it is becoming more and more important to communicate with young people from different backgrounds. 94% of schools supported the development of Cultural Diversity as part of the First10 Program.

The information in this publication is accurate and targeted. The editorial and First10 points have been written by the organisations, and not a third party. In other words, you can be confident that the information delivered in the First10 program is accurate and a true reflection of what the profiled organisations want you, your students and their parents to know about who they are and the future opportunities available.

### Online

The First10 website mirrors the content within this publication, you can jump online anywhere at anytime to access First10 members information. As well as mirroring the content of the publication, First10 member profiles also house videos, FAQ's, staff profiles, contact details, social media, and more.

The website is constantly updated, so it is worthwhile checking in to see who and what has changed. You can also download a full PDF of the 2016/17 Publication via the website, for your convenience.

### Talk to Us

It is critical that we continue to reach and engage with most appropriate person(s) – so keep us updated and email your details to our National Communications Manager - [john@first10.com.au](mailto:john@first10.com.au).

We are delighted to deliver you the seventh edition of the First10 Career Advisors Guide and we trust that this will again be of significant assistance to you and your students.



Cliff Stoneman  
CEO



"The best way to predict the future is to create it".

Abraham Lincoln

First10 is fully funded by the member organisations and is a totally independent initiative with no funding from government lobby groups or a particular market sector.

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Hardie Grant Media

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Tel: +61 3 8520 6444

**Printed by**  
C&C Offset  
Printing Co. Ltd.



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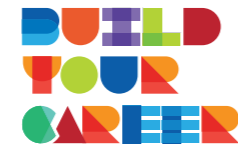
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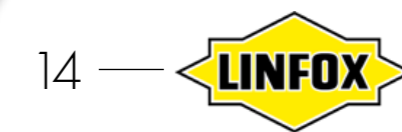
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# TRANSPORT & LOGISTICS





# Linfox Logistics

## Linfox delivers sophisticated supply chain solutions to customers in 10 countries across the Asia Pacific.

We are the largest privately owned logistics company in Australia, providing expert supply chain design, warehousing and transport services to leading businesses.

Operating more than 5,000 vehicles and 4.2 million square metres of warehousing, Linfox has built a strong reputation for operational excellence. We are an iconic Australian company with rapidly expanding operations in Asia's growth economies. In fact, more than two-thirds of our workforce live and work in Asia.

Linfox specialises in providing supply chain solutions to the Retail, Fast Moving Consumer Goods (FMCG), Government and Defence, and Resources and Industrial sectors. We also provide interstate linehaul and international freight forwarding services.

We believe that developing, motivating and retaining the best people is critical to our success. That's why we partner with some of the world's leading business schools to deliver a range of learning and development opportunities through our professional development program, Linfox College.

Linfox College also provides a 24-month graduate program for university graduates from across the region, delivering on-the-job and specialised training in operational and leadership disciplines. Our Cadet Program also provides on-the-job training and certified studies in a two-year program.

### Our expertise

Linfox people work in a variety of functions, including warehouse operations, transport, customer service, administration, procurement, safety, compliance, business development, IT, human resources, management, communications, finance and legal.

The safety of our people and operations is the number one priority at Linfox and our vision Zero program has seen a massive 90 percent reduction in the rate of lost time injuries over the past six years.

Continuously improving our operations, remaining lean and competitive and forming strong

customer partnerships are our primary areas of focus.

Linfox's Supply Chain Solutions team brings together industry experts and leading-edge technology to design and model the most efficient supply chain operations.

Linfox offers modern and adaptable supply chains which can manage significant customer operations. Our investment in state-of-the-art technologies makes us a leader in planning and supply chain management. In fact, we're one of just a handful of SAP Logistics Hosting Service Partners in the world. Many of the countries we operate in are experiencing strong economic growth, and businesses in these countries demand sophisticated supply chain solutions to meet their needs.

Our dedicated sustainability program, GreenFox leads programs and initiatives to reduce our rate of carbon emissions. We actively encourage our people to participate and contribute sustainable initiatives and reduce our environmental footprint.

We're also committed to making a positive difference to the communities in which we live through sponsorship and in-kind logistics support for disaster relief efforts and community initiatives.

We work in partnership with our employees and local communities to be socially accountable. Linfox Logistics actively supports several charities and programs in the communities in which we operate. We also support employee involvement in other local community programs.

### CONTACT

For more information on how you can start your rewarding career with Linfox, visit [www.linfox.com](http://www.linfox.com)



### Drive your career with Linfox

#### Go places

**1** Our people form part of a growing and innovative organisation offering exciting opportunities for career development. We strive to ensure our team members maintain leading-edge industry knowledge and develop strong leadership skills. Through Linfox College, we offer a wide variety of online and classroom courses.

#### Be part of an Australian icon

**2** Lindsay Fox established Linfox in 1956 with one vehicle in Melbourne delivering beverages in summer and fuel in winter. Today, Linfox employs people in ten countries to deliver sophisticated supply chain solutions to customers across Asia Pacific. Lindsay Fox maintains a keen interest in the business he built over 50 years ago. His son, Peter Fox, is the Executive Chairman.

#### Graduate and cadet programs

**3** The Linfox Logistics Graduate Program is an exciting 24-month development program. Tertiary graduates are given real jobs and assist in projects that directly impact the business. The Cadetship Program combines on-the-job learning and external studies over two years and can open the door to a wide range of careers at Linfox Logistics in Australia and across Asia Pacific.

#### Safety

**4** Linfox is strongly committed to the safety of our people, customers and the communities in which we operate. Our Vision Zero safety target commits to achieving zero fatalities, zero injuries, zero motor vehicle incidents, zero net environmental emissions and zero tolerance of unsafe behaviour and practices.

### World leading IT

**5** Linfox Logistics' planning tools and operating systems are based on leading technology. We are a SAP Logistics Partner for the Asia Pacific region, using the world's leading systems to guarantee efficient operations and real-time solutions.

#### Sustainable practices

**6** We believe climate change poses global social, environmental and economic risks and demands change. Linfox actively encourages our people to participate and contribute to sustainable initiatives and reduce our environmental footprint.

#### Innovation

**7** Linfox Logistics' Supply Chain Solutions Group is a team of experts from a variety of business disciplines who employ cutting-edge technology to design innovative solutions for our customers. The group works with our industry teams to improve network and distribution centre design, inventory management, and freight planning and management.

#### Diversity equals success

**8** We celebrate the cultural diversity of our employees throughout our operations. We work with the communities in which we operate and respect local laws and traditions. We focus on creating an inclusive culture and are a proud equal opportunity employer.

#### Supporting the community

**9** Linfox Logistics works in partnership with our employees, charities and communities to be socially accountable. We actively support several charities and programs in the communities in which we operate in and provide important in-kind logistics support.

### Family values

**10** The values embraced by the people at Linfox Logistics stem from a tradition that has been maintained from the outset. Our values are integrity, teamwork, individual accountability, mutual support and respect, trust and openness, courage, fairness and uncompromising standards.





# Delivering exciting career opportunities in rail freight

## What does Aurizon do?

Aurizon is Australia's largest rail freight company, and one of Australia's top 50 ASX-listed companies. We provide a wide range of employment opportunities and pride ourselves on being a vibrant, diverse workforce. Our day-to-day business is to transport our customers' commodities across Australia – including mining, agricultural, industrial and retail products. We move iron ore from Western Australia, and more than 200 million tonnes of coal annually from Queensland and Hunter Valley coal basins to eastern ports. In addition, we offer a full door to door national logistics service linking Cairns to Perth. Our integrated road and rail services offer our customers speed and efficiency in delivering their goods to market. We also own and operate one of the world's largest coal rail networks, linking around 50 mines with three major ports in Queensland.

## We can take you across Australia

Employment opportunities exist Australia-wide at Aurizon for innovative and enthusiastic people. Our head office is based in Brisbane, but we also manage a 2700km-rail network in Central Queensland and have operations in New South

Wales, Western Australia, Victoria and South Australia. If you're looking to expand your horizons, we can help you do it.

## What kind of company is Aurizon?

### Our Vision

To be a world-leading, rail-based transport business that partners with customers for growth.

### Our Mission

We are an Australian rail-based transport business with a global orientation that creates value sustainably for our customers, shareholders, employees and the communities in which we operate.

## We understand that 'difference' is good

Diversity thrives at Aurizon because we have created a respectful and inclusive workplace that values the unique contributions made by different employees.

### Supporting women in the workplace

Aurizon is committed to being more gender diverse in the future than we are at the present time. In order to be competitive and

innovative, we are actively striving to attract and recruit more women into our workforce. Our Managing Director & CEO Lance Hockridge is a Queensland Male Champion of Change and forms part of a group of influential CEOs that use their influence to elevate female representation in leadership positions.

### Creating opportunities for Indigenous Australians

We have a proud history of employing Indigenous Australians, and around 4.3% of our workers as of 2016 identify as being Aboriginal or Torres Strait Islander People. Our Reconciliation Action Plan outlines our commitment to provide sustainable employment opportunities and to recognise the rights and needs of Indigenous communities.

### An inclusive community for LGBTIQ colleagues

We pride ourselves on providing a safe and respectful work environment for lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) employees. The Aurizon LGBTIQ and Allies Network –ALLIN has over 100 members.

Learn more about our commitment to diversity at [www.aurizon.com.au/careers/diversity](http://www.aurizon.com.au/careers/diversity)



## Top 10 reasons to work at Aurizon

### Be a part of a bigger picture

**1** We play a major part in the Australian economy, delivering goods safely and on time. By joining the Aurizon team, you will play your own role in this big picture. In return, you will enjoy a competitive salary and allowances, mentoring programs, opportunity to participate in employee excellence awards, uniforms and tools, career advancement opportunities and an optimal work-life balance.

### Find a role to match your interests

**2** In addition to entry level opportunities such as apprenticeships, traineeships and graduate positions, we also offer mainstream careers in accounting and finance, administration, communications, management, engineering, human resources, health and safety, IT, legal, marketing, procurement, planning and scheduling, strategy, train driving, rail operators, network controllers, plant operators and terminal operators.

### Challenge yourself with our graduate program

**3** If you have a Bachelor degree, you may be eligible for our rotational graduate development program. We are particularly looking for people who have studied engineering (mechanical, civil or electrical), finance, accounting, commerce, safety and environment, and human resources. The program offers challenging career development opportunities, a dedicated mentor, competitive salary and the chance to connect with relevant technical and peer networks.



### Learn on-the-job with an apprenticeship

**4** Apprenticeships provide the ideal combination of structured, on-the-job training and in-class learning. We encourage our apprentices to excel in their chosen field, and to learn about safety, security and the environment. Certificate III level Apprenticeships include Electrical Tradesperson, Telecommunications Tradesperson, Heavy Fabrication (Boilermaker), Mechanical and Diesel Fitter, Mechanical Fitter and Turner, Surface Trimmer and Power Traction Linesperson.

### Learn new skills with a traineeship

**5** A traineeship with Aurizon provides the best of both worlds – in-class teaching and on-the-job training. Traineeships for Certificate III and IV levels are available in Business Administration, Network Controller and Network Planner, Systems Maintainer, Locomotive Driver, Warehousing, Operational Maintainer and Rollingstock Maintainer.

### Safety is our core value

**6** The safety of ourselves and others is our number one priority. We are committed to ZERO Harm. Each year, Aurizon delivers targeted initiatives to enhance the safety of employees at all our locations.

### We deliver for local communities

**7** We are proud of the positive relationships we have with the communities where we live and work, and we are committed to maintaining and developing them. We are also prepared to invest in local communities through programs such as the Aurizon Community Giving Fund, Freight Assistance, Community Partnerships and Disaster Relief.

### Meet our people Jeremy



**8** After 10 years of working in hospitality, Jeremy decided on a career change and began a Business Administration traineeship at Aurizon. He completed Certificate III and IV in Business Administration and was named Aurizon's 2015 Trainee of the Year. He now works as a Project Document Administrator.

### Sarah



**9** Sarah studied a Bachelor of Electrical Engineering before successfully obtaining a graduate role at Aurizon where she rotated through the Design, Business Development and Construction divisions. Sarah's career has been guided by various mentors and managers who have coached and challenged her in different ways. Fast forward 10 years and Sarah has held several leadership positions and is now a Service Delivery Manager in Forrestfield, Western Australia.

### Yvette



**10** Yvette joined Aurizon as an engineering graduate in 2008 and now works in Engineering Delivery as a Signalling Engineer. Among a number of achievements, Yvette arranged a mentoring program for graduates, co-founded the Younger Members Society for the Institution of Railway Signal Engineers Australasia, presented at technical events both locally and internationally, and launched 'A Hedy Journey' – a website supporting women in engineering.





# Work for the Asia Pacific region's leading logistics company and get your career moving!

**Logistics is an extremely exciting industry, with leading technology, innovation and opportunity, and there is no better place to start your career than at Toll.**

Originally formed in Australia, today we operate in more than 50 countries with approximately 40,000 employees. Being so large and diverse means we can service our customers with a range of transport and logistics solutions at every stage of the supply chain.

So, whether we need to provide warehousing in India, shipping from China to Europe or express parcel delivery around the Sydney CBD, we have the capacity, and we always need talented people with a wide range of skills to help us do just that.

## What does Toll do?

Put simply, we perform almost every logistics task you can think of. We have five main aspects of the business that we call our divisions.

- Toll Global Logistics operates state-of-the-art warehousing and transportation throughout Asia Pacific. We manage the logistics for many big brands.
- Toll Global Forwarding sends things around the world via sea and air. Our role is to purchase space on board freighter ships and aeroplanes, clear customs and ensure that we get our customers' goods from A to B on time.
- Toll Resources and Government Logistics works in the oil, gas and minerals sectors in Australia and Asia. We support the resources companies by managing logistics and transport. We even manage the set-up of camps and operations in remote locations for mining and defence activities.
- Toll Global Express is the express parcel delivery part of the business in Australia and Asia. Many of the well-known Toll brands that you see every

day, such as Toll Fast, Toll Priority and Toll IPEC belong to this division.

- Toll Domestic Forwarding operates a wide range of highly specialised road transport solutions, including the transport of bulk items around Australia and New Zealand in trucks, on rail and by sea, as well as operating freight ships across to Tasmania.

## What types of jobs are available at Toll?

You can do just about anything you want to at Toll. As a natural part of what we do, we always need great people to drive our trucks, ships and aeroplanes, as well as manage the fleet and the freight that goes on them. These are fast paced, exciting roles, where every day is different.

As a large corporate, we also need people to work in our offices. This includes administration, human resources, legal, finance, marketing, IT, sales, business development, property, planning, environment, insurance, risk... the list goes on!



## You can balance your work and life

**7** We don't want our people to live to work, but love to work, so it's really important that your work suits your lifestyle.

## We care about our environment

**8** We are serious about the role we play in reducing our emissions and the impact we have on our environment. Our Smarter Green program encourages better driving techniques, smarter building construction and the use of vehicles powered by fossil fuel alternatives to help reduce our carbon footprint.

## Your safety is really important to us

**9** For everyone at Toll, working safely is of paramount importance. From our office-based employees right through to our dangerous goods drivers and handlers, safety is the most important part of our jobs and we all have a role to play as safety ambassadors. We give continual training on safety in the workplace and promote a culture of safety and wellbeing.

## We value diversity

**10** Respecting others is one of our core beliefs. We value and encourage the contributions of team members with different capabilities, experiences and perspectives. Our aim is to always recruit the best person for the job, regardless of cultural, ethnic or religious background, sexuality, disability or family circumstances. Our commitment to attracting and retaining people with different abilities and experience is reflected in our Diversity and Equal Opportunity policy.

## Work for the biggest logistics company in the Asia Pacific

**1** Being big means we have lots of opportunities available. If you want to combine working overseas with a career, Toll could be for you. We have more than 1,200 sites in more than 50 countries. So whether you fancy waking up to the skyline of Sydney, Hong Kong or Singapore, a career at Toll can get you there.

## We've got hundreds of different roles

**2** There's a great variety of jobs at Toll – whatever you're interested in, there is a job here for you. From logisticians, diesel mechanics and aeroplane pilots, to engineers, environmentalists and recruitment consultants, if you can think of a job, we probably employ someone doing it.

And there's nothing to say you can't start with us as a driver or warehouse operative and end up as a branch supervisor or even general manager – plenty of our senior management started their careers just like that.

## The logistics industry is going places

**3** It's a really exciting time to be getting involved in logistics. It's a growing industry with endless opportunities and it's only going to continue to get bigger, especially with developments such as online shopping changing the way we do business. People will always

need things to be moved from one place to another and, unlike many other industries, logistics can't be outsourced offshore and is relatively robust in times of economic uncertainty.

## You can develop your career at Toll

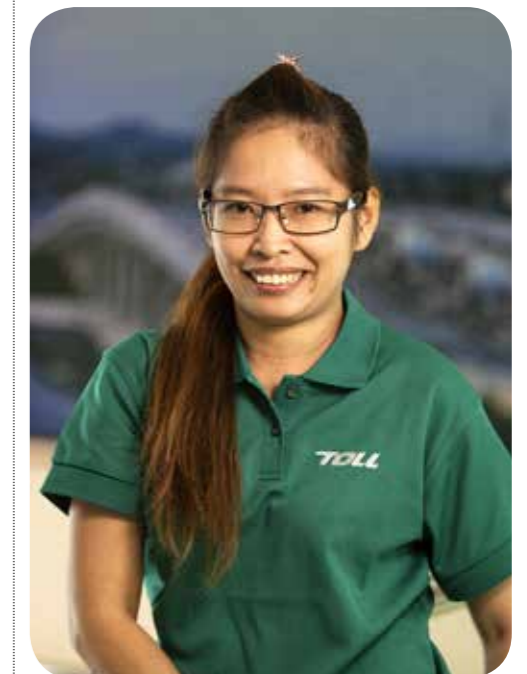
**4** Toll invests in your career. Whether you want to get qualified while you work, develop your skills in a specific area or gain professional accreditation, we'll support and train you.

## We're one (very) big family

**5** With over 40,000 of us, we're a pretty big family, but we're a family nonetheless. We started out in 1888 as a family business in Newcastle, New South Wales, and have managed to retain that feel ever since. Our offices, depots and distribution centres around the world are happy, friendly places, where we welcome people from diverse backgrounds with different views and ideas.

## We love technology and innovation

**6** Transport and logistics don't stand still for long. There are always new technologies and innovations needed to help us get items from A to B more quickly, safely and cheaply. We invest a lot in our equipment, training and fleet to ensure we have the best tools to get the job done. If you like developing innovative solutions or working with technology, you'll love Toll.



# Mobility inspired by you

**Transdev is the world's largest multi-modal public transport operator. With 83,000 employees and 43,000 vehicles globally, Transdev operates contracts across 19 countries around the world.**

In Australasia, which covers Australia and New Zealand, we have 5,760 people who are passionate about operating our 2,150 vehicles and vessels which deliver more than 1.45 billion customer journeys each year.

We have been operating public transport services in Australasia since 1998, and we operate five different modes of transport across the region.

In Sydney, we proudly operate numerous bus routes, the iconic Harbour City Ferry services and the existing light rail (tram) network. In 2019, we look forward to operating the new light rail network currently under construction that will significantly change the way Sydneysiders use their city.

In Melbourne we operate and maintain 30% of Melbourne's bus routes including the highly utilised SmartBus services. In Brisbane we operate the busy Brisbane ferries and numerous bus contracts including important school services. In Perth we have our largest bus operations with more than 1,000 employees who are responsible for the free PerthCat services. In Darwin we are part of a joint venture business, Buslink VIVO that provides coach services to the resource sector.

In New Zealand, Transdev has proudly operated the Auckland rail service since 2004 and has seen tremendous growth in patronage over this time. Most recently, we were awarded the contract to operate and maintain that Greater Wellington Regional Council's Metlink rail service for the next 15 years.

At Transdev we live by our five values of: uncompromising safety, commitment, partnership, passion and performance. These values guide how we behave with our team, customers, clients and in our communities.

Transdev is a great place to work, come and join us – we want to inspire you.

Visit <http://www.transdev.com.au/careers/> for job opportunities.



## Inspiring Growth

**1** Public Transport is a growing industry – few other industries have as much impact on shaping our cities as public transport. As we gradually move away from the use of personal vehicles, people more than ever now choose to take a bus, ferry, train and tram to get around. The growing population and urbanisation of Australian cities means that smart thinking is needed to promote to invest in accessible public transport. Adapting our existing services or development of new networks to accommodate areas of significant growth requires innovation, planning and predictive measures – making public transport a fascinating and growing industry to be a part of.

## Inspiring People

**2** People are at the centre of everything that we do! Our services and operations would not exist were it not for our committed bus, train, tram and coach drivers, along with ferry Masters, deckhands and customer service officers who are the foundation of our operations. In addition, all our Area Managers, maintenance teams, office and administration, operations people and Management teams all exist to ensure that we provide the best, most efficient and reliable service to our customers. With 5,760 people across our operations in Australia and New Zealand, and with more contracts coming on board in years to come, we are always looking for people who are passionate about being part of an industry that is focused on delivering outstanding customer services every day.

## Inspiring Innovation

**3** The future of public transport is incredibly bright, with innovation coming in all shapes and sizes. We are at the forefront of developing the next generation of public transport vehicles and services and have deployed a small number of 100% electric buses in numerous countries around the world and are at the frontier of the ever-expanding autonomous vehicle market. Our Digital Factory in Paris is the hub of all our innovation and we are currently partnering with some amazing small start-ups to change the way we think about how we deliver, operate and maintain our public transport services. In a world where technology is constantly evolving, we are always looking for ways in which we can engage our customers to provide them the information they need to better plan their journeys, through smart app technology and real-time information. We are constantly working on ways to speak to the uniqueness of our individual customers to meet their daily needs.

## Inspiring Diversity

**4** Diversity in our workplace is fundamental to our operations – it underlies the richness and value of our team. Across all our operations we celebrate a wide range of people from all ethnicities, and pride ourselves on being

an inclusive workforce, embracing all cultural differences. Our Executive team at Transdev Australasia have signed our diversity charter that pledges an accepting, tolerant work environment and advocates for equal opportunities for people of all different backgrounds.

We are also passionate about recruiting more women to our workforce and we are working hard to provide a more flexible work environment, as well as breaking down stereotypes by building a workforce that is supportive and inclusive of women. There's never been a better time to get involved!

## Inspiring Sustainability

**5** We are passionate about being a sustainable company and to that end we have developed our Growing Responsibly initiative which has two key areas of focus which are shaping our communities and protecting our environment.

We help shape our communities by providing public transport services and partnering with local organisations that need our help and services. Our SPIRIT program is an employee payroll giving program sees us work with a number of dedicated charities in a variety of ways across Australia and New Zealand.

We are also deeply committed to protecting the environment and are constantly looking for new ways to minimise our carbon footprint. We have recently implemented TomTom telematics in our operations that provides our bus drivers in Melbourne with real-time information on their driving behaviour and picks up on breaking, acceleration and idling times. Combined with our Ecodrive program and development of Ecodrive ambassadors we are working hard to ensure that our bus drivers know how to operate our vehicles in the most fuel efficient way possible, not only providing a better outcome for the environment but also a smoother trip for our customers.

Finally, as part of the Transdev Group, we are signatories to the UN Global Compact since 2003. Our participation in the Global Compact, and resulting pledge to support and promote its principles within the Group's sphere of influence, is an important consideration in the Group's sustainability agenda. The key principles of the Global Compact are: human rights, labour standards, environment and anti-corruption.

## Our values

At Transdev we are committed to our five Global company values of; uncompromising safety, commitment, partnership, passion and performance.

## Inspiring Safety

**6** Safety is our number one priority and our credo. It underlines every activity we undertake, whether on the front line or in our offices. Our personal safety and that of our teams, our customers and our communities is paramount.



## Inspiring Commitment

**7** Our commitment underlies our results-based orientation, as well as our client and customer focus. Faced with the local and global challenges of mobility, we are committed to ongoing innovation as we deliver on our daily mission through inventiveness, creativity and sharing best practice.

## Inspiring Partnership

**8** Our partnerships with stakeholders; including government, internal and external customers, our local communities and contractors, are based on understanding, remaining close-at-hand, sharing and listening. This proximity allows us to actively listen to our customers and partner for success to deliver above and beyond expectations.

## Inspiring Passion

**9** It is passion that fuels the daily commitment of our teams. Supported by a company that encourages diversity and dialogue, each employee performs their professional responsibilities with entrepreneurial spirit and drive to ensure our services are safe, friendly and reliable. The passion of our people allows us to make a positive difference in our local communities.

## Inspiring Performance

**10** In committing ourselves individually and collectively, our focus is on performance. We are dedicated to providing safe, reliable and friendly services for our customers. The performance of our people allows us to be proactive and go the extra mile, and to create value with real and enduring benefits.

Visit <http://www.transdev.com.au/careers/> for job opportunities and join us today!

# Unlock your career

**Pacific National is one of Australia's largest private rail operators. 24 Hours a day, 365 days a year, Pacific National's employees handle and haul millions of tonnes of agricultural and resource commodities, retail goods, manufacturing products, construction and other materials across Australia.**

With regional and metropolitan operations across all states, Pacific National provides opportunities to stay close to home or spread your wings in new and interesting locations with opportunities to experience the business from a variety of locations throughout the course of your career.

In uncertain economic times Pacific National has ensured its growth and longevity by understanding and adapting to the market in which we operate. This approach has led us to adopt market leading practices and employ innovative solutions to our business challenges. For more information about our business, please visit [pacificnational.com.au](http://pacificnational.com.au).

Our organisation is only as good as the people who work in it. When you join us it is because your talents meet our ambitions and helping you grow is just one of the ways we say thanks. As part of the Pacific National team, you could find yourself working in Integrated Planning Services, the nerve centre of our business, run 24/7 by a team of almost 200 employees who oversee the safe running of 650+ train services weekly - moving up to 800,000 containers and nearly 187 million tonnes of coal and bulk products. Or, like two of our innovation managers, who have partnered with Telstra to develop a state of the art app to monitor driver performance and build engagement and connection across the driver workforce, you might have an idea for an innovative solution to a safety or operational challenge faced by our organisation.

We're looking for people who share our Values of Safety, People & Teamwork, Customer and Performance and who live these Values through open and honest communication, personal accountability and respect. Our culture embraces diversity and offers flexible work options. We provide opportunities for growth and development and access to a range of financial and non financial benefits:

## Employee Benefits

We're always looking to support the hard work, commitment and determination of our employees with a range of financial and non-financial benefits. We believe that the little extras can make a big difference in helping you meet your unique needs and ambitions. At Pacific National we provide access to a number of exclusive employee benefits to support you both personally and professionally, including the opportunity to purchase additional annual leave, paid parental leave, discounts on health insurance, travel and more. More information about the benefits we offer can be found at [pacificnational.com.au/careers](http://pacificnational.com.au/careers).

## Professional Development

Our People Development strategy is focused on providing our employees with the best learning and development opportunities to grow and prosper both now and into the future, while meeting the business priorities of our organisation and doing this with engaged and inspired employees.

## GROW WITH US

**ENTRY LEVEL:** step out of the classroom straight into the workforce with the potential to undertake further studies while getting a head start on workplace experience.

**SEMI EXPERIENCED:** you'll find many opportunities to showcase your current experience and skills or put your university degree to good use in a fresh and challenging environment.

**CAREER PATHWAYS:** expand your horizons through a variety of learning and development opportunities, assisting you to achieve your full potential and guiding you into new and challenging roles within the organisation.



## Safety Is Our First Priority

**1 Chris Beston**  
**Group Manager, Health Safety & Environment**  
At Pacific National we work hard to make sure everyone goes 'Home Safely Every Day'. Working with PN you'll see we have a lot of unique equipment and processes across the organisation. For us, this comes with a responsibility to be sure we manage our high-risk environment. We have a team of safety professionals who work closely with our management and operational teams to continually improve the way we manage our safety challenges. No matter where you work in the business you have an opportunity to make a difference in keeping our people safe. I'm proud to work for a company that puts your health and wellbeing first.

## Our People Working Together In Partnership Is How We Achieve Our Goals

**2 Sarah McCullough**  
**Business Application Manager - IT**  
The best career advice I have ever received is to be true to yourself, work with people you respect, do something you love and have some fun! Great people, teamwork and good fun don't normally spring to mind when you mention a career in IT, but that's what working here is like for me. It's challenging, fast paced and at times complex - but I love the people I work for and with, what we do, and the team dynamic. It's a lot of hard work but very rewarding, and we even get to have a bit of fun along the way!

## The Support and Development of our people is important

**3 Ashleigh Glinster**  
**HR Co-ordinator**  
Before starting with Pacific National in 2013 on a Business Traineeship, I didn't know much about the company and would never have seen myself working for a Logistics/Rail company. It's been a real eye-opener though and I've constantly been surprised by the logistics industry and how many moving parts, jobs and roles are involved to make it a success! Pacific National has so many great people who take the time to invest in your potential and work collaboratively as a team. The company has provided me with many interesting opportunities to grow and develop my skills and been very supportive of my external university studies.

## Training & Development Programs are an Integral Part of Our Business

**4 Adrian Moore**  
**Rolling Stock Project Manager**  
Joining as a Graduate Engineer in 2011 was a great introduction to how Pacific National transport goods for their customers, and the various locomotives and wagons they use. During my three

years in the Engineering team, I spent plenty of time getting my hands dirty and was involved in design projects, maintenance work and helping customers - I even travelled to China to see coal wagons being manufactured. I've since moved into a Project Management team and been able to learn new skills, alongside my engineering knowledge, to deliver projects for customers throughout Australia - it's been a steep but rewarding learning experience and has progressed my career within the rail industry.

## Diversity and Inclusion Matter

**5 Georgia Williams**  
**Steel Product Co-ordinator**  
After finishing my HSC, and not having any ambitions to go to university or pursue one particular passion, I found myself working in the hospitality industry. I was a hard worker and always preferred learning as I worked, but opportunities for young women were rare. Many moons later I saw a job ad looking for women forklift operators to work in a rail yard. As fate had it I was picked to become a leader and now successfully supervise a steel yard at Pacific National. I love the constant challenge of my job - working and collaborating with colleagues who have so many different skills I can learn from, and not forgetting the big machines! The opportunities with Pacific National are endless and the company is truly committed to me and my further development. I'd recommend it to anyone looking for an exciting career in an ever changing industry and, naturally, I encourage all young women to consider it, whether that be through on the job learning, a traineeship or after a degree.

## We Love What We Do

**6 Libby Buckley**  
**Project Co-ordinator**  
I've recently achieved a milestone with Pacific National of 10 Years Service! PN is my employer of choice and together we work everyday to achieve the best outcomes for our business and our teams. I've been fortunate enough to be offered many varied positions at PN and my time with them has been very rewarding. When I first started I was fascinated by the breadth and depth of positions and skill sets required to run a top performing National Transport and Logistics company. I've had many career, education and development opportunities while working in Project Management and Coordination. I love what I do because of the constant challenge, variety, the supportive workplace culture, and above all, the people I work alongside.

## Grow With Us

**7 Zak Markovska**  
**Finance Analyst**  
I started my career at Pacific National 20 years ago, having just graduated from University, taking a two week temporary position over the Christmas break and never left! Over the years I've held roles

including Assistant, Divisional then Management Accountant, Finance Analyst and, more recently, Finance Manager. Working for such a diverse company has given me the opportunity to develop and grow my career while working in a wide range of interesting, enjoyable and challenging roles. I'd highly recommend Pacific National for those with a vision to develop and grow themselves, who want to take their career to the next level.

## Embrace the change

**8 Effie Tzikopoulos**  
**Second Assistant**  
I joined PN as a Trainee and after finishing my training I now work as a Second Assistant to the Train Driver. I am also in charge of the shunting - connecting and testing the carriages of the train. Most people view logistics, and particularly rail, as a male-only industry. This is simply not the case, I have never once been made to feel that my gender could hold me back or that it makes me different to my teammates.  
Embrace change! Whether you are coming straight from school, from a different industry, or even from within the logistics business, working for PN is a great challenge. If there is something you want to try, or something you're interested in, just go for it - there's no point thinking about 'what if's'.

## We are focused on innovation and excellence

**9 Alex Syrjanen**  
**Communications Co-ordinator**  
If you were to tell me 2 years ago that I would be working for a logistics company, I would have laughed. And yet, here I am. I started with Pacific National straight after finishing my Master's degree, and the opportunities that I have been given with this company I could not have received anywhere else. People think of rail as an old, somewhat stagnate industry, but nothing could be further from the truth. PN is focussed on innovation, change and excellence, meaning that the work is always challenging and exciting.

## Just go for it

**10 Daniel Price**  
**Asset Scheduler**  
I started with Pacific National in terminal operations in 2010. At the time I was only 19 and simply did not know what was in store for me. While working with PN, I have moved from Adelaide to Sydney, and am no longer just looking after one terminal - I'm now looking after scheduling for all of Australia! The best advice I can give to anyone is to be excited by new challenges - not afraid. And to be excited by what PN is trying to create here; what we're doing is ground breaking. PN is the kind of company that if you want to put your hand up and ask for an opportunity, you'll get one - you just have to go for it.

# HEALTH

# Time to Thrive

**Australian Unity is a national health, wealth and living mutual company providing services to almost one million Australians, including around 300,000 members nationwide.**

**We are here to help people thrive.**

Australian Unity's workforce was significantly increased in 2016 with the acquisition of the NSW state government's Home Care business. We now employ more than 7,000 staff in various locations across Victoria, NSW, SA, WA and Queensland. Australian Unity is now a significant employer of Aboriginal and Torres Strait Islander peoples, particularly in NSW. The breadth of our businesses and services means that the opportunities for multi-skilling and professional development are significant, and you can take your career on the path you choose while remaining under the secure umbrella of the Australian Unity group.

Australian Unity delivers careers and experiences that are challenging, rewarding and differentiated by our wellbeing ambition. Australian Unity regularly recruits Aged Care and Home Care workers, Nurses, Physiotherapists and other healthcare professionals, Housekeepers, and Catering staff to deliver care to our customers and residents.

## Caring at its best

Helping people to thrive underpins the way Australian Unity Independent and Assisted Living does business.

Australian Unity Independent and Assisted Living offers a broad range of community care, home care, consumer-directed care, day respite, in-home respite and residential transition care places, disability services, retirement villages and residential aged care facilities.

Australian Unity is proud to provide services to people through the National Disability Insurance Scheme. With Australian Unity, our customers are in control, which means a new freedom to decide on the services and support our customers would like so they can achieve their goals, now and in the future. Over 4,000 of our staff are trained in home and disability services throughout

New South Wales, Victoria and some parts of Queensland. In addition, Australian Unity is a member of the Australian Network on Disability, and actively participates to welcome people with a disability as employees.

Australian Unity Independent and Assisted Living supports its staff to help people to thrive by providing the flexibility and support they need to feel safe and secure in their work, as well as the environment and training to succeed in making a difference to someone's life.

Our Better Together® approach to aged care introduces new standards to enrich customers' lives by focussing on their preferences and needs.

## Better together at Rathdowne Place Australian Unity

At our newly opened Wellness Precinct in Carlton, we practice our Better Together® approach to aged care which is designed based on international research, focus groups, as well as customer and staff input. The Better Together at Our Place philosophy provides individual and tailored support and empowerment for each resident in a holistic and personal way.

Care companions are selected, recruited, trained and then dedicated to each household. Care companions are selected because of their personal commitment to delivering the core values of the Better Together® model of service to residents:

- Connect,
- Respect,
- Make it Possible.

Each household consists of residents, partnered with their chosen care companions and partners, with supportive, respectful and mutually rewarding relationships forming.

Our philosophy recognises the independence and capability of each resident and provides relevant support where needed and free access for the resident to make their own daily decisions, participate in food planning, meal preparation, light housework and decisions regarding activities.

Our goal is to help each resident enjoy hobbies, interests and activities that were perhaps not possible at home alone or to learn new ones. We are committed to the view that each resident has the potential to have a great day every day. We seek to provide each resident the opportunity for joy and genuine wellbeing and for Rathdowne Place to become each resident's home away from home.

## Remedy – delivering person-centred healthcare

Nurses, Physiotherapists and other health professionals are also employed by Australian Unity for Remedy Healthcare, a leading provider of highly targeted, evidence-based self-management programs, health coaching, in home care and mental health programs.

Remedy has provided evidence-based, person-centred health coaching throughout Australia since 2008. Remedy's healthcare at home services have been caring for patients in their homes since 1998.

Over 100,000 Australians have relied on Remedy Healthcare to manage their chronic and complex care needs.

Remedy's hospital substitution programs reduce hospital stays by helping people remain in their own homes for as long as possible. We also offer self-managed risk reduction programs for individuals who are at risk of developing chronic health conditions.

At Remedy Healthcare, trust and engagement are central parts of effective healthcare. Our clinicians are dedicated to working in partnership with each individual client. Only by working together can we achieve the best outcomes for our customers and their loved ones.

Health coaches at Remedy Healthcare are specifically trained in behavioural change and motivational interviewing techniques. This enables them to tap into their client's core motivators and clients overcome previous barriers to success.

The Remedy Healthcare team is made up of an interdisciplinary group of clinicians including; nurses, dieticians, exercise physiologists, midwives, physiotherapists and diabetes educators.

The broad range of experiences and specialties in the team means that there is a significant opportunity for staff to learn from each other. This is followed through by a dedicated professional development program, and support for staff to continue to meet the requirements of their registration authority.

The team environment is dynamic, and there is opportunity for staff to contribute to the development and improvement of the Remedy programs. For experienced health professionals, the supportive Remedy environment is a refreshing opportunity for them to use their skills in a different way.

**For more information, please contact the Australian Unity Talent Acquisition Team on: E: [recruit@australianunity.com.au](mailto:recruit@australianunity.com.au)**



## Your Time to Thrive

Australian Unity encourages staff to be warm, bold and honest in how they approach customers, the community and each other. Australian Unity represents a diverse and multi-skilled workforce, who are in tune with the changing needs of today's Australians and passionate about making a difference to people's lives. Top 10 reasons:

## Become a part of an Australian company at the forefront of helping people and families in our community to thrive.

**1** We are a company founded on social values and community contribution. Australian Unity prides itself on providing high trust products that impact positively on health, wealth and living. The company has material growth ambitions in all its businesses over the coming five years, and an aspiration of being known as a thought leader on key aspects of wellbeing. We actively encourage our staff to contribute to the pursuit of wellbeing, both for themselves and their customers.

## Work with us around Australia

**2** With a broad range of services and locations, you can work with Australian Unity wherever

you are in Australia. Our home, disability and community care offerings allow staff the option to travel to the clients located close to home.

## Flexible working conditions

**3** Australian Unity supports life balance, and work is an important part of that. We offer flexible working conditions and hours for the right people, allowing greater autonomy and time to pursue the things that contribute to their wellbeing.

## Challenging and rewarding careers

**4** Our company is diversified and our opportunities expansive. We apply energy and focus to achieving goals that benefit our customers, Australian Unity and the community. With leadership programs, wellbeing benefits, performance-based rewards and a friendly work environment, at Australian Unity we support and inspire each other to do well.

## Ongoing professional development

**5** Australian Unity provides extensive support and training for care and nursing staff to reach their professional goals, including maintaining the requirements of their registration authority.

## Friendly, warm and supportive environment

**6** Our employees come from all backgrounds and walks of life, mirroring the diversity of our member base. We are proud to be a significant employer of Aboriginal and Torres Strait Islander peoples, and work to support people who present with a disability to build their career with us. This enriches the experience we provide our customers, and enables us to better meet the needs of those we care for. Our employee wellbeing program is proven by external research to make a positive difference to our employees' health and therefore their lives, and caters for all aspects of wellbeing.

## Professional and dedicated work culture

**7** Australian Unity understands that in order to deliver the highest quality products and services to our customers, and to innovate and generate new service ideas, we need to invest in talented and dedicated teams of professionals. To that end, we provide a high quality working environment, supportive of individual needs, where staff can focus on delivering on our ambition to be a leading health, wealth and living company.

## Employee benefits to help you thrive

**8** Australian Unity offers more than just a competitive salary, we also provide a wide variety of attractive financial and non-financial incentives, including subsidised private health cover. We offer employees access to financial services like salary packaging and in-house financial advisers, health benefits like health checks, and flu shots, and wellness benefits like community leave days and employee assistance programs.

## Work for a leading employer

**9** Australian Unity consistently measures the culture and engagement of our workforce against both Australian and world class employers abroad through external research. Our business strategy is to create an innovative and customer centric culture where our employees at all levels are empowered to contribute meaningfully to improvements to how we deliver care and wellbeing.

## A stable future

**10** The issues facing Australia's ageing population and the rise of chronic diseases are challenges that will only become more complex with time. As a result, carers, health professionals and nurses will continue to be in demand for the services that they provide. In addition, our multi-disciplinary workforce and training options means that you can add to your skill-set and experience over time.

# GOVERNMENT

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Australian Government  
Department of the Prime Minister and Cabinet

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VICTORIA  
State  
Government

34 —  Justice  
and Regulation



Australian Government

Department of the Prime Minister and Cabinet

# Open the door to your career

**Do you want to make a real contribution to the success of our country and the wellbeing of all Australians? We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.**

## What We Do

We provide high quality advice and support to the Prime Minister, the Cabinet, Portfolio Ministers and Assistant Ministers to achieve a coordinated and innovative approach to how the Government might best tackle significant issues facing Australia. Our focus, put in its simplest terms, is to find new ways to improve the lives of all Australians.

We work on matters of particular importance to the Prime Minister, current government priorities, domestic and international affairs, Aboriginal and Torres Strait Islander affairs, national security and the operations of Government. We also administer national taskforces in areas of cities growth, cyber security, public data, women's policy, deregulation, counter-terrorism, Commonwealth-State relations, and international delegate events. Some of our employees even have the chance to meet members of the royal family or heads of state.

The conditions under which Government operates are constantly changing in response to a variety of national and global challenges. Our role is to provide fresh thinking and creative advice on the many and varied issues facing Australia, taking into consideration the views and opinions of people across the private, public, not-for-profit and community sectors. No day is the same and it's our responsibility to stay informed on these issues.

## Our Culture

We enjoy robust debate. We value people who have unique ideas and who are not afraid to argue their position. At the same time, collaboration is key. We promote a culture that respects the opinions of others and we encourage team members to achieve results with humility. Of course, integrity is also important. PM&C expects and rewards excellence in everything we do.

The Department is committed to what's best for Australia. Our roles come with great responsibility—we have the daily opportunity to make a difference and we take this opportunity seriously.

### Freya Jansens – Graduate

*I joined PM&C as a university graduate in 2016. One of the best things about the Department is its wonderful ability to collect intelligent people and put them to work on coordinating our national policy. So many development opportunities spring from being surrounded by people who have a thorough understanding of policy and are great at their jobs - you learn from literally the best.*

*One cold winter day I was walking through Martin Place in Sydney, heading to a job interview for another Government Department. I applied to the Prime Minister and Cabinet Graduate program because as someone who studied feminism at university, I saw the Office for Women as the place I needed to work. I didn't know much about the department, and didn't understand the true diversity that existed within this one department. As much as I wanted to work in the Office for Women I was still unsure about the whole graduate program, so I took a couple of detours on my way to the interview to give me time to think whether this was what I really wanted. As I was standing outside the office where my interview was to take place I saw a ceremony taking place for the Legacy foundation. Front and centre was the then Prime Minister Tony Abbott and Opposition Leader Bill Shorten presenting wreaths to the memorial. It was at that moment I knew I*

*wanted to be part of this world. Prime Minister and Cabinet is the department that looks after the Prime Minister's own business. You are right in the middle of the most exciting and important policy issues of the day. Whilst I was in my interview I also learnt about the amazing opportunities to go to the regional network and to a private sector placement. For someone as unsure as I was, the graduate program gave me a whole lot of options, while placing me right at the centre of policy making in Australia. A pretty exciting place to be.*

### Brett Duke – Graduate

*It can be hard to find a great job straight out of university, but PM&C gave me the opportunity to meet and work with people who are not only passionate about the work they do, but characterise unique and varying backgrounds and cultures. The ease at which I have settled in to Canberra life is largely due to the welcoming nature of the graduate programme and the fact that you have a ready-made group of friends within the graduate cohort.*

*My motivation in applying for a position on the DPMC Grad Program lies in the fact that I have always displayed a keen interest in public policy. Having had the opportunity to both study and work in Australia and abroad I was exposed to numerous issues of public policy and governance. This exposure and first hand insight empowered me to seek a career within a Department like PM&C that encourages positive working relationships and delivers high quality outcomes on issues of social, economic, political and strategic importance.*



dpmc.gov.au/work-for-us



## We promote mobility

**7** PM&C offers many opportunities for movement both within the Department and across the broader public service. We have many existing relationships with state level government agencies and private sector companies.

## We have offices around the country

**8** The Department has over 100 offices around Australia. Offices located outside of Canberra are dedicated to programme delivery for indigenous communities and have a very ground level, hands on approach.

## We offer Graduate opportunities

**9** Our Graduate Programme runs over a two year period and is designed to give our graduates a broad scope of the work we do in the Department. Graduates will undertake rotations within the main groups of PM&C in addition to having some time in a non-government organisation and also in one of our regional offices around Australia.

## We offer challenging and rewarding careers

**10** At PM&C you can make a real contribution to the success of our country, working on matters of particular importance to the Prime Minister, current government priorities, social and economic policies, Indigenous affairs and national security. We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.

## We value diversity

**1** PM&C is committed to creating a diverse and inclusive workplace where all employees are able to be themselves. We offer a workplace that does not discriminate on the grounds of gender, sexual identity, age, race, ethnicity, religion or disability. We also have three well established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the LGBTI Network and the Aboriginal and Torres Strait Islander Network.

## We inspire you

**2** At PM&C you get the opportunity to work with strong, smart, visionary and experienced leaders who encourage and support you to develop your interests and expertise and achieve your ambitions.

## We support you

**3** The Department offers a mentor programme called 'MentorMe' which connects staff members of all levels to one another for mentoring opportunities. If you join us through one of our entry level programmes you will be assigned a buddy for the entirety of the programme, who can provide personal and professional support.

## We invest in your development

**4** The Department offers study leave and study allowance for employees undertaking further education while they are working. This can include paid study leave and even funding towards a qualification! We also offer a wide range of training programmes, workshops, seminars and guest speakers to develop core and specialist skills for all staff. These are facilitated both by internal and external trainers and can be tailored for individual learning requirements.

## We reward you

**5** In addition to an attractive salary and generous employer superannuation contributions, we also offer flexible working arrangements, 4 weeks of paid annual recreation leave a year, cumulative paid sick leave and relocation assistance.

## We embrace flexibility

**6** Our department values the ability to work the way that is most effective for you. We are piloting a 'Working Your Way' project to allow a flexible environment for collaborative and innovative work. In addition to this, staff have access to flexible work times wherever possible.



**+** When you join PM&C you're not just getting a job, you're opening the door to your career...



# Careers with the Victorian Government: more than you'd imagine

## Victorian State Government has been recognised as one of Australia's Top 20 Most Attractive Employers in the 2016 Randstad Award.

The top three attributes that attract people to Victoria State Government as an employer are: long-term job security, a good work-life balance and corporate social responsibility. Other reasons identified were good career progression opportunities, interesting work and good personal and professional development programs.

People of all walks of life are employed by the Victorian Government in a huge range of roles: policy, administration, procurement, contract management, stakeholder engagement, community development, communications, science, healthcare, education, emergency services, and the list goes on and on.

## What are we looking for?

We recruit high potential graduates and employees who want to contribute to Victoria's future, and we consider your values, skills, work experience, involvement in extra-curricular activities and other community interests.

We look beyond just the name of your qualification, we look at all the transferrable skills you gained from study and previous work experience and volunteering such as writing, research, teamwork and time management.

We know that the Victorian State Government has great opportunities for a diverse range of graduates. Even though we are one government, we are made up of many organisations across the state and these organisations include many roles from accountants to zoologists. Here are just a few of the reasons why the Victorian State Government is a great place for graduates:



## Our values

**1** Responsiveness, Integrity, Impartiality, Accountability, Respect, Leadership, Human Rights.

## Graduate Recruitment and Development Scheme (GRADS)

**2** The GRADS is a 12-month development program where you have the opportunity to learn about public service and contribute to a variety of initiatives.

You are employed by one department or agency but you'll get to experience placements in two more departments or agencies throughout the year. The idea behind this is that you get exposure to a breadth of opportunity and to help you understand how different areas of government work.

The GRADS is made up of three streams (Generalist, Accounting and Finance and Economics) and takes graduates from a broad range of backgrounds.

## Learning and Development

**3** The GRADS includes a comprehensive learning and development program which includes communications, project management, public policy, presentation skills, Aboriginal cultural awareness and how the Human Rights Charter applies to all the work we do.

The Accounting and Finance and Economics stream also include training related to those disciplines.

## Opportunities for Aboriginal and Torres Strait Islander graduates

**4** The Victorian Government currently operates a number of graduate programs for Aboriginal and Torres Strait Islander graduates. To be eligible to participate in an Aboriginal graduate program the person must be:

- of Aboriginal or Torres Strait Islander descent
- identify as being of Aboriginal or Torres Strait Islander descent
- be accepted as such within the community in which he or she lives or has lived.

The term Aboriginal is used throughout this site to refer to all Australian Aboriginal and Torres Strait Islander people. It is inclusive of people in Victoria who identify as Indigenous Australians, Koori and Koorie.

These programs offer a range of opportunities for Aboriginal graduates of all academic backgrounds. They may be generalist, they may focus on working in Aboriginal communities, or across all Victorian communities.

Aboriginal Pathway to the Graduate Recruitment and Development Scheme.

The Aboriginal Pathway is part of the broader Graduate Recruitment and Development Scheme (GRADS). It therefore uses the same guiding



principles and practices and operates simultaneously with all key application stages of the GRADS.

The hallmarks of the Aboriginal Pathway are cultural sensitivity and strong networking. Graduates entering the VPS via the GRADS and the Aboriginal Pathway are recruited to an ongoing role in the Victorian Public Service (VPS).

The Aboriginal Pathway is part of the Victorian Government's broader agenda on Aboriginal affairs. This includes a commitment to increase workforce participation by Aboriginal people in the public sector.

## Executive mentoring

**5** All participants in the GRADS are allocated an executive mentor. Executive Mentoring gives you the opportunity to receive professional support from a senior public servant. Participating senior staff are interested in your development and volunteer their experience, knowledge and valuable time.

## Graduate Recruit Alumni Society (GRAS)

**6** GRAS promotes professional development and social networking amongst past and present VPS graduates. From professional development seminars to networking events such as trivia nights and major annual functions to sporting events.

## The Victorian Public Sector Pride Network (VPSPN)

**7** The VPSPN has been established to champion LGBTI inclusion and equality in the workplace. The Network's vision is to support and confidently promote all parts of the Victorian Public Sector as an employer of choice, decision-maker and service provider for LGBTI Victorians.

## Science Graduate Program

**8** Now in its 21st year, the program provides you with a mix of field and policy work plus exposure to research and where appropriate community engagement activities as part of a two year training and development program at two or more locations across Victoria.

The Science Graduate program is a joint initiative of the Department of Environment, Land, Water & Planning (DELWP) and the Department of Economic Development, Jobs, Transport & Resources (DEDJTR).

For further information go to <http://delwp.vic.gov.au/about-us/science-graduate-program> or at: <http://economicdevelopment.vic.gov.au/careers/the-2017-science-graduate-program>

## Internships and work experience

**9** There may be opportunities for university students to undertake work experience or internships with Victorian Government departments.

This can vary from department to department so it is best to contact Human Resources in each department that interests you to request further information.

There are also some opportunities for internships and work experience listed below.

## Diversity of roles

**10** Pick Vic is a comprehensive career resource designed to assist students and graduates find their place in the Victorian Government. It details the wide variety of work areas and roles, along with the skills and qualifications you'll need to get there. Go to [www.pickvic.ssa.vic.gov.au](http://www.pickvic.ssa.vic.gov.au) for more information.

# Change Lives. Change Careers.

## Our business

The Department of Justice and Regulation provides justice-related services and leads the smooth operation of the justice system, focusing on:

- Providing safer communities
- A responsive and efficient justice system
- Well-equipped emergency services and
- Responsible, balanced regulation

Corrections Victoria (CV) as a part of the Department of Justice and Regulation delivers an effective corrections system for a safe community. CV develops strategy, policy and standards for the management of prisons and programs for the management and rehabilitation of prisoners and community-based supervision of offenders.

## Join Corrections Victoria

### Community corrections

Community corrections plays a vital role in community safety, helps break the cycle of offending, manages offenders on court orders and prisoners on parole, connects offenders to programs, services and community and supervises serious sex offenders post sentence.

### Student placements

If you are completing relevant qualifications in social work, psychology, criminal justice, criminology or related human services disciplines, then student placement opportunities are available at community correctional services across Victoria.

### Case management

Entry level case managers (recent graduates), experienced case managers, supervisors and managers hold qualifications in social work, psychology, criminal justice, criminology, related human services disciplines or have relevant experience. They use evidence-based case management practices to increase the receptiveness and responsiveness of offenders to intervention.

### Court services

Court services officers, supervisors and managers provide court services including undertaking complex risk assessments and prosecutions and provide timely, organised and influential advice to those involved in the sentencing process.

### Community work and partnerships

Working in this area involves supervising offenders' community work and connecting them

to employment, education and training opportunities. Community work officers, community work supervisors and managers also build strategic partnerships with local councils, businesses and not-for-profit groups.

## Prisons

Corrections Victoria is responsible for achieving the appropriate balance between a high level of community safety and the humane treatment of prisoners, focusing on strategies to rehabilitate prisoners in custody and tackling the underlying causes of crime to reduce reoffending.

### Prison officers

Prison officers supervise and contribute to rehabilitation; encouraging prisoners to establish goals for themselves and to begin engaging in positive behavioural change.

### Industry officers

Industry officers train and supervise prisoners in the prison's commercial industries and services e.g. prison maintenance, horticulture, kitchen, hospitality and laundry. One of the goals is to provide training and employment opportunities to prisoners.

### Clinicians

Clinicians also known as psychologists conduct and apply research in order to reduce behavioural and psychological problems and to promote mental health and rational behaviour.

## Why work with us?

We provide every person with the means to achieve their potential through ongoing learning and development opportunities in an inclusive and supportive environment.

Some benefits of working here are:

- Competitive salaries
- Flexible working arrangements
- Salary packaging of superannuation, car leases and travel discounts
- Opportunities to take temporary assignments and secondments within the department and across the Victorian Public Service

## Who we are looking for?

Not only are we looking for people with the right mix of skills, experience and qualifications (not all roles have this requirement), but we also want people coming to work and prepared to do their very best in line with our values and behaviours to:

- Serve the community
- Work together
- Act with integrity
- Respect other people
- Make it happen

Our values shape and influence ongoing training and development, performance planning, recruitment and relationships with stakeholders.

What's also really important is your attitude and interest in bringing new and creative responses to issues and challenges in the delivery of quality correctional services.



## Celebrating and encouraging diversity, equality and LGBTI inclusion

**1** It's important to show respect and understanding to everyone.

Through our commitment to diversity and equality, we are actively engaged in promoting and maintaining a safe and inclusive work environment where all our employees are respected, valued and supported. Our employees are key to our success, and bring new and creative responses to issues and challenges we face in our work and the delivery of quality services to the Victorian community. We proactively seek to employ people of any gender, age, religion, sexual orientation, with a disability, and varied cultural backgrounds. In addition, we have a firm commitment to increase participation of Aboriginal and/or Torres Strait Islander people across our workforce. The department has recently become a member of Pride in Diversity and established the DJR Pride Network to ensure we are as inclusive as we can be, through building awareness, engagement, and education to enhance work practices that support inclusion. Our network promotes and supports LGBTI events such as the Pride March and Midsumma Carnival. Through raising awareness and inclusive work practices, we can foster a culture in which diversity is valued and all people are respected.

## Koori Employment Strategy

**2** We are proud to be a Koori friendly workplace and are committed to achieving a long term increase in the number of Koories employed at the department. We have implemented a career development framework for Koories, so you can undertake training and further education when you begin your career with us.

### Koori Tertiary Scholarship

This program provides financial support for Aboriginal and/or Torres Strait Islander people to undertake full time studies in a justice related field. Indigenous Cadetship Program Linking Indigenous tertiary students with justice employers, the cadetship enables the undertaking of full-time study and paid work experience placements.

### Youth Employment Scheme

This scheme provides traineeships and apprenticeships across the Victorian Public Service. This program provides a pathway for young Koori people into the VPS through a formal traineeship. It's a full time 12-month traineeship that is four days working and one-day training. Once successfully completed, trainees receive a Certificate III qualification and meaningful work experience.

## Graduate programs

**3** The Department of Justice and Regulation graduate program runs for 12 months and you'll work across three business areas in one of three streams. It's essentially like having three new jobs in a year! Whichever pathway you find

attractive; they're designed so you'll have a clearer idea of where you want to take your career. As well, you'll receive executive level mentoring and dedicated graduate support, relevant learning and development, discover how all areas of the department works together to deliver on the promise of a safe and just Victoria and work on a group project where you'll develop your knowledge and skills in project, time, stakeholder and risk management, team building, research, policy and report writing and you'll also reap the benefits of professional and social networking. When you apply you can nominate a specific stream based on your preferred location, study discipline and career pathway. This is a great opportunity to learn and develop skillsets, produce different work and gain experiences in a variety of teams.

## Community Correctional Services graduate program

**4** "It was really important to me that my first job out of university had an impact on people lives". Brianna, 2016 Graduate

If you're a graduate of social work, human services or criminal justice degrees; then you're likely to find this graduate program appealing, particularly if you're unsure of which area of community corrections (or the department more broadly) is right for you. You'll also take part in a supported on

## Professional Services graduate stream

**5** "I wanted to get into an organisation that would focus on my development and provide a pathway for my future". Daniel, 2016 Graduate  
You'll work in areas such as justice and regulation policy, programs or corporate services in our Melbourne CBD head office and be supported by an on boarding and structured learning program.

Depending on your interest and in which area you gained your degree e.g. legal, human resources, finance, communications, planning, infrastructure, technology or research, then this will influence which three business areas you'll work in.

## Koori Graduate Pathway graduate stream

**6** "Serving the community is an element I was interested in, especially coming from an Aboriginal background, I really wanted to help my people". Aimee, 2014 Graduate

If you're an Aboriginal and/or Torres Strait Islander graduate and want to help shape the future of Victoria's public sector, then we'd love you to apply to this unique program. You'll have the support of our large Koori Staff Network (KSN) and be able to take part in a range of activities, including the annual KSN Victorian development conference.



## Opportunities for growth and career development through continuous learning

**7** We want you to keep learning and developing! A range of online and face-to-face professional development opportunities are available including training courses, leadership development, coaching and mentoring, plus vocational education and training (VET). We recognise we need to enable and motivate you to achieve your best performance. To help you strengthen and develop your capabilities we also offer coaching and mentoring. We have also created a number of external leadership development programs to ensure our emerging and senior managers are also our leaders as well.

## Social responsibility

**8** Violence against women is a serious problem in Australia. White Ribbon is an anti-violence initiative that encourages individuals to take an active role in promoting a positive workplace culture. We recognise that employees may face situations of violence or abuse in their personal life that may affect their attendance, performance at work and overall health and wellbeing. We are currently participating in the White Ribbon Australia Workplace Accreditation Program to create a safer workplace.

## Digital First

**9** Digital First is our strategy to deliver new digital services and internal efficiencies. Part of this is embracing and embedding digital in everything we do, to enable us to deliver better outcomes through more efficient, consistent and collaborative ways of working.

## Want to find out more?

**10** Head to these websites:  
[www.correctionsjobs.vic.gov.au](http://www.correctionsjobs.vic.gov.au)  
[www.justice.vic.gov.au/utility/careers/graduates/](http://www.justice.vic.gov.au/utility/careers/graduates/)  
[www.corrections.vic.gov.au](http://www.corrections.vic.gov.au)  
[www.justice.vic.gov.au](http://www.justice.vic.gov.au)

If a career that can give you the opportunity to contribute to a safe and just Victoria appeals to you, we look forward to receiving your application.

# SPORTS & FITNESS





# Victorian thoroughbred racing industry

**The names Phar Lap, Makybe Diva and Black Caviar are as much a part of Australian folklore and legend as Don Bradman, Ned Kelly and Banjo Patterson.**

Immortals of the Victorian thoroughbred racing industry, the trio transcended the sport to earn a place in the hearts of millions of Australians, regardless of age, gender or location.

While the thoroughbred undoubtedly is the star of the show, the stories of these three champions were not possible without a huge element of human contribution from those that put on the show.

In fact, the sport engages more than 70,000 people as an employee, volunteer or participant in communities throughout Victoria and it is an industry that generates nearly \$2.1 billion in value for the state's economy.

Racing provides a broad range of career pathways for job seekers, both on and off the track, in a range of fields. Whether your passion is being hands on with horses and working outdoors every day or being at the forefront of administration of a progressive sporting code, there are exciting opportunities waiting for you in racing.

As the governing body of thoroughbred racing in Victoria, Racing Victoria gives training and employment opportunities to passionate people that are ready to step up, take a punt, be heard and leave their own mark in a sport that has weaved itself into Australia's cultural fabric.

Possible career pathways in the industry include:

- Racing Industry Careers
- Race Day Careers
- Racing Administration
- Equine Welfare
- Thoroughbred Breeding

One of Racing Victoria's seven strategic goals is to ensure 'great people and an inclusive industry'. Racing Victoria, as the Principal Racing Authority governing thoroughbred racing in Victoria, aims to build an inclusive, high performance culture that is accountable, rewards performance, provides clear career pathways and delivers leadership across the industry. Racing Victoria is committed to strengthening and further developing racing's workforce by:

- Providing comprehensive training, development and leadership programs;
- Improving long-term career opportunities through job sharing, cultural diversification and by creating opportunities for broader female participation; and
- Delivering a leading-edge Apprentice Jockey Training Program.



not function without the dedicated work of these people across a range of vocations – from the tireless work of stewards, who control all aspects of the sport, to the numerous track maintenance staff who prepare the hallowed turf which hosts the sport of racing.

## A major player in the global sports and entertainment market

**6** The Victorian thoroughbred racing industry is a major player in the global sports, entertainment and wagering market. Working in the industry provides an opportunity to be a part of a diverse, exciting and fast-paced environment.

## A flexible and rewarding environment

**7** Whether it is working hands on with horses as a barrier attendant or being responsible for determining the official race placings as a judge, there is something for everyone in the Victorian thoroughbred racing industry. If a corporate role is not for you; there are many roles within the industry which offer work outside of normal business hours as well as the opportunity to take on full-time, part-time and casual positions.

## Ongoing learning and development opportunities

**8** The Victorian thoroughbred racing industry is proud to be one of Victoria's largest industry employers and the Victorian industry body, Racing Victoria, is committed to providing an environment where people can continue to develop and pursue new opportunities.

## A love of the thoroughbred

**9** If you're passionate about horses, then a role within the thoroughbred industry could be for you. Whether it's nestled away from the bustle of city life working with a breeding operation, working in a city stable or in an office administration role, there are numerous roles that allow you to pursue this passion.

## Want to know more?

**10** Love the excitement, colour and pace the racing industry has to offer? Want to know more? Visit [rv.racing.com/careers-and-education](http://rv.racing.com/careers-and-education) or contact us via phone 1300 139 401 or email [careers@racingvictoria.net.au](mailto:careers@racingvictoria.net.au)

## Why work in racing?

**1** The nature of thoroughbred horse racing makes it one of the most diverse and exciting industries to be involved in. Whether your passion is being hands on with thoroughbreds, being part of the fast-paced operations of a race day, or in racing administration, it is a sport that provides a broad range of challenging career options.

many regional communities throughout the state. The passion, the fashion, the legends and most importantly, the horses, makes this one of the most diverse and exciting industries to be involved in.

## Diverse career options and pathways

**4** With the right training, commitment and experience, there's a number of varying career paths to follow within the thoroughbred industry. For example, have you thought about a role in the veterinary and medical sector of the industry? More than just vets and doctors, there are numerous varied positions from equine therapists to dentists. Breeding operations are another arm of the industry which require numerous skilled individuals for roles such as stud hands and handlers, stallion handlers and bloodstock agents. Alternatively, a sports administration role in management, marketing or finance might be for you. Whatever your passion and training is, there are many avenues which can be explored.

## One of Victoria's largest industry employers

**2** The impact of the Victorian thoroughbred racing industry extends well beyond that seen on the racetrack. Racing is an integral part of the sporting life, cultural traditions and, importantly, the economy of Victoria. The sport engages more than 70,000 people as an employee, volunteer or participant in communities throughout Victoria and it is an industry that generates nearly \$2.1 billion in value for the state's economy.

## An exciting and strongly supported sport

**3** Racing constitutes a key aspect of Victoria's social fabric, both on a metropolitan and regional basis. It is a sport that is a focus in

## Passionate people

**5** There are more than 70,000 people who actively participate in thoroughbred racing in Victoria. Each has a passion for horses and many have spent a lifetime caring for them. Racing could



Whatever your passion and training is, there are many avenues which can be explored.

# When you do what you love, it shows.

## About Fitness First

**We believe that fitness inspires people to go further in life. It's pretty simple, really.**

When your body and mind are in shape, you gain the energy and drive to get more out of life.

Fitness takes work, dedication, guidance and courage. Working in fitness is more than a paying job; it's a choice to give people the opportunity to lead a fearless and extraordinary life.

Whatever capacity they work in, Fitness First employees use their expertise and energy to make a tangible difference in people's lives. They are building a rewarding career while doing what they love.

As one of Australia's most celebrated employers, we are on a mission to discover, nurture and celebrate people who want to make their mark, every day.

## History

We've come a long way since the first Fitness First club opened in Bournemouth, UK in 1993. Fitness First Australia is now home to more than 2,700 employees across our 65+ clubs and Head Office. Having spent two decades expanding operations in 16 countries, including clubs in Germany, across Asia and the United Kingdom, today we're proud to stand as one of the world's leading health and fitness groups. So we believe it's our responsibility to push a few boundaries too. We've made some big changes over the past 18 months that have seen us inject \$75 million into our state-of-the-art facilities, innovative fitness products and fresh ways of training. It's empowered us to take back our position as the fitness leader and industry expert, keeping our members at the heart of everything we do. We're the fitness leader because we put our people first. We've raised the bar for fitness careers by providing the best benefits and working

conditions in the industry and creating innovative member experiences that keep us ahead of the pack. We've changed for the best – and you can be a part of it too.

## Be inspirational

We believe we are at our best when we work as one team – supporting and inspiring each other and our members. We're passionate about what we do and we know it's a positive environment that powers you to be the best you can be – both in and outside of work.

Life's too short not to love what you do. At Fitness First, we've created a high energy, team-oriented culture, where our people thrive on setting goals, knocking down barriers and winning together.

With us, you'll always be able to stretch yourself and learn new life skills, surrounded by people just like you – at the top of their game and bound by a shared passion for fitness and health.



Vanessa and Yvette (AKA The Sculpt Sisters)



Jemima

There are a lot of perks to working with an industry leader. From cutting edge learning and development, to the opportunity to work close to home or even abroad, we're proud of our high-energy team and the rewarding careers they've built with us. So let's hear straight from some of our team, about why they love being part of the Fitness First family.

**1** It's my home away from home, I have so many close friends and family members working at our gym. I literally get to change the lives of so many people while sharing the positive experiences with the people I love and care about. I got into the fitness industry because I wanted to help people. Now I help so many fitness professionals, who in turn help so many more people than I ever could on my own.

**Mike, Personal Trainer and Personal Training Manager**

**2** I was a member of Fitness First for about 4-5 years before I joined the team. I would always get this feeling of being part of a friendship/family circle with the staff every time I stepped into the club, and the community in the gym was very strong in the sense that everyone knew each other and always motivated each other to become better and better every day or every time we stepped into the gym. This is why I love working at Fitness First.

**Phillip, Member Service Representative and Personal Trainer**

**3** There's so much camaraderie between the team, it's a supportive and competitive environment. We're energetic and have fun so it's easy to get the best out of each other when we're feeling really good and motivated. Fitness First has developed my skills – I've held a variety of roles which have all given me the opportunity to help people go further. There's a lot of autonomy, and my time here has made me a stronger manager, who is able to help my team members develop and progress within the company.

**Kieran, Club Manager**

**4** There are so many opportunities to learn and grow through internal courses – I myself am now qualified to deliver some of our training and induction programs. My role allows me to mentor upcoming PTs and support those who need guidance with building their business. The interactions I have and ability to develop my team is what I love about my role. It gives me the opportunity to grow as an individual, as a mentor, as a manager and I am forever learning even from my team about fitness and life in general.

**Sylvia, Personal Training Manager**

**5** My journey started back in 2004 and I soon realised that Fitness First was different, better, the pioneer and the leader when it came to new initiatives, implementing processes and looking



Phillip

after their employees. My passion and beliefs for health and fitness are the driving force for me. I love working with my team, developing new instructors and ensuring we hold a high standard when it comes to our fitness services.

**Ana, Group Fitness Manager**

**6** From when I start until I finish each day, it never feels like work. Fitness First is not just an organisation that better people's lives by transforming their bodies and minds, it is a community that extends beyond the inside of our gyms. I'm proud of our brand. I see people enter and exit the gym doors every day and although they can appear exhausted from their busy schedules, they're always happy to be in the gym. Being a factor in the happiness of our members and particularly my clients, is what I am most proud of.

**David, Personal Trainer**

**7** It is such a wonderful community of people that we have met and we love the overall energy we get from members and employees. Less than a year ago we started to blog some of our workouts on Instagram and Facebook as the "Sculpt Sisters" and so far the response has been huge. It's amazing that we help others to create the best version of themselves.

**Vanessa and Yvette (A.K.A. The Sculpt Sisters) Personal Trainers and Group Fitness Instructors**

**8** I love that Fitness First has such a large network of clubs across Australia and internationally. There's a great diversity in our members and I love fostering a community feel inside the studio. I believe group fitness boosts confidence and paves the way to make a better you. There is something about the music, the endorphins and most importantly the connection with other people, that makes me feel balanced and happy.

**Laura, Group Fitness Instructor**

**9** There's a wide range of career opportunities that allow young and upcoming talent the opportunity to fast track their careers and move up the ranks. Having not attended university and starting at Fitness First from the age of 19, I would never have dreamt I'd have such a diverse CV and the opportunity of Management and National Support Roles all before I was 25. It's easy to drive towards success when you love what you do.

**Jemima, Fitness Manager**

**10** I love being part of a big picture - watching the City to Surf and seeing Fitness First backpacks running by and being in London, seeing the familiar big red F. Fitness First has given me the opportunity to grow my PT business right next to my role as a Group Fitness Instructor. I'm proud that I've been doing this job for over 35 years and I still look forward to each new week.

**Wendi, Personal Trainer & Group Fitness Instructor**

# BUILDING SKILLS TRADES

44 —  AUSTRALIAN  
CONSTRUCTORS  
ASSOCIATION

46 —  mirvac

48 — **MULTIPLEX**  
Built to outperform.

50 —  **Fulton Hogan**

52 —  worldskills  
Australia

54 —  Group Training Australia

56 — **Downer**  
Relationships creating success

58 —  Master  
Builders  
ASSOCIATION

# Build Your Career. Get Into Construction.

## What is the Construction Industry?

The construction industry involves people from a variety of careers who are involved in the building or alteration of commercial and residential buildings, as well as community and national infrastructure.

A career in the construction industry is satisfying and rewarding, providing life skills, a solid earning potential, mates for life and the security of knowing there will be a variety of jobs available as Australia continues to grow.

You can help build Australia's future by joining one of the biggest industries in the country!

## What do you want to do?

You can build a career in construction that suits you. Here are some ideas:

- **Project Management/Construction Management:** Project and construction managers plan the construction, manage the team working on the projects, and oversee the project's progression, ensuring the job is delivered on time and within budget.
- **Commercial and Corporate Roles:** Those involved in the commercial side of a construction business supervise all elements of the construction process.
- **Trades:** Tradespeople are skilled manual workers. The job requires practical and theoretical training. Tradespeople work across residential, commercial and industrial worksites.
- **Environmental and Safety:** Environmental and safety roles oversee, manage and implement environmentally sustainable initiatives and safe work practices.
- **Construction Worker and Machinery Operation:** Construction workers undertake manual labour on construction sites using hand tools. Machinery operators have specific qualifications and licences to operate pieces of machinery like bobcats and excavators on construction sites.
- **Engineering:** The ultimate problem solvers; engineers apply scientific knowledge, mathematics and imagination to develop solutions to problems.
- **Design:** Those involved in the drafting and design of residential and commercial buildings and infrastructure plan, design and oversee the construction from the ground up.

## Apprenticeships and Traineeships

An apprenticeship is a way to become trained and qualified in your chosen profession. Learn skills from trained professionals while you're studying, and get paid while you're learning!

A traineeship is a way in which you combine employment and training in order to gain a nationally recognised qualification.

Things you might not know about apprenticeships:

- Anyone of working age can do it
- You don't need a secondary school certificate or previous qualification
- You can start an apprenticeship even when you're at school.
- You can do it full time or part time
- It puts you in a great position for a successful career in the construction industry
- Financial assistance is available for apprentices and trainees



## Where do I get a job?

Australia's construction industry provides a variety of career pathways, but where can you find real job opportunities after you've identified a career that you're interested in?

## Skilled trades

To start a career in skilled trade professions, you will need to commence an apprenticeship or traineeship allowing you to learn skills as you work and earn money.

## Graduate programs

Australia's leading construction companies offer graduate programs in a wide range of disciplines including: building/construction management, telecommunications, safety, surveying, environmental science, computer science, health and safety, human resources, commerce, procurement, logistics and engineering (civil, mining, mechanical, electrical, environmental, structural) and more.

Australian Constructors Association member companies offer graduate programs. Check out their respective websites for individual opportunities.



## Your career your way

1 There are many paths which can be taken to enter the construction industry, including: apprenticeships, traineeships, courses, private college qualifications and university degrees. My University lists over 220 university pathways for construction careers.

## Benefits of an apprenticeship and traineeship

2 You can earn money as you learn hands-on skills, complete competency based work at your own skill level and be rewarded with a nationally recognised qualification.

## It's for everyone

3 The construction industry does not discriminate and offers opportunities for both females and males, from all backgrounds.

## Focus on safety

4 Safety is the highest priority for all members of the construction industry – supporting the health, safety and wellbeing of all people. There are many compulsory safety programs and committees that ensure that best practices are implemented in order to minimise risk and ensure everyone goes home safe and healthy every day.

## Continuous development

5 As Australia's population grows, new infrastructure, houses and commercial property continue to be built. This industry is ever changing through new challenges and exciting innovations, with this comes continuous learning, development and opportunity to be a part of this.

## I built that

6 The cool thing about being a part of constructing iconic buildings and landmarks is walking around your city and saying, 'I built that'. Australia has been built from the ground up by the construction industry, you could have the satisfaction of being involved in shaping your city and Australia's future.

## A world of opportunity

7 The career you build and develop is transportable around the world – not many industries can say that! The construction industry offers endless opportunities for career growth, both in Australia and overseas. The ever changing industry allows you to explore a variety of career paths; you're not restricted to one profession for life and the skills you learn are valuable wherever you go.

## Practical skills

8 Want to obtain practical skills and abilities that you can use throughout your life? Pursuing a career in construction will equip you with capabilities that are transferrable to all areas of your life no matter what your interests are!

## Stability

9 The construction industry is one of the oldest, most established industries in Australia – it's not going anywhere and the learning opportunities are endless.

## Innovation & Technology

10 The construction industry is on the forefront of technology, continually developing new and exciting ways to build. The industry uses some of the biggest and best gear in the world to complete landmark and cutting edge projects, and you could be the one calling the shots.

## INFORMATION

For more information on your career in construction, head to [www.buildyourcareer.com.au](http://www.buildyourcareer.com.au)

*Build Your Career is brought to you by the Australian Constructors Association.*



# An integrated, diversified and focused approach to property

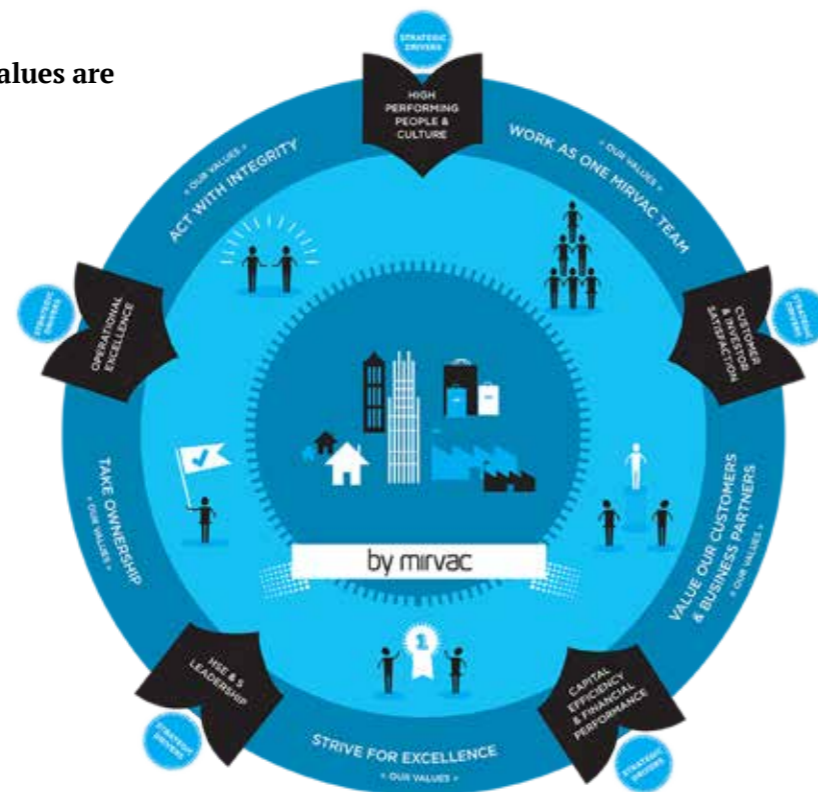
Mirvac is a leading, diversified Australian property group, with an integrated development and asset management capability. Established in 1972, Mirvac is renowned for, consistently delivering high quality, innovative products that exceed expectations.

Mirvac has projects across Australia that include large-scale residential, office, retail and industrial developments

Standing behind the success at every step are the people at Mirvac – the architects, planners, designers, builders and marketers. Their expertise, commitment to quality, sustainable outcomes and dedication to the job at hand ensures Mirvac's enviable position in the market place.

Mirvac's commitment to its people is evidenced by the values that all staff display and are an integral part of the success of the Mirvac brand.

Our values are



## Retail

**1** Mirvac Retail owns and manages a dynamic portfolio of shopping centres across Australia's eastern seaboard. The recent acquisition of Birkenhead Point Outlet Centre in Sydney increases the total value of the portfolio to above \$2 billion. Incorporating over 300,000 square metres of retail space and more than 1,100 retailers, Mirvac's centres have strong positions in their local markets with geographic, retail and economic diversity providing a consistent income stream. The centres are located in prime urban trade areas, anchored by long-term tenancies with key retailers and incorporate a wide range of retailers with a specific focus on dining, leisure, fashion and entertainment.

## Office and Industrial

**2** The portfolio has a primary focus on Office and Industrial in Sydney and Melbourne. Mirvac's integrated property platform incorporates all property services including funds management, asset and facilities management, development and sustainability. As owner, manager, developer and builder, Mirvac's interests are firmly centred on meeting the commercial requirements of its joint venture partners and tenants. By managing each phase of development internally Mirvac is able to exert control over design and construction providing a seamless delivery that extends beyond handover.

## Residential

**3** Mirvac's Residential Business is made up of Design, Sales & Marketing, Masterplanned Communities & Apartments. Mirvac stands firmly at the forefront of innovation and quality and is responsible for some of the country's most significant urban renewal developments. The Group continues to set the pace for architectural excellence, developing masterplanned communities and apartment projects that hold their value and esteem decades beyond their completion. Mirvac's socially aware approach is an important factor in the success and acceptance of its developments.



## Diversity

**4** Having a diverse and inclusive workplace creates a true equal opportunity business that doesn't segregate or discriminate against an individual. Workplace diversity means creating an inclusive environment that not only accepts each individual's differences, but embraces their strengths and provides opportunities for all staff to achieve their full potential.

## Recognition

**5** Mirvac Stars is our recognition program which enables all employees, managers and customers to recognise the efforts of those who demonstrate the Mirvac Values in their daily activities. Our Values guide how we conduct ourselves in our interactions with each other, our customers and shareholders.

## Sustainability at Mirvac Page Content

**6** Mirvac has been a leader in sustainability for more than 10 years. Some of our achievements include:

- Australia's first solar suburb at Newington for the Olympic Village
- First 6 Star Green Star Shopping Centre at Orion in Springfield, Queensland
- First 6 Star Green Star education facility at the Mirvac School of Sustainable Development, Bond University in Queensland
- First existing office tower to deploy trigeneration at 101 Miller Street in North Sydney
- First Australian commercial developer to build a zero carbon home with the 9.2 Star Harmony 9 at Waverley Park in Victoria



## Flexibility

**7** Flexibility at Mirvac means:

- Choice in where, when and how people work supporting individual and business needs
- We communicate regularly on expected outputs and timeframes to allow greater freedom on how we deliver
- We utilise technology first and foremost to connect, collaborate and communicate
- We work in a shared environment and adjust our actions and behaviours so we don't impact on others
- We empower and encourage each other to challenge behaviours that aren't in the spirit of flexible working
- We don't judge when people come and go
- We aim to model flexibility for our people, our communities and our customers

## Career Development

**8** A key objective of Mirvac is to ensure Learning & Development opportunities are available to all employees by providing appropriate learning options which are aligned with business needs. Mirvac's learning framework provides learning options for new people (JOIN), for current and future jobs (GROW) and for the development of leadership capability (LEAD).

## Giving at Mirvac

**9** The Giving@Mirvac program offers a number of opportunities for our people to play an active role in supporting the community. Employees can participate in initiatives such as National Community Day, workplace giving, volunteering and donation matching. Mirvac also works with local organisations to create positive social impacts in the communities in which we operate.

## Innovation – Hatch

**10** Mirvac Was ranked number three in BRW's 50 Most Innovative Companies list for 2015, and Hatch, the Mirvac Innovation Program, was awarded the Best Innovation Program. Hatch is designed to deliver against eight innovation missions for the business. These innovation missions are broad areas of focus that feed directly from the Group's business strategy. Hatch introduced a best practice process for innovation, based on design-thinking methodologies. The process was developed so Mirvac can create a predictable and repeatable pipeline of innovation. The team is made up of 45 innovation champions who work on innovation two to three days a month, in addition to their usual roles. The champions complete six months of training in the end-to-end innovation process, so they are real ambassadors for innovation, making sure it's kept top of mind.



# Take your career on a different path

**Creating skylines in cities across the world for over 50 years, Multiplex is an international business that has constructed some of the world's most recognisable landmarks and important infrastructure projects.**

Working for us you'll contribute to projects that help shape the city you live in, from skyscraper office towers to stadiums, hospitals, universities, high rise apartment blocks and hotels.

To date we have completed almost 1,000 projects to the value of \$82 billion and currently employ around 3,700 people across Australia, India, the Middle East, Europe and Canada.

As a global business with a wide range of projects, we can offer opportunities and experiences that few others in the industry can match. Take your career on a different path with us.

## Experience a different way of working

Our employees often tell us that it feels different to work for Multiplex compared to other large companies.

They say it's because we stick to our word and our company values – outperformance, collaboration, care and innovation. We think it's because we've never forgotten our humble beginnings as a family-owned business in Perth, Australia, in 1962.

We like to keep things simple with approachable leaders who are enthusiastic about sharing their expertise and listening to yours. We treat our employees like family and take pride in our consultative and collaborative culture, truly valuing our people and our extended team of subcontractors and consultants. Our employees are often described as passionate, tenacious and having a 'can-do' attitude, giving us the strength and vision to tackle projects that others say are impossible.

## Our graduate program

At Multiplex we take a long-term view of everything we do, including the development of our graduates and cadets into future leaders of our global business.

Our graduate and cadet program has a long-standing reputation as one of the industry's most comprehensive. Many members of our senior management team started in the business as a graduate or cadet, including our CEO.

As a graduate or cadet at Multiplex, you'll have the opportunity to work on a variety of iconic construction projects. At the same time, you'll develop both technical and behavioural skills while rotating through various disciplines such as Safety, Environmental, Quality Assurance, Document Control, Site Management, Design, Services and Contracts Administration.

The program is competency based, so the time it takes to complete depends on you – your existing skills, the effort you put in and the way you like to learn. Whatever it takes, you'll get the right support from us.

## Meet Tess



**Date commenced as grad/cadet:** January 2014

**Current Site Location:** Lighthouse Tower, Melbourne

**Degree/s:** Bachelor of Construction Management and Architecture; Masters of Architecture

**University:** Deakin University

**What future do you see for yourself in this company?** Currently I am not sure where in the company I would like to end up whether that be a project manager or design manager, but the grad program will allow me to experience different areas to ensure I'll make an informed decision.

**What is a typical day like in your life at Multiplex?** From 7am there is always a lot going on, mostly involving phone calls from site to clarify details with architects or subcontractors. I ensure I walk the site daily, noting the large amount of changes that occur each day and tracking the progress of each of the different areas. I often spend afternoons in meetings with consultants, architects and subcontractors – working through details and solving problems that have arisen.

**What is your current rotation?** Currently I am coordinating the common areas at Lighthouse Tower, this involves working through the architectural details ensuring that the construction of these areas is accomplished in the most economical way possible considering all areas of the design – safety, ease of constructability and costs.

**What projects have you been involved in whilst on the Program?** Prima Tower – 69 storey apartment tower; RMIT University – Upgrades to university Classrooms/computer rooms/and technical spaces; Monash University – 4 Buildings with three different architects holding a total of 1000 student accommodation apartments; Lighthouse Tower – 69 Storey apartment tower.



## Work on the big jobs

**1** Our expertise is in delivering large, complex and challenging projects. Working at Multiplex, you will have the opportunity to work on the big jobs - the kind of projects you'll look back on and be proud to say you helped build.

## Clear career pathways with flexibility

**2** At Multiplex we hire graduates and cadets for a career, not for a project. We have clear pathways to help you achieve your desired career, and we support you on your chosen path.

## Global opportunities

**3** Working with Multiplex can take you around the world. Our global workbook offers endless opportunities for career and personal growth, both in Australia and overseas, and we encourage our employees to explore a variety of career paths in different areas of the business.

## A sustainable company

**4** Over our 50 year history we've maintained our position as a leading global contractor. We currently have a global workbook of \$17.8 billion – and it's growing. In Australia we have over 41 projects currently underway and many more in the pipeline. By starting your career with us, you'll be working for a company that will be building and investing in people for many years to come.

## Our DNA

**5** Multiplex has a unique culture - we call it our DNA. It's based on our values of collaboration, outperformance, care and integrity. We listen, share and work as a collective team, and encourage each other to be creative, to voice ideas and opinions and to learn from our experiences. This enables us to push boundaries, innovate, make better decisions and outperform ourselves and our competitors.

## Your development is supported

**6** We believe new challenges provide the opportunity for our people to learn and grow, and we will seek out appropriate development opportunities for you throughout your career. Our long term approach to training and development means that we focus on promoting from within the business, so the effort you put into your own development will be rewarded.

## Diversity breeds innovation

**7** A career in construction is for everyone. Multiplex provides an inclusive workplace where all employees are valued, are encouraged to express their ideas and opinions, and are able to reach their full potential. We believe a diverse workforce brings diverse thinking which makes us question, challenge and innovate.



## Flexible working environment

**8** Multiplex is transforming the nature of work on site by making flexibility part of our culture, challenging the industry status quo of long hours and six day working weeks. We are progressively implementing flexibility on all of our projects and our employees are feeling the change as they spend more time doing the things they love outside of work, whilst continuing to have a challenging and rewarding career here.

## Your input is valued

**9** As an organisation proud of our collaborative approach, you will find approachable colleagues and leaders enthusiastic about sharing their expertise and listening to yours.

## We have fun

**10** The graduate and cadet program isn't all work. We organise regular social events like site visits, graduate meetings, social functions and team activities so you get to know the other graduates and cadets and have some fun along the way.

# Building communities from the ground up

## At Fulton Hogan, we create, connect and care for communities.

For over 80 years our international teams have built the roads, ports, airports, infrastructure and property that help bring people together. From a handful of employees in the early days to over 6,500 people today, our hard-working and dedicated teams have helped shape communities across Australia, New Zealand and the Pacific Islands.

## What we do

Fulton Hogan is one of Australasia's largest and most experienced civil contractors. We work across many different sectors including transport, water, energy, mining, airports, ports and quarries. Likewise our careers are varied. We offer opportunities for people in engineering, finance, human resources, training, safety, environment, information technology, communications and transport. Fulton Hogan builds communities from the ground up, starting with our own network of quarries, asphalt and emulsion plants. We improve and maintain roads to help keep drivers safe. We build the airports, rail and ports that keep people connected.

We are part of communities for the long haul, keeping vital infrastructure cared for and well-maintained.

## Where we work

Fulton Hogan has a strong Australasian footprint, with our team of more than 6,500 people working from offices and facilities across Australia, New Zealand and the Pacific Islands.

## Why people choose Fulton Hogan

The diversity of our operations offers our people exceptional opportunity. Our people are all 'owners' of the business, with everyone, regardless of position, empowered and encouraged to manage the business and its activities as if it's their own. We enable people to be the best they can be. Our senior management team are approachable and we are proud of the level of engagement between all levels of the business.

People are at the heart of Fulton Hogan and we care for the well-being and development of one another. As a family-based company, we've retained our family values. We strive for Zero Harm, where safety and wellbeing come first in everything we do. We encourage and help one another to grow, both on and off the job. We are here for the long haul and take a custodial approach to everything we do. Whether it's people, profit or planet we take a long-term sustainable view.

## Social media links

[twitter.com/fultonhogan](https://twitter.com/fultonhogan)  
[www.linkedin.com/company/fulton-hogan\\_2](https://www.linkedin.com/company/fulton-hogan_2)  
[www.youtube.com/user/fultonhoganltd](https://www.youtube.com/user/fultonhoganltd)

## News

[www.fultonhogan.com/fulton-hogan-joins-fight-to-save-takahe/](https://www.fultonhogan.com/fulton-hogan-joins-fight-to-save-takahe/)  
[www.fultonhogan.com/fulton-hogan-joins-clean-energy-council/](https://www.fultonhogan.com/fulton-hogan-joins-clean-energy-council/)  
[www.fultonhogan.com/fulton-hogan-powers-up-with-solar/](https://www.fultonhogan.com/fulton-hogan-powers-up-with-solar/)  
[www.fultonhogan.com/innovation-in-asphalt/](https://www.fultonhogan.com/innovation-in-asphalt/)

## Videos

Meet our Graduates – [https://youtu.be/A4Htm\\_texgk](https://youtu.be/A4Htm_texgk)  
 Our Fulton Hogan people – [https://youtu.be/A4Htm\\_texgk](https://youtu.be/A4Htm_texgk)  
 Building communities for over 80 years – <https://youtu.be/wgxQYKNkpAw>



## Fulton Hogan takes you places. Where do you want to go?

At Fulton Hogan, we want to take our people to places they never thought they would go. We invest in our people's development so their career and prospects grow with us.

## We put safety first

**1** At Fulton Hogan, safety always comes first. We challenge and train our people to look after themselves and their team-mates. Our 'Zero Harm' policy has led to the company approaching industry best practice in safety.

## We lead and develop

**2** At Fulton Hogan we help people to be their best. Over our 80+ year history, we have learnt that our company can only truly grow and prosper if we attract and retain the best people. We invest heavily to create a workplace culture that encourages ownership and empowerment, while never forgetting the importance of balancing life's priorities.

## We are courageous

**3** We are always looking for new opportunity and encourage our people to be entrepreneurial and think outside the square. We respect diversity and it's this agility that allows us to stay ahead of the industry and embrace change.

## We are genuine and trusting

**4** Acting with integrity, honesty and humility is core to Fulton Hogan – its behaviours that were instilled in the business by our founders, Jules Fulton and Bob Hogan. All our people are empowered to be the best for Fulton Hogan and the communities in which we operate. We encourage everyone to share ideas and build long term relationships within the organisation, industry and with our stakeholders. We keep our promises and are accountable for our actions. At Fulton Hogan our 'word is our bond' and our people are committed to the extra effort needed to deliver on our promises.

## We are REAL

**5** Our REAL values are our moral code – they are what we stand for

- Respect – We live in the world we work in and so will our children. So let's look after it.
- Energy & Effort – In our jobs we give 100% every day.
- Attitude – We just get out and make it happen - doesn't matter how hard it is
- Leadership – Fulton Hogan takes me places I never thought I'd go.



## We offer a diverse work experience

**6** The diversity of our operations creates exposure to and develops knowledge in all aspects of our business; transport infrastructure, water, energy, mining, airports, ports, surfacing and construction materials. We work from over 100 locations across Australia, New Zealand and the Pacific.

## We are here for the long haul

**7** Everyone at Fulton Hogan is a custodian of our business, creating a sustainable business that spans generations. We are not interested in a quick return, but rather focus on long-term success. As part of this approach we measure our actions against our four sustainable business pillars – people, planet, profit and partnerships – and share these achievements proudly with our stakeholders.

## We are a family

**8** The company has a long and proud family history and we retain a unique 'family-based' culture of looking after each other. The names you see on our trucks, our hard hats and our high-vis vests are more than just a brand. They're the names of our founders, Jules Fulton and Bob Hogan, who teamed up as partners in 1933 to start a contracting business and create a future for their families. Today, those families, together with employees, still hold a major stake in our private, non-listed company.



## We are part of the community

**9** At Fulton Hogan we continue to invest in our people and communities to create economic value. Our wide regional footprint means that Fulton Hogan team members are locals in most communities that we operate. Fulton Hogan is often at the frontline in the aftermath of disasters and emergencies, such as the Queensland flooding, bushfires and the Christchurch earthquake.

## We do the right thing

**10** Fulton Hogan is committed to working together to protect and enhance our environment. We do what is best to build a sustainable business for future generations. Our people seek to minimise our environmental footprint through innovation, energy and resource efficient operations focused on reducing, reusing and recycling. We have the courage and heart to make decisions for long-term health of the business.

# Sustaining skills for Australia

**Are you looking for a fun and engaging way to introduce new career pathways to your students?**

## Purpose

WorldSkills Australia's Try'aSkill program is a unique and exciting way of promoting trades and skills to all Australians. Showcasing trades and skills as viable, first-choice career pathways, Try'aSkill aims to emphasise the importance of these vocations for business, government and society.

## How does it work?

Participants are guided through fun, hands-on activities by industry experts, allowing them to discover the different types of techniques and tools required in a large variety of trades and skills such

as hairdressing, automotive mechanics, baking, carpentry, welding and many more.

Participants have the opportunity to interact with trainers and local businesses within several industries and receive valuable career advice and information on the vocational education and training pathways available to them.

## How to get involved

Try'aSkill events are popular at open days, careers expos, shopping centres, classrooms and more. They can be staged over one or multiple days in one central location featuring an array of trade and skill-based professions. There are multiple stations, each featuring one profession. A local tradesperson, apprentice, trainer, industry representative or TAFE / RTO teacher acts as a Skills Coach at each station, guiding participants

through a basic task. Participants – usually in groups – spend approximately 15-20 minutes completing the task themselves and learning about the profession.

The power that Try'aSkill activities has to inspire students is impressive.

*"I have always known I would have a trade as a career, but my high school Year 9 career day was probably the day I decided that I wanted to be an electrician,"* says Luke Schaezel, 2015 Skillaroo in Manufacturing Team Challenge.

*"I just couldn't walk past the electrician trade station! It was the career path I was leaning toward, but there's no better way to find out more about a trade than hands-on experience."*

To find out how you can engage your students with a Try'aSkill event, visit: [worldskills.org.au/tryaskill](http://worldskills.org.au/tryaskill)



## Top Ten Fun & Engaging Try'aSkill Activities

The best thing about Try'aSkill is that it can be run virtually anywhere! Here are just some of the many fantastic activities you can run at your next event:

### Be a Bricklayer

**1** Do you have what it takes to build a sturdy wall? Learn how to properly butter a trowel and lay a course of bricks.

### Be a Hairdresser

**2** Does working in the beauty industry interest you? Learn how to use the latest styling tools to create gorgeous hairstyles on mannequin heads.

### Be a Carpenter

**3** Curious about how to build a house? Learn how to make a smaller version by building a dog house for a local animal shelter.

### Be a Graphic Designer

**4** Do you have the creativity and eye for detail to work in graphic design? Learn how to design a company logo using popular graphics software.

### Be a Baker

**5** How wonderful does it feel to receive a perfectly presented dessert? Learn how to pipe icing designs onto a cupcake and then enjoy your creation!

### Be a Mechanic

**6** Do you know how many parts are in a car engine? Learn how to fix a car by disassembling a real engine component.

### Be a Florist

**7** Flowers make everyone feel better! Learn how to beautifully wrap and decorate a single rose and bring it home to someone you love.

### Be a Tiler

**8** Think you have what it takes to tile a bathroom? Learn how by starting with designing and building a small mosaic design.

### Be a Fashion Designer

**9** Find out what it takes to be a fashion designer to the stars! Learn how to piece together a garment for the runway.

### Be a Web Designer

**10** Wonder what it takes to design a funky website? Learn how to write actual web coding and watch your website design come to life.





# Apprenticeship and traineeship career pathways

## Group training organisations are there to help you get the apprenticeship or traineeship that is right for you.

Making career decisions is not always easy. Group training organisations (GTOs) can provide you with the advice and the apprenticeship or traineeship opportunities that will get your career started. GTOs employ apprentices and trainees and place them with a host business, until the apprenticeship or traineeship has been completed.

The national network of GTOs employs around 25,000 apprentices and trainees, making it Australia's largest employer network of apprentices and trainees. More than 100,000 businesses have used a GTO to employ their apprentices and trainees, and GTOs are seeking potential apprentices and trainees in many industries to fill their vacancies.

### Victoria Caskie Certificate III Engineering (Mechanical)



My goal after leaving school was to study engineering at university but when I didn't get the marks I needed my plans had to change. I contacted a group training organization (GTO) and they organized an apprenticeship so I could still work in the engineering industry without the university qualification.

With the support of my GTO I have now completed my apprenticeship and also a Diploma in Engineering. It's been great to have my achievements recognized as a finalist in the Victorian Apprentice of the Year award and winner of my GTO's Chairman's Award.

I have also benefited from participating in a Rotary Youth Leadership program and Group Training Australia's Today's Skills: Tomorrow's Leaders Program for outstanding group training apprentices and trainees.

I enjoy the challenge of designing and developing new products and seeing these through to production. My next career goal is to take on a management position and also enjoy the opportunity to travel.

Working to live and not living to work is important to me and getting my personal life working well is part of my career success.

My advice for people starting their careers is – success is measured in happiness.

### Chris Page Certificate III Plumbing & Gas Fitting



When I left school I was interested in construction and a friend of the family suggested I take up an apprenticeship. Going with a group training organization (GTO) allowed me to work on a number of different work sites and gave me the opportunity to find my ideal area within the trade.

Ready for a challenge I began a double degree in Civil Infrastructure Engineering and Business via correspondence and night classes while still completing my apprenticeship during the day. It was a tough couple of years but worth the effort.

After completing my apprenticeship I went straight into site management and then relocated to London to work in residential property development. Coming back to Australia I have had exciting roles in project management, operations management, and acquisitions and development management. Being given a free pass to roam the globe looking for exciting property development and investment opportunities has been a thrilling experience.

I have since jumped the fence from developer to consultant and am the National Manager of New Projects for one of Australia's most prestigious property advisory firms.

My advice to people starting their careers is – self confidence and understanding is so important in the early years of a career and with the right mix, the sky really is the limit.

## INFORMATION

For more information go to [www.grouptrainingdirectory.com.au](http://www.grouptrainingdirectory.com.au) to make contact with the GTOs in your area.



## Find the Right Apprenticeship or Traineeship

### The largest employer network of apprentices and trainees

1 Apprenticeships and traineeships offer the ability to 'learn and earn' from day one. They combine training and paid employment, leading to skills and qualifications that are recognised across Australia.

Apprenticeships and traineeships can be full-time, part-time or school-based and are available to anyone of working age. You can be a school student, a school-leaver, re-entering the workforce or simply wishing to change careers.

Apprenticeships and traineeships are available in a variety of certificate levels in more than 500 occupations, in traditional trades, as well as a diverse range of emerging careers in most sectors of business and industry. Group Training Organisations operate in more than 200 locations, including metropolitan and regional areas, so they are likely to be able to assist you wherever you are.

### One stop shop

2 A Group Training Organisation is a one stop shop for unbiased information, advice and assistance in finding the right apprenticeship or traineeship for you. It is their job to understand what type of apprenticeship or traineeship you are looking for and to match you with a host business that can offer what you want.

With a GTO you have access to a wide variety of host businesses instead of applying for a single position.

You also have the opportunity to gain extra skills and experience by changing your host business during your apprenticeship or traineeship.

### Professional advice

3 Group Training Organisations know what opportunities are available across a wide range of industries. They have strong relationships with an extensive network of employers and possess practical in-depth industry knowledge. They can help you work out what will suit you best and advise you on how to achieve the career and lifestyle you want.

### Mentoring and support

4 Group Training organisations also organise your off the – job training with TAFE or a Registered Training Organisation. They look after your wages, worker's compensation and other employee benefits and most importantly they monitor your progress and offer mentoring and support throughout your apprenticeship or traineeship. With a GTO you have someone with which to talk through issues. They are independent from your host business so you can discuss what is influencing your thinking. They can provide an objective perspective and explain the options you have.



### Flexibility

5 For an apprenticeship or traineeship to be successful it is crucial to get the right fit between the apprentice or trainee and the host business. Group Training field officers can act as a mediator to resolve any workplace issues that may arise along the way and can provide an alternative placement if necessary.

### Committed to quality learning

6 Group Training field officers play a vital role in monitoring the quality of the learning experience both in the workplace and off the job. They are committed to helping you gain the most from the workplace learning environment and also in the classroom situation.

### Recognition and development opportunities

7 GTOs recognise and reward their high-achieving apprentices and trainees through awards presentations. Group Training apprentices and trainees can also be nominated for Group Training state awards and selected to participate

in an annual national career development program run at the Australian Institute of Sport, Canberra.

### School to work transition

8 GTOs partner effectively with schools to assist students make a smooth transition into apprenticeships and traineeships. GTOs know about developing protocols between schools and employers and issues of 'duty of care', workplace health and safety, coaching and mentoring.

### Not for profit

9 Community focus remains a significant feature of many GTOs. Most are not for profit and take a leading role in addressing employment and training issues in their local communities.

### Easy Access

10 Group Training Organisations offer an easy way to maximise your chances of finding the right apprenticeship or traineeship. They operate all over Australia. Contact a GTO at [www.grouptrainingdirectory.com.au](http://www.grouptrainingdirectory.com.au) and find out how they can help progress your career.

# Kick-start Your Career

Downer is a leading provider of services to customers across six service lines: Transport Services, Technology and Communication Services, Utilities Services, Engineering, Construction and Maintenance (EC&M), Mining and Rail. Headquartered in Sydney, we employ over 19,000 people across more than 200 sites and projects, mostly in Australia and New Zealand.

## Your Opportunities

Downer offers exciting and diverse career opportunities to school leavers and graduates across all parts of its business. Whether you would like to be a first year apprentice working on Australia's largest rolling stock project or helping to deliver contract mining projects to an impressive list of global customers, there's a role for you.

As a large corporate, there is always a need for talented young people to work on site based or office based roles. This includes Human Resources, Finance, Information Technology, Administration, Risk, Legal, Planning, Procurement and Quality to name a few.

At Downer we want to give our people opportunities so they can succeed and be their best. This includes giving employees opportunities to work alongside the communities in which we operate. Downer is a proud supporter of Jawun, a not-for-profit organisation which works with corporate, government and philanthropic partners to offer skills and resources to Indigenous communities. Owen O'Brien, a Project Engineer based in Western Australia, spent six weeks on a Jawun secondment in late 2015.

"I was stationed in Broome to work with Nirrumbuk Aboriginal Corporation. This is a not-for-profit organisation working to facilitate the self-sustainability of Aboriginal people in the region through the use of training, apprenticeships, youth engagement and support, and employment services. Nirrumbuk has a number of trades companies through which they can direct their candidates. I was tasked with assessing the



OH&S capability of each of the entities and carrying out a full business risk assessment for each of them.

The first week is an induction week during which we are given information, history, context and a really good look around. We are introduced to different organisations and given an insight into how Indigenous Australians used to live, how they live now and how they intend to live in the future.

This is the fun week. Everything is new and shiny. We have a planned itinerary designed to allow us to see all aspects of the area and the people, to get to know each other and, in a way, develop and grow the excitement and the enthusiasm we were already feeling for the days and weeks ahead.

The following five weeks involved full immersion into our respective companies as well as the local area. I learned about Broome and its rich history as a cultural melting pot made up of people from Aboriginal, European, Japanese and Chinese backgrounds. I spent time with local people working in their local businesses, attempting to make a difference in the lives of the people around them.

I was able to use all the experience I have accumulated with Downer to assist the local people with their desire to improve the opportunities in their community. I have to say, the small part I played was very rewarding.

For me, the secondment has been life changing

and I highly recommend it. It was an invaluable opportunity to challenge myself, step out of my comfort zone and actually make a difference in people's lives."

## Our People Strategy

Downer operates in a labour market where there is great competition for some of our most needed skills. Therefore, our people strategy focuses on the recruitment, retention and development of talented people needed to ensure our ongoing objectives and your success.

The evolution of our cadet, graduate and apprenticeship development programs continues to be a high priority because these programs provide much needed skills for our future. In 2015, Electrical apprentices Michael Clements and Cameron Wilding from EC&M in Victoria were recognised by NECA (National Electrical Communications Association) for their technical abilities and commitment to apprenticeship training.

## YOUR NEXT STEPS

For more information on how you can kick start your career at Downer, visit [www.downercareers.com](http://www.downercareers.com)

## Apprentice Programs

1 Downer supports apprentices by providing a structured training plan to help balance work and study simultaneously. Through performance reviews and mentoring, our apprentices receive support throughout the duration of their apprenticeship. We aim to provide them with an invaluable stepping stone into the industry of their choice and an opportunity to learn in a technologically advanced environment.

## Graduate Programs

2 Downer's graduate programs ensure that you acquire the experience needed to succeed in your chosen industry. Our graduate programs include:

- Applying knowledge gained in study to the real world, in a range of roles, supported by experienced mentors and coaches.
- Opportunities to learn and work across Downer.
- Structured rotation, to help you gain professional qualifications (e.g. Chartered Accountancy, CPEng, Safety Professional Status).
- Developing your leadership potential.

## Community Partnerships

3 Downer is a large and diverse business and we understand the importance of building strong relationships with the various communities in which we operate. Current community partnerships include the Wall of Hands, Jawun, Blackwater Police-Citizens Youth Club, Great Barrier Reef Foundation and The Smith Family.

## A Diverse & Inclusive Workforce

4 Downer is committed to ensuring that we have a diverse and inclusive workforce which fulfils our employees', customers' and shareholders' expectations while building a sustainable future for

our business. This commitment and philosophy is captured in a Group Diversity and Inclusion Plan.

## Our Brand

5 Downer has a long and proud history, dating back more than a century in both Australia and New Zealand. Our brand sends a strong signal about who we are and what we do today. Our tagline, 'Relationships Creating Success' is the cornerstone of our brand and we seek employees who can bring that to life.

## Variety & Experience

6 Downer operates in several, key Australian industries. This provides employees with exposure and access to many diverse career opportunities and experiences not normally afforded by smaller employers. Our people work in offices and sites all across Australia so if it's a particular job you're after, chances are we'll have it.

## Zero Harm Culture

7 Caring for and protecting our people continues to be of the utmost importance to us. The Downer Zero Harm Management System has been established to ensure that all activities which may have an impact on the safety and health of the people associated with our operations, products and services, the communities in which we work, and the environment, are carried out in a manner that will not result in harm.

## Sustainable Work Practices

8 Understanding and managing our environmental impacts throughout the lifecycle of our products and services is fundamental to our long-term business success. We believe that our ability to manage these impacts, and to identify opportunities to assist our clients to do the same, will deliver long term environmental benefits for all.



## Downer Benefits

9 As an employee of Downer, you are entitled to special deals and benefits that the buying power of a large company like Downer can provide. These include discounted travel and accommodation, health insurance, gym memberships and technology as well as exclusive offers on vehicles. Downer also provides study assistance (including study leave and financial support) to eligible employees who wish to complete higher education for their professional development.

## Leadership Mentoring Program

10 At Downer we value the skills and experience our employees bring to their roles and understand that while formal learning has its place, the informal transfer of skills and learning through a mentoring program is a more effective way of passing on the right skills and behaviours to others. The Downer Leadership Mentoring Program supports leadership development and learning across the business for high potential individuals, and at the same time increase Downer's bench strength to meet current and future business needs.

So you've decided you want to become a vital part of our success? Then head to our careers website at [www.downercareers.com](http://www.downercareers.com) and join us on LinkedIn to keep up to date with opportunities across Australia.



# ALink – Created for students by students

## Over 20,000 people are currently engaged in apprenticeships and traineeships across Victoria.

Feedback to the Master Builders Association of Victoria from apprentices in the building and construction trades suggested that there was a lack of relevant, readily available and up-to-date information. Master Builders has responded to this advice and has set out to demystify and simplify the information that is available to those engaged in an apprenticeship or traineeship. This led to the creation of ALink, the one-stop shop for all apprentice and trainee needs.

ALink is a member-based initiative that aligns with Master Builders strategy to assist those in the building industry with career progression. ALink is designed to assist apprentices and trainees working in the industry, to help address the current low apprenticeship completion rate.

ALink Membership is free for the first 12 months for any student, apprentice or trainee currently enrolled in a nationally accredited building and construction course. With a multitude of benefits for members, ALink is designed for students by students.

## Careers

With well over 100 different career pathways in the building industry, the best pathway can be hard to determine, making ALink an integral part of any career choice. ALink advisers have a wealth of knowledge of the construction industry and the apprenticeship field.

ALink will help with careers advice and pathways, provide assistance with finding an apprenticeship and helping to find that dream job. ALink also offers assistance with resumes and interview techniques.

For any career questions please do not hesitate to contact the team on (03) 9411 4555. Our website contains the most up-to-date and relevant information and appropriate web links.

## Apprenticeships

Trade careers are completed by doing an apprenticeship. This is a three to four-year training contract that involves both on-the-job training, as well as training at a Registered Training Organisation.

## Professional Careers

A professional career can be completed in three ways:

- a full-time university course (which can take up to four years to complete)
- a TAFE course (which can be completed either full-time or part-time)
- a traineeship (which can take up to four years depending on the traineeship, and this involves both on and off-the-job training).

## Areas of ALink

### Further your Career

There are ways for students to further their career in the building industry after their apprenticeship. Students may wish to undertake further training such as a Diploma or Certificate IV to build knowledge towards future Builder Registration or towards a role such as Site Supervisor.

### Careers expos

The ALink Careers team participates in many Careers Expos around the state. If you are interested in attending or would like us to attend your expo, please contact us directly.

### Apprentice awards

Master Builders holds its own Apprentice of the Year awards to congratulate and applaud the achievements of apprentices around Victoria. These apprentices are nominated by their Registered Training Organisation or by a Master Builders

member. In total there are seven regional and one combined State/Metropolitan Award Night, with over 3,000 people attending these award events.

### Master Builders Foundation

The Master Builders Foundation was created to assist apprentices and trainees through their apprenticeship or pre-apprenticeship. With the ever increasing costs of schooling fees and the price of quality tools, the Master Builders Foundation awards 40 scholarships a year to assist with student enrolment fees and tools. There are two scholarships available:

- Apprentice or Pre-Apprentice Scholarship valued at \$2,200. This scholarship is provided to apprentices or pre-apprentices to pay schooling fees and provide tools. It includes:
  - \$1,200 towards school fees – the Master Builders Foundation will pay up to \$1,200 of school fees upon presentation of invoice, plus
  - \$1,000 of tools – the Master Builders Foundation will provide a \$1,000 tool pack to every successful scholarship applicant.
- Leadership Training Scholarship valued at \$10,000. This scholarship is awarded at the discretion of the Foundation's Board of Governors. It is a scholarship to assist the successful candidate to further their career through tertiary studies or the possibility of research trips.

**If you are aware of students who may be candidates for either of these scholarships please visit [www.alink.org.au](http://www.alink.org.au) and download the appropriate application.**



## ALink

1 ALink was created by Master Builders to be the hub of information for those currently involved in apprenticeships or those wanting to enter the building industry. ALink is designed to be a tool to assist in addressing the attrition rate of apprentices in the building industry. Coupled with the support of dedicated staff and a host of industry stakeholders, ALink aims to be the go-to centre to answer any and all queries regarding careers in the construction industry.

## Apprentice Road show

2 ALink is rolling out road shows at all TAFEs across Victoria. The road shows are designed to give apprentices and students an insight into the building industry and to show how ALink is able to help students navigate through the myriad of websites and information to obtain the answers that they need to further their career in the building industry.

## Industrial relations and WH&S advice from the careers team

3 The ALink team is able to provide up to date information on all issues related to Workplace Health and Safety as well as Industrial Relations issues. Using the wealth of experience from the IR and WH&S teams at Master Builders, the ALink team will assist members with their questions and direct them to the relevant areas to help them to find solutions.

## Access to up-to-date industry information

4 Information can be accessed via the ALink website or through direct contact with the ALink team. The goal is to provide ALink members with all relevant information, whether it is apprentice subsidy amounts, career or training guidance. ALink aims to be the hub for all industry information.

## Free Membership for the first 12 months

5 Not often is something offered for nothing. The first 12-month free membership is Master Builders commitment to apprentices and students in the building industry. ALink aims to help bridge the gap between the apprentice/student and the information they require to turn their involvement in the building industry into a long and prosperous career.

## Placements

6 ALink aims to provide a placement program for apprentices and trainees in the building and construction industry. After initial interviews, the ALink team will try to match appropriate apprentices/trainees with employers that are currently looking for staff in their local vicinity.



This program tries to link employees and employers in the best possible way to enhance the completion rate of those involved in training in the building and construction industry.

## Resume Troubleshooting

7 There is no hard and fast rule to resume writing and the way a resume should be presented for a position in the building industry. The ALink team assists students to build a resume that will help them climb the first hurdle to getting the interview for the job that will start their career.

## Career Advice

8 The ALink team has a wealth of knowledge and experience in the career area. It is this knowledge that the team uses to offer guidance to students about achieving their career goals, and to careers teachers and advisers about roles in the industry. If students are looking at completing an apprenticeship or climbing the workforce ladder, the ALink team has the right people to answer their questions, discuss the courses they may need or even assist in work placement, so students can gain an insight into what is involved and what they may need to do.

## Call Centre advice and support

9 ALink is just a phone call away to answer the questions you may have. The dedicated team is available to provide quick responses to the needs of those involved in the building industry and those looking at entering the field.

## Access to products and services

10 ALink is committed to bringing industry providers to those engaged in apprenticeships, traineeships or training. ALink provides access to products, such as power tools, at a price that is hard to match and exclusive to ALink members. ALink members are also provided with access to services such as the Master Builders Foundation, which offers scholarships to apprentices and pre-apprentices. Also on offer to members is the opportunity to attend Master Builders Member nights, which allow ALink members to start building the much needed network to enhance their careers.

**To find out more, please visit:**  
[www.mbav.com.au](http://www.mbav.com.au)  
[www.alink.org.au](http://www.alink.org.au)  
[www.alinktoolbox.org.au](http://www.alinktoolbox.org.au)

# DESIGN & ENGINEERING



# At Cochlear, hearing is our passion

**Cochlear is the global leader in implantable hearing solutions for the hearing impaired. Cochlear's promise is 'Hear now. And always' – to provide recipients with the best possible hearing and support for the rest of their lives.**

Around the world, more people chose a Cochlear-branded hearing implant system than any other.

Our employees tell us that the number one reason they enjoy working for Cochlear is the opportunity to make a difference to people's lives. Over 400,000 people, across more than 100 countries, now hear because of Cochlear.

Cochlear develops a range of products including cochlear implants, bone conduction implants and acoustic implants, which address different types of

hearing loss. Whether these hearing solutions were implanted today or many years ago, Cochlear guarantees that new technologies and innovations are available to its recipients.

The company invests over \$100 million each year in research and development and currently participates in over 100 collaborative research programs worldwide.

Today, Cochlear is a global company with principal manufacturing facilities in Australia, Sweden, Belgium and the United States.

Cochlear has its global headquarters on campus at Macquarie University in Sydney, Australia, and has regional headquarters in Asia Pacific, Europe and the Americas. Cochlear has direct operations in 20 countries and around 2,700 employees.

In Australia, Cochlear has manufacturing facilities at Macquarie University and Lane Cove in NSW and in Newstead, QLD. We have world-class research operations in Sydney and

Melbourne. We have global corporate offices at Macquarie University campus to support our growing global business.

To build partnerships with leading researchers in the field of hearing health care we are a strategic partner in the Australia Hearing Hub. Here we work with leading health care providers and academic researchers.

We have also developed state of the art clinical and surgical training facilities so that we can help more people around the world benefit from hearing technology.

In a new initiative Cochlear also operates the Cochlear Care Centre in Melbourne to help our customers get the best hearing outcomes from their implantable hearing solutions.

Interested in learning more about Cochlear? Please take a look at the Cochlear Autumn School of Engineering for students in Year 11 and Year 12.



## We have a mission

**1** We help people to hear and be heard. We empower people to connect with others and live full lives. We help transform the way people understand and treat hearing loss. We innovate and bring to market a range of implantable hearing solutions that deliver a lifetime of hearing outcomes.

## Our promise

**2** Our brand promise is Hear Now. And Always. We have a commitment to help people achieve a lifetime of hearing.

## We have strong values

**3** To be the leading global company in your field you need to know what you stand for and stand by what you know. We exist to help our customers 'Hear now. And always'. We value customer satisfaction, professionalism, mutual respect and continuous improvement. All so that we can perform at our best and help people with hearing loss perform at their best.

## We are unique in Australia

**4** Cochlear is an iconic success story in Australia. Cochlear is the shining example of how Australian innovation can lead the world. We do world-class R&D right here in Australia. We manufacture high-technology products right here in Australia and we export them to the world. And we manage our global operations from right here in Australia.

## We embrace quality

**5** Before we can sell our products we need approval from government agencies around the world. They ask us to show that we have control over the quality of our products and the processes we use. This means we do have procedures and rules for how we do our work. And it's for a very good reason. It's all to ensure that we can deliver lifetime hearing to our customers.

## We encourage science, technology, engineering and maths in Australia

**6** Cochlear sponsors the Cochlear Autumn School of Engineering to provide Year 11 and Year 12 students with real insight into career opportunities in engineering. The Cochlear Foundation is a sponsor of the National Youth Science Forum. The Summer Student Program for engineering students in their second-last year of University study is the pathway to a graduate engineering career at Cochlear.

## We do real work with real meaning

**7** Highly skilled engineers and scientists at Cochlear get to do complex, technical and interesting work. And they have the satisfaction of knowing that it helps people to hear and be heard. At Cochlear, stimulating work is just the beginning.

## We grow by helping our people grow

**8** To deliver new products and services for people with hearing loss we need to keep looking for new and better ways to do things. We can only improve if our people learn new skills and develop new ways of working that haven't been before. Our growth really is our people's growth.

## We want you to be the best you can be

**9** We value helping our customers achieve the best they can be. We value the health and wellbeing of our customers. And we want exactly the same for our employees. We provide flexible work. We don't ask people to work around the clock. We don't put on dinners at work because we believe people should be spending time with those they hold dear. We incentivise our people to take leave and empower them to look after their own health.

## We provide benefits for individuals

**10** Our Cochlear Advantage benefits program provides our people with access to support, services and discounts so that they can find something that suits their personal needs.



NOT FOR PROFIT



# Transforming Lives

## A career with a difference

### Who are we?

The Salvation Army (often known as 'the Salvos') is one of the largest, most loved and diverse charities in Australia. We are a worldwide Christian movement dedicated to meeting the needs of the most disadvantaged and marginalised people in our communities. Every year we assist more than one million people in crisis – that works out to be one person every 30 seconds!

### What do we do?

In Australia we work across a diverse range of social issues and operate more than 1,000 programs for people in need of a helping hand or longer term assistance. Our key areas of service include homelessness, addiction and recovery, family violence, youth services, practical support for individuals and families in crisis, aged care, job and employment programs, and disaster relief and recovery.

In a typical week the Salvos provide:

- 100,000 meals for people who are hungry
- 2,000 beds for people experiencing homelessness
- 5,000 to 8,000 food vouchers
- Refuge for more than 500 people experiencing family violence
- Thousands of blankets and warm drinks to people on the streets
- Assistance to 1,000 people seeking employment
- A family tracing service which reunites 40 families
- Support for 500 people to overcome drug, alcohol or gambling addictions

### Why not start by volunteering with us?

A great way to get involved with The Salvation Army initially is to volunteer. We rely on thousands of volunteers to deliver vital services to people in need and some of the ways you can do this are:

- In a Salvos Store or Salvation Army church thrift shop
- Collecting for the Red Shield Appeal in May
- In one of our social centres

For more information visit [salvationarmy.org.au/volunteer](http://salvationarmy.org.au/volunteer)

### Who can work for The Salvation Army?

There are fantastic career opportunities with the Salvos. We need individuals whose heart and passion aligns with The Salvation Army's mission to serve the most disadvantaged members of our society.

The Salvation Army has more than 10,000 employees, 25,000 volunteers and 1,000 Salvation Army officers (ministers of religion) working across Australia in a wide range of roles such as:

- social workers and case managers
- welfare and support workers
- youth workers, residential support workers, foster carers
- employment consultants
- counsellors, including financial, general, crisis and gambling counsellors
- psychologists, nurses and personal carers
- specialists such as IT, fundraising and marketing, HR and training, audit, finance, accounting and property
- administrators, cleaners, maintenance and food services staff
- sales assistants, store managers and regional managers, and;
- journalists, media producers, events managers and librarians.



### TO FIND OUT MORE

[www.salvationarmy.org.au](http://www.salvationarmy.org.au)  
[www.facebook.com/TheSalvationArmyAustralia](https://www.facebook.com/TheSalvationArmyAustralia)  
Twitter: @salvos



### Why work for the Salvos?

You might be surprised by the many benefits of working with The Salvation Army – here are ten of the best.

### An organisation Australia trusts

**1** The Salvos have a long history in Australia and are one of the most well-respected and well-known charitable and welfare organisations in the country. We've been working for marginalised and vulnerable people since 1880.

### Make a positive difference in someone's life

**2** The Salvos have some of the most innovative and leading edge programs designed to bring about positive and lasting change in people's lives. We focus on the areas of greatest stress and need. Some of our cutting edge programs include homeless outreach programs (teams of staff and volunteers walk the city streets at night looking out for people sleeping rough), positive lifestyle programs for people overcoming addictions or creative programs for young people disengaged from mainstream schooling.

### A variety of career opportunities

**3** The Salvos employ people across a huge range of professions so there is a career for just about everyone. Opportunities range from community and caring professions (social workers,

nurses or counsellors) to corporate functions and support staff (accountants, administration, IT, journalists, retail).

### Develop in your career

**4** Whatever your chosen career, we encourage employees to develop their skills and work capabilities. We offer in-house training, study leave and financial support for development programs that will help achieve the mission of The Salvation Army.

### Feel supported at work

**5** We understand there are times when work and life can be challenging so we offer a free counselling service to all of our employees and their immediate families. Our employees also have access to Salvation Army chaplains for times when they need spiritual support or a listening ear.

### Great employee benefits

**6** As a not-for-profit organisation, we offer generous salary packaging arrangements that increase your take-home pay as well as other benefits such as tax-free meals, entertainment and holiday accommodation. Our employees can also access discounts on everyday items such as health insurance, groceries, fuel and special deals on dining out, leisure activities, holiday accommodation, movies and more.

### Have a work/life balance

**7** We understand you have a life outside of work, so we can provide working arrangements that meet both your needs and ours. We have full-time, part-time, casual, job share roles or even internships available. Other arrangements include flexible rosters, nine day fortnights or 19 day months and purchased leave that gives you more time for the things and people you love.

### Love what you do

**8** Our employees tell us they love their jobs, even if some roles may not be very glamorous. Being part of an organisation that is committed to caring for people is a great way to spend your working life.

### Be part of something big

**9** The Salvation Army is at work in 127 countries, with our international headquarters in London. One of our biggest strengths is this wide-ranging network and presence in so many countries around the world. Our mission is to improve the quality of life of all those who come to us in need and we run hospitals, schools, community development programs, aged care facilities and many other programs all over the world to that end.

### Work for a good cause

**10** The Salvation Army is an organisation that exists to serve people and our values of human dignity, justice, hope, compassion and community are echoed through every expression of our work.

# Nurture the next generation of trades and skills talent

**WorldSkills Australia welcomes volunteers from all backgrounds, recognising the varied skills and abilities they bring with them. By volunteering you can gain new skills, make new friends and have fun, all while enjoying the sense of reward that comes from making a difference and knowing you're helping to make a positive impact on the lives of young people.**

## Who are we?

Founded in 1981, WorldSkills Australia is a not-for-profit organisation whose purpose is to promote and build a skills-based culture by inspiring young Australians, celebrating skills excellence and providing them with an opportunity to showcase their talent. WorldSkills Australia aims to shift perceptions and create the understanding that to choose a skill-based career is one of the most important decisions a young person and their family will ever make.

## What do we do?

As the nation's premier platform for showcasing trades and skills, WorldSkills Australia achieves its goals in a large part through competitions for apprentices, trainees and students aged 18-25\* held on a regional, national and international level. Competitors are tested physically and mentally through a rigorous framework of projects aligned with national training packages, standards and benchmarks.

## Why should I get involved?

As a volunteer, you will be part of a national group of close to 4,000 like-minded individuals who dedicate their time and expertise to make a meaningful difference in the lives of talented young people. There are many valuable opportunities to network with other industry professionals, giving you priceless personal and professional development opportunities.

WorldSkills Australia has had the pleasure of witnessing over 80,000 young Australians transform both personally and professionally through the challenge of competition. Competitors are overwhelmed by the knowledge that they represent the best in Australian vocational skills and

the career prospects gained from the experience. The excitement and inspiration generated by these amazing young people as they realise the extent of their potential has driven WorldSkills Australia to ensure our competitions are only the beginning of a tremendous life journey.

## Want to make a difference?

Visit [worldskills.org.au](http://worldskills.org.au) to find out about becoming a volunteer with WorldSkills Australia.

\*Competitors for regional and national competitions must be aged 18-23. Competitors for the international competition must be aged 18-25.



## Make a Difference

### Create Australia's next industry leaders.

**1** "Everything I have achieved over my career has been because of where WorldSkills Australia has taken me. Winning an international gold medal, has given me the ability and confidence in my own skills to teach web design part-time at TAFE and to also run my own company (Jala Design Pty Ltd)."

**Jarrad Langdon – 2005 Skillaroo representing Web Design at the 38th WorldSkills Competition, Helsinki, Finland**

### Challenge young people's abilities.

**2** "WorldSkills competitions provided me with an unparalleled way of testing my skills under pressure. It also offered an incredible opportunity for me to meet other great tradespeople from across the nation. My experience so far with WorldSkills has been invaluable and I am looking forward to what is still to come."

**Brett Cahill – 2013 Skillaroo representing Cabinetmaking at the 42nd WorldSkills Competition, Leipzig, Germany**

### Help young people shine.

**3** "Participating in WorldSkills competitions is definitely a positive experience. It really opens your eyes to the potential pathways available within your trade. It showcases to potential employers that you are an active and enthusiastic tradesperson."

**Timothy Taylor – 2013 Skillaroo representing Automotive Mechanics at the 42nd WorldSkills Competition, Leipzig, Germany**

### Provide new opportunities.

**4** "My experience so far with WorldSkills has not only improved my personal confidence but it has also significantly assisted me in my career development. Doors have opened to new and exciting job opportunities which I never would have dreamt of and I am constantly surrounded by inspirational people who I can learn from. This has been a once in a lifetime opportunity and I can't wait to see where it will take me next."

**Hannah Colquhoun – 2013 Skillaroo representing Beauty Therapy at the 42nd WorldSkills Competition, Leipzig, Germany**

## Showcase trades and skills excellence.

**5** "WorldSkills competitions are the culmination of everything that I enjoy about my job as a carpenter, and it has provided me with the chance to display that a vocational education is an achievement, a valid choice of employment one that should be considered by everyone."

**Patrick Markovic – 2013 Skillaroo representing Carpentry at the 42nd WorldSkills Competition, Leipzig, Germany**

## Help young people reach new heights.

**6** "WorldSkills has taught me how to complete a job accurately and efficiently in a time pressured situation. I've also learnt many new techniques and skills from the training which I would not have learnt anywhere else in such a short period of time. WorldSkills has opened so many doors for me. I'd encourage anybody passionate about their trade and looking to reach new levels in their career to compete. To be given the chance to learn new skills and to benchmark my work quality against others in my industry has benefited me so much. It has given me the confidence to strive to reach my full potential."

**Genevieve Hully – Competitor representing Fashion Technology at the 2012 WorldSkills Australia National Competition, Sydney and recipient of the 2013 BBM Skilled Futures Program scholarship**

## Give back to the next generation.

**7** "WorldSkills is the most amazing organisation anyone can hope to become a part of. The support for aspiring young people from trainers, judges, past competitors and associated staff is incredibly encouraging and it pushes people to want to achieve more. There is an encyclopedia of knowledge within the organisation and everyone involved has the same goal – to nurture young people in being the best they can be."

**Keith Buckley – 2013 Skillaroo representing IT Software Solutions for Business at the 42nd WorldSkills Competition, Leipzig, Germany**



## Show young people the world.

**8** "I was given the opportunity to pursue my passion in different countries, from Germany, the king of the sausage to Denmark, the king of small goods and then to London, where I was able to experience the historic and traditional butchery culture. My work experience was invaluable. I now have the experience of working in teams and have also gained knowledge about the culture of my industry."

**Matthew Papandrea – Competitor at the 2012 WorldSkills Australia National Competition, Sydney and recipient of the 2013 BBM Skilled Futures Program scholarship**

## Enjoy an experience like no other.

**9** "WorldSkills Australia has assisted me personally by showing me how far I can actually push myself as a person. It has made me realise what I truly want in life and where I want to be in 10 years. You cannot compare anything to the feeling of standing on the stage accepting your gold medal at a regional, national and hopefully international competition. It is an absolute dream come true to be wearing a green and gold uniform for my country and to say that I am representing Australia in my skill."

**Jessica Peters – 2015 Skillaroo representing Floristry at the 43rd WorldSkills Competition, São Paulo, Brazil**

## Help young people be the best in the world.

**10** "Standing on stage with the gold medal around my neck felt like I was standing on top of the world. Everything was a blur; I remember wishing time would stop at that exact moment forever. It is an enormous honour to be classified as the world's best."

**James Sun Heh-Nian – 2009 Skillaroo representing Restaurant Service at the 40th WorldSkills Competition, Calgary, Canada**

# EMERGENCY SERVICES





# Looking for a rewarding career?

**Victoria Police provides policing services to the state's community 24 hours a day, seven days a week, working to keep over five million people safe.**

Victoria Police employs over 18,000 people, including police, Protective Services Officers (PSO), Police Custody Officers (PCO), Victorian Public Servants (VPS) and Forensic Scientists. Our employees work from more than 500 locations across the state, ensuring that a safe and secure society underpins the economic, cultural and social wellbeing of Victoria.

Victoria Police provides an environment in which mature, adaptable and fair-minded people of good character can thrive. As a Victoria Police employee, you will have access to great benefits, including pay, leave entitlements and training. A career with Victoria Police offers people the opportunity to work in their chosen field, in an ever-changing, satisfying and rewarding environment.

We are looking for people who are ready to embark on a career that is community-focused, challenging and secure.

## INFORMATION

For further information on a range of police careers or to apply visit [www.policecareer.vic.gov.au](http://www.policecareer.vic.gov.au).



### Recruiting now: police member

**1** The majority of Victoria Police members work as a general duties police officer, but there are also many specialist roles that require further training and usually at least four years' general duties operational experience as a prerequisite.

General duty officers are always the first on the scene at any reportable crime or public need and provide their service to the community 24 hours a day.

### Recruiting now: transit PSO

**2** PSOs are deployed to train stations across Victoria each night to proactively monitor train commuters and maintain a visible presence to ensure community safety. PSOs are also responsible for addressing incidents of antisocial behaviour, including alcohol, drug-related offences and property damage.

### A new role: PCO

**3** PCOs are Victorian Public Servants who oversee the management of persons in custody. PCOs are a valued member of the local police team.

### What we offer

**4** As a police officer or PSO, you will be eligible to receive a range of generous leave entitlements, including seven weeks of recreational leave per year with an additional 10 days accrued time off per year, maternity and paternity leave, study leave and Defence Force leave.

### Age restrictions

**5** Police officer and PSO applicants must be 18 years of age and have completed their VCE or equivalent prior to being employed and commencing training at the Victoria Police Academy.

### Licence requirements

**6** Police applicants are required to obtain a driver's licence issued by the State of Victoria prior to being employed and commencing training at the Victoria Police Academy.

### Fitness requirements

**7** As a Police, PSO and PCO applicant, you will be required to pass a fitness test comprising cardiovascular and strength assessments. Once you are a police or PSO employee, you will be subject to regular assessments of your fitness and will need to be committed to maintaining a lifestyle that incorporates regular exercise.

### Get paid to train

**8** You start your employment at the Victoria Police Academy, where you will be armed with all the skills you need to perform your role effectively.



Victoria Police works to develop employees' skills throughout their career, with numerous training programs and cross-skilling opportunities.

### Should I apply?

**9** As an employee of Victoria Police you will be entrusted with considerable authority and responsibility. To ensure that all employees use this authority professionally, fairly, accountably and with the highest level of integrity, you will be subject to legislation and policy requirements that prescribe

expected standards of behaviour. It is important that you understand how this will impact on your personal and professional life prior to committing to the application process.

### Find out more

**10** Victoria Police maintains a comprehensive careers website containing all the information you need to know to apply. To view the Victoria Police careers website, please visit [www.policecareer.vic.gov.au](http://www.policecareer.vic.gov.au).



## Join the most trusted profession

### Patient-centred, staff-focused NSW Ambulance is one of the largest ambulance services in the world, servicing a population of 7.25 million.

We provide high-level emergency clinical care to the people of NSW, which spans an area of 801,600 square kilometres.

While the delivery of emergency out-of-hospital health care continues to be our primary focus, we are also committed to community safety and prevention programs and work together with stakeholders and the NSW community on developing a range of community education programs and awareness packages.

In the 2012/13 year, we responded to over 1,219,262 emergency and nonemergency responses – or the equivalent of 3340 responses per day or a call for assistance every 25.9 seconds.

We employ over 4000 people, with 90 percent being operational staff involved in the front-line delivery of services. This includes paramedics, control centre staff, flight nurses and specialised areas, such as helicopter paramedics.

We offer a range of employment opportunities for advancement and ongoing development. Our frontline staff have the opportunity to specialise in diverse areas, such as intensive care and extended care, special operations and special casualty access, aeromedical, medical retrieval and rescue, snow operations and rapid response.

The remaining 10 percent of our workforce are corporate and support staff, working in areas such as policy development, human resources, marketing and media, payroll, administrative support, automotive repairs and stores.

We have a fully accredited education centre, as well as regional training units that deliver in-service training, online learning courses and clinical support programs. NSW Ambulance has been voted the most trusted profession by Readers Digest for seven years running.

In recent years we have also won numerous awards, including:

- NSW Health Minister's Excellence Award;
- Council of Ambulance Authorities Award for Excellence (2010);

- AHRI Award for Talent Management (2011);
- NSW Aboriginal Health Award for 'Closing the Gap' Through Innovation and Excellence in Workforce (2013);
- the AHRI Award for Health and Wellbeing (2013); and
- AHRI National Diversity Award (2013).

Commissioner Ray Green ASM says an operational career with NSW Ambulance can be challenging, but is also extremely rewarding and an honourable career of incredible significance.

**"Becoming a paramedic or control centre officer focuses on the needs of others. It takes a special person to choose this career path as you have an extremely visible role within the community. As the emergency arm of the NSW health system we are often the first point of contact for community members in times of illness or crisis,"**

Commissioner Green

### INFORMATION

To find out more about the exciting career opportunities with NSW Ambulance, please visit our website [ambulance.nsw.gov.au/Employment.html](http://ambulance.nsw.gov.au/Employment.html)



**If you like to help others and you want to make a difference to your community, then you're on the right path if you are considering a career with NSW Ambulance.**

### Make a meaningful difference

**1** If you care about people, then you already know how good it feels to help others. And let's face it if you want to become a paramedic or a control centre officer, then you probably care about others. With this shared outlook, you'll enjoy a rewarding career with us.

### An incredible career

**2** There are so many career paths available to you at NSW Ambulance. You might want to consider working in one of our statewide control centres, taking triple zero (000) calls; or perhaps you now stand where thousands of paramedics once stood before you – at the beginning of an incredible and varied career.

Do you enjoy education and training? Would you like to become an intensive care paramedic or an extended care paramedic? Would you like to become a team leader, station manager or even a director of operations? Have you considered working in special operations and counter disaster? How about specialising in our aeromedical and medical retrieval division or becoming a flight nurse? A career in NSW Ambulance can offer you all of this – and more.

### An accessible career choice

**3** Do you think you might like to become a control centre officer in one of our busy control centres answering triple zero (000) calls? We train you from day one of your career with us.

And of course, you may want to become a paramedic. To do this, you can go to university and qualify with a Bachelor of Clinical Practice (Paramedic), a Bachelor of Paramedic Practice or a Bachelor of Health Science (Paramedicine). You can read more about these degrees at [www.csu.edu.au](http://www.csu.edu.au), [www.utas.edu.au](http://www.utas.edu.au) and [www.future.uws.edu.au](http://www.future.uws.edu.au).

### Enjoy a great lifestyle

**4** Many of our roles are based on a shift roster, but before you turn the page in dismay, our paramedic and control centre shifts operate on average as four days on, usually followed by four or five days off. So what does this add up to? A lot of hard work, but a lot of free time for your friends and family as well.

### Apply while you learn

**5** We start to recruit university students while they're still studying and offer them employment at the end of their degrees. If you're interested in going to uni, you can find out the job requirements from our NSW Ambulance website and speak with our recruitment team.

### You're part of a team for life

**6** It's often said that NSW Ambulance is like a family – we're always there for each other. Many of our employees share intense life experiences with one another, whether as paramedics or in control centres, and these shared experiences create a unique bond and a large degree of mutual respect, support and camaraderie that you won't find elsewhere.

### You never stop learning

**7** Whatever your role with NSW Ambulance, you'll quickly appreciate that we're passionate about training, to ensure your skills are as relevant as they can be. We also support clear management pathways with our nationally recognised Ambulance Management Qualification, which is provided in partnership with the Australian Institute of Management (AIM).

### We're here to support you

**8** Working at NSW Ambulance won't offer you a run-of-the-mill office job – that's why so many people are drawn to our organisation. The flip side of this is that you may find yourself responding to highly emotional and often confronting incidents. This is where you need to lean on us a little, or specifically, on our broad range of staff support services.

### Our careers grow with you

**9** It's not unusual to hear our staff say they've been with us for 20, 30 or even 45 years! Having a career with NSW Ambulance can be like having 10 or more different careers over the course of a lifetime, with each career path suited to your current interests and work-life balance requirements. Extended care paramedic, Lauren Cowgill, sums this up well: "A career with NSW Ambulance gives me a great work-life balance. I enjoy the opportunity to pursue other interests such as travel and sport; NSW Ambulance allows me to do that, while also developing my career. I'm only in my early thirties, but I already feel I've been able to explore so many avenues within NSW Ambulance and I'm excited about all the other opportunities open to me in the future."

### You will make some lifelong friends

**10** Given the type of work, close friendships inevitably form with the people you work with. Intensive care paramedic, Craig Watkins, joined NSW Ambulance 12 years ago and reflects on the friendships he's made over the years: "After all this time, I still love what I do. I've had the privilege of meeting some amazing people and I get to work with some of my best friends." This job doesn't end when your shift finishes – the friendships you make will carry on over the course of a lifetime.

# SPECIALISED SERVICE SOLUTIONS

# Spotless creates an environment that realises the potential of our people

**Spotless is a great Australian success story. With a staff force of 33,000, we provide integrated facility management services that create added efficiencies for businesses everywhere.**

You'll find us in diverse locations from airline lounges and major sporting venues, to city offices and army barracks.

Wherever we are, we are always doing a job that needs to be done, delivering services professionally. These services include catering, maintenance, cleaning, laundry and linen, waste management, environmental services, security and many more.

Spotless today remains committed to the family values that we have lived by since day one. These values include honesty, respect and loyalty. People come first for us. No matter where we meet them and no matter what their role, we treat them the way we like to be treated.

At Spotless you will learn valuable skills, enjoy job satisfaction, as well as being rewarded with many dynamic and exciting experiences – all while gaining exposure to a vast range of industries and roles.

We know our people are the heart of Spotless – they drive our success and are the core of our company culture. As an employer, Spotless puts its people first:

- we offer diverse and dynamic careers
- we have a supportive culture and great teams
- we embrace diversity with equal participation of men and women in the workforce, a significant number of female leaders and an indigenous employment program
- we're committed to safety in the workplace
- we insist on ethical management behaviours
- we reward good performance and offer employee benefits and incentives
- we're the market leader, so you're working for the best.

It is our vision to be a leading provider of contract management service and supply chain solutions, while providing a supportive and nurturing environment for our employees.



Underpinning this vision are our five core values: rolling up our sleeves, putting people first, leading not following, finding better ways and making every dollar count.

**Rolling up our sleeves...** is about being hands on, jumping in and doing whatever it takes to get the job done properly for our customers but also for one another. Our attitude is one of 'can do' not 'might do'.

**Putting people first...** is about respecting, supporting and inspiring those we work with (and for) day in, day out. Our culture is one that's built on teamwork, encouragement, investing in people and helping each other to always be our best and to enjoy our jobs. We're ethical, trustworthy and reliable.

**Leading not following...** is about moving with the times, setting the pace and always leading by example. Our proud story is one of constant evolution, rising to challenges and aspiring to be the benchmark.

**Finding better ways...** is about bringing fresh ideas to the table and thinking creatively to change the game at any and every opportunity. Our passion for innovation means that we're always looking to improve and asking ourselves how we can make a difference.

**Making every dollar count...** is about treating Spotless and client assets as if they are your own. We are accountable and we take great responsibility for both Spotless and client expenditure.



We are committed to the recruitment, development and retention of highly skilled and talented people through a combination of developing our existing inhouse talent and recruiting outstanding people external to our business.

Our training and development programs support our vision to attract, retain and develop the highest quality people and maintain our focus on safety and customer service, while ensuring our employees are consistently trained to the highest level nationally. Spotless provides informal and formal training opportunities for all employees.

Traineeships have been offered at Spotless since 1984 and today we employ almost 500 trainees through our National Vocational Training Program. Also known as Australian Apprenticeships, the program offers eligible staff a nationally recognised qualification by combining on-the-job knowledge with training in the workplace.

Spotless conducts an annual Graduate Program, which enables tertiary graduates to join us and gain practical commercial experience to launch their career in business and develop our future leaders.

Graduates rotate through a number of our various operations and sectors, working with senior managers and assuming responsibility for assigned portfolios of work.

When you join Spotless, you become part of our team that puts our client and people first and strives for excellence.



## Join our Spotless team that strives for excellence and become part of our success.

Spotless believes our employees are our greatest asset. We are focused on building a workplace culture that fosters development and leadership, allowing every person to contribute, grow and thrive. We are committed to the recruitment, development and retention of highly skilled and talented people.

### Why join us

**1** As Spotless is a service-based organisation, all our employees play an important role in our business success. We aim to be innovative and provide you with the opportunity to develop your career. The variety of industries we service means there are diverse employment opportunities in many exciting places, including, for example, sports stadiums, mining sites, defence force bases, hospitals and airports.

### Our culture

**2** Spotless puts people first and understands that working together achieves greater outcomes than working individually. Supporting each other is critical. Our shared commitment helps us deliver the best results to our clients. We set high standards and lead by example. We use initiative to achieve goals for our clients and for ourselves.

### Flexibility

**3** Spotless understands that work-life balance is important to our people. We provide flexible shift times to suit your personal circumstances, whether you are studying at school or university,

or starting out in your career. Full-time, parttime and casual employment opportunities are available.

### Life experience

**4** Working with Spotless provides you with invaluable life experience as you decide what you want to do in your working life or start your career with us. The skills and experience you gain working with Spotless, including customer service and focus on quality, will be valued by any employer.

### Diversity

**5** Spotless provides a diverse range of opportunities across a number of sectors and roles, together with operations and management streams. We value diversity among our employees. Spotless encourages fairness and mutual respect among our workforce.

### Training and development

**6** Our training and development programs support our vision to attract, retain and develop the highest quality people and maintain our focus on safety and customer service, while ensuring our employees are consistently trained to the highest level nationally. Traineeships and apprenticeships are available in many of Spotless' core services, including hospitality, health, maintenance, cleaning services, laundry operations, logistics and support services, such as business and finance.

### Graduate program

**7** Spotless seeks ambitious graduates with a can-do attitude and an innovative mind to develop solutions to improve business performance. Graduates rotate through a number

of our various operations and sectors, working with senior managers and assuming responsibility for assigned portfolios of work. Spotless graduates obtain valuable experience and a great foundation for your management career, including potential ongoing employment with Spotless as a future leader of the company.

### Social responsibility

**8** Spotless has a commitment to act ethically and responsibly towards the environment, our employees, stakeholders and the wider community. As such, we continually strive to support and develop the communities in which we operate. Spotless shows its commitment to community development by donating services, expertise, access to facilities and venues, as well as funding community projects.

### Indigenous engagement

**9** Spotless is extremely proud of our indigenous employment program, which provides employment opportunities to indigenous people in a supportive environment. We have a number of indigenous engagement coordinators, who mentor our indigenous employees to assist with their transition into the workplace. Please contact us via [indigenouscareers@spotless.com.au](mailto:indigenouscareers@spotless.com.au).

### Where to from here?

**10** At Spotless we have a philosophy of promoting staff from within the organisation. By demonstrating initiative, ability and a willingness to learn and go above and beyond for our customers, you will be given the opportunity to enjoy a range of challenging roles and the opportunity to develop your career.



# BANKING INSURANCE FINANCE

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MACQUARIE

# Hello to greater opportunity

## Did you know that we've been around longer than any other bank in Australia?

Since 1817 to be exact. Since then, we've grown up as a company and our family has gotten bigger, we still put service at the heart of everything we do and our people are our priority.

Think that banks only care about themselves? You'll change your mind once you've joined our team. We've made a commitment to put our customers first in everything we do; we're calling it the Service Revolution. We want to change the way people think about our bank. Basically, we're striving to give our customers an exceptional experience, every time — and you can be part of that.

## How you'll be part of more than a bank

You may think that a career in banking only involves tellers, bank accounts and the sorts of jobs you'd find in a bank 50 years ago. But we can offer you so much more than that. When you work with us, you could be helping to make money available 24/7, embracing technology, giving advice, trading or managing property. That's because we

don't think of ourselves as just a bank; we're a service company that strives to help our customers achieve their dreams.

If you want to join an organisation that not only supports its young employees but values and develops them, then Westpac Group is the place for you. The action group 'The Youth Network' is a passionate community that aims to help young leaders reach their full potential. We work with people of all walks of life — so whether you know banking or not, your passion and attitude is what's important to us.

For university graduates we offer a diverse range of graduate programs ranging from technology to strategic innovation. The graduate program allows you to rotate through different teams to build your experience and grow your network. Students from all disciplines are encouraged to apply.

For those that choose a path other than University, we welcome people with experience in a variety of industries and who demonstrate our values.

If you are interested in joining Westpac Group visit our careers website at [westpac.com.au/careers](http://westpac.com.au/careers). Here you will find videos, more information about working with us and be able to view our current vacancies.



### Profile – Shadé Zahrai

My current role of Culture and Engagement Manager within Westpac Premium allows me to drive some really exciting engagement projects in the corporate culture space. I am a firm believer that life is a series of lessons and opportunities and we should always seek out new ways to learn and grow as a person.

#### How did you come to be with Westpac Group?

I joined Westpac Group in the Retail and Business Banking Graduate Program. Since then I have worked as a Strategy Analyst for St. George Retail, Executive Assistant to a General Manager, been on a Jawun secondment living with a remote Aboriginal community in Cape York and managed a team of 15 in a regional branch. It's been an amazing ride!

#### What keeps you in your role?

What I enjoy about my current role and, in fact, all of my roles within Westpac, has been the diversity of the projects I have been involved in. Whether it has been developing a new strategy to boost performance uplift in our branches, or implementing campaigns to increase employee engagement, I have loved the exposure I have received to both senior stakeholders and various teams across the Group. I know it may sound like a cliché, but the people I work with are the reason I love what I do.

#### Ideas about planning career steps

I am a firm believer in the importance of active career management. Know where you see yourself in 12 months, 2 years, 5 years and 10 years — not the specific role, or even the specific area or team, but think about what will make you happy at these various points in your life. Actively seek out opportunities that will act as stepping stones to help you get there. Oh, and make sure you find something you're passionate about!

I can't speak highly enough of my experience with the Westpac Group. The opportunities I have had not only kept me engaged and eager to continue my growth and development; they have also provided me with a solid foundation for my future career growth.

## A world of opportunity

**1** When you join Westpac Group you'll become part of not just Australia's first bank but also Australia's first company. We have almost 200 years of history and a vision to be one of the world's great service companies; can you help us achieve it?

## Our vision

**2** By becoming a Westpac Group employee you will be part of a community united by a common passion — to help our customers, communities and people to prosper and grow.

## It's your career

**3** The opportunities offered across the Group are vast and your career could easily vary from assisting customers with their personal everyday banking or wealth, to providing financial support to small businesses, to working with large multinational companies. Westpac Group includes some of Australia's leading financial services brands including Westpac, St. George, BankSA, Bank of Melbourne, BT Financial Group and RAMS. There are support functions in areas such as human resources, legal, risk, marketing, finance, technology and digital — just to name a few. With so many different roles, you can choose the direction your career will take.

## Our communities

**4** If you've ever wished you could do more to help your local community, you can make your wishes come true while working with Westpac Group. We have a long history of rolling up our sleeves to help build sustainable local communities, and responding to important issues that will affect our business and stakeholders.

There is also a matching gifts program in place. Here any money you donate to charity throughout the year, Westpac Group will match dollar for dollar! In commemorating our upcoming 200th anniversary Westpac Group launched the single largest private education scholarship fund in Australia's history: The Westpac Bicentennial Foundation. As a new charity and with a one-off contribution of \$100 million it will fund about 100 scholarships every year — to Australians from all walks of life who have the drive to shape Australia's future.

## Celebrating and encouraging diversity

**5** You've heard of the benefits of supporting diversity in the workplace. But when you work at Westpac Group, you'll experience them



first-hand. Diversity is not just a buzz-word for us; we believe that an inclusive workforce build the foundation for innovation. For us, however, it's about more than visible differences- it's about the different experiences, capabilities, insights and perspectives our people bring to work with them every day. So we've created a working environment where everyone can bring their whole selves to work, regardless of gender, cultural identity, age, sexual preference, work style or whether you identify as having a disability.

## Some of the great benefits

**6** You will work in a great environment where everyone is valued for their individuality and their unique contribution. You will be paid competitively and have access to a huge range of employee benefits.

- Competitive salary packages
- Leave packages to help you live your life
- Superannuation to set you up for life
- Employee Care program to enhance your wellbeing
- Valuable savings on your banking products and services

## Continuous learning

**7** We want you to take charge of your career, and you'll be able to do this through our virtual learning environment that delivers a range of training modules and resources. Of course we are a Registered Training Organisation, so you can feel sure that your learning will be recognised under the Australian Qualifications Training framework. In fact, in the last three years alone we've already

helped over half our bankers achieve externally recognised professional qualifications.

## Moving towards your next step

**8** Imagine the sort of workplace where you can start in Sydney working for St George, move over to Asia for Westpac, before settling in Adelaide with a role in BT Financial Group. When you work with us, this will be your workplace. Westpac Group houses a range of respected businesses, so you'll have the benefit of abundant career pathways without the pain of changing employers, starting new and losing hard-earned benefits such as leave.

## Work that can suit your lifestyle

**9** For us, flexibility is something we live and breathe - and we'll want you to as well. When you join us you'll be part of a workforce where flexibility means thinking differently about how, when and where we all work. The reasons why our people want to work flexibly are as diverse as they are. After all, work is about what we do and achieve, not where we go to.

## A foundation for leadership

**10** When it's time for you to take that next step into leadership you'll be supported by an industry-leading and an award-winning suite of leadership development programs and tools.



# CAREERS IN INSURANCE

Go anywhere.  
Do anything.

**We all want a rewarding career – one that lets us do interesting things, earn a comfortable income and makes a difference.**

Coming across a career that ticks all those boxes isn't easy – but a rewarding career is much like a lost \$20 note, you'll find it in the least expected place. Insurance is that note and contains pretty much everything you could ever want. So whatever you picture an insurance career to be like, leave it all behind – because it's more than you could have ever imagined.

No matter which road you decided to take after high school, there's a place in insurance for you. Are you planning on going to university or TAFE?

No matter what course you choose to do, you'll be sure to find a job in insurance that relates to your studies. Need to get out into the world now and don't want to wait until after you've finished more schooling? That's okay too, in the insurance industry any further education you may need is often paid for by your employer and can be completed while you work.



If you're itching to find out more, jump onto our website and check out our personality profiler – there you can learn which insurance jobs your personality is best suited to.

You can also find more information on what working in insurance is really like, and the different kinds of roles the industry has to offer.



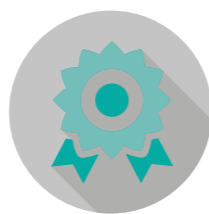
**\$12.6 BILLION**  
value to the New Zealand  
**ECONOMY**



**98k**  
Australians  
**EMPLOYED**



**\$8.3 TRILLION**  
Value of insurance industry  
**WORLDWIDE**



**2nd**  
biggest industry in  
**AUSTRALIA**



**86.7%**  
of insurance  
professionals  
**UNDER 35**  
would recommend  
joining the industry

careersininsurance.com.au/first10



**Not sure how the path you choose could set you up to work in insurance after high school? Take a look ...**

**Looking to work straight out of high school?**

**1** You might want to get stuck right into your career or you might want to work and study at the same time. Regardless of the choice you make, insurance has a place for you. Just know that most insurance businesses will support you as you develop the skills you need to perform your job and many will even pay for your education.

**Arts and humanities**

**2** The insurance world needs creative thinkers who can identify problems and solve them fast. From working with clients to identify their insurance needs to implementing strategies when disaster strikes, arts and humanities graduates have skills that are crucial to the insurance industry.

**Marketing and Communications**

**3** Globally, insurance premiums total US\$4.06 trillion each year. An industry this big needs clever communicators who understand how to reach and engage consumers all over the world. Whether you're a great marketer or great communicator, your talents will be valued in roles as diverse as television advertising to communicating with the public during natural disasters.

**Law**

**4** Insurance law is a fascinating and challenging area that is indispensable to the running of the world's insurance companies. Whether employed

as in-house counsel or with a law firm that specialises in insurance, the diversity of the work and the number of opportunities available makes it a hidden secret among law graduates.

**Economics, actuarial studies and mathematics**

**5** It won't come as a surprise that insurance needs people who understand numbers. Areas like underwriting rely on the analytical skills of number-savvy people. Economists, actuaries and mathematicians working in insurance are tasked with assessing the risks of everything from a person developing a certain illness to the likelihood of a ship being attacked by pirates.

**Science**

**6** Science and insurance go hand in hand, with scientists playing a key role in helping insurers to make decisions based on evidence. Every day, scientists work on a bunch of research projects and analyse complex data that helps insurers understand how risk affects their clients.

**Finance and accounting**

**7** Finance and accounting degrees are highly valued by insurers and are indispensable to the smooth running of the world's insurance companies. With heavy reporting, accounting, risk and compliance obligations, insurers offer a diverse range of roles to those with finance backgrounds.

**Commerce and business**

**8** The changing nature of the insurance industry makes it a challenging and rewarding career choice for anyone who's studied commerce or business. Whether you work for a small regional business or one with offices all over the world, the insurance industry needs staff with a strong understanding of their clients' needs.

**Languages**

**9** Insurance is a truly global industry, with major insurers serving every continent on Earth (including Antarctica), and emerging economies constituting some of the biggest growth markets for the industry. This means that if you've got foreign language skills, insurance is the perfect destination for you.

**Information technology**

**10** Like any business in any industry, information technology is at the heart of every insurance business. With technology advancing faster than ever before, insurance is turning its head to new possibilities like A.I., robotics, drones and automation, meaning there are countless opportunities in the industry for the tech-savvy.

**CAREERS IN  
INSURANCE  
GO ANYWHERE  
DO ANYTHING**



CommonwealthBank

# Start your career with Australia's largest bank

## At CommBank we're focused on helping people and businesses move forward financially.

With customers at the heart of everything we do, we are driven to deliver seamless experiences, in smart, innovative ways.

Each of us is encouraged to bring our different backgrounds and unique perspectives. A workplace of the future, it's a collaborative and supportive environment, that mean our ideas, initiatives, talent and energy help us make a positive impact on each other and our customers.

It's what makes CommBank a place of opportunity, where your skills can take you in unexpected directions and you can achieve great things.

## Retail Banking Services

As the public face of CommBank, we deliver a seamless banking experience to more than 10 million personal and small business customers.

What we do has a real impact at all stages of people's lives – whether it's helping them open their first account, save for a wedding, buy a new home, or plan for retirement.

We offer market-leading products and services, supported by some of the world's best systems and processes. In 2013, we opened more than 2,000 new bank accounts every day, funded more than \$60 billion in home loans, and helped more than 21,000 first home buyers secure their own home.

We have a wide range of opportunities for school leavers who already have some work experience, particularly in our Branches, Direct Banking, Sales and Support teams.

## What Our People Say

*"Personal networks are really important here. You meet and work with so many different people with so many different experiences, talents and expertise that can help you later no matter what you might do or need to deliver. Whenever I need advice or to test out ideas for new system developments I can still rely on the people I know for real, down to earth and honest feedback."*

Satinder Singh  
Executive Director  
Payments & Cash Management,  
Institutional Banking and Markets



commbank.com.au/careers



CAREERS & EMPLOYMENT BANKING INSURANCE & FINANCE

## Make an impact

**1** Regardless of where you work within our organisation, your initiative, talent, ideas and energy all contribute to the impact that we can make with our work.

## Wide range of opportunities

**2** With 52,000 of us, there is plenty of opportunity to grow and take your career in unexpected directions.

## We live and breathe our values

**3** Our culture is built around our values of accountability, collaboration, excellence, integrity and service, which helps us to deliver our vision to secure and enhance the financial wellbeing of people, businesses and communities.

## You can be you

**4** We welcome your individuality in our open and inclusive culture. We value your different perspectives and support you to be yourself.

## Training and development

**5** We'll help you achieve your own personal and professional goals through a range of training and development support.

## Community commitment

**6** We give our employees a range of opportunities to give back to the community, whether it's through donating to our Staff Community Fund, or participating in volunteer days at one of our partner charities.

## Benefits

**7** As you'd expect, we offer a wide range of benefits to support you both in and outside of work. From necessities to nice-to-haves, this

includes a wide range of discounts from our business customers.

## Innovation

**8** We're always looking for ways to do things differently, and as a result we've been responsible for many Australian-firsts in banking. We've also been ranked in BRW's Top 10 Most Innovative Australian companies.

## Stability

**9** As Australia's largest bank, we offer stability and support in your career.

## Award winning employer

**10** We've been recognised with a wide range of employer awards, including Employer of Choice for Gender Equality, AWEI's Top 10 Employer for LGBTI Inclusion, Universum's Top 10 IDEAL Employer and one of LinkedIn's most In Demand Employers.



# Building a better tomorrow

**Are you passionate about making a difference? Would you like to contribute to improving the lives of millions of Australians? If so, the superannuation industry could be the place for you!**

## What is superannuation?

Superannuation – we call it ‘super’ for short – is a way to save for your retirement. The money comes from contributions made into your super fund by your employer. Over the course of your working life, these contributions add up, or ‘accumulate’.

It's the role of a super fund to invest your money so that it earns interest and grows over time. In a way it's just like a savings account at a bank, except that you can't access your money until later in life.

But the great thing about not being able to touch your money now, is that when you do retire, you'll hopefully have accumulated enough money to replace the income you were earning while you were working.

## About AustralianSuper

At AustralianSuper, our sole focus is on building tomorrow. The best possible retirement outcome for our members – more money in their accounts, when it matters – is all that matters to us.

It's a pretty big job to be responsible for the retirement savings of more than 2 million people. That's why we harness the latest in technology and innovation to help us make it happen.

We also have some of the best people in the industry on our team – people who want to make a difference to the lives of others and share our values of Energy, Integrity, Generosity of Spirit and Excellent Outcomes.

It's an exciting time to be part of AustralianSuper and opportunities for career development are opening up all the time.

We offer careers in investments, marketing, human resources, digital, customer service, accounting and IT to name a few.

We've got huge plans for the future. We have an office in Beijing and this year we have just opened up a London office too. We're already the largest industry super fund in Australia; now we're going to take on the world!

## AustralianSuper fast facts\*

Australia's largest industry super fund



\$100 billion worth of super savings



2.1 million members



\* as at 30 June 2016

### Jana-Marie Peiris Digital Test Analyst



After completing a Bachelor of Information Technology and Systems, my first job at AustralianSuper was a short-term contract. I really enjoyed the work

and the people I worked with, so when a permanent role came up I jumped at the chance to stay on.

I'm a Digital Test Analyst which means I test digital updates. My job is to ensure they work properly and meet all the stated requirements. I mainly focus on our websites and have recently been involved in testing our mobile apps.

One thing I love about my job is that my work varies from week to week, depending on where we are at on the release (updates) cycle. I also love being involved in a variety of projects and new initiatives.

If I could give someone at school one piece of advice, it would be to not spend too much time worrying about what you want to do – just follow what you love doing.

### William Lee Investment Analyst (Graduate)



I studied a double degree in Engineering (Mechatronics) and Computer Science. When I finished my Masters of Management (Finance), I ended

up completing two internship programs. It was the people here that made me choose AustralianSuper over the other company – I loved it and have never looked back.

I work in the Investment team as an Analyst. My job is all about monitoring what's happening in the economy, conducting analysis and reporting back so we can make the best decisions about where to invest our members' savings.

The organisational structure here is really flat which means I have access to everyone, even the senior decision makers. There's plenty of opportunity to learn and develop and it's a great feeling knowing the work I'm doing is making a difference to the lives of Australians.



We're an employer of choice for gender equality

**Not sure about working for a superannuation fund? Here are a few insights about who we are and what we stand for. After you've read them, we're sure you'll want to be part of our super organisation!**

## Career possibilities

**1** Whether you want to become the next gun investment professional, a digital guru, a marketing whiz, an awesome account manager or support our members as a financial planner, when you join us we'll help you build your tomorrow – your future. Oh and if you don't see your dream job here, don't worry, loads of other career options are regularly popping up! Check out our website for more information.

## Life at AustralianSuper

**2** Sure, we're the largest super fund in Australia and have all the scalable benefits of being the industry leader, but we don't let this get in the way of our core values. It's important to us that we maintain our small-company feel and ensure everyone is accessible and in-touch.

## When you grow, we grow

**3** We have world-leading industry experts and trustworthy, inspirational leaders who'll support your learning and growth. You'll be assigned a mentor from day one and have access to benefits like study grants, development programs and structured career development programs. Your success is our success!

## It's all about balance

**4** We understand everyone has different lifestyle needs, so we're super flexible! If you need a flexible start or finish time or want to work from home sometimes, we've got you covered. At AustralianSuper we care more about what you contribute than how many hours you sit at a desk.

## What we do really matters

**5** Whatever role you're in, you can help make an impact on the lives of more than two million Australians. With our 'members first' philosophy we're committed to providing our members with the best possible retirement outcomes, providing them with peace of mind and an improved quality of life. Be part of a committed team that creates value, every day.

## Diversity & Equal Employment Opportunities

**6** We're serious about inclusion and diversity; our staff come from a variety of different backgrounds and are at various stages of their careers. When we recruit new team members it's based on individual merit. It's important our people are representative of our members and the Australian community. We're also super proud to celebrate initiatives like Harmony Day and International Women's Day.

## Unique opportunities

**7** Being such a large player in the super industry provides opportunities that others can't offer. We can be involved in all the biggest investment deals, both in Australia and overseas. We also work hard to influence government policy for the better. Now that's making a difference!

## Sustainability and community

**8** It's all about building tomorrow – for us, our members and the community we're part of. If you're interested, you can join our Social and Community group. Get involved in a social welfare project, take volunteer leave or lead a fundraising campaign for one of our charity partners. At AustralianSuper, we care.

## We have fun!

**9** Amid all the hard work and super puns, we take the time to incorporate some fun into our schedules. Whether it's the corporate triathlon, taking part in a charity walk, hitting the gym at lunchtime or a trivia session after hours, there's bound to be something to brighten up your week.

## Check us out

**10** We love to discover our future stars by sitting down and having a real conversation to find out what we could offer each other. We're all about building a better tomorrow for our members, our staff and the community. We need the right people with the right ideas to help us achieve this, and we won't settle for anything less.

## WHERE TO FROM HERE?

Find out more at [australiansuper.com.au/careers](http://australiansuper.com.au/careers)

# Own your future

**Macquarie Group at a glance:**  
**28 countries**  
**14,300 people**  
**\$478.6 billion under management**  
 As at 31 March 2016

## Who Are We?

Macquarie Group is a global financial services provider with offices in 28 countries. We act on behalf of institutional, corporate and retail clients and counterparties around the world. Our expertise covers corporate finance and advisory, equities research and broking, asset management, foreign exchange, fixed income and commodities trading, lending and leasing, and private wealth management.

## What We Stand For

Our purpose is to realise opportunity for the benefit of our clients, our shareholders and our people. We are in business to be profitable, but it is the way we do business that defines us. Our approach is based on three long-held principles of Opportunity, Accountability and Integrity.

## Why Join Us?

At Macquarie, we're always looking for people who share our drive for innovation, ideas and excellence. Students are invited to be part of a talented global team. We are instinctively entrepreneurial. Ambitious in Nature. Determined to succeed.

## Merit-Based Culture

We embrace our merit-based culture, which is reflected through our non-hierarchical, open-plan workplace designed around the vision of a connected, flexible and sustainable environment. This encourages teamwork and collaboration, and facilitates our innovative and entrepreneurial

culture. Our people are recognised for the contribution they make to their business and the broader organisation, and are valued for their innovation and initiative.

## Global Opportunities

A career at Macquarie can take you anywhere. Our international presence means there is the potential to work in Macquarie offices around the world, providing you with genuine global career opportunities. "I began the graduate program on the Agriculture desk in Sydney and relocated to Singapore within six months. During my time in Singapore I have travelled around Asia, including business trips for conferences in Indonesia and Malaysia." Alison.

## Tertiary and Further Study Assistance

We encourage and are supportive of further studies that will enhance our people's performance and opportunities for progression. This includes both undergraduate and post-graduate studies.

## Diversity

The diversity of our people is fundamental to Macquarie's success. The broad range of experiences, skills and views of our people are key strengths and critical to the wide range of services we deliver to clients and understanding the communities in which we operate. Macquarie understands the importance of diversity and inclusion – our long history of success has come from being different. In every one of our offices across 28 countries around the world, you'll find individuals from varied backgrounds with different ways of thinking, different skills and different experiences. At Macquarie, we value the innovation and creativity that diversity of thought brings. "At Macquarie, I work with an incredibly

diverse range of people with different skill sets and backgrounds... but all of the people I work with are intelligent, hardworking, and passionate in the way they go about their work." Jacqui.

## Macquarie in the Community

The Macquarie Group Foundation was established in 1985 and is the philanthropic arm of Macquarie Group. Since its inception, the Foundation, together with Macquarie staff, has contributed more than \$A270 million among approximately 2500 community organisations working in the arts, education, health, welfare and the environment.

Staff have also contributed thousands of hours in skilled volunteering over that time.

## Graduate Volunteer Network

Graduates at Macquarie are able to make a difference in their own community by joining the Graduate Volunteer Network (GVN). Recent GVN fundraising and volunteering initiatives have supported a range of community organisations chosen by graduates themselves. These have included mentoring programs in London, volunteer and social welfare activities aiding children, the elderly and people with disabilities in Manila, and a Black Tie Event raising more than \$45,000 for the Black Dog Institute in Sydney.

As a world leader in the diagnosis, treatment and prevention of mood disorders, such as depression and bipolar disorder, the 21-strong GVN team chose to partner with Black Dog and hosted a cocktail party fundraiser for the organisation.

Black Dog was selected by the GVN because of the widespread nature of mental illness in society. The GVN chose to raise funds to contribute to research and health professional training, but more importantly raise awareness and understanding about these diseases.

## What Are You Interested In?

No matter what you are interested in studying, a career at Macquarie could take you anywhere. You can expect a rewarding and challenging career in a group that encourages ownership, diversity and entrepreneurial endeavours. At Macquarie, you define success. Our staff come from an array of degree backgrounds and disciplines.

### Arts



"I studied arts, majoring in French and Art History. I also have a Diploma of Music and Masters in Human Resources from the University of Melbourne. I'm from Melbourne and moved to Sydney to take up a graduate opportunity with Macquarie. I occasionally work from the Melbourne office on a Friday when I have family commitments or social occasions over the weekend. This also allows me to spend time with my interstate colleagues and clients. I'm actively involved in several initiatives through the Macquarie Foundation including the Youth Off the Streets food van and the Big Buddy Reading Program." – Kate, Corporate Operations Group

### Commerce



"I studied a Bachelor of Commerce. During that time, I spent 6 months abroad at Boston College, studying psychology and finance. Macquarie attracts talented people and retains those who are experts in their field. The culture at Macquarie promotes everyone to strive for the best and to capitalise on all opportunities made available to them. On the job training is the largest part of my overall development and my immediate managers always provide new insights and advice based on their experiences." – Cheryl, Macquarie Asset Management

### Engineering



"My engineering degree has given me the opportunity to take over lead coverage of Australian Oil & Gas research which has allowed me to stamp my own mark on the research offering and build my own profile

among internal stakeholders and the external client base." – Kirit, Macquarie Securities Group



"I studied Chemical Engineering and my favourite thing about Macquarie is its people. I love working with such a bright and energised group of people and love seeing my team achieve their development and career goals. I never stop learning in my role, there's always something new to learn." – Marcella, Associate Director, Risk Management Group

### Law



"All the members of our team bring a different background and perspective to the mix. Some of the unique attributes that I bring to the team are a product of my own background - I am a young woman who grew up on a remote sheep farm, spent my school and university years working in child care and education, and then have worked with a number of different teams within Macquarie." - Nicola, Macquarie Capital

### Mathematics



"I learned the art of logical thinking through my Mathematics degree. This has been invaluable in my work in risk management which is all about asking questions and joining the dots." – Asha, Financial Management Group



"My background is in chemical engineering and mathematics, so working at Macquarie has been my first foray into finance. From day one I was expected to take ownership of tasks and encouraged to explore different ways of problem solving. So far, I've been exposed to many different people in my role, working with teams in London, San Francisco and New York. The opportunity to work on deal analysis from early on in my career has been amazing." – Clint, Associate, Risk Management Group

### Science



"I studied science and engineering at the University of Sydney. As a child I enjoyed mathematics so I wanted to be a scientist or an engineer. I have been lucky that working at Macquarie has allowed me to continue to follow my interests in ways that I had not previously considered." – Kirk, Macquarie Securities Group

### Technology



"I was initially attracted by Macquarie's entrepreneurial spirit and the chance to drive change. Now that I've been here for a few years I really appreciate Macquarie as a place where you're given the opportunity to take ownership of your own career. My career path at Macquarie has been varied - I've been a developer, business analyst, product manager, customer experience lead and now head of mobile!" - Steve, Banking and Financial Services Group



"As part of the graduate program I am rotating through different parts of the Corporate Operations Group – I am currently working as a developer. The best part about my role is that I wake up every morning looking forward to new and exciting challenges. My job requires me to draw on a combination of skills and abilities including coding, problem solving, effective communication and collaboration." – Sudin, Associate, Corporate Operations Group

## INFORMATION

If you are interesting in becoming part of the Macquarie Group team, please visit our site at [macquarie.com/careers](http://macquarie.com/careers)

At Macquarie, we value the innovation and creativity that diversity of thought brings

# A career at ANZ – your world, your way

## Join the region's most connected bank

With an already strong reputation in Australia and New Zealand, we are working towards our Vision as a bank that our customers love and is famous for being Australia and New Zealand's only truly regional bank.

In order to achieve our goals, we need to nurture great people. That's why we've made it our business to be an organisation where people want to work and can reach their full potential.

Wherever we operate, we want our customers to experience great service from us, and this means we need to attract and develop the best connected and most respected people as part of the ANZ team.

## Boundless opportunities

We offer careers in areas as diverse as banking and finance, information technology, marketing, risk management, and we encourage our staff to explore careers across professional boundaries.

We're exploring new and better ways to progress the business with energy and enthusiasm. Connected by integrity and clarity of strategy, there is a real sense of excitement about the future. The possibilities are endless. It's a place where the determined can succeed, the willing can grow and, together, we can prosper.

Aside from being one of Australia's top graduate employers, we offer entry level roles across our network, as well as traineeships and internships to help you build your experience and explore what ANZ has to offer.

You'll benefit from all the rewarding experiences and guidance you'll need for a thriving career. What's more, you'll receive feedback, support and advice from your manager, as well as build on your personal networks across the bank.

It's simple. We're here to give you all the encouragement, guidance and skills you'll need to make the smartest move – for you.



## A truly inclusive workplace

We believe in the inherent strength of a vibrant, diverse and inclusive workforce. We value the backgrounds, perspectives and life experiences of our people, which help us to forge strong connections with all our customers, innovate and make better decisions for our business. Our people have the opportunity to learn and progress with us, regardless of gender, age, ethnicity, cultural background, disability, religion and sexual orientation.

ANZ is a culturally diverse organisation with employees from more than 200 different cultural backgrounds, and we promote flexibility as the way we work.

We're proud to be an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency, and a Top 20 Employer for Lesbian, Gay, Bisexual, Transgendered and Intersex employees by the Australian Workplace Equality Index.

Through our Reconciliation and Accessibility and Inclusion Plans, we're committed to meeting significant targets for the employment of Indigenous Australians and people with disabilities. We're also committed to creating the world's most sustainable bank.

## It's all about you

Our people strategy ensures we attract, nurture and retain the very best people, creating an environment where they can perform effectively and contribute to our strategy.

We understand that talent comes in different shapes and sizes and are genuinely interested in what makes you unique. Therefore, we offer a range of opportunities available, across many different disciplines. We expect the highest standards of customer focus, ethics and integrity, and in return we help our people to develop and progress their careers with us.

## INFORMATION

If you believe you've got the skills and drive to help contribute to ANZ's success, find out more about working at ANZ at [www.anz.com/careers](http://www.anz.com/careers), [www.anz.com/graduates](http://www.anz.com/graduates) or follow us on Facebook, Twitter or LinkedIn.

## Opportunities for every life stage

**1** Whether you are seeking a school-based traineeship, a part-time role while you study or starting to think about a role as a university graduate, ANZ has career paths that are flexible to suit you.

## Bring your whole self to work

**2** ANZ is creating a truly vibrant and inclusive workforce. In order to better understand the needs of our customers, we need the range of experiences, perspectives and backgrounds that only a diverse workforce can bring. Everyone at ANZ has the opportunity to progress, regardless of race, gender, age, disability, culture or sexual orientation. We have employee networks focused on gender equality, people with a disability, Indigenous Australians and for our Lesbian, Gay, Bisexual, Transgendered and Intersex (LGBTI) employees and their allies. We also have specific recruitment programs focused on Indigenous employment and for people with a disability.

## Global Focus

**3** When you become a part of the team you're not just joining a local bank, you're joining a global network. A career with ANZ provides you with the opportunity to work for an organisation with global reach!

## The flexibility to be your best

**4** We understand that the nature of work is evolving. In order to provide better service to our customers and allow our staff time to spend doing the other things that are important to them, we need to work in new ways. ANZ offers flexible start and finish times, job sharing, part-time work and the ability to work from home to suit both you and our customers. We stand by our commitment that every role can be worked flexibly across ANZ.

## We'll help you to progress

**5** We provide leading edge learning and development opportunities for our staff, including:

- on-the-job experiences
- formal learning, including online and face-to-face
- performance and development discussions with managers
- project opportunities/secondments, and
- ongoing coaching from your manager and your peers.

## Work for a socially responsible bank

**6** ANZ is committed to ensuring we manage our business to take account of economic, social and environmental risks, and opportunities in order to positively impact our customers, shareholders, people and communities. We strive to create a balanced, sustainable economy in



which everyone can take part and build a better life through building and developing a Diverse and Inclusive workforce. We aim to act with fairness and balance in everything we do and do the right thing, even when it comes at a cost. This supports our vision of becoming Australia and New Zealand's only truly regional bank.

## Broaden your perspective

**7** In order to build the leaders of the future, ANZ invests in creating values-led leaders with the capabilities and critical experiences required to lead a super regional bank. We believe that being a good leader is not all about delivering results; it's also about how those results are achieved, to align with ANZ's values of Integrity, Collaboration, Accountability, Respect and Excellence.

## Get social with us

**8** ANZ is building a socially enabled bank. We have embraced social media as a key platform that enables the way we do business. From our presence on Facebook, Twitter, YouTube or LinkedIn, through to our digital publication

Blue Notes, we're leading the charge in connecting with our customers and our staff in new and exciting ways.

## ANZ offers a range of rewards

**9** Your contribution will be recognised with a range of financial and career benefits that rank among the best, including:

- competitive salary package
- employee share schemes
- financial services product discounts
- travel discounts
- health insurance benefits
- staff social club membership and many more offers, and
- flexibility.

## Where do I sign up?

**10** For more information about what ANZ can do for you and your career, and to explore the endless opportunities, visit [www.anz.com/careers](http://www.anz.com/careers) or follow us on Facebook, Twitter or LinkedIn.

# Working at WorkSafe Victoria

## Introducing WorkSafe Victoria

If you're looking for an organisation that is very clear about its purpose and plays a vital role in the community then WorkSafe Victoria (WorkSafe) is the right place for you.

WorkSafe has a very clear vision – *Victorian workers returning home safe every day*. At WorkSafe we are passionate about what we do and the importance of realising this vision.

Our mission – *Actively working with the community to deliver outstanding workplace safety and return to work, together with insurance protection* – provides an insight into the breadth of our work.

At WorkSafe we:

- help avoid workplace injuries occurring
- enforce Victoria's occupational health and safety laws
- provide reasonably priced workplace injury insurance for employers
- help injured workers back into the workforce
- manage the workers' compensation scheme by ensuring the prompt delivery of appropriate services and adopting prudent financial practices

WorkSafe employs over 1000 people in a range of roles. Our **Health and Safety** business unit works with employers to make workplaces safer for their employees and visitors. We have achieved the best workplace safety record in Australia. We're proud of this and are passionate about taking it even further so that more Victorians return home safe every day.

The teams in our **Insurance** business unit ensure that when accidents do happen, injured workers receive the best possible care and services. They work with our agents, health professionals and employers to help ill or injured workers return to work quickly and safely, with lower costs to employers and the Victorian community.

To support the work done by these business units we have specialist functions including investigations and prosecutions, legal services, research, finance, marketing and communications, human resources, information technology, risk management, corporate strategy and administration.

Our headquarters is in Melbourne and will be relocating to Geelong by 2018. We also have 13 offices throughout Victoria.

The work we do is important because we impact upon many people's lives, every day. We have a

responsibility to ensure that strong values guide us in everything we do.

- **Constructive** in the way we provide information, advice and service
- **Accountable** for what we do and what we say. We live up to our promises
- **Transparent** in the way we work, our environment is open and honest
- **Effective** by working collaboratively to deliver high quality services
- **Caring** by showing empathy in our dealings with everyone we work with



## Work you can believe in

**1** WorkSafe makes a valuable contribution to the Victorian community, making workplaces safer and providing support for injured workers and their families.

## We are a values driven organisation

**2** Our values are front and centre in the way we work and interact with each other and with the community. Our people know our values and expect them to be manifest in the way we work.

## A diverse range of roles

**3** There are a vast range of roles at WorkSafe with our people working in health and safety, and insurance. To support the work done by these business units we have specialist functions including investigations and prosecutions, legal services, research, finance, marketing and communications, human resources, information technology, risk management, corporate strategy and administration.

## Career development

**4** WorkSafe has a comprehensive approach to learning and development, catering for employees at all levels and roles.

## Your health and well-being is a priority

**5** As the Government body responsible for workplace health and safety it makes sense



that this is a priority for us as an employer. We provide a range of services including a fitness program, health check, subsidies for gym membership and health insurance discounts.

## Flexible work options

**6** We have a flexible work policy designed to assist employees in achieving work-life balance, family and personal commitments.

## Good pay and benefits

**7** We offer competitive salaries and an extensive program of employee benefits to ensure our workforce is happy and engaged and appropriately rewarded.

## Strong reputable brand

**8** WorkSafe is a strong brand in the Victorian community and people know and value the work we do.



## We listen to our employees

**9** We value input from our employees and we act on it. Each year we run an Employee Opinion Survey to gauge what our people are thinking across a number of topics. The results, and what we will do in response, are published each year. In addition to the annual survey we have several ongoing feedback mechanisms.

## We are a sociable and friendly place to work

**10** We have an active social club that hosts a wide range of functions and activities throughout the year. We recognise it's important to enjoy your work and the company of your colleagues. Our shared passion for the work we do results in a supportive and caring environment.



# We're driven to make a difference

**At Bankwest, we're big on people. The whole company is full of them. Not just any kind. The good kind.**

The kind that are passionate about other people, and putting our customers at the heart of everything they do. They make for pretty great people to work with, which makes Bankwest a pretty great place to work.

Our unique brand of banking begins with exceptional people and our Graduate Program is key to this. Designed to attract the very best and brightest, our Program is a challenging and rewarding way to kick-start a long-term career with us. As a Bankwest Grad, you'll participate in a one year development program like no other. You'll experience around 10 training days, three conferences (including one that our grads design and deliver!), career mentoring, exposure to senior leaders, as well as playing a key role in the Graduate Committee. The sense of community and networks that our development program fosters will set you up for life at Bankwest.

Whether you aspire to become a world class sales specialist helping our customers achieve their dreams, an engineer finding solutions to real world problems, or even our future Managing Director, our Graduate Program is a great place to start!

The four streams we hire for are:

- Aspiring Leaders
- Business Banking
- Risk Management
- Enterprise Services

## CONTACT

For more information and to apply visit [bankwest.com.au/careers](http://bankwest.com.au/careers). We also encourage you to follow us on LinkedIn, Facebook and YouTube.



## Make an impact

**1** Regardless of where you work within our organisation, your initiative, ideas, talent and energy all contributes to the impact that we can make with our work.

## Opportunities to grow

**2** There is plenty of opportunity to grow in an innovative workplace environment that fosters collaboration and creative thinking.

## Our Values drive our culture

**3** Our values are what we stand for, what we believe in and support how we interact with our customers and colleagues.

## We take ownership

**4** As one team we empower each other to make the right decisions for our customers and the business. We all take ownership in our success and protecting our future.

## Training and Development

**5** We'll help you achieve what matters for your own professional and personal goals through a range of training and development support.

## Community Engagement

**6** At Bankwest, we're proud to support local groups, schools, sporting clubs and emergency service organisations through our Easy Grants program and award-winning colleague volunteering program.

## Benefits

**7** We believe our colleagues should be recognised and rewarded for making a difference and reinforcing our vision and values. This includes a wide range of benefits to suit your lifestyle, interests and needs.

## Work Life Balance

**8** To ensure our colleagues have the right working environment to achieve their best –

we're committed to providing the latest state of the art spaces to work and flexible working options.

## Stability

**9** As part of Australia's largest bank, we offer stability and support in your career.

## Award-winning employer

**10** We've been recognised in a number of employer awards for our contribution to the community and how we support our employees. This includes the Employer of Choice for Gender Equality award.

## CONTACT

For more information and to apply visit [bankwest.com.au/careers](http://bankwest.com.au/careers). We also encourage you to follow us on LinkedIn, Facebook and YouTube.



## AON Empower Results

### What do we do?

Aon is the leading global provider of risk management, insurance and reinsurance brokerage, and human resource solutions. Our key advantage is our broad view of two of the most important issues in our economy today: risk and people.

Utilising this advantage, Aon empowers economic and human possibility for clients, colleagues, and communities around the world. Our broad global reach means we can anticipate how changes in one sector impact another.

### How do we do this?

We have built a professional services company with worldwide distribution, leading technology, and a vast base of intellectual capital. This allows us to gather the best thinking from around the world and deliver solutions locally.

Every day we ask, "How can we help a client or how can we help a colleague help a client?"

Because each of our client groups has unique needs, our professionals specialise by product, function and client industry. By truly listening, we can best develop solutions that work seamlessly for our clients, we can help to uncover risks and discover new opportunities to make their businesses more successful, now and into the future.

### What sets us apart?

We have an overarching business strategy which guides how we approach our work every day. Each of our client relationships are built by consistently innovating three key areas: **distinctive client value**, **operational excellence**, and **unmatched talent**. By delivering all three together, we're able to create solutions that separate us from our competitors.

### Why join us?

We're always seeking talented individuals to join our company! We are a large and well-established global organisation located in all capital cities and various regional centres. We can offer opportunities to grow on every level. And although Aon is a major leader in virtually every market it serves, size is not our primary goal. We aim to be the world's most responsive, client-focused risk and consulting services company.

### What's it like to work at AON?

We have created four pillars to define what our colleagues can expect. Together they form the Aon Colleague Experience:

#### Impact | Make a difference.

Have an impact every day, delivering unparalleled value by empowering our clients, engaging our colleagues, and supporting our communities.

#### Opportunities | Own your potential.

Tap into opportunities to achieve your own success through unmatched global opportunities, tools to help you develop, and guidance from leaders who care.

#### People | Work with the best.

We inspire each other by sharing knowledge and ideas, working together to achieve excellence, and taking pride in our work.

#### Support | Value one another.

Be part of an environment in which your contributions are appreciated and your perspectives are embraced – where colleagues support one another professionally and personally in everything they do.



### DID YOU KNOW?

**A workplace of choice** – over 274,000 people apply to work at Aon every year.

**Investments in our people** – Aon spends an average of \$2,322 annually on training per colleague, with 1.5 million hours of training delivered through Aon University in 2014.

**Active colleague community** – 54,000 colleagues contribute ~12,500 times a month on Yammer, and PeopleFinder, our internal social networking tool, receives over 208,000 views each month.

**An inclusive environment** – we have been awarded a perfect score in the Human Rights Campaign Foundation's Corporate Equality Index since 2006 and have had numerous female leaders named to Business Insurance magazine's "Women to Watch" list every year since the list was launched in 2005.



### The Brand

**1** Where have you seen our name? Aon has been helping individuals and organisations manage their risks in Australia since 1997, but many people know our name best from our partnership with Manchester United. We were their major shirt sponsor for three years and our relationship with them is ongoing.

### What is Aon?

**2** Aon advises business on their two biggest growth opportunities: managing risk and people. By listening to our clients' needs we continuously find the right solutions to limit risks to businesses and uncover how to maximise human potential.

### Industry expertise – risk and people

**3** We are leaders in insurance broking, financing, risk solutions, and human capital management. Our focus is on leading, inspiring, and enhancing the industry through everything that we do – for the benefit of clients.

### We act locally with global strength

**4** With close to 1,600 employees, we are the largest organisation of our kind in Australia. Globally we have an employee base of 72,000 people working across 120 countries. With such a large presence, there are many opportunities to grow.

### Big and Small

**5** We look after individuals and organisations. From mums and dads to Australia's top companies, and everyone in between. We have the expertise to cater to their specific needs.

### Diversity and a world of opportunity

**6** We are an equal opportunity employer. We believe that teams produce best results and that people have a place in a team based on ability to contribute, not on rank.

### Learning and Development opportunities

**7** We continuously invest in our people. We offer a range of activities to support professional development including workshops, online programs, on-the-job learning, as well as support for further study.

### Our values

**8** Trust, openness, integrity, commitment, teamwork, innovation. We apply these in every aspect of what we do, at all levels of the organisation, whether we are dealing with our clients, suppliers, stakeholders or colleagues.

### Empowering economic and human possibility

**9** For clients, colleagues, and communities. Our involvement with numerous charities and our many volunteering opportunities ensure we give back to our local communities. We are proud supporters of several charity partners who we serve through donations and volunteer hours.

### Start your career with us

**10** We have a long history of colleagues who have joined the company as graduates and forged successful careers resulting in leadership roles. If you are a motivated and enthusiastic self-starter, if you have a positive attitude, are keen to contribute, and possess a good work ethic, then Aon is the right environment for you! With our many different departments and supportive teams, we can help you further your potential.

Visit [aon.com.au](http://aon.com.au) and follow Aon Australia on Twitter and LinkedIn



# DEFENCE

## Together We Decipher the Dazzling Difficult

**From Aerospace, Space and Defence to Security and Transportation, Thales helps its customers to create a safer world by giving them the tools they need to perform critical tasks.**

People are more mobile than ever. Infrastructures are increasingly interconnected. Information is abundant and readily available. This is the complex world we're living in. To ensure total safety, critical decisions must be made rapidly. We help our customers to decide and act quickly and effectively.

**Protecting people, property and information**

Our overarching purpose is to protect people, property and information. The common denominator across the five markets we serve is safety. From cybersecurity to air traffic management, the solutions we design help to address the major security issues of today and tomorrow.

**Designing dependable solutions through cooperation**

The best way for us to deal with complex problems is to work hand-in-hand with our customers. Together, we can achieve the goal to build a safer world. Cooperation is essential to our philosophy and it is one of our core values. We partner with our customers every day to understand their challenges and to anticipate their needs. From product design to training, our customers benefit from our technical expertise. The results are dependable solutions that deliver long-term satisfaction.

Thales in Australia employs 3,300 employees in 35 different locations around the nation. Each year, we are recruiting globally another 7,000 new employees across our engineering and business professional streams. We want you to join us as the next generation of leaders at Thales.


We continue to grow with revenues in excess of \$1 billion in Australia each year and have exported more than \$1 billion of Australian products and technologies globally in the last ten years. We specialise in mission critical systems and solutions

and target only the complex, the challenging and the most demanding programmes in both the Defence and Commercial markets.

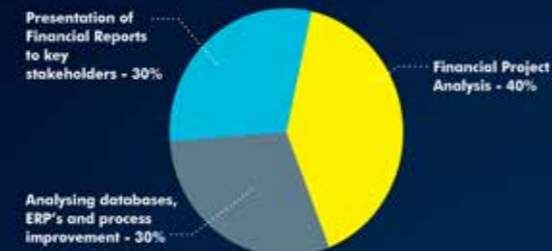
Join us and you can expect to come face to face with big innovations, collaborate on projects that matter and learn from the best. In fact, every graduate position with Thales is tailored to the project and area you join. So not only will you gain world-class experience, you'll develop niche skills and be ready to step up to new challenges with confidence.

**BEN LE**

University of Sydney  
Graduate Accountant  
Shared Services Finance  
Sydney Olympic Park, NSW



**ON AN AVERAGE DAY I...**



**"THE BEST THING ABOUT WORKING AT THALES IS THAT IT'S TRULY A GLOBAL COMPANY AND I REGULARLY HAVE THE OPPORTUNITY TO WORK WITH TALENTED PEOPLE FROM AROUND THE WORLD"**

**DIVERSE WORKFORCE**  
There is a really diverse workforce in the office and they are all open and happy to spend their time explaining their role to you. There are endless opportunities to keep on learning and improving yourself.

**EVERY DAY IS A NEW DAY**  
I'm always learning and get to see the positive impact of the work I do. This keeps me extremely excited to come into work the next day!

**A DIVERSE AND COMPLEX ORGANISATION**  
This is a challenge but also what keeps me motivated. It suits me as I like a constantly changing and evolving work environment.

**HAVE AN OPEN MIND.**  
Just because you have a certain academic background doesn't mean you will be stuck in that career at Thales. There are so many career opportunities at Thales so don't be afraid to ask and apply!

### TAMARA PERRY

Australian National University  
Project Engineer - SCYLLA ISS  
Underwater Systems  
Rydalmere, NSW



#### ON AN AVERAGE DAY I...

Check status and budget of current tasks - 30%

Review documents and participate in project reviews - 30%

Scope and schedule new and continuing tasks - 40%

**"ONE OF THE GREAT THINGS ABOUT WORKING AT THALES IS ALL OF THE DIFFERENT OPPORTUNITIES. WE DO SO MUCH INTERESTING WORK!"**

#### HIGHLY TECHNICAL INDUSTRY

I am part of a team managing Engineering tasks for the Sonar Systems on the Collins Class Submarines. I check the status of tasks with various Engineering Teams such as Software, Mechanical, Electrical and Acoustics. I've had to learn all about the high level aspects of sonar in the role.

#### VARIED AND SOCIAL SITE

Being based at Rydalmere I get to interact with employees from a number of teams. There are a lot of social sporting activities, as well as a social club and the site even has its own canteen and a gym!

#### CONTINUED DEVELOPMENT

I have had four separate roles at Thales within the last 5 years. I initially started as a Systems Engineer within our Secure Communications and Information Systems team. I then had the opportunity to join our Underwater Systems team as a Mechanical Engineer before moving into an Acoustics role and now the Project Engineering position.

#### BE MOTIVATED & INTERESTED

If you want to have interesting opportunities within Thales you have to show you are motivated and interested in making a real difference to the business.

**TOGETHER WE EXPLORE A WORLD OF POSSIBILITIES**



**What makes Thales different?**

**Make the world a safer place**

**1** Few things are as important as keeping people safe and secure. By working for Thales you can help do this, making sure that Australia's soldiers, commuters and air travellers come home safely every day. It's challenging work, but incredibly satisfying.

**Shape Australia's future**

**2** When you work for Thales, you're working on important projects that help shape the future of Australia. You know this when projects you work on appear in the newspapers or on TV. They matter a lot to our customers and have national significance. So why spend your career doing stuff that no-one else cares about?

**Take pride in what you do**

**3** Our people are proud of what they do and passionate about their work. Whether it's finalizing a new product design, closing a sale or introducing a new way of working, our people take their work seriously and strongly believe in what they do.

**Work as a team**

**4** Teamwork is the difference between success and failure - simple as that. And it's not only about working closely with your colleagues from other areas. It's also about working closely with our customers, to understand their needs and help solve their problems. They need our help working through all the complexities and that takes the special ability to understand the world from their point of view.

### Innovate

**5** Our products push the limits of what is technically possible. Innovation is key to this - delivering new technologies or systems that make our customers' organisations perform at the highest levels. How can we protect soldiers better? How can we see further under water? How can we make data more secure? These are the big questions our people answer every day.

### Learn

**6** Thales gives you the chance to learn quickly by getting involved in real projects and helping solve customers' real-world problems. You'll be exposed to the latest technologies and guided by experienced colleagues. You'll get the chance to put what you've already learned into action, while picking up new skills and vital knowledge.

### Explore

**7** When you join Thales, you don't get put in one area and left there. You have the chance to move around and discover what suits you best. The opportunities are there for you to get involved in everything from selling to customers, to making the company run more efficiently - the choice is yours.

### Find the right balance

**8** You've probably heard about work-life balance - getting the right mix between the time you spend at work and the time you spend doing other things. At Thales we take that seriously, putting measures in place to ensure that we ask just the right amount of our people. We don't believe in having overstressed, overtired colleagues, but rather, people who are happy and productive. It's best that way.

### See the world

**9** Thales makes in-flight entertainment systems in California and satellites in the south of France. The headquarters are in Paris, with extensive operations in the UK, Italy, Holland, Germany and Spain, as well as in Asia and South America. When you work for a big global company, you get the chance to see much more of the world.

### Achieve

**10** Thales is a great place to build your career. The projects, the customers, the technology and the opportunities are all there for you to build a really successful career. Doing something important while being open to a diverse set of roles means you won't get bored - and with the right attitude you can go a long way.

Why not find out more, or apply online at [www.thalesgroup.com/careers](http://www.thalesgroup.com/careers)

# HOSPITALITY

106 — THE STAR

108 —   
merivale

110 —   
THE COFFEE CLUB

# Introducing The Star Entertainment Group

**As a Top 100 ASX-listed company, The Star Entertainment Group's (formerly Echo Entertainment Group) vision is to become Australia's leading integrated resort company.**

Core to our premium offering at each property is the quintessential spirit of each destination. This is achieved through a long term commitment to local relationships, leveraging deep local knowledge and insights, and enhanced by international best practice expertise.

Our properties provide a diverse offering for our guests and also for you – our potential future team member. Together our properties currently offer a mix of restaurants, bars and cafés; luxury hotel accommodation; high-end retail; state-of-the-art gaming; and premium events and meeting facilities.

In Brisbane, we are the lead partner in the Destination Brisbane Consortium, which will build the multi-billion dollar Queen's Wharf Brisbane development by 2022. This world-class integrated resort will put Brisbane firmly on the map as a tourism, leisure and entertainment destination. As part of the development, the current Treasury Casino & Hotel buildings will be converted into a six-star Ritz Carlton hotel and a high-end department store. By 2022, it is estimated to attract a projected 1.39 million additional visitors to the city each year along with a projected \$1.69 billion annual increase in Queensland tourism spend.

At Jupiters Gold Coast, we are currently undertaking a \$345 million transformation including a refurbishment of the existing five-star hotel featuring nearly 600 rooms, a new six-star all-suite hotel at the front of the property featuring more than 50 suites, more food and beverage offerings, and more gaming facilities. In partnership with our Destination Brisbane Consortium partners – Hong Kong-based Chow Tai Fook Enterprises and Far East Consortium – this investment will increase to around \$850 million with a proposal for a new 4.5-star 700-room key hotel and apartment tower, subject to approvals. We are also seeking approval for a multi-billion dollar master plan concept for Jupiters Gold Coast, which would provide future development options for the property.

In Sydney, we completed an \$870 million expansion of The Star in 2013 and we are currently investing \$500 million over the next five years to upgrade our existing hotel and apartment tower. On top of this \$500 million, we are also proposing to develop a new hotel and apartment tower and a connected ribbon development that will include more food and beverage and retail options. This project is also being planned with our current partners in the Destination Brisbane Consortium. If approved, it will involve an overall investment of around \$1 billion.

As a dynamic business, delivering memorable entertainment experiences nationally, we aim to attract, engage and retain high quality team members with a balance of skills, experience and diversity.

## Talent/learning and development

The continual upskilling of talent in all areas and levels of the business remains a core priority. We offer our team members a range of accredited programs, including programs such as Certificate III Hospitality (Table Games), Certificate IV in Frontline Management and Diploma of Management, as well as a wide variety of training support and mentoring programs.

We are committed to identifying and developing emerging talent within the business. Structured career paths across a number of roles and internal promotion support initiatives exist. This includes the 'Star Development Pathway', which provides learning and development opportunities for team members at all stages of their career.

## Benefits

The Star Entertainment Group prides itself on delivering performance and reward programs to acknowledge each team member's hard work, dedication, outstanding performance and everyday work performance. We have a comprehensive program that includes, but is not limited to, instant rewards, recognition programs and monthly, quarterly and yearly events to celebrate achievements with peers.



## Diversity

The Star Entertainment Group remains dedicated to fostering a diverse and vibrant workplace, in which all team members are treated with fairness and respect, without any barriers to information and opportunities. In the past year, The Star Entertainment Group has introduced several diversity initiatives, and continued its Diversity Committee supported by four working groups to represent four key areas – mature age, gender, multi cultural and LGBTI (lesbian, gay, bisexual, transgender and intersex) diversity. We have partnered with several diversity groups, most notably the Diversity Council Australia. By supporting a richly diverse team, The Star Entertainment Group continues to attract and retain a broad and talented pool of team members. This in turn enables the business to best meet guests' needs, enhancing the quality of service experiences.

## Community

A city's spirit is nowhere more evident than in its signature events. In each of our cities, our properties are key supporters of the events and festivals that unite and excite the city – through culture, music, art and sport. In that way, we are not only contributing to the spirit of our cities – but also connecting our properties, our people and our guests to the festivals and events within and around The Star, Jupiters Gold Coast, and Treasury Casino & Hotel. The Star Entertainment Group is passionate about contributing to and celebrating the distinctive, thrilling character of each of our cities.

## Who are we?

**1** As a Top 100 ASX-listed company, The Star Entertainment Group's (formerly Echo Entertainment Group) vision is to become Australia's leading integrated resort company. We employ more than 8,000 team members across our three properties in Australia: Treasury Casino & Hotel in Brisbane, Jupiters Gold Coast and The Star in Sydney. We also manage the Gold Coast Convention and Exhibition Centre on behalf of the Queensland Government.

## Diversity

**2** At The Star Entertainment Group, we understand the rich value a diverse workforce brings to our organisation and we're focused on reflecting the diversity of our guests, community, shareholders, suppliers and other stakeholders in the diversity of our team members.

## Support

**3** By supporting our richly diverse team, The Star Entertainment Group continues to attract and retain a broad and talented pool of team members. With engaged, enabled and empowered people, we can deliver memorable experiences to our guests.

## Learning opportunities

**4** As an industry leader, we recognize the importance of recruiting, developing and growing quality team members across all areas of the business. Development and retention of team members is a critical success factor for the business.

## Career opportunities

**5** The Star Entertainment Group recruits thousands of people every year in a range of roles including Front of House roles (Restaurants, Bars, Guest Services, Entertainment, Security and Gaming) and behind the scenes roles (Finance, Marketing, PR and Communication, Human Resources, IT, Legal, Project Management, Property Operations)



providing a rewarding place to work with endless opportunities and possibilities. Many have taken the opportunity to join The Star Entertainment Group and, in doing so, have discovered they have a passion and love for hospitality. This experience has then shaped their profession.

## People

**6** We are passionate about our people and are always on the lookout for more talented individuals to join our team.

It's not every day you're given the opportunity to make a real change in people's lives. At The Star Entertainment Group, we offer you a chance to become part of our guests' experiences by providing them with amazing customer service in whatever role you take on. Without our dedicated and amazing team members, we don't have a business. That's why we pride ourselves on taking care of our people.

## Benefits

**7** The Star Entertainment Group offers endless benefits, services and lifestyle opportunities for

team members and outstanding on-site privileges such as fully catered meals at no cost, subsidised parking, generous discounts at our bars, restaurants and hotels, reward and recognition programs, social clubs, internal/ external training programs and a confidential team member assistance program. In addition to great team member discounts on property, The Star Entertainment Group has partnered with a number of service providers to offer discounted products and services to our team members, including discounted gym memberships and special offers with financial institutions and airline partners.

## Community

**8** The Star Entertainment Group has a proud record of community contribution and responsible corporate citizenship. Local community support is an important part of The Star Entertainment Group's authentic participation in each of the cities in which it operates, and each property is committed to making a difference in its local area. In 2015's Financial Year, The Star Entertainment Group contributed \$13 million to charities, community groups, and partnerships.

## Celebrations and recognition

**9** The Star Entertainment Group prides itself on delivering performance and reward programs to acknowledge each team member's hard work, dedication, outstanding performance and everyday work performance. We have a comprehensive program that includes, but is not limited to, instant rewards, recognition programs and monthly, quarterly and yearly events to celebrate achievements with your peers.

## Apply now for your dream career

**10** If you believe you have what it takes to join the amazing team, apply now. [www.starentertainmentgroup.com.au](http://www.starentertainmentgroup.com.au)



# The Merivale Difference

## About Us

### The Venues

With a portfolio of more than 60 restaurants, bars, pubs, hotels and function spaces in Sydney - Merivale are the hottest company on the Sydney hospitality scene! From a glamorous urban oasis at ivy, to a 1920s speakeasy cocktail bar and even a beachside pavilion that celebrates the good things in life Coogee Pavilion, there is something for everyone! Each venue boasts its own personality and culture, creating exceptional guest experiences, outstanding food, incredible drinks and good company.

### Why work for us?

We take our people seriously - we want to develop and drive you to be the world's best in hospitality! With your unrelenting passion for service, innovative ideas, motivation and skills we can give you the tools to be outstanding! Our training programs are second to none, and with an open, flat structure - everyone has the ability to put their hand up and put themselves forward to learn something new. As we are in a massive phase of growth, our opportunities are endless.

### The Business

Originally a fashion house, Merivale, owned by the Hemmes family, has been established in Australia for 60 years. Merivale is built on our people and proudly employs over 3000 of the industry's most exceptional talent.

We offer fantastic employee benefits and career development opportunities, along with some amazingly generous staff perks.

### Merivale is built on its people. So just who are we looking for?

- People interested in not just meeting the standard but setting - and exceeding - the standard in their field. Talented individuals with oversized passion, energy and ambition
- Professionals who want to work hard - but have some fun while they're at it!
- Those who want to be part of a diverse, nurturing workforce and make a meaningful contribution to the Merivale family and the city of Sydney.
- People who do what they love and love what they do



## Incredible career opportunities to grow, progress and work in multiple venues/roles

**1** We take our people seriously, recognising that by developing and driving each individual gives our teams the best opportunity to be world's best at what we do, hospitality! With over 60 brands, each unique with their product, people and service we can provide you with opportunities to work across a variety of different roles and venues.

## Excellent training and development

**2** With your unrelenting passion for service, innovative ideas, motivation and skills we can give you the tools to be outstanding! Our training programs are second to none, and with an open, flat structure - everyone has the ability to put their hand up and put themselves forward to learn something new run by hospitalities best. As we are in a massive phase of growth, our opportunities are endless.

## Mentoring by the world's best professionals

**3** We are extremely lucky to have the world's best hospitality professionals as members of the Merivale family. We can safely say that if you joined the Merivale family you would be working with a leader who is the best at what they do, that will drive and challenge you, care and mentor you and most importantly have fun with you and the team!

## Work life balance and flexibility

**4** We understand that in order to perform well and enjoy your work, you need to have a balanced lifestyle. We place importance across the group on flexibility around rosters, rostered days off, leave and events within your personal lives - we've got you covered!

## Great teams and work environments / culture

**5** Few businesses boast such a fun loving, personality plus bunch of people than Merivale! We place massive importance on finding team members that are engaging, enjoy having fun at work and that are full of personality. We are a family owned business, and our culture is fully encompassing of the family feel, regardless of how big we grow.

## Generous discounts and staff offers

**6** Merivale are very generous with offering incredible discounts for staff across some of our most popular and well-known brands. Anyone who works for us is eligible, and it is a great chance to experience all of our delicious products in our beautiful venues.



## Epic staff parties and social events

**7** If you haven't already heard, Merivale host the most epic staff parties in Sydney, if not Australia! Held twice a year, we believe in recognising and rewarding our staff for their hard efforts. We host a Christmas Party, to thank everyone for digging deep over the bustling Christmas period, which usually looks like a festival style event with every single team member at Merivale. The second party is an awards night called The Merivales whereby the outstanding performers in our team are individually recognised and rewarded with extraordinary prizes!

## Be treated personally and like part of our family and not just a number

**8** We are the Merivale family, we act with integrity and treat every individual as part of our tribe. With large management teams, we are here to support and develop each member of our family.

## Salaries and wages that are liberally supplemented by tips and service charges

**9** We've mentioned the flexibility you will have to design your life around your work at Merivale. But of course, we will ensure you are paid a salary or wage for the work you do for us that is commensurate with your role in the Group. As a large employer, who takes our reputation very seriously, be reassured that Merivale will guarantee that you receive all statutory entitlements as well as tips and gratuities as part of your work.

## No average day

**10** Whether you are pumping out 1000's of canapes within Establishment Events or shaking a margarita at our Mexican Cantina, El Loco at Slip Inn, trust us, you will have no average day! Every working day will be unique with a mix of guests, product offerings and creative styling, you will never be bored.

# Pour yourself into a new career with The Coffee Club

**The Coffee Club was established over 25 years ago and is now one of Australia's leading café franchise systems with over 300 stores across 8 countries.**

Our mission and philosophy is simple, at The Coffee Club we provide: Good Food, Great Service and Excellent Coffee. We offer a welcoming meeting place where you can relax; and, are the answer to "Where will I meet you?" And that's where you come in.

People are our competitive advantage; we hire, develop and retain the best. We employ over 6,000 team members who help serve over 40 million coffees each year. Our career pathways give employees the chance to map their own career at their own pace.

Our Team members are a collection of positive, passionate, ambitious, vibrant and entrepreneurial individuals. At The Coffee Club we surround ourselves with like-minded people, and as a result love coming to work.

For further information check out our 'Your Career with The Coffee Club' video to see what working for the Coffee Club really looks like.

Start off as a Barista, Waiter or Kitchen Staff member and work your way up to a Store Manager, Field Trainer, Business Development Manager or even work in our Corporate Head Office in your desired department. Better yet, you may even decide to buy your own The Coffee Club one day!



The Coffee Club is owned by Minor DKL Food Group; a leading Australian retail food brand franchisor. In addition to The Coffee Club, Minor DKL Food Group owns Ribs & Rumps, The Groove Train and Coffee Hit franchise systems just to name a few. Minor DKL Food Group is also the owner of Veneziano Coffee Roasters, a leading speciality coffee roasting house supplying to wholesale and retail customers throughout Australia. So when you join The Coffee Club, you are joining a network of over 6,000 team members.

In 2015, The Coffee Club was recognised as an Employer of Choice and received a number of industry accolades for our best in class training and development programs. This is important to us, as we want our team members to know that we offer first class learning and development to ensure you are setup for success.

If you're keen to join our team or want more information, visit our careers site [www.thecoffeeclub.com/careers](http://www.thecoffeeclub.com/careers)

## The opportunities are endless at The Coffee Club

With over 300 stores Australia-wide and a presence in 8 other countries, The Coffee Club are continuously looking for people to join our team. At The Coffee Club, we hire a smile because we believe if you have the right attitude and value our guests as highly as we do, then we can teach you the rest!

## Meet Jaime Bailey – Training Administrator



*Jaime first began her career with The Coffee Club in 2012 as a Great Service Attendant and quickly progressed into management positions as a Shift Supervisor then Duty Manager. As Jaime's managerial skills grew, so did her opportunities. Jaime was asked to assist a nearby store in developing team members and running shifts – which is where her love for training became evident.*

*Excelling at store level, it was time for Jaime to take on a new challenge and she was hired as the Training Department's Graphic Designer. Based at The Coffee Club Support Office, her responsibilities included re-designing, branding and formatting of the online training platforms across all brands of Minor DKL; as well as the creation of new online content and collateral.*

*The business quickly identified Jaime and her positive contributions resulting in her being promoted to Training Administrator.*

*Jaime now maintains the online training platforms across all Minor DKL brands, and is the main port of call for all queries relating to training and The Club House. As the Training Administrator, Jaime plays an integral role ensuring team members remain engaged throughout their Learning and Development journey – a journey she makes sure is the most beautifully designed in town.*

*Because of Jaime's attitude, her continued success within The Coffee Club has no limits!*

## Varied Career Pathways

**1** With The Coffee Club, the opportunities are endless. Our career pathways provide variety and give employees a chance to grow. You could start off in store operations and work your way up to a regional role. Or decide you want to start your own business and become a Franchisee.

## We have an Industry leading, award winning training program

**2** In 2015, The Coffee Club received industry recognition for our best in class Learning & Development Program, awarded as finalists in several key national awards, including winning Training Initiative of the Year.

## Get more perks than just from caffeine

**3** It helps being big. The Coffee Club partners with a range of well-known organisations who offer discounts on gym memberships, health funds, insurance, banking and entertainment. We also run internal competitions and reward and recognition programs.

## You can earn national qualifications working for us

**4** The Coffee Club, in partnership with a registered training organisation, offers experienced based qualifications in hospitality, ranging from Certificate III to Diploma level. Meaning you can be recognised for your hard work!

## We are socially responsible

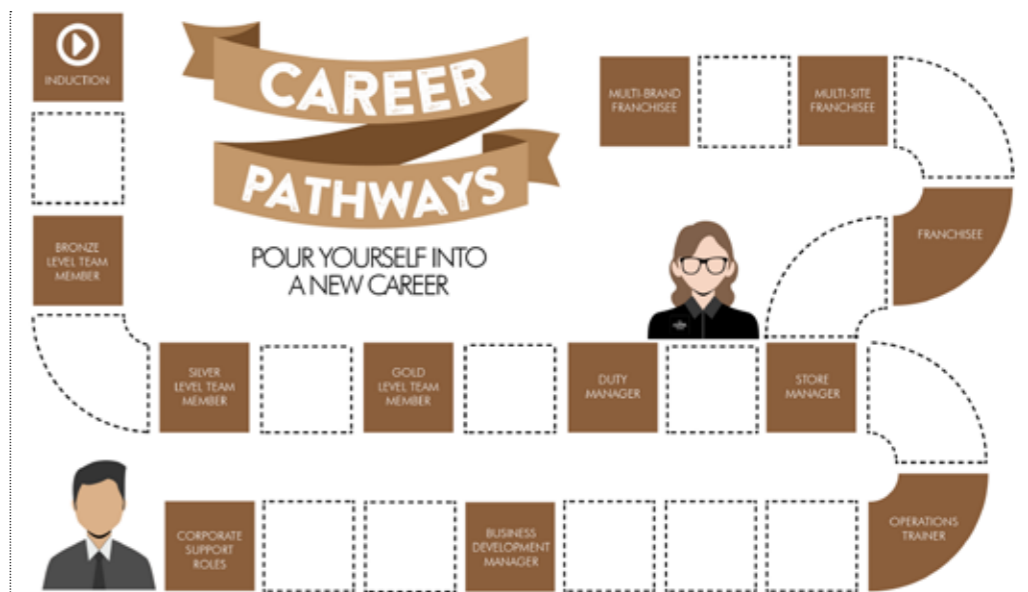
**5** The Coffee Club's coffee has the stamp of approval from UTZ Certified – one of the world's largest coffee certification programs. We believe in supporting the communities in which we operate. The Coffee Club has donated over \$5 million to charities over the last 10 years and has ongoing relationships with a number of local and national charities.

## We are established, we are bigger than just a local coffee shop

**6** The Coffee Club is owned by Minor DKL Food Group, a leading Australian retail food brand franchisor. Which means when you join The Coffee Club, you join a network of over 300 locations, with 6,000 employees.

## We don't only employ Baristas

**7** The Coffee Club corporate support team are the people behind the scenes. We have a variety of professional jobs in our support office in areas such as; HR, Training, IT, Finance, Property, Legal, Operations, Supply and Marketing. We have something for everyone!



## Our culture is well established

**8** Our culture is well-established, our founding directors demonstrate a continued excitement, passion and enthusiasm for providing our staff and guests with an excellent experience.

Our staff are proud to work for a well-known brand, however that's not what keeps employees with us. It is our commitment to fostering a culture of performance, continuous learning and sharing, whilst being community minded and socially invested.

## Flexible working options

**9** We have a variety of different employment options including part-time and casual. Meaning we are able to offer flexible working arrangements to our employees to support their study or family commitments.

## We do the right thing by our employees

**10** The Coffee Club formed an ongoing partnership with the Fair Work Ombudsman (FWO) through a Proactive Compliance Deed. What does this mean? We put our hand up to participate in self-audits and work with FWO to ensure we provide a compliant work environment to our employees.



LEGAL

# Do you want to make a difference and fight for fair?

## About

At Maurice Blackburn, we fight for outcomes that make a genuine difference to peoples' lives. Our firm was founded by Maurice Blackburn in 1919. Almost 100 years later, our founder's belief that the law should serve everyone, not just those who can afford it, remains at the heart of who we are and what we do.

We believe that legal action which supports social justice contributes to a better society. Our Social Justice Practice challenges the excesses of government and business, and champions the rights of those who are disadvantaged. We have led litigation in the public interest on behalf of refugees, workers who have been underpaid, and people who have been unfairly targeted by national security legislation.

A career with Maurice Blackburn will see you working with, and learning from, some of the strongest, most respected and knowledgeable legal professionals in the country. Maurice Blackburn principals, lawyers and employees make a difference, both during their career with us and in their ongoing endeavours.



## Staff Profile



### Kathryn Booth – Principal and Director, Medical Negligence Practice

Kathryn is a Law Institute of Victoria Personal Injury Accredited Specialist who practices exclusively in medical negligence on behalf of patients and families.

Kathryn established our medical negligence practice in Victoria in 1991 and is now the head of the largest national plaintiff medical negligence team in Australia. She has achieved hundreds of settlements for catastrophically injured adults and children and has won various awards including being listed as one of the best medical negligence lawyers in Australia in 2016 by the Australian Financial Review.

"Medical malpractice cases put the spotlight on the care the patient has received. After there has been an error, people need answers and accountability for what has happened. I have been working in medical law for 24 years and I'm passionate about getting answers for people who have been injured by the health care system."

Kathryn worked with the Monash University Michael Kirby Centre to establish a new pro bono legal clinic for patients at The Alfred Hospital. The HelP Clinic, the first of its kind in Australia, provides legal triage to hospital patients and their families. Kathryn has the title of Honorary Duty Solicitor Alfred Hospital, and she is also the legal supervisor of the clinic.

Kathryn was also a board member at Maurice Blackburn for four years. She assisted in the establishment of the firm's Women's Law Section in 1995 and was an inaugural co-convenor of the group.

## Staff Profile



### Matthew Littlejohn – Lawyer, Personal Injuries Practice

Matthew is an accomplished and enthusiastic lawyer based in our Darwin office with a passion for social justice.

He has a wide variety of experience in personal injury law including medical negligence, Comcare and workers' compensation, CPT and road accident injuries, and public liability compensation.

Matthew commenced his career at Maurice Blackburn as a Paralegal in 2012. He served as an Associate at the Northern Territory Supreme Court before returning to Maurice Blackburn in 2014.

Matthew has amassed significant practical experience and theoretical knowledge, and has been awarded a number of legal and community awards including the Lawyers Weekly 30 Under 30 Insurance finalist 2015.

"The most rewarding part of my work is being able to help people who have suffered through no fault of their own. I'm constantly inspired by the clients we work for. Often our clients have suffered catastrophic injury or the death of a loved one, but they are still able to go on with their life and are often the most amazing individuals."



## We are Australia's leading Social Justice firm

**1** For almost 100 years, Maurice Blackburn Lawyers has worked on cases of social significance. With 47 partners and over 1000 employees across the country, we have become Australia's leading Social Justice Firm. Our legal action challenges the excesses of government and business, and champions the rights of those who are disadvantaged.

## We believe in our values

**2** At Maurice Blackburn, we believe that all Australians should have access to the law, not just those who can afford it. Our values of compassion, tenacity, justice and fairness are instilled in and upheld by all of our staff.

## We have won high profile Australian landmark cases

**3** We have worked on a number of high profile cases which have contributed to a better Australia. These include:

- **40 Hour Working Week:** In 1948, Maurice Blackburn fought on behalf of the unions and won the case that employees who worked regular hours would now work a standard 40 hour working week with reasonable provision for overtime.
- **Equal pay for women:** After fighting in the courts for over 15 years, equal pay for equal work became law.
- **Bushfires Class Action:** In July and December 2014, we secured settlements worth nearly \$800 million for those who suffered in the Black Saturday bushfires in 2009. This was the biggest class action settlement in Australian legal history.
- **Muckaty Station:** In 2010, we launched action against the Federal Government and Northern Land Council who planned for nuclear waste to be dumped on Indigenous land without consent.

Two weeks into the trial, the Federal Government agreed not to act upon the nomination of the site.

## We care about employee health and wellbeing

**4** Our firm has developed a range of programs and services to assist staff in maintaining a healthy lifestyle. We believe our Health and Wellbeing program contributes to high staff morale and increases productivity in the workplace.

## We want to see our employees succeed

**5** At Maurice Blackburn, we encourage all employees to apply for internal roles within the firm to ensure they are continually developing their knowledge and skills, as well as gaining exposure to various areas of the business. We also provide you with ongoing mentoring, training and specialised programs so you are always learning new things and can work your way up in the firm.

## We offer great employee benefits

**6** We offer a wide range of benefits for our employees. These include Employee Added Extras (discounts on a variety of products and services), employee assistance program, as well as generous leave entitlements.

## We are proud to support our local communities

**7** Our firm are strong supporters of local issues such as access to justice and road safety. Our lawyers are proud members of a multitude of community groups and organisations; contributing their time and legal expertise. We work closely with advocacy groups, giving them a political and legal voice through joint Parliamentary submissions and providing support for their work.

## We value diversity

**8** We are proud to be a culturally diverse firm and have a variety of groups that staff can join and make a significant contribution to while at Maurice Blackburn. These include the Cultural Diversity group, LGBTI group, Sustainability Committee and Women's Law Section.

## We understand the importance work-life balance

**9** We understand that employees have personal commitments and family responsibilities, and that work is just one element of your life. We provide support to employees by offering flexible work arrangements to ensure they can balance work as well as these commitments.


## We love our workplace culture

**10** We believe that everybody should be treated equally regardless of their position in the firm. Only a workplace with true cultural, religious and gender diversity allows for genuine and effective partnership with the community. Our workplace culture and support are one of the many reasons our employees love working for the firm.

## CONTACT

For more information, please visit the links below:  
[www.mauriceblackburn.com.au/careers/](http://www.mauriceblackburn.com.au/careers/)  
 Twitter: [twitter.com/WeFightForFair](https://twitter.com/WeFightForFair)  
 Facebook: [facebook.com/MauriceBlackburnLawyers](https://facebook.com/MauriceBlackburnLawyers)  
 LinkedIn: [au.linkedin.com/company/363310?trk=jobtocomp](https://au.linkedin.com/company/363310?trk=jobtocomp)

# TECHNOLOGY

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# Connect to a future created by you

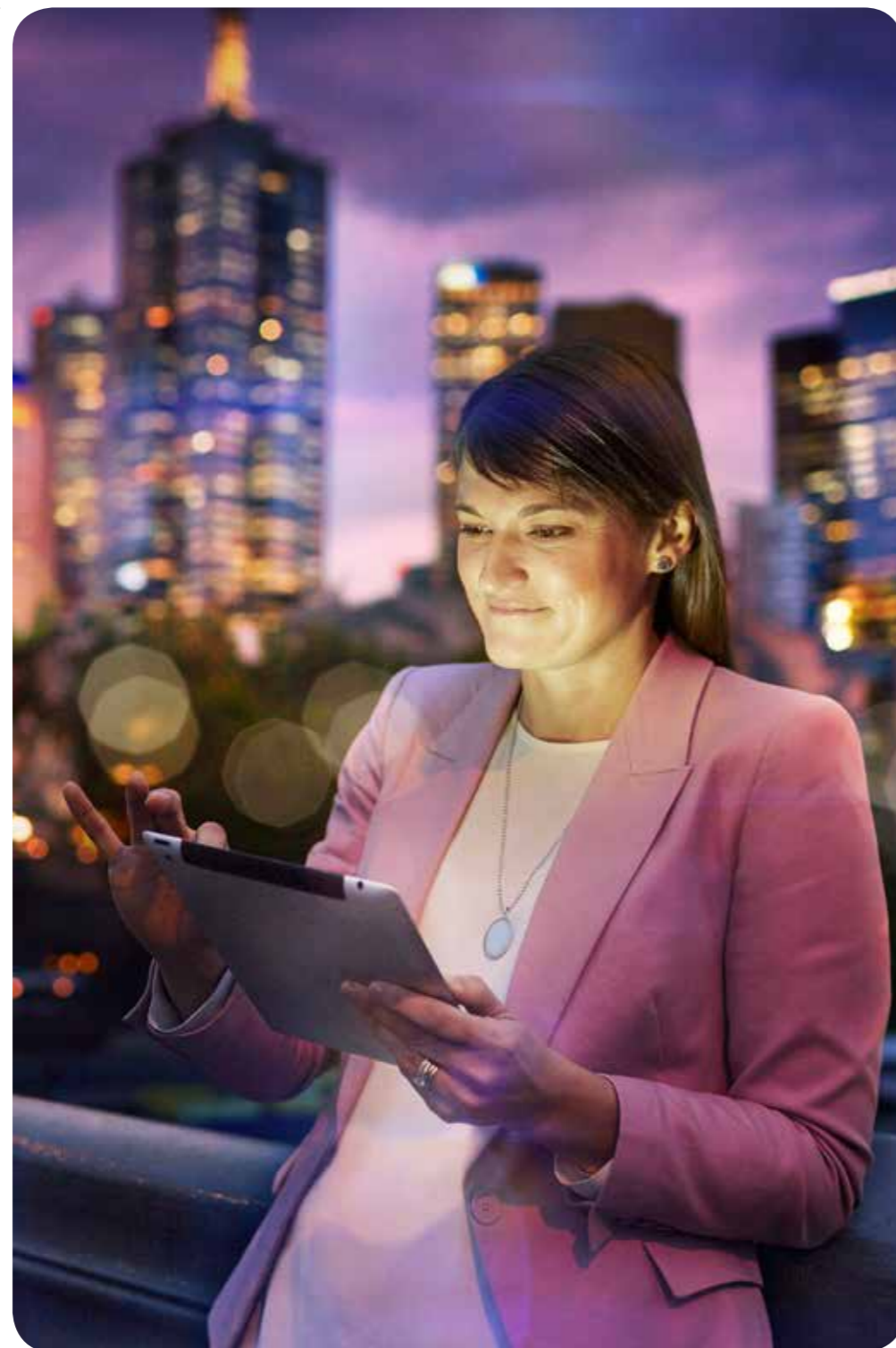
**Telstra is Australia's leading telecommunications and technology company, and with 36,000 employees in more than 20 countries, we're creating a global footprint – and along with it, a world of opportunity.**

We're at the heart of technological change and we're helping to make it happen by connecting everything to everyone. Putting the customer at the heart of everything we do means we're making major innovations in technology and operations. And that's where our people come in – by innovating and collaborating to make great things happen.

We want people who will give us the edge as we work towards our vision of becoming a world-class technology company that empowers people to connect. And we have a clear set of values to help everyone in the Telstra family fulfil that vision.

You'll find that a career at Telstra is like no other. As we evolve, so will you. You'll work on great things – meaningful projects at the cutting edge of technology, which make a real difference to our customers and communities.

Discover your future at Telstra.



## INFORMATION

With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](http://careers.telstra.com)

[careers.telstra.com](http://careers.telstra.com)



## Careers with impact

We're one of the few Australian companies that offers a true diversity of career paths in areas including engineering, IT, sales, marketing, communications technology, trades, human resources, administration, legal, digital media, retail, contact centre operations and much more. Just about whatever you're into, so are we.

## Grow your career

**1** At Telstra, you'll have variety and choice in your career direction. There are opportunities to move up or across our organisation, through a diverse mix of business areas and jobs – and that means dynamic work on a global scale. Through leadership and development programs, you can explore and accelerate your personal growth to achieve your career aspirations.

## Be an innovator

**2** Rapid change and constant innovation are part of the fiercely competitive markets we operate in, so we're leveraging new and emerging technologies to remain at the forefront. Here, ideas are encouraged and nurtured – at every level, in every department, every person can innovate.

## Helping people

**3** We put the customer at the centre of everything we do. Every initiative you deliver, every solution you create, and every conversation you have has the ability to impact and help our customers. You'll focus on supporting our customers – and your colleagues – to thrive in a complex business environment.

## Learning experiences

**4** Here you'll build your skills through a holistic approach to development; on-the-job experience, relationships and networks, and formal training. You can take part in courses designed to build the core skills needed to succeed at Telstra, such as thinking strategically and commercially, business partnering, driving change, and maintaining a global mindset.

## Get with the program

**5** Our Graduate Program is one of Australia's biggest and now expands globally, offering incredible, meaningful learning and development experiences. Whether you choose IT, engineering, business and commerce, finance and strategy, marketing or human resources, you'll open many doors and discover which parts of the business you connect with most.

## Hands-on traineeships

**6** Our telecommunications and IT traineeships are a wonderful way to kick-start your career. In addition to hands-on experience, you'll get a nationally recognised qualification – all while being paid. You also get coaching, mentoring and support by Telstra professionals to help you along your way.

## At your service

**7** If people are your passion, then a career in one of our contact centres or retail stores could be your dream come true. Whether connecting face to face, by phone, email, social media or online chat, you'll be the face of Telstra. We have roles right around Australia and the world, with flexible hours available to suit your lifestyle.

## It's our differences that make us unique

**8** We believe diversity fosters greater innovation, stronger problem-solving capability, better customer connection and increased morale. Treating people with respect and dignity, and valuing their backgrounds and experiences, is a part of who we are. We're committed to being inclusive at all levels of our company.

## Future Ways of Working

**9** From state-of-the-art technology hubs to our internal social network, Future Ways of Working is about unleashing your potential by encouraging you to create, connect, and collaborate in new ways. It's also about flexible working – which we're open to discussing for all our roles.

## Touching lives

**10** By now, you can see we're much more than just a technology and telecommunications company. We're committed to sustainability, the community and our people. We run myriad initiatives to support our communities, from telehealth in remote areas to disaster relief, business awards and digital literacy programs. We support the Telstra Foundation, as well as sporting, arts and community sponsorships. We also offer employees a volunteer day and encourage them to help out in their local community. We're here to help – no matter what happens.

We're already part of your life. Come and be part of ours!

## MYOB – a leading ANZ cloud accounting solutions provider

### Thinking about your first job in the industry? Start your career where your work matters.

- Online accounting for people who love their work
- Over 1.2m SME clients, around 40,000 accountants and 7,000 larger businesses
- 1,300 team members across Australia and New Zealand

### This is MYOB

At MYOB we help businesses succeed. It is a simple, but powerful vision that aligns everything we do.

Entrepreneurs start businesses with different goals, dreams, aspirations and views of success. Some start a business to grow, some because of their passion for what they do, others like the independence and flexibility.

Whatever their reason for being in business, we're here to help them succeed by developing intelligent, intuitive tools that make business life easier.

We spend a lot of time with our clients understanding how they work, what motivates them and what they love about what they do. These interactions enable us to channel their passion into ours. To us business isn't just business, it's personal.

### Working at MYOB

At MYOB we encourage our team to question and challenge, to be the best that they can be.

We understand that our people and culture are critical in delivering market leading technology for our clients. This philosophy drives our employee value proposition Your Work Matters.

With over 1,300 employees located in 8 offices across Australia and New Zealand, MYOB is proud to offer our employees the opportunity to work in beautiful, award winning, work spaces.

As an employer of choice, and one of the Coolest Companies in Tech (Job Advisor 2015) we provide our employees with spaces to work, rest and play – environments that inspire innovation and that facilitate our agile work practices.

In 2015 we announced a new building project in Richmond, Victoria, where we have built our new Technology Hub. Our Melbourne Engineering and Experience team moved into this new space in March 2016. This space demonstrates our commitment to attracting and retaining top local and international talent that enables acceleration, innovation and fuels company growth.

Our workspaces promote collaboration and innovation, with flexible fitouts that allow private as well as group project working.

### People & Culture

The employee experience at MYOB aims to engage, inspire, empower and connect our people to drive business success – ours and that of our clients.

We focus business performance by aligning organisational values and goals with those of our employees, so that together, we can execute on MYOB's strategic and cultural priorities. We do this by developing leadership, learning, development and engagement initiatives including:

- Establishing MYOB as an Employer of Choice in our market by leveraging our employment brand "Your Work Matters". We take every opportunity to showcase our culture via social

media channels and sending our experts into the market to speak at industry events and conferences. As one of Australia's most awarded technology companies (2015 BRW Most Innovative Large Company, 2015 Job Advisor Coolest Companies in Tech), bringing the inside out enables us to retain and attract quality talent to the business, with a focus on cultural fit.

- Developing leaders, managers and individuals, and offering outstanding opportunities for growth via our award winning Learning Lab and recognition program KUDOS. We believe our people should not only love work, but also love life.
- Creating an engaged workforce by measuring and acting on employee feedback via engagement program "Your Voice Matters" as a means of boosting productivity and increasing retention.
- Creating fun and friendly workplaces by nurturing social connection via Recognition Awards and Purple Film Fest.
- Offering employee benefits tailored to our employees' needs #MYOBLIFE. These programs continue to drive and deliver a results-oriented and high-engagement culture at MYOB.



### Come join us

#### 10 reasons to choose MYOB

#### A great start to your career

**1** At MYOB you'll be mentored by some of Australia and New Zealand's most innovative thinkers. You'll be encouraged to go boldly with your ideas and produce work that has extraordinary impact.

#### Recognised digital leaders

**2** MYOB is a fixture in Job Advisor's Coolest Companies in Tech and BRW's Most Innovative Companies lists. We are agile, and we're shaping the future of business.

#### Development from day one

**3** In partnership with the renowned School of Life, we've created Learning Lab. Learning Lab is an award-winning, holistic career development program that will help you progress both inside and outside of work.

#### Feel right at home

**4** Inspired by Silicon Valley and the world's best employers, MYOB offices are brilliant workspaces. Standup desks? Check. PS4? Check. Pool Table? Check. Friday drinks? Yep. We believe that play and social interaction inspires creativity. There's no better place to go and have fun each day.

#### Creative inspiration on tap

**5** We attract amazing speakers from the world's leading organisations to educate and inspire you to do your best work.

#### A chance to do good in the world

**6** You'll have a chance to do some extraordinary things for charities and social enterprises by participating in hackathons and community events.

#### Diversity & Belonging

**7** As an important player in the Australian Technology and Software industry, MYOB has a vital role to play in promoting diversity of talent. This is not only within our own organisation but across the broader software industry too.

We believe that businesses need to be proactive in identifying non-traditional talent. That is why we invest in the development of high-demand skill sets and are also at the forefront of the women in IT movement.

MYOB also recognises the importance of diverse thinking. We have an inclusive environment that brings people together and respects their viewpoints, regardless of their differences.



### Start your career where your work matters

**8** A world of opportunity awaits in our customised and personal 24-month graduate program. You will learn how to design and develop real-world solutions for mobile, SAAS, e-commerce and the web.

Working on diverse products, you'll also gain experience and an understanding of agile, lean development and user-centred design.

Most of all, you'll get the chance to make a difference to the community around you.

Adventurous in your thinking, you'll be someone who loves working collaboratively and learning new things. We're looking for people that want to make their mark.

### Life at MYOB

**9** Let's talk perks. This is a company that's committed to your health and wellbeing.

#### Balance

We believe everyone can find the balance they need in work and life. We offer flexible hours, purchased additional leave, generous parental leave benefits, personal development, through our life lab, careers breaks and volunteer leave.

#### Wellbeing

We help our employees improve their overall wellbeing. Great office facilities encourage riding, running or walking to work and there is yoga at work. Plus we offer great health insurance discounts.

#### Discover & Develop

We love to learn. All team members have access to our award-winning Learning Lab, combining online and face to face learning with access to resources and coaches.

#### Celebrate

We recognise and celebrate the achievements of our people. Each year we host a short-film festival (complete with popcorn and prizes), and reward

individuals and teams twice a year with awards celebrations.

#### Tech

In addition to your company-provided tools, we've partnered with Apple, JB Hi-Fi, Microsoft, Dell and more to offer you discounts on your next purchase.

#### Finance

We offer a range of financial benefits including advice, vehicle novated leasing, banking offers, personal travel insurance discounts and great employee referral bonuses.

### Come as you are

**10** Our fun, relaxed environment means you will never have to wear a suit to work. Wear what you're comfortable in – jeans, t-shirts, trainers and hoodies are all you will need, it's up to you what you wear – just be yourself!



# AVIATION

## Where Adventure and Achievement Await...

How would you like to be part of a team of thousands, all working to make the world more accessible? A team focused on safety, passionate about enjoyment, and driven to set the standard for low fares, fun travel and great value.

Our mission is to provide exceptional customer experience while offering all day, everyday low fares, so more people can fly to more places, more often.

With more than 120 aircraft in our fleet and 7,000 team members, we have airlines in Australia, New Zealand, Singapore, Vietnam and Japan. As one of the largest low-fares airline brands in Asia Pacific, we've flown more than 200 million passengers since we launched in 2004.

There are a huge range of experts and specialists working across our Group in a variety of areas – pilots, engineers, cabin crew, airport teams, finance, IT, HR, safety, strategy, marketing, communications, digital, administrators and more.

Our two-year rotational graduate program offers a diverse, exciting and supported environment designed to further your technical capabilities and prepare you for future leadership positions.



### INFORMATION

Want to find out more about hitting the runway for a career at Jetstar? Visit <http://careers.jetstar.com>



### So why choose Jetstar?

#### We're part of something bigger

**1** Our Australia and New Zealand business is wholly owned by the Qantas Group. Qantas is Australia's largest airline and employs more than 30,000 people. Additionally, with airlines in Japan, Singapore and Vietnam, we are a strong and trusted brand across Asia Pacific.

#### We are one team and passionate about enjoyment

**2** We recognise our people are responsible for the great success of our Group. We foster a fun and dynamic one team work culture where our values are embraced and celebrated.

#### We believe in rewarding our team members

**3** Our staff travel benefit gives team members access to hundreds of exciting destinations all over the world, at heavily discounted fares. We also offer a peer-driven employee recognition program, travel industry discounts and team member offers.

#### We're a diverse and inclusive workplace

**4** We embrace peers from a variety of backgrounds, cultures, languages, beliefs, experiences and talents. Our Diversity Council fosters a resourcing policy that encourages a 50:50 gender ratio in candidate shortlist and hiring selection panels. And we're proud to be one of the few top companies with a female CEO.

#### We'll support your career development

**5** We offer professional development training, career conversations, management and leadership development training, mentoring and on-the-job work assignments to help develop skills for your future.

#### We support our local communities

**6** We actively support a number of charities and community programs. Our StarKids partnership with World Vision has raised more than AU\$7 million for community projects in the countries we fly to, and our Flying Start program has granted more than AU\$1 million to local charities.

#### We care about your wellbeing

**7** We promote a variety of health and wellbeing initiatives such as a free employee assistance program (EAP) and OHS initiatives to prevent workplace injuries. We partner with BeyondBlue to promote a mentally healthy workplace.

#### Challenging and meaningful work

**8** We love to be challenged through rewarding and interesting work. Jetstar is alive with a sense of adventure. Day in and day out, our teams across Asia Pacific search for new ways to make the world more accessible.

#### Our Customers

**9** We strive to provide an exceptional experience for our customers through our offer of all day, every day low fares so more people can fly to more places, more often.

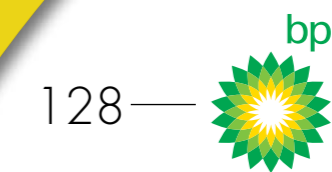
#### Safety is our priority

**10** From office-based team members to pilots and engineers, we're all safety ambassadors. We provide ongoing safety training and promote a safety first culture across our organisation.



Jetstar is alive with a sense of adventure. Day in and day out, our teams across Asia Pacific search for new ways to make the world more accessible.

# MINING/ENERGY RESOURCES







# Discover BP

**Heat. Light. Power. With great energy comes great responsibility. And at BP, it's a responsibility we all share. We find, develop and produce energy resources every day – energy that's behind the products everyone on the planet relies on. As society's demand for energy continues to grow, so does our challenge: delivering secure, sustainable energy at a reasonable cost. But it's not a challenge we're afraid of.**

But BP Australia is more than an oil and gas company, we are also a retailer. We are bringing distinctive offers and rewards to customers, opening modern retail sites and introducing new technology to the market. We deliver the high quality fuels and lubricants that take customers where they want to go – our brands include BP Ultimate, Castrol, Air BP and BP Marine. We also continue to deliver the fundamentals, refining fuels at Australia's largest refinery and transporting fuels through our supply chain.

Our team, both local and global, live our values of Safety, Respect, Excellence, Courage and One Team. It's the breadth of our business that makes it the perfect place to build the foundation of your career.

## INFORMATION

Find out more by visiting [www.bp.com/grads/au](http://www.bp.com/grads/au) or search BP Careers.



## 10 things you might not know about BP

**1** Chances are you come in to contact with us more than you realise – whether it's traveling in a car or bus powered by BP, heading off on holiday in a plane fuelled by our jet fuel or simply stopping in for food or drinks on the way home from school. BP is one of the world's largest and most respected oil and gas companies, however we are so much more than that, and we can't wait to tell you all about it!

## BP is an integrated energy company

**2** This means we engage in all aspects of the supply chain, from exploring and drilling the oil and gas out of the ground, producing and refining it in huge plants and refineries, trading oil and gas like they do on Wall Street, distributing the products to all corners of the country and marketing and selling it to our business and personal customers. And to do this we need a diverse team with skills from geology and sciences, business, commerce and economics and many streams of engineering.

## The world is your oyster

**3** BP is a truly global company, from our HQ in London to the Americas, Angola and Azerbaijan, we have almost 80,000 team members in more than 70 countries around the globe, all working together to supply the energy that keeps the world moving.

## BP has a proud history of operations in Australia

**4** For almost 100 years, BP has been operating in Australia and we now have a retail network of some 1,400 service stations in every state and territory. Our head office is in Melbourne and we also have offices in Sydney, Brisbane and Perth.

## Growing our retail footprint

**5** In 2014 we confirmed plans to increase investment in our service station network by around \$1.50 billion per year over three years. Therefore you will notice more BP sites being built around the country, upgrades to our current service stations and improved food and drink offers including many more healthy options. Our Wild Bean Cafés have an exclusive blend of coffee which is the second highest seller in Australia.

## We operate the country's largest oil refinery

**6** BP's Australian refinery is located 35km south of Perth in Kwinana, Western Australia. A team of approximately 400 including Mechanical, Chemical and Environmental Engineers help to produce more than 46,000 barrels of oil per day. Not all fuel is created equal, the refinery can produce high quality products like aviation fuels



and our BP Ultimate products, through to petrol, diesel and autogas and the leftover sludge even becomes bitumen for our roads.

## We are continuing to explore

**7** In 2011 BP secured four permits to explore for oil and gas off the South Australian coast in the Great Australian Bight (GAB), 250km south west of a town called Ceduna. These permits commit BP to an \$AUD605 million exploration program including a seismic surveying and drilling four exploration wells. The ocean depth is 2.5 – 3 kilometers deep and a special rig has been designed and built to allow for drilling in the various ocean conditions of the Bight.

## We care about our communities

**8** BP in Australia believes that societies and local communities where we work should benefit from our presence. We invest in education, the environment, social enterprise development and energy access. BP has a Reconciliation Action Plan (RAP) which supports the Indigenous community through employment opportunities, skills development and a commitment to buying products and services from Indigenous businesses. Our team members also have the opportunity to take two days of volunteer leave in order to make a contribution to the community.

## Our company values are at the heart of everything we do

**9** One thing all employees will agree on is the importance of our company values in everything we do – Safety, Respect, Excellence, Courage and One Team.

- Safety is good business. Everything we do relies upon the safety of our workforce and the communities around us. We care about the safe management of the environment. We are committed to safely delivering energy to the world.
- We respect the world in which we operate. It begins with compliance with laws and regulations. We hold ourselves to the highest ethical standards and behave in ways that earn the trust of others. We depend on the relationships we have and respect each other and those we work with.
- We are in a hazardous business, and are committed to excellence through the systematic and disciplined management of our operations. We follow and uphold the rules and standards we set for our company. We commit to quality outcomes, have a thirst to learn, and to improve. If something is not right, we correct it.
- What we do is rarely easy. Achieving the best outcomes often requires the courage to face difficulty, to speak up and stand by what we believe. We always strive to do the right thing. We explore new ways of thinking and are unafraid to ask for help. We are honest with ourselves, and actively seek feedback from others.
- Whatever the strength of the individual, we will accomplish more together. We put the team ahead of our personal success and commit to building its capability. We are one team and we trust each other to deliver on our respective obligations.

## Working with us

**10** As you can see, we are an evolving business that employs a diverse range of professionals across many disciplines including retail, engineering, science, business, marketing, and the list goes on! We have a summer internship program for those in their second last year of university and a graduate program for recent university graduates. We also have a co-operative program for those doing a 12 month industry placement as part of their degree. No matter which part of our business you work in, we value our team members and ensure that they have opportunities to continue to learn and develop and are rewarded for what they do. BP is an inclusive place to work and encourages diversity of thought by employing people from all walks of life.



# Bring your energy

**Our people are part of an inclusive, collaborative team that's dedicated to bringing safe, efficient and reliable energy to our customers.**

AusNet Services is an energy delivery service that owns and operates Victoria's largest network of electricity and gas infrastructure. Put simply, we move energy from where it's made to where it's used to more than one million homes and businesses.

You will be part of a team that's dedicated to bringing our customers and communities in which we operate safe, efficient and reliable energy, and you can be certain that safety comes first in everything we do.

Our communities' energy needs are changing and we're changing to meet them. So when you work for us, you're empowering communities and their energy future.

## We help you take your energy further

We offer a wide range of career opportunities for people with a diverse range of skills and experience from technical/trade and engineering roles through to leadership, professional and administration roles. We offer opportunities at our Melbourne CBD and regional Victorian offices and other offices across Australia's capital cities. To find out more about the career opportunities at AusNet Services, visit us at [www.ausnetservices.com.au/Careers](http://www.ausnetservices.com.au/Careers).



## Our People

At AusNet Services, we recognise our organisational success is a direct result of our people, their talents, ideas and the contributions they make every day. That's why we are constantly looking for people who can bring their energy to create a better energy future.

We have a number of corporate initiatives to support and drive the capability, performance, diversity and engagement of our people including:

We understand that people need **flexible and alternative working arrangements** that help achieve a work/life balance. Whether you are starting a family or decide to undertake further study, AusNet Services can support you through part-time employment, job sharing, working from home and career breaks.

Our **'SwitchedOn' Leadership Development Program**, which focuses on nurturing confidence and developing the right skills for our people in leadership roles across all levels.

Our **Women's Career Development Program** focuses on cultivating career development skills and building a networking community that has helped more than 100 women since 2012 to share insights, support each other, reflect and shape their career planning.

Our **Sponsorships and Donations** activities, support various initiatives to strengthen our talent pathways into trade, technical and power engineering professions. To encourage more young women to study power engineering, through a partnership with Deakin University, AusNet Services offers eight 'Women in Power Engineering' scholarships over three years worth \$10,000 each. The scholarships include mentoring and vocation work for the duration of the course.

Since 2012, AusNet Services has offered its eligible employees an opportunity to secure up to \$1,000 in AusNet Services shares through its General Employee Exempt Share Plan (GEESP). On average, 40 per cent of eligible employees take up the yearly offer.

## Our Values

Underpinning everything we do at AusNet Services are our values. Our values are a set of guiding principles and beliefs we agree to share to achieve our objectives.



### Emma, Design Officer

Emma joined AusNet Services under the trainee program to become a Design Officer. After four years, Emma became a full-time Design Officer

based at our Traralgon office in Victoria. She shares her experience as a trainee at AusNet Services.

#### Why did you decide to join AusNet Services as a trainee?

I wanted to do something that involved using physics and maths as part of my job and was originally looking at studying engineering. After researching a career at AusNet Services, I realised that it exceeded my expectations by also providing on the job training and getting paid to learn, which meant no HECS debt.

#### What did you do at AusNet Services?

My role as a fourth year Trainee Design Officer involved designing the supply of electricity to new residential and industrial developments while negotiating with various stakeholders. The best part was that I got to work outside of the office about 30 percent of the time.

#### What do you enjoy the most about your job?

No project is the same; every day I do something different and I am still constantly learning new things. I work with a great group of people; AusNet Services has a great work culture and work/life balance. As a trainee, I had a mentor who supported my learning and development, especially when I was attending TAFE to complete my Diploma of Electrical Power Systems, which was a requirement of my traineeship.

#### Do you recommend an apprenticeship or traineeship role with AusNet Services?

Most definitely. AusNet Services has been extremely supportive of my development and learning. The Design Team has given me the opportunity to develop many different skills. AusNet Services promotes women's development and that has presented me with many more opportunities.

## Come help us move energy

**1** We move energy. Our strength is making the complex business of moving energy in a safe, efficient and reliable way. We do this via:

- An **electricity transmission network** that moves electricity from power stations through high voltage powerlines.
  - An **electricity distribution network** that moves electricity from high voltage powerlines to homes and businesses in Victoria's north east.
  - A **gas distribution network** transporting gas to customers across central and western Victoria.
- If you want to be part of a dynamic industry, bring your energy and help shape the future.

## Deliver Focus 2021

**2** It's an exciting time to join AusNet Services as we deliver our five year plan, Focus 2021. The energy industry, and customers' needs and behaviours are changing. To respond to this, AusNet Services developed Focus 2021, which outlines how we achieve our goal to be a leading modern energy company with a diverse business portfolio. Through our increasing expertise in energy, we are doing our job for the benefit of all stakeholders with a greater sense of purpose – to empower communities and their energy future.

## Your safety comes first

**3** missionZero, our company-wide safety strategy aims to achieve zero injuries at work and in the communities we operate in. Everyone is responsible for leading safety and we genuinely care for the wellbeing of our people. We believe we will achieve zero injuries through strong safety leadership, safe behaviours and continuous safety process improvements. Challenging safety procedures is encouraged so we can continually make improvements to how we do things.

## Shaping the future

**4** AusNet Services aims to play an active role in the future energy landscape, and deliver superior energy solutions through network modernisation. We will continue to explore and apply new technologies focusing on smart meter data, bushfire mitigation, demand management, and solar photovoltaic systems and battery storage. Working for us will provide you with opportunities to get involved in exciting and industry-leading projects that will help shape the future of energy delivery.

## Work with our communities

**5** Our purpose is: To empower communities and their energy future. AusNet Services is committed to partnering with the communities in which we operate. Our commitment to helping communities is supported through sponsorships, donations, community development programs,



employee volunteering grants and extensive stakeholder engagement.

## Our innovation is award winning

**6** We encourage people to throw their ideas into the mix. At AusNet Services, innovation means finding new ways to meet our customer's needs in a sustainable way. A significant innovation program the company has undertaken is the replacement of analogue meters with digital 'smart' meters into more than 700,000 homes and businesses across north and east Victoria. In 2014, we won two Victoria Engineering Excellence Awards for technologies developed in-house to improve the safe and reliable supply of electricity to our customers. One of those awards was in the 'Design and Smart Systems' category. AusNet Services developed solutions using smart meter data to detect electricity theft and it is also successfully preventing electric shock related risks.

## Start your career as an apprentice or trainee

**7** AusNet Services' apprentice and trainee programs are structured to provide broad and diverse experience within a chosen field. We offer excellent exposure to best practices in the utilities industry while gaining a formal qualification and being paid at the same time! Once qualified, apprentices and trainees work in a range of different areas across the business.

## Support your studies with a 'Women in Power Engineering' Scholarship.

**8** AusNet Services offers two types of scholarships – the AusNet Services Women in Power Engineering Scholarship and the AusNet Services Scholarship – to third-year engineering students through the RMIT bursary program. We also support the Victorian Energy Education Training (VEET) program in both the eastern and central regions in Victoria, creating a pipeline for future apprentices.

## Be rewarded

**9** AusNet Services seeks to attract, reward and retain high performing people. We offer industry-competitive remuneration, ongoing career development and training, flexible work arrangements, an employee share plan, corporate discounts, an employee reward and recognition program, an employee volunteering program plus many others.

## Be part of our high-energy team

**10** If you are ready to be part of a high-energy team that is committed to your safety, offers a fantastic culture, great job security, work/life balance, and a strong career path, then visit our website to find out more [www.ausnetservices.com.au](http://www.ausnetservices.com.au). Make sure that you regularly check our Careers page and join us on [LinkedIn](https://www.linkedin.com/company/ausnetservices) to keep up-to-date with opportunities available in your local area, your state and across Australia.

**We work safely | We do what's right | We're one team | We deliver**

At Orica, we're committed to developing tomorrow's technologies and solving today's challenges for our customers.

**Orica provides market-leading customer solutions to improve productivity and resource efficiency in the mining, quarrying, oil and gas and infrastructure sectors.**

Orica is the largest provider of commercial explosives and blasting systems to the mining and infrastructure markets, the global leader in the provision of ground support in mining and tunnelling, and the leading supplier of sodium cyanide for gold extraction.

Orica has a strong portfolio of manufacturing and distribution assets strategically located across Australia Pacific, Asia, EMEA, Latin America and North America which enables us to provide valuable supply chain capabilities for our customers.

Chemical energy (explosives) is 25 times more efficient than mechanical energy for breaking rock. As the world's largest provider of commercial explosives, Orica is in a unique position to help sustainable growth in the global resources sector. Orica delivers value by developing and commercialising differentiated services and products that maximise our customers' capacity to:

- Transform mineral resources into recoverable reserves
- Increase mine productivity and mill throughput
- Increase mineral recovery
- Reduce energy consumption
- Operate safely – above and below ground
- Improve noise, vibration and fume control
- Improve mineral processing efficiency



**The Orica Global Graduate Program**

The Orica Global Graduate Program is designed to develop your leadership potential and set you ahead in your career.

A truly global program, Orica currently has 85 graduates across 14 countries.

Satisfy your desire for diversity of work, professional development, real opportunities and real Responsibility through

- Diverse rotations across different parts of the business
- Formal graduate development workshops each year with a focus on developing your leadership potential

- Structured networking opportunities with the Orica senior leadership team
- An assigned Mentor for career guidance, support and advice
- A nominated graduate Buddy in your first year for peer-to-peer support
- Involvement in local community projects and the option to be involved in our Graduate Sustainability Committee
- A graduate peer community – one that lasts a lifetime



**Orica at a Glance**

- 1 • Number 1 supplier globally of commercial explosives
- More than 1000 Mobile Manufacturing Units
- 1,500 blasts per day on our customer sites
- A top 5 ASX safety performer
- 4 million tonnes of bulk explosives supplied annually

**Our Vision**

2 Orica's vision is to provide Clever Resourceful Solutions to its customers around the world. This vision is delivered by an organisation focused on customer needs and collaboration, operational excellence, innovation and the creation of value for customers and shareholders alike.

**Our Values**

3 • **No Accidents Today**  
We are committed to the safety of each other, our customers and the community. Our aspiration is no harm and zero accidents. No accidents of any kind – personal, plant or environmental. We ask "How can we have no accidents today?" If we have no accidents today and tomorrow, we can do it forever.

• **Succeed Through Collaboration**  
We work together as one business across many geographies and embrace the diversity of our team. We respect and value the participation of everyone. We build trusted partnerships with our stakeholders and we will only succeed if they feel as though they have succeeded with us.

• **Find Valuable Solutions**  
We look for solutions that add value to our business and our customers. We are committed to continually improve, innovate and find better ways of doing things. We listen to our customers' needs and invest in research and technology to develop new ideas.

• **It's Our Business**  
We act with integrity and honesty. We are accountable for our actions and make decisions in line with our economic, social and environmental responsibilities. We set goals and deliver results. We communicate our strategy so we can all participate and find opportunities to grow our business.

**Our Strategy**

4 Orica's strategy is to create sustainable shareholder value through customer focused, innovation led and capital efficient supply of differentiated blasting, mining chemicals and ground support services and products. These are delivered through low-cost manufacturing and third-party sourcing that underpins security of supply.

**Global Reach**

5 An Australian company with a global footprint, Orica has operations in more than 50 countries and customers in more than 100.



**Our People**

6 Orica has a diverse workforce of over 14,000 employees represented by 79 different nationalities. A skilled, productive and diverse workforce is critical to Orica's performance. Orica's people policies, training and development programs and supporting systems guide how the company attracts, develops and retains talented people aligned to business strategy.

**Wellbeing**

7 Orica is committed to the health and wellbeing of everyone involved in the business. Employing over 30 health professionals globally, the health of Orica's people, visitors and communities is a high priority.

**Environment**

8 Orica understands that excellence in environmental performance is essential to

ongoing business sustainability and support from local communities.

**Community**

9 Orica is committed to effective and targeted engagement with communities that host the company's operations.

**Research and Development**

10 Orica invests in Research and Development (R&D) at the company's own sites and through collaborative R&D arrangements. Orica and the Commonwealth Scientific and Industrial Research Organisation (CSIRO) in Australia entered into a second five year alliance to progress commercialisation of groundbreaking technology to improve productivity and environmental performance in the mining sector.

# Energy made fresh daily

## There's more to Origin than you think

Origin is proudly Australia's leading integrated energy company – out exploring, producing, generating and buying energy fresh every day. With over 4.3 million electricity, natural gas and LPG customer accounts, we're the largest energy retailer in the country. We also hold a majority share in Contact Energy, one of New Zealand's largest energy retailers.

A significant power generator, we have the capacity to meet around 13 percent<sup>1</sup> of electricity needs within the National Electricity Market. We also currently supply around 11 percent<sup>2</sup> of Australia's gas. We're the leading green energy retailer in Australia, providing customers with GreenPower, GreenGas and Green LPG. We believe in renewables, and have made significant investments in renewable energy technology – including wind, hydro, geothermal and solar – both in Australia and overseas.

Right now, we're working on Australia's largest coal seam gas (CSG) to liquefied natural gas (LNG) project in Queensland. Australia Pacific LNG is based on Australia's largest CSG reserves, and will soon become a major clean energy exporter to Asian markets.

## Take a fresh look at Origin

A diverse team, over 6000 strong, we offer our people exciting, dynamic and challenging careers. From leadership roles to project management, technical and engineering, to administration and support functions, a role at Origin could take you around Australia – in the field or in the office.

When you work at Origin, you're encouraged to express your ideas and opinions with the knowledge that it's a workplace that welcomes diversity. We recognise that a more diverse organisation will better reflect our customer base and the wide range of communities in which we operate, and we know that when we make business decisions without bias, they're more likely to be good decisions.

## INFORMATION

To find out more go to [www.originenergy.com.au/about/careers](http://www.originenergy.com.au/about/careers)



## What sets Origin apart is the way we do business.

### We're proudly Australian

**1** Since listing on the Australian Securities Exchange (ASX) in 2000, Origin has achieved significant growth and is a member of the S&P/ASX 20 Index. We're a respected voice in Australia's energy policy debate, and believe that we play a pivotal role in educating and empowering the Australian public to make better energy choices. Our Energy for Schools program has taught thousands of Aussie primary school kids about different energy sources and helped their families understand how to use energy safely and more efficiently.

### Our Compass guides us

**2** All of our employees are given a copy of our Compass when they join the organisation. A set of principles, values and commitments, the Compass guides our decision-making, actions and behaviours. It ensures that we lead, innovate and deliver, while meeting our commitments to our shareholders, customers, people, community and business partners.

### Safety comes first

**3** Safety at work is a key priority for Origin. It is central to our duty of care – to our people, our customers and the communities in which we operate. We've devoted significant resources and time to implementing initiatives and a safety-focused culture with the aim of achieving a zero-harm workplace. We reward safe behaviour and encourage observations and continual improvement across all work-streams and all locations.

### Effort is rewarded

**4** Origin employees throughout Australia enjoy competitive remuneration and financial benefits to ensure they feel valued for their contribution to the business. Employees with a year's service can receive Origin shares when company safety targets are met, and eligible employees may receive incentive payments when personal and business objectives are met. Our employees have

access to discounted energy plans, valuable income protection and life insurance benefits, salary sacrifice arrangements for superannuation, additional insurance contributions, and novated leasing, in addition to other benefits and discounts with a number of Origin's corporate providers. This is just one of the ways that Origin creates a rewarding workplace.

### We're powering careers

**5** We are focused on helping all of our people have the right skills and opportunities to contribute to the business and reach their own career goals. Twice yearly company-wide performance conversations are conducted to provide a clear understanding about role expectations and how they can be achieved, to discuss career enhancement opportunities and provide feedback on strengths and areas for development. Mentoring and coaching conversations enable broadening of skills and experience, and the possibility to expand professional networks. We encourage participation in courses and online study modules, with financial support and study leave available to eligible employees.

### Ours is a flexible, supportive working environment

**6** We understand that offering flexible and alternative work arrangements helps our people manage their priorities to achieve work/life balance – whatever their age or stage of life. Origin offers flexibility around how and where you work – part-time, off-site and job sharing may be available. Career breaks, additional leave and assistance in transitioning to retirement accommodate a diverse range of employees and ensure we retain the best people. Origin is recognised as an Employer of Choice for Gender Equality, offering generous parental leave, and tools and support for working parents.

### We help you take care of what's most important to you

**7** At Origin, we offer our employees access to a number of resources and programs to assist them in taking care of their loved ones.

Originfunded insurance can cover lost income for eligible employees who suffer serious illness or injury impacting their ability to work. We also provide them with access to leading specialist medical advice from around the world if they, their partner, or children become ill or injured. And all employees and their immediate families have access to free, professional and confidential counselling, as well as 'Eldercare' resources and information to help them care for older people in their family.

## We've supported more than 20,000 children with their education

**8** The Origin Foundation supports good causes in education. We believe in the power of education to help break the cycle of disadvantage and to empower young Australians to become the best they can be. We provide funding to groups that share our belief in and passion for education and have provided over \$14 million since inception in 2010 to help Australians achieve. The focus on education was chosen by our people, and takes the form of an 'engaged philanthropy model' where Origin's employees donate their time, money and skills through our paid volunteering and matched giving programs.

## We're environmentally responsible

**9** Climate change and reducing the environmental impact of human activity is a global concern and an important challenge for energy companies. Our annual Sustainability Report is one of the ways we explain our environmental impacts, and we also consult with conservation experts to help mitigate environmental risk. We provide funding and resources to studies, programs and activities to preserve the environments that border our operations. In the past year, we have provided thousands of hectares of protected conservation zones for flora and fauna species, timed our marine activities around the calving and migration period of the local whale populations and assisted in extending the Fitzroy River turtle nest protection project.

## We're harnessing the power of the sun, wind and water

**10** Since our company formed in 2000, we've made huge investments in wind, geothermal, hydropower and solar technologies, both in Australia and overseas. And while some of these technologies are yet to prove commercially viable, we're definitely not giving up. In fact, growing our position in renewable energy in the Asia-Pacific region is one of our major priorities. We've been helping Australians make the move to solar for more than 10 years, and have installed over 75,000 solar panel systems.

## A world of opportunity

**ConocoPhillips is the world's largest independent oil and gas exploration and production company, based on proved reserves and production. Across our 20 countries of operations, over 15,400 people work in a truly integrated way to find and produce oil and natural gas.**

Locally, ConocoPhillips has an exciting portfolio of assets, including the Bayu-Undan field in the Timor Sea, Australia Pacific LNG facility in Gladstone, Queensland and Darwin LNG facility in the Northern Territory.

### Our Spirit Values

Safety, People, Integrity, Responsibility, Innovation and Teamwork – our SPIRIT values underpin

everything we do as we work together to deliver outstanding results and achieve our goals.

### Production

Our Darwin LNG facility is located at Wickham Point in the Northern Territory, and was one of the first LNG facilities to operate in Australia. Darwin LNG converts gas from the Bayu-Undan field in the Timor Sea into liquefied natural gas (LNG). Since 2006, over 540 LNG cargoes have been safely delivered to our customers. We use the ConocoPhillips Optimised Cascade Process® to convert gas into LNG.

ConocoPhillips is also a foundation shareholder in the Australia Pacific LNG joint venture in Queensland. The business produces and delivers natural gas to domestic customers, and converts natural gas to liquefied natural gas for export at its two train LNG facility on Curtis Island, near Gladstone. ConocoPhillips is responsible for the operation of the LNG facility.

We are proud of our role in producing natural gas, a clean energy, which is playing an important role in reducing greenhouse gas emissions.

### Exploration Activities

Our exploration and appraisal projects in northern Australia include the Greater Poseidon, Caldita-Barossa and Greater Sunrise fields. Greater Poseidon and Caldita-Barossa are being progressed as future backfill options for Darwin LNG.

### INFORMATION

For more information about our business activities, visit the Our Projects section of the website at [www.conocophillips.com.au](http://www.conocophillips.com.au)



Darwin LNG Facility, Wickham Point, Darwin

### Working safely and sustainably

**1** Maintaining our relentless focus on safety is a priority at ConocoPhillips. It's not just what we do. It's how we do it. We genuinely believe that our work is never so urgent or important, that we cannot take the time to do it safely and in an environmentally responsible manner.

ConocoPhillips has received multiple awards in recent years from industry peak body, the Australian Petroleum Production and Exploration Association (APPEA), recognising our organisation's overall safety excellence.

For ConocoPhillips, sustainable development is about conducting our business to promote economic growth, healthy environments and vibrant communities now and into the future. Globally, ConocoPhillips has made nine commitments that address different aspects of the social, environmental and economic aspects of sustainable development.

To read our Sustainability Report visit the Sustainable Development section of our website.

### Talented and diverse people

**2** By bringing together a variety of talents, backgrounds and experiences, we are able to promote new ideas and innovation, which is critical for business success. We actively recruit and advance employees of all nationalities and ages, providing flexible work arrangement options that reflect the communities in which we operate.

### New technologies

**3** ConocoPhillips' technology programs are designed to provide solutions that maximize delivery from existing assets and which explore and develop new technologies for providing energy to the world. We are a pioneer and global leader in LNG technology with more than four decades of LNG innovation. The ConocoPhillips Optimised Cascade Process® is an LNG liquefaction technology that is used in many facilities across Australia and around the world.

### Our communities

**4** In Australia and Timor-Leste, ConocoPhillips plays an active role engaging and investing in communities where we live and operate. We work with organisations to identify community needs, and deliver strategic programs that meet these needs and also support our business outcomes.

We invest in programs through charitable contributions, sponsorships and employee volunteering. Key areas for investment include education, health & safety, natural resources, and community and arts.

One example of an education-based program is The ConocoPhillips Science Experience (TCSE). Coordinated by the Science Schools Foundation, TCSE is a national program that gives year 9 and 10 high school students the opportunity to



experience hands-on science activities and discover how exciting a science career can be. For more information visit [www.scienceexperience.com.au](http://www.scienceexperience.com.au).

To learn more about our community projects in Australia and Timor-Leste, visit the Community Investment section of our website.

### SPIRIT Scholarship Program

**5** ConocoPhillips SPIRIT Scholarships reward high-performing 2nd year engineering students with financial support for tuition, access to engineering mentors, plus the unique opportunity to visit one of our world-class LNG facilities. Site visits enable students to experience LNG operations first hand and provide students with an insight into careers in the energy industry. Visit [careers.conocophillips.com/university](http://careers.conocophillips.com/university) recruitment for more details.

### Vacation Work Program

**6** Our paid Vacation Work Program provides students in the final years of university study with up to 12 weeks' industry experience. Students are assigned meaningful projects which develop their technical and professional skills, while working in a friendly, supportive environment. Students will generally spend time at one of our LNG facilities during their placement. Visit [careers.conocophillips.com/university](http://careers.conocophillips.com/university) recruitment website for further details.

### Graduate Program

**7** ConocoPhillips' global Accelerate Graduate Program incorporates technical and professional development training, mentoring, global networking opportunities and on-the-job work assignments to develop technical, business and leadership skills. The Program is designed to accelerate the development of these skills and prepare individuals for advancement within the company.

### Traineeships

**8** Operator training programs in Darwin and Gladstone offer trade qualified local residents the opportunity to develop essential industry skills and experience at our Darwin and Gladstone LNG facilities. The traineeships help build future capability for the company's longterm operations workforce.

### Ongoing learning and development

**9** There is always potential for personal and professional growth and the enrichment of talent and skill at ConocoPhillips.

Our learning and development framework combines all aspects of development, including formal training, job assignments, networking opportunities, career planning and feedback on performance.

We have developed targeted talent identification and management programs that recognise and reward outstanding effort and performance through career development opportunities and competitive reward programs.

### A world of opportunity

**10** ConocoPhillips offers a wide variety of career paths for different vocations, including engineering, geoscience, health, safety and environment, finance, information technology, supply chain, operations and human resources.

We provide competitive salaries and a range of exciting benefits designed to recognize individual performance. There is also the opportunity to work in other parts of our business, right around the globe. Visit our website for further details:

[careers.conocophillips.com](http://careers.conocophillips.com).

# We mine for progress

## MMG Limited is a mid-tier global resources company that explores, develops and mines base metal deposits around the world.

We are headquartered in Melbourne, Australia and listed on the Hong Kong Stock Exchange (Stock Code: 1208). The company benefits from an experienced international management team and the support of our majority shareholder China Minmetals Corporation.

At MMG Limited, we stand for progress. Not just in our day-to-day achievements, relationships and goals, but in the widest sense. It is our belief that we mine for the progress and advancement of all humanity. Our company is one of the world's largest producers of zinc and we also produce significant amounts of copper, lead, gold and silver. Our operations include:

- Sepon: an open pit copper and gold mining operation in southern Laos
- Kinsevere: an open pit copper mine in the Democratic Republic of Congo (DRC), which uses simple low-cost mining methods to extract a resource of exceptional quality
- Rosebery: an underground polymetallic base metal mine located in Tasmania, Australia, which has operated continuously since 1936
- Golden Grove: an underground and open pit base and precious metals
- mine in Western Australia, and
- Century: Australia's largest open pit zinc mine, located in north-west Queensland.

Our major development projects include Dugald River, a high-grade zinc-lead-silver deposit located in north-west Queensland, Australia, and the Izok Corridor base metals project in Nunavut, north-west Canada. We also have significant exploration projects and partnerships in Australia, Africa and the Americas.

Our story as a global mining company is built on our people. It is their diverse experiences, skills and knowledge that ultimately deliver success. We work in a positive culture characterised by a commitment to teamwork and our guiding belief expressed in the phrase 'we mine for progress'. We recognise that diversity is good for business and strive to improve gender and Indigenous balance within the workforce. A comprehensive

diversity study is regularly undertaken for our Australian operations covering all employees on the Australian payroll.

MMG is committed to providing a platform for young professionals to learn and realise their potential. We offer a range of vocational pathways to assist students preparing to join the workforce, such as apprenticeships, on-the-job training programs, scholarships and vacation programs. A two-year Development Program is also available for graduates.

### Graduate Program

Our Graduate Development Program offers a diverse environment in which to gain valuable work experience at our Australian operations. The two-year program aims to provide you with the skills and experience to further your technical capability and to ready you for future leadership positions within our company.

The program has been designed with the following outcomes in mind:

- extend your knowledge to enable you to apply your understanding of engineering and scientific principles and practices to solve real problems in your working environment
- experience two of our sites at a minimum
- develop professional competence to perform the roles, and accept responsibilities, required for excellence, and
- develop your professional commitment, ability and experience.

Each graduate will have a network of support that includes: a technical coordinator (champion of your discipline), supervisor (technical development) and a buddy (on the ground support).

Graduate applications open in March each year for an approximate duration of six weeks. Alternatively, you can submit an application via our expression of interest form at any time of the year.



### Our belief

**1** We believe it's for humanity's progress that we mine. We venture where others wouldn't, courageously exploring, discovering and developing the Earth's opportunities into better lives for the world's communities.

### Our vision

**2** Our vision is to build the next generation's leading global diversified minerals and metals company.

Our mission is to maximise our returns by discovering, acquiring, developing and sustainably operating resources projects around the world. Our objective is to be one of the top three mid-tier mining companies by value, within five years. We plan to achieve this through a considered approach to extracting maximum value from our operations, growth and development.

### Our values

**3** We are proud of how we work and our values of safety, integrity, action and results. These values underpin our Code of Conduct and form the basis of all MMG's business activities and relationships.

### Our major shareholder – China Minmetals Corporation

**4** The stability, size and insights of China Minmetals Corporation provide a competitive advantage for our company. As a major metals and minerals company, China Minmetals Corporation provides a unique insight into global commodity demand. The relationship allows MMG to draw upon networks and extensive distribution and marketing channels in China's base metals market.

### Our approach to exploration

**5** Our long-term approach to exploration allows us to grow the company through boom/ bust resource cycles. We focus approximately 70 percent of our exploration programs on near-mine exploration, enabling us to extract the greatest value out of our existing assets.

### Our responsibility for sustainability

**6** We take our corporate social responsibilities towards the communities where we operate and the countries in which we do business seriously. Our wish is to work collaboratively with these stakeholders to bring them sustainable economic and social benefits.

We seek to align with international best practice in sustainability and, as an International Council on Mining and Metals (ICMM) member, we benchmark our performance against the sustainability criteria of the ICMM Sustainability Development Framework.

### Our people

**7** We aspire to form a partnership with each person in the organisation that engages them to contribute towards achieving our company's vision, as well as developing personally. Our people principles are built on our values of safety, integrity, action and results.

### Our people programs

**8** Our employees want more than a job. They want to learn, improve their mix of skills and be given challenges and opportunities to grow and develop in their areas of expertise and interest. MMG integrates both individual and team building programs to link the development of our employees and their work against our overall business objectives.

### Training

**9** We have implemented a range of training programs across our sites to ensure adequate competencies at all levels among employees and contractors.

- Training programs include:
- competency-based training for operators of specialised equipment

- cultural awareness sessions
- diversity training
- nationally accredited frontline management training to develop supervisory and leadership skills
- nationally accredited metalliferous training for on-site operational training
- site and safety inductions, and
- specific discipline training – provided to individuals off-site including conferences and workshops in areas such as stockpile management, project management, plant management and carbon management.

### Incentives and benefits

**10** We aspire to be a performance-based organisation that uses specific measures and targets to drive and reward company, site or individual performance. We offer competitive remuneration and the opportunity to earn incentives that reward good performance.

Our aim is to provide a total remuneration package that will attract and retain high quality, talented employees across all our businesses. In turn, we expect performance that delivers on our business plan and we actively support our people to achieve high performing outcomes.

# AGRIBUSINESS

# Elders Rural Services

## Elders is a leading agribusiness and an iconic brand in rural and regional Australia, having successfully supported the business of farming for many years.

We are passionate about farming and the possibilities for Australian farmers in today's global market. We tailor our support to help them maximise their farm potential in this environment, through improved productivity and enhanced profitability. Successful clients who can achieve their business and personal goals drive our success too.

To achieve this we need outstanding and passionate people to share our vision. We offer a variety of fulfilling roles across rural and regional Australia. If you're as passionate and dedicated as we are, then talk to us about becoming part of something big.

### Why choose Elders?

To be successful, today's farmers need to be experts in every aspect of their farming business, which is where we can help. We have some of the best experts in the industry and support every part of the production cycle, from farm supplies, real estate and finance to livestock, wool and grain marketing.

An important part of the way we support clients is through the different roles, skills and expertise we offer to ensure the success of their farming business. By choosing to work with Elders, you become part of a national network of expertise. So even though you may not have the knowledge to be able to provide advice on every crop and breed of animal or every climate and condition that may affect today's farmers, you can easily find help from someone who can. It means you can always offer your clients the right advice, whatever their needs or location.

Our national network, links to international markets and our range of product and technical expertise mean we can offer a range of careers in different locations and the opportunity to develop your skills in whichever career you choose.

## We support your career

At Elders everyone is provided with opportunities to reach their full potential and we value the differences of a diverse workforce. A career with Elders means an opportunity to work among some of the best experts in the industry and learning through on-the-job training and mentoring. We offer online learning, webinars and in-house courses, which have been tailored to suit the needs of today's farming businesses.

Our employees appreciate the flexibility provided to them as their needs change over their career. We have many people whose loyalty and abilities have been recognised as they have forged their careers from trainee to senior manager, from sales to technical expert, from one side of the country to the other.

If you are looking for an opportunity to advance your career, make sure you choose Elders.



*"There are a lot of benefits working for Elders, but for me the key benefit is the support and freedom I'm provided to manage myself while being part of a strong network. When I go out to a paddock it's not just me, I've got 40 other agronomists only a phone call away, all specialists in their own areas. We've learned within the company to use the power of the network to get the job done."*

**Adam Hancock, Agronomist**

*"We are part of a large pipeline, from producer right through to processor, with a goal to add more value to our clients' business. We do this through production advice, market information, as well as forward market and price risk management tools to ensure our clients' products remain profitable for their enterprise."*

**Lachlan Sutton, Wool Sales Manager**

*"Everyone's been so welcoming, it's a good opportunity to see different parts of Australia and you're always meeting new people. My dad is a fourth generation dairy farmer and when I told my parents I'd been selected for Elders' intake of stock and station agent trainees, they were pretty proud, I love the industry, it's something I've always enjoyed and always wanted to do."*

**Kate Knowles, Territory Sales Manager**

*"The Elders brand is well-recognised across Australia and is a valuable brand for both our clients and also for employees. We have a good network of employees and I have contacts right across Australia. If you want an opportunity to work hard in your job and make things happen, Elders will back you 100 percent of the way."*

**Aaron Seaman, Branch Manager**

## CONTACT

For more information visit [elders.com.au](http://elders.com.au)

All roles within the Elders branch network include core activities that help develop a strong team and a great working environment. Here are some examples from the wide range of roles at Elders.

### Livestock sales

**1** Working with clients to help them achieve maximum productivity and also help them buy, sell and market their livestock. Key activities include:

- attending livestock sales and conducting sales for clients
- providing technical livestock advice and recommending product and livestock solutions
- identifying and developing new livestock sales opportunities for prospective and existing clients, and
- advising on stock management issues.

### Wool sales

**2** Providing sales and marketing expertise to help clients achieve the maximum outcome from their wool. Key activities include:

- achieving wool sales targets and developing new wool sales opportunities
- advising clients on wool appraisals and test results, and
- supporting other staff in the branch as technical wool expert.

### Farm supplies sales

**3** Providing excellent customer service and selling farm supplies in-store to clients. Key activities include:

- providing farm supplies advice, recommending and selling products to clients
- actively looking for new farm supplies opportunities and prospecting for new clients
- storing, handling, receiving and dispatching stock in a safe manner and presenting products and displays in-store, and
- supporting inventory management activities, including stock control, product availability/turnover and stocktake.

### Agronomy

**4** As a valuable partner to clients, provide support and assistance to help them achieve the maximum productivity from their land and their crop. Key activities include:

- providing clients with agronomic technical advice and recommending relevant products and services
- performing agronomic services for clients, including planning, monitoring, testing and inspecting
- providing technical support and product recommendations to other branch staff
- assisting the farm supplies staff with product forecasting and inventory management, and
- identifying new agronomic sales opportunities for prospective and existing clients.



### Banking

**5** Provide banking and finance solutions to clients to help them successfully manage their business. Key activities include:

- providing clients with banking advice and recommending relevant products
- identifying new banking sales opportunities for prospective and existing clients, and
- preparing and analysing lending applications and credit reviews.

### Real estate

**6** Provide real estate sales and marketing expertise to help clients achieve the maximum outcome. Key activities include:

- achieving real estate sales and earnings targets
- performing appraisals of clients' properties
- advertising/marketing of properties, and
- negotiating sale price and conditions between vendor and buyer.

### Traineeships

**7** We believe in investing in the future and helping to develop and nurture young talent. Our traineeship program provides an entry level path into Elders, with training in all aspects of the business. The key skills and knowledge developed during the traineeship include:

- familiarity with client segments and how products and services relate to client needs
- understanding of the products and services available through Elders
- supporting clients and assisting with branch administration (may include banking, purchasing, reporting, bookkeeping/ reconciling accounts, promotions, marketing), and
- handling client queries or referring on to specialist staff.

Traineeships provide a valuable insight into a career in agriculture and help those who are just starting out to experience and understand the different roles and services available with Elders.

### Graduates

**8** The Graduate Agronomy program has been specifically designed by our agronomy experts and provides excellent career opportunities with an industry leading organisation. The two-year tailored program involves the opportunity to:

- work in multiple locations across Australia
- gain exposure to various cropping segments
- specialise in a particular segment.

Graduates are supported by Elders experts in the field to develop the skills needed to provide growers with the latest in agricultural technology. This covers crop protection products, seed, fertiliser and plant nutrition services through the provision of cutting edge agronomic advice.

### International agribusiness opportunities

**9** In addition to its Australian operations, Elders offers international career opportunities through its operations in Indonesia and China, with representatives in a number of other overseas countries. This facilitates the exporting process from farm gate and delivers the products and information farmers need to add value to their business.

### More than just rural services

**10** In our Adelaide head office, we have corporate support functions that include accounting, marketing, human resources and supply chain.


### So why choose a career with Elders?

Opportunity to make a difference Elders supplies the food that growing populations in developing countries need, working at Elders, you are part of the wider global community. We are committed to delivering value to the local communities in which we operate and the future of Australia's agricultural industry.



# PROFESSIONAL SERVICES

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# A better working world built by you

## You've got the potential to help make the world work better. Now you can use it.

At EY we like to look for smarter and better ways to do things. We like to ask, what if? You see, the biggest breakthroughs in this world happen by asking these two small but powerful words.

Lasting achievements start with looking at things in a different way and that's what we're all about. It's the legacy we're creating for our clients, communities and our people. And we'd love for you to be involved.

Whether you work in Assurance, Tax, Transactions or Advisory, we'll provide you with experience and experiences that'll shape your career for years to come. Because when you grow, we do too.

With EY you can influence the future of your career, the businesses you work with and even the world you live in.

## Your exceptional EY experience begins here

Our **Cadet Program** allows you to combine work and university study. Offered in Melbourne, Sydney and Brisbane, we'll provide you with the support you need to succeed.

Our **Career Compass Program** offers you a unique learning experience that will help you make smart decisions about your professional career.

Our **Vacationer Program** is a great way to experience the working world during your summer (or winter) holidays in your penultimate year of university. Show us what you're capable of and you may be invited to join us after graduation in a full-time position.

If you're a high performing vacationer, you may be selected to attend the International Intern Leadership Conference (IILC) in Florida, USA and join over 3,500 students from across the world.

Our **Graduate Program** will put your knowledge to the test. Build your technical skills. Join us full-time as a graduate and you'll get early responsibility, support and training.

## FAQs

### How do I apply?

Familiarise yourself with our eligibility requirements. If you meet these requirements, you can complete the online application form. You'll need to attach an electronic copy of your academic transcript and CV. Applications for all of our programs can be submitted online at [www.ey.com/au/careers](http://www.ey.com/au/careers)

### Who do we look for?

We're not only looking for high academic achievers. We are looking for well-rounded candidates with good communication, analytical and interpersonal skills. We also want someone who will work well in a team and who is enthusiastic and motivated to learn.

### I have personal commitments that are important to me. Can I still join EY?

We understand that success is broader than what you achieve at the office. That's why we support one another in attaining life balance, in reaching our personal goals and keeping our personal commitments. Some of our people have participated in professional sports, written novels, recorded albums and achieved a host of personal initiatives while working with us. The key to balancing your professional and personal commitments is communicating often with your team and supervisor and remaining flexible.



## Ten Points of Distinction

### Bring your thinking to a global stage

**1** At EY, share your ideas with more than 210,000 colleagues around the world. Like you, each person brings a different point of view. We listen to and value each and every member of our team.

### Create your future

**2** With some of the largest clients and most interesting projects, both locally and globally, our dedication to development ensures you can achieve your aspirations. No matter what you want to become, make sure you give yourself the best start possible. We can help you to create your future by becoming a specialist in a particular field or by giving you the opportunity to apply your key strengths to industries that you have a particular interest in.

### Choose your adventure

**3** Whether you're at school or an undergraduate, we'll help you discover what we offer and what you're capable of. We offer a range of programs for students: Career Compass, Cadet, Game Changers Club, Vacationer, Co-op and Graduate.

### Busting the myth

**4** Developing excellent relationships and delivering effective business solutions requires people from many different subject areas – not just accounting or commerce. Our people have a range of degrees, including human resources, information systems, information technology, computer science, engineering, law, science, environmental studies, actuarial studies, economics, finance, maths, arts and psychology.

## Be successful

**5** At EY, there is no one path for everyone. You're encouraged to create a path that reflects your individual talents and aspirations. We assess your individual strengths and development needs and provide a tailored framework to advance your progress. We'll work with you to help you succeed professionally and personally.

## EY and you

**6** Learn through our structured, formal programs. You'll be supported to achieve professional certification. Coaching will nurture you in your day-to-day work. Get feedback, counselling and mentoring from experienced people who can help and show you how to realise your talents and aspirations.

## Be rewarded

**7** We'll reward you for your work and your commitment. Here are just some of the benefits you'll enjoy during your first few years – and beyond:

- flexible leave
- career breaks
- corporate discounts
- salary packaging
- study assistance
- employee assistance program
- health and wellbeing programs

## Feel included

**8** In our inclusive work environment, everyone's opinion is listened to and valued. You'll be encouraged to build strong relationships across the world and seek diverse opinions. You'll gain perspective and insights that will help you provide better answers for your clients.



## Giving back

**9** Through our EY Foundation programs, EY has shown ongoing commitment to sharing the responsibility of caring for the community. Whether it's for local businesses, disadvantaged people or the environment, we volunteer our skills and time to give back to those in need. Together we can build a better working world.

## Connect with your global peers

**10** Every year we send selected vacationer students to Florida to be part of the global International Intern Leadership Conference (IILC). You'll meet our global chief executive officer, attend workshops and, of course, go to Disneyland! The IILC is a unique opportunity to meet EY vacationers from around the globe, make new friends, compare backgrounds, explore cultural differences and witness the firm's values in action.



## INFORMATION

For more information about EY, visit [www.ey.com/au/careers](http://www.ey.com/au/careers)  
[www.facebook.com/eycareers](https://www.facebook.com/eycareers)  
[www.twitter.com/EY\\_CareersAUNZ](https://www.twitter.com/EY_CareersAUNZ)  
[www.linkedin.com/groups/7023049](https://www.linkedin.com/groups/7023049)  
 Instagram @EYAUcareers

# Who is PwC?

**PwC is most commonly known as one of the Big 4 Accounting Firms, and it's true – we do boast a large Assurance business.**

However, in reality, PwC is so much more than accounting. We are a Professional Services Firm.

This means we help organisations and individuals create the value they're looking for. Globally, PwC is more than 190,000 people who are committed to delivering quality in assurance, advisory, tax & legal and private clients services.

Our people are energetic and inspirational and come from a diverse range of academic backgrounds, including arts, business, accounting,

tax, economics, engineering, finance, health and law. From improving the structure of the Australian health system, to performing due diligence on some of Australia's largest deals, and working side-by-side with entrepreneurs and high-net-worth individuals, our teams bring a unique combination of knowledge and passion to address the challenges and opportunities that face our community.



## To realise and discover the potential of...

**1** This is our vision: To realise and discover the potential of... We recognise that each and every one of our employees possesses unique strengths, goals and career ambitions. By creating an environment that helps you to realise and discover your potential, we push ourselves and each other beyond where we have been before.

## Values drive us

**2** We are proud to be a values based organisation. Our values reflect who we are, and they should be evident in everything we do. The PwC values:

- Performance matters
- Have a go
- Be open and authentic
- Hunger for growth
- Embrace differences
- Care

## Choose your own adventure

**3** PwC is part of a global network of firms with over 172 offices in cities all around the world. At PwC, employees are encouraged to seek opportunities to work in other teams, states, countries or at client sites. Travel or secondment options may also be available and it is encouraged to take these career and development opportunities when they arise!

## We invest in our student talent

**4** By identifying talent amongst students (graduate and vacationer), we lay the foundations for business longevity and success.

We look for students from an array of educational backgrounds and focus on recruiting bright and passionate individuals who embrace the ever changing business landscape; many of whom will become the future leaders of PwC.

## Setting you up for success

**5** PwC is dedicated to helping you grow and supporting your career development. As someone new to the firm you will have access to a myriad of learning opportunities including; on-the-job training, support by a dedicated coach, access to further education like the CA Program, internal development programs and study and exam leave should you wish to pursue other qualifications.

## We make an impact

**6** At PwC we believe in being 'part of it': part of the global conversation and movement towards responsible business practices that create positive change in the world. We share in a number of community and charity partnerships and give our employees the opportunity to contribute to these relationships. Our people are entitled to one of day volunteer leave each year, with flexibility for additional leave when applying their business skills.

## Passionately pushing boundaries

**7** Innovation is at the core of our client work and just as important in providing our employees with the technology and flexibility they need to succeed. Innovative technological solutions mean that you can work anywhere, and it's important to us that our employees are entrusted to work in ways that suit their needs. As we transition to activity-

based offices across Australia, we encourage our people to use the tools at hand, to work effectively and efficiently how they choose.

## Diversity is key

**8** At PwC we encourage people and teams to have a go at trying new things and challenging the status quo. We all contribute to the culture at PwC. We see our differences as a strength of our firm. We focus on nine dimensions; age, culture, disability, flexibility, gender, indigenous, religion, sexual orientation and strength/skills. Some of these differences are visible, and some are not. Our opportunity is how we bring these differences together.

## It's the small things

**9** It's the small perks like Birthday Leave (if your birthday falls on a work day, you can take a day of leave!) and the ability to purchase an additional 12 weeks of annual leave that make working at PwC great! We understand that living your life to the fullest is just as important as on the job success and that is why when you join PwC, you're set up for both.

## So much more than Accountants

**10** Operations, R&D, Software Development, Cyber Security, Web Design, UX, Real Estate Advisory, Risk Assurance, People & Change, Mergers & Acquisitions, Economics & Policy, Strategy Consulting, Performance & Remuneration, Analytics, Data Modelling and Project Management are all teams at PwC – just to name a few.

# INTERGRATED SERVICES

# People who know the business

For more than 50 years, the name Wilson and its success has been achieved through superior performance and the strength of our relationships. Building on our core strengths of customer service, financial security and specialist staff, Wilson has developed into a reliable and innovative provider of a diverse range of services throughout the Asia Pacific region.

Our 9,000+ employees are the driving force behind our success, and Wilson has developed a career progression model that provides our employees with a defined career development pathway with several objectives: talent management, succession planning, prospect for advancement and provision of superior services.

At Wilson, our commitment to recognising the work that our employees perform and the quality of the service they provide is very important. We reward exceptional and outstanding effort through our annual service awards program, and additionally recognise length of service at these awards with certificates and mementos being provided to staff with 5, 10, 15, 20, 25 and 30 years of service to our organisation.

## INFORMATION

If you are interested in joining us, please visit our careers site at [employment.wilsongroupau.com](http://employment.wilsongroupau.com)











## What makes Wilson different?

### Our Group

**1** We are a family-owned business and for over 50 years the success of the Wilson name has been underpinned by superior performance and the strength of our relationships.

### Our Vision

**2** Every action we take is designed to further our leadership position in our industries. Through mutual respect for each other, dedicated service to our clients and customers and innovating through our products and services, our vision inspires our company and our people.

### Our Mission

**3** Delivering outstanding solutions for our clients and customers, for the challenges they face – today and tomorrow, Wilson's mission guides our strategy providing clear direction to our daily duties.

### Our Culture

**4** Nothing captures the spirit of Wilson more than the culture we promote. We recognise and reward those who not only achieve, but also those who have gone above and beyond in their duties. Our staff come from a diverse range of backgrounds, at Wilson we celebrate this and strive to provide a positive, engaged and

progressive culture, one of inclusion, development and acceptance.

### Our Objectives

**5:** Our people are our greatest advocates. We deliver efficient solutions, with an unwavering commitment to the customer.

- We are an agile organisation, delivering real value every day.
- We build and maintain a reputation for absolute trustworthiness.

### Our Approach

**6** As a business our focus is about relationships and meeting customer needs. Without our customers, we have no business and without the efforts of our staff we could not continue to grow our business. We place a great importance on our dealings with customers and staff.

### Our Diversity

**7** We are passionate about providing a culture that sees our employees, no matter what their gender or role, whether it be parking officers, paramedics, security officers, operational or support roles build long term meaningful careers.

### Our Engagement

**8** With more than 9,000 employees, we are committed to Indigenous participation and engagement throughout our business.

Our objectives in this area are supported through a number of initiatives, including:

- Indigenous Engagement Strategy
- Indigenous Engagement Manager
- Employment and Training opportunities
- Sponsorships and memberships
- Supporting the development of Indigenous owned businesses
- Improving our organisation's understanding of and respect for Indigenous culture.

### Our Community

**9** We know the importance of giving back to the community, and every year the Wilson Group supports and works with numerous local and national charities, sponsorships. Some include:

- White Ribbon Foundation
- Australian Defence Force (ADF) Assistance Trust
- Women in Resources Victoria (WiRV)
- Leukaemia Foundation's "Light the Night"
- World Vision – we currently sponsor five children through World Vision Australia.
- McGrath Foundation
- Lloyd McDermott's Pindarri Dreaming Aboriginal Rugby Sevens

### Our Future

**10** If you think you'd like to be a part of our future, find out more about us and visit [wilsongroupau.com](http://wilsongroupau.com)

# RETAIL





# Inspiring, Creative, Fashion

## Sportsgirl is more than just a store – the stripes are a part of modern Australian culture.

Whether you are in one of our 123 stores or connecting with our rapidly expanding online community, you will know that Sportsgirl is at the forefront of Australian fashion and culture. Our vision is to be THE inspiring destination for all things

creative and fashion.

We collaborate with some of the best and brightest creative talent both in Australia and across the globe.

At Sportsgirl we're more than a fashion retailer – we're a community of passionate, dynamic and innovative team members dedicated to creating the latest fashion and bringing it direct to you.

As a team member with us you will be joining

a business that is committed to supporting and developing you in your career, wherever it may take you.

We support our team members in developing the skills, experience and confidence they need to take on the world.

Whatever your goal – Sportsgirl is more than a job, it's your dream career. Join our iconic Australian Fashion brand today.



[sportsgirl.com.au/get-a-job](http://sportsgirl.com.au/get-a-job)



## Are you a Sportsgirl?

**1** Our team members love what they do and are at the heart of our brand. We are passionate about our people and are always on the look-out for talented individuals to join our team.

So, if you love helping people, being at the forefront of fashion, or if finding someone the perfect outfit is your idea of heaven then you will love a team member role with us. And the best bit? We have a lot of fun getting our jobs done!

## We support you

**2** We support our team members in developing the skills, experience and confidence they need to take on the world. We recognise that for many young people, their first job will be in retail.

We regularly have great entry-level opportunities across a range of areas: Buying, Planning, Marketing, Finance, Visual merchandising, HR, IT, Retail Operations (to name just a few!). We are committed to recruiting from within wherever possible and have a strong focus on internal development and succession planning. Many of our team members work casually or part time whilst studying and then apply when jobs are advertised internally.

## Learn from the best

**3** Our team members are trained and developed by the very best retail talents Australia has to offer. We offer mentoring, group and online training that are just like us – fun, inspiring and innovative. We also encourage you to connect with your extended team member families. Whether it's head office or stores, we all learn from each other.

## It's all about you

**4** Really! We believe that work can be fun and we take great pride in our supportive, friendly workspaces. We are committed to making you the best you can be, rewarding and recognising you along the way.

## The authority on Australian style

**5** Sportsgirl has had a rich Australian history, opening its first store in Melbourne in 1948. We are still Australian-owned and Australian-run.

We've all grown up with Sportsgirl and it's a part of our cultural heritage – a brand by Australians for Australians. No one knows Australian style like Sportsgirl and we are proud to represent this to the world.

## What's in it for you?

**6** We are committed to providing all of our team members with a great working environment – one that will grow with you through all your different work, life and study requirements.

We offer benefits such as:



- flexible work hours
- event participation
- great store incentives and bonus program
- amazing staff discounts
- career progression
- talent development and training
- conferences and seasonal launches
- team member referral incentives
- discounted corporate health insurance

## Supporting our community

**7** At Sportsgirl we are proud to support our community with our Butterfly Foundation partnership. We have been in partnership with the Butterfly Foundation since 2006 and were the first Australian retailer to make a public commitment to positive body image.

We are committed to only using healthy models in our advertising and our ongoing partnership has raised over \$2.5 million dollars for the Butterfly Foundation to support their programs. Our store teams play an active role in communicating about our partnership with the Butterfly Foundation and raising money for this amazing cause.

## Get connected

**8** Sportsgirl has some of the most dynamic social media channels in Australia. So whether you want to like it, pin it, tweet it, blog it, post it, Sportsgirl.com.au is the place to get all your fashion and style inspiration. Our store teams even join in the fun, with each store in charge of their own Instagram page!

## Developing Australian talent

**9** We have collaborated with some of the best talent Australia has to offer. Whether it is photographers, stylists, bloggers or artists, Sportsgirl gives back through nurturing and supporting our up and coming talent.

Each year we work closely with RMIT and Gordon Institute to take in students across a range of areas and provide them with career exposure while they study.

## Apply for your dream job

**10** If you believe you have what it takes to join the unstoppable energy that is Sportsgirl, jump onto our careers site at [www.sportsgirl.com.au/get-a-job](http://www.sportsgirl.com.au/get-a-job) and get ready to live your dreams!

# Give your career a fresh start

**Woolworths Limited is Australia's leading retail company with more than 3000 stores across Australia and New Zealand, which span the food, liquor, petrol, general merchandise, home improvement and hotels industry.**

Woolworths is an Australian company that was founded in 1924 in Sydney. When we opened our first store, the founding CEO Percy Christmas stated a key principle for Woolworths: 'Every man, woman and child needs a handy place where good things are cheap'. This principle is just as important today as it was in 1924 and we work hard to live up to this vision by offering the best possible convenience, value, range and quality to the 18 million customers we serve each week.

Woolworths is a proud Australian business, employer of more than 197,000 people and committed business partner of many thousand local farmers, producers and manufacturers.

There are many different pathways to enter our business as a young student or graduate, including our graduate program, apprenticeships or direct entry to retail operations or support functions. Whichever pathway you choose, we will help you to be the best you can be.

If you are interested in joining us, please visit our careers site at [www.wowcareers.com.au](http://www.wowcareers.com.au).



Woolworths *The fresh food people*

ENDEAVOUR DRINKS GROUP

Metro Caltex Woolworths countdown BIGW BWS Dan Murphy's ALH Group

## Career opportunities

**1** Each year we recruit thousands of people across Australia and New Zealand. Jobs include retail operations or support team roles in areas such as Supply Chain, HR, IT, Finance, Property, Buying and marketing, etc. On an average, Woolworths advertises 350-400 roles every day and in the last financial year 50,000 individuals became a part of the Woolworths family in Australia.

## Growth opportunities

**2** The size and geographic spread of our business offers employees with an unusually broad range of career options within one organisation. Woolworths employees are encouraged to expand their learning, and explore opportunities within other business units, functions, and divisions within Woolworths. As a result, our team members tend to stay with us for a long time. There are more than 6500 team members who have spent more than 25 years with Woolworths and are a part of the prestigious '25 year club'.

## A Great Place to Work

**3** At Woolworths, we win through teams. At all levels of the organisation, we offer a supportive environment to achieve our goals as one team. At Woolworths our Leaders continuously listen to our team members and implement improved ways to stay ahead of the changing needs of our workforce. Our store and support teams find unique ways to ensure that each team member is engaged and is supported to reach their individual and career goals.

## Flexible work options

**4** At Woolworths various short-term, long-term and ad-hoc flexible work arrangements can be supported, depending on your situation. Whether you are studying or have commitments outside of work, there is always flexibility in some part of the business to cater for you. We offer full-time, part-time or casual working hours, tailored to individual needs. Woolworths is one of the biggest clients of Google in Australia and it leverages the IT infrastructure to enable individuals in the support teams to collaborate and contribute to team goals in an activity-based environment.

## Benefits and rewards

**5** Everyone receives great benefits at Woolworths. The WOW People Discount Card entitles the cardholder to a discount of 5% on all transactions (cash, credit and/or lay-by, specials) of \$5.00 or more at participating Woolworths Group businesses in Australia and New Zealand. Working with Woolworths also means that employees can access competitive financing rates through the Woolworths Employees Credit Union and avail the Woolworths Money Staff Offer. Woolworths also provides its employees with discount options at Fitness First, BUPA Health plans, Budget Car



Rentals. Woolworths Employees can also take advantage of the huge savings on a wide range of products and services including discounted attractions, cinema & live show tickets, discounted gift cards and savings on automotive, dining, fast food, travel & accommodation and much more through the WOW Club.

We also have an Employee Share Purchase Plan Scheme. These are just some of the many benefits that Woolworths offers.

## Recognition

**6** We are proud of our people. We support the recognition of individuals both internally and externally on the wider retail stage. We provide opportunities for employees at all levels to participate in selected state and national awards, and even offer scholarships from time to time.

## Your development

**7** We see learning and development as an essential investment for our future growth and as an important component of our philosophy of promoting from within our organisation. From the moment you start with our company, you will be exposed to continual opportunities to learn and develop.

As a Registered Training Organisation, we offer employees the chance to gain nationally recognised qualifications from Certificate II to Diploma level. We also have a number of development programs, including School-Based Apprenticeships, Traineeships, Graduate Programs and Fast Track Programs. We are committed to providing opportunities for all our employees to achieve their goals and progress their careers.

## Everyone counts

**8** We have an ongoing commitment to diversity. Our aim is to provide a work environment that is inclusive, where all employees are treated with dignity, courtesy and respect. We acknowledge that diversity adds value in bringing different perspectives to the workplace and reflects the communities we serve. Proud at Woolworths Group is a network within Woolworths that actively and openly supports the LGBTI community, and is supported by each Leader and team member in Woolworths. We also work very closely with our indigenous community currently employing 2,000 Indigenous workers and, as a result of the Woolworths Indigenous Employment Programme to recruit additional 1600 employees in the next three years, woolworths is on track to becoming one of Australia's biggest employers of Indigenous workers.

## Employee wellbeing

**9** Woolworths wants to energise their people so they are creative and innovative at work, but also have the energy to spend meaningful time after work with their families or in the community. We provide a flexible & safe work environment, and great health benefits to our team members to ensure that they are able to bring their best, healthiest and whole selves to work every day.

## Social & Corporate responsibility

**10** Our long-term goal is to be recognised as the leader in sustainable retailing in the Australian retailing sector. We have integrated corporate responsibility and sustainability into our day-to-day business practices as a high priority.



## Bringing the love of shopping to life

**Myer is a fashion retailer that has a proud heritage and an exciting future. Our vision is to bring the love of shopping to life. We do this through passionate people, inspiring brands, wonderful experiences, personal connections and by embracing change. Success starts with the customer.**

As one of the largest retail employers in Australia, Myer offers team members a rewarding and exciting career path. Myer is Australia's largest department store group and has been synonymous with style and fashion for more than 100 years.

We have a valuable footprint of stores in prime retail locations across Australia, supported by our recently enhanced online, digital and mobile platforms. This combination sets the platform for a leading omni-channel experience for our customers, regardless of how they choose to shop with us.

We are focused on bringing the love of shopping to life for our customers, our 12,500 team members, our shareholders, our suppliers and the many communities that we engage with on a daily

basis. Myer is a significant employer in Australia and has a long history of philanthropy and local community engagement.

Myer offers an exciting and diverse range of career opportunities in our retail stores and support functions. As a Myer team member, you can be offered opportunities to learn about the retail industry, have access to exclusive discounts and offers, training and development and a great team to work with and support your career goals.

### Careers at Myer

We are always looking for talent for our stores, distribution centres and store support office. Whether you are passionate about creating fashion, getting our products to market or delighting our customers in stores, we have a career for you.

Store opportunities include roles ranging from the service team, to visual merchandising and management. The national support office supports the success of stores and has roles in various areas including: buying, product development, finance, marketing, information technology, operations and human resources.

To explore opportunities in our retail stores and at our store support office, please visit [www.myer.com.au/careers](http://www.myer.com.au/careers).



### Leah Purcell – Events and Sponsorship Manager

*Every day I find myself lucky enough to walk the streets of beautiful Melbourne city,*

*toward a modern, fashion-inspired, high-rise building, through shiny black revolving doors, into automated lifts, up to level four where I arrive at my desk! Overlooking the water, I start my busy, creative and social day in the Myer marketing team as the Events and Sponsorship Manager. The journey to this morning ritual began 12 years ago with my very first day of employment standing at the Myer menswear fitting room at the age of 15. This was a casual job that allowed me to be surrounded by fashion every day, search high and low to help customers find the perfect gift or outfit for their first day at work, their wedding or the races with friends, and work with a team of people who were passionate about bringing the love of shopping to life.*

*At the completion of my marketing degree and after six years in my casual job, it was time to head out into the professional world. I secured a job in the fast moving consumer goods industry as a marketing assistant. Three years into this role, my love for fashion retail was still burning and I was accepted into the Myer Graduate Program.*

*Here, I was exposed to multiple facets of the business, met some incredible leaders, mentors and peers and, through strong networking, landed myself a role as an Events Specialist. Four years on, this role has evolved into a management position and now I am looking after the additional portfolio of sponsorship.*

*The glamorous side of my job sees me organise the Myer Marquee at the Melbourne Cup Carnival, assist in running Myer Fashions on the Field across the country, execute fashion shows, store openings, brand launches, celebrity appearances and a strong program of Christmas events. But what really gets me out of bed in the morning is the incredible team I work with, the alignment between marketing and all other areas of the business that teach me new things every day, the family feel you get when you're working for Myer, the diversity, the culture, the welcoming of fresh ideas and the opportunities available should you wish to grab them with both hands.*

*The world is your oyster when you step into the doors at Myer and as Confucius once said, "Choose a job you love, and you will never have to work a day in your life."*



Photography: Elle Keaton



Photography: Lucas Dawson

### Our brand

**1** Myer is Australia's largest department store group, with more than 60 stores located across Australia. Our people and teams are key to providing customers with a wonderful experience every time they shop with us. No matter what your role, working at Myer means you are constantly in touch with terrific people, from co-workers to customers.

### Our culture

**2** We pride ourselves on having a positive environment where our team members feel a strong sense of belonging. We have a diverse, multigenerational workforce that is inclusive and values teamwork and collaboration.

Our values underpin our culture and guide our behaviours. They influence the way we work with each other, the way we serve our customers and the decisions we make. When you join Myer, we expect you to live by these values:

- Be passionate
- Delight your customer
- Be courageous
- Challenge yourself
- Do what's right
- Give something back, and
- We are family

### Your benefits

**3** Myer offers a strong program of benefits, services and lifestyle opportunities for team members. In addition to great team member discounts on merchandise, Myer has partnered with a number of service providers to offer discounted products and services. We take pride in our work environment, particularly in our five-star green star

energy rated store support office in Docklands, Melbourne.

### Your development

**4** Myer attracts the best retailing, planning and operational experts in the business. We have inspirational leaders that can help drive your success, through our collaborative and inclusive workplace. This approach opens the way for successful on-the-job coaching, allowing you to develop the skills and obtain the training required to help you achieve your career aspirations.

### Our community

**5** We have a long history of community engagement and focus on building long-term partnerships with carefully selected charities in order to maximise our impact. We pride ourselves on the tradition of giving. Our commitment to local communities involves financial and in kind contributions as well as our team members volunteering their time and skills. We are committed to minimising the environmental impact in the way we operate.

### Your passion, your profession

**6** By taking the opportunity to join the Myer team, you will be working amongst passionate and diverse colleagues and leaders. Whether your dream is to specialise in a chosen field or to multi-skill across our business, providing you have a passion and love for retail, we invite you to seize the opportunity, make a career and join the Myer team today!

### Wonderful experiences

**7** In this rapidly changing world, we understand that in 'the way we do business' we must

adapt to the expectations of our customers. At Myer, we empower our team members to think differently and take calculated risks to ensure that we deliver wonderful customer experiences.

### Inspiring brands

**8** In addition to our desire to carry the most wanted brands, we continue to seek unique brands and services that can complement our existing offer. Myer offers a diverse range of international and national brands, as well as our own exclusive brands, which are designed by our own in-house product developers.

### Reward and recognition

**9** Myer Recognises and rewards exceptional contributions. We also participate in a number of retail industry awards including the NRA Young Retailer, ARA Retail Awards and the prestigious Joe Berry Awards but more importantly we recognise our team members in stores day in day out through numerous recognition programs.

### Exciting career paths

**10** Our people and teams are key to providing customers with a wonderful experience every time they shop with us. No matter what your role, working at Myer means you are constantly in touch with terrific people, from co-workers to customers.

Careers at Myer are broad and exciting with a range of roles available in our Stores, Regional Distribution Centres and Support Offices. Visit [www.myer.com.au/careers](http://www.myer.com.au/careers) and explore a number of opportunities to enhance your career journey!

## Making Fashion Easy

### A heritage brand with 180 stores, Sussan makes fashion easy so that the modern Australian women can look and feel great.

Our offering includes fashion-forward collections interpreted from international trends, cosy sleepwear, exclusive prints, stunning accessories, and seasonal gifts. For our customers, we're not just another store: when you step through our doors, we offer an exceptional customer styling experience. You may be a student at high school looking for a fun and rewarding casual or part-time job, or a university graduate keen to embark on your career in fashion... Perhaps even a retail professional looking for that next opportunity. We offer many

exciting career paths and one that could be perfect for you!

Our work environment is creative and dynamic, and we have a fabulous team culture! We are constantly on the search for new team members who are customer focused, product driven and determined to personally and professionally grow with us.

### Love careers in fashion

Working within the fashion industry presents some great opportunities and benefits. We believe in long-term careers and offer amazing positions across a number of different professions. If you love working with customers, a position within our retail operations team could be perfect for you. Or, if you've studied in an area such as marketing, HR, commerce, finance, or IT and love fashion, we

could have your dream role. And, of course, for those of you studying or looking to study fashion, we have a great number of creative positions available from buying to visual merchandising.

### Work with an inspiring culture

We are passionate about fashion, providing great service and creating an inspiring in-store environment for our customer. If this resonates with you, then our dynamic workplace may be the perfect fit for you. Working with likeminded people inspires great things, which is why we believe our culture is unique. We are also really proud to have a culture that truly values our people and, just as importantly, gives back to the community. We love to celebrate success and the significant achievements of our team members. Our service recognition program celebrates our long-serving, passionate team members.



### Inspiring culture

**1** Our team members have a great sense of pride in our brand and we have an equally great sense of pride in our people. We are committed to inspiring our team members to be the best they can be and to ensure they are acknowledged and rewarded for personal and professional achievements. Although our stores are spread throughout all corners of Australia, we operate with a close-knit, family culture to ensure every team member is supported each day.

### Celebrating careers in fashion

**2** Working in fashion is not just a job, it's a career! Across our three brands, we have hundreds of career success stories. While studying, you could start out in our retail stores and work your way into an exciting career in either store management or within our head office/state office team. Work with us and you can build your dream career in some of the following areas:

- Marketing
- Buying
- Planning
- Retail Operations
- Visual Merchandising
- Finance
- IT
- HR

### Committed to our community

**3** Reaching out and helping the community is extremely important to us. We are really proud of our exclusive partnership with Breast Cancer Network Australia. Our support and fundraising efforts help to ensure all BCNA's programs and services meet the ongoing needs of breast cancer survivors and, importantly, ensure they are available free of charge. Our long-term partnership began over 10 years ago and, together with the support of our customers, we have raised over \$1.6 million. We even have a Fun Run every December in Melbourne to raise awareness.

### Working hard and having fun

**4** We are inspired by people who love what they do. Our dynamic culture encourages our team members to strive to be the best they can, while having fun and maintaining a work/life balance. Being social is an important part of our culture, and many of our team members make lifelong friendships.

### Investing in your career

**5** We believe in investing in our people and provide a structured learning program for all new team members, from casuals through to management level. We offer many ongoing learning and development programs and encourage our people to take advantage of each opportunity to grow their skills and knowledge, and further their career with us. If you decide your career is in Retail Operations, we can help you



get there with our Retail Traineeship – a formally recognised qualification you can obtain while you work, at no cost to you.

### Australian owned

**6** Sussan is a privately owned Australian business that has been operating for 77 years. When you start a career with us, you join a company that has years of retail experience and proven stability. Sussan is part of the Sussan Group, which also includes Sportsgirl and Suzanne Grae. Across all businesses, we are committed to providing the best retail experience.

### Unique team benefits

**7** We provide a variety of unique benefits to ensure our people continue to be inspired and supported both inside and outside the workplace. Some of our benefits include: a generous team member discount on merchandise, discounted private healthcare, health and well-being programs, and new team member referral programs, just to name a few.

### Inspirational leaders

**8** Much of our success is due to the inspirational leaders within our business. Our leaders are approachable, down to earth and involved at

all levels of our business. They are committed to driving excellence within a collaborative and nurturing workplace.

### A fabulous team

**9** Our people come to us from a variety of different backgrounds and with diverse experiences, and we cater for those both with and without formal qualifications. Across all areas – from Marketing, to Retail Operations and Visual Merchandising, to Finance and IT – our department leaders have a long history with the business, many of which started their careers in stores. We are proud of our team within our company who continue to strive for success.

### Sussan online

**10** We are committed to innovating in the online retail space, including further developing our online store, social media platforms and in-store digital experiences. It's important for retail brands today to be active in the online space, and this continues to be a focus for the Sussan business. Our Ecommerce store is our largest growing store! We're always looking for new, like-minded fashion lovers to join us. Interested? Visit our careers website at [www.sussan.com.au/sussan-careers](http://www.sussan.com.au/sussan-careers) for future opportunities.



## Inspiring you to live your passion

With more than 600 stores, 12,000 team members and annual sales of \$2 billion, Super Retail Group is one of Australasia's largest and most successful retailers.

Home to Amart Sports, BCF Boating Camping Fishing, Rays, Rebel, Supercheap Auto and Workout World, Super Retail Group's operations span Australia, New Zealand and China. Every single member of our team is passionate about providing products, information and services that help our customers enjoy their passions, whether that's maintaining their FJ Holden, camping with the family, catching a Barra, riding their bike or kicking the footy.



### Our vision

**1** To be Australasia's most highly regarded speciality retailer.

### Our mission

**2** To provide solutions and engaging experiences that enable our customers to make the most of their leisure time.

### Our values

**3** We are proud of our team-based culture in which each individual team member is encouraged to contribute to the success of the company and to pursue their own personal development plan. Our culture is underpinned by our five group values:

- passion
- openness
- integrity
- care, and
- discipline.

### Our community

**4** We are committed to achieving and demonstrating profitable and sustainable growth in a manner consistent with our group values, for the benefit of our team, customers and suppliers, and the communities in which we operate. Examples of this philosophy in practice include: environmental sustainability programs, ethical working and employment practices, and social education and philanthropic initiatives.

### Our brands

**5** Amart Sports provides a broad range of leisure sports products geared to the casual market at compelling prices. With a wide range of products designed for family and team sports, the Amart Sports range includes equipment, apparel and associated accessories for sporting enthusiasts and spectators alike.

With more than 100 stores located across every state of mainland Australia, BCF continues to be the largest outdoor retailer in the country. We only sell quality brands from trusted manufacturers and are committed to offering the widest product range to our customers, who are as passionate about boating, camping and fishing as we are.

Rays is all about helping people prepare for their outdoor adventure by providing a helpful, inspiring and fun experience for customers. Rays offers the end-to-end solution for any hiking or camping adventure, stocking some of the best outdoor brands in the market for equipment, clothing and footwear.

Rebel offers a wide range of the latest release, quality, branded sporting and leisure goods. With an extensive list of product categories for the casual and serious fitness enthusiast, our range includes

witness equipment, sports equipment, apparel and associated accessories for both the casual enthusiast and serious competitor.

Supercheap Auto is a thriving speciality retail business, specialising in automotive parts and accessories. We also stock a wide range of tools and accessories for the DIY home handyman, as well as products for travel, touring, outdoors, garage and the shed.

### Working with us

**6** At Super Retail Group, we're passionate about our people, our products and our performance. If you're inspired by working in a dynamic, innovative and opportunity-rich environment, where you can combine your passion for what you do with our passion for enhancing customers' leisure time, you'll thrive at Super Retail Group.

### More than a casual job

**7** Retail is so much more than a weekend job or a way to earn money while you're at university. Retail is a valid and exciting career choice. At Super Retail Group, we recognise your career is the combination of life-long learning and applied experience. As a multinational and multifaceted organisation, we're serious about offering our team members long-term career and professional development opportunities. There is no single, predetermined career pathway in retail. At Super Retail Group, there are unlimited options for you to realise your potential and make your own way – whether it's transferring between our brands as a retail manager, within a specialist operational role or within our professional support services team.

### Learn, develop, prosper

**8** Every member of our team is encouraged to make the most of the learning opportunities available to them. We are dedicated to investing in our people and offer an extensive range of internal and external development opportunities.

Our team members are the architects of their own pathways to success – working with their leader to gauge performance, design development plans and chart the capabilities they need to achieve success.

We have developed Learning Pathways to guide team members about the learning and development opportunities available to them, including:

- retail training
- in-house programs
- management training
- leadership development programs
- learning resource library
- postgraduate programs, and
- personal development plans.

### Diversity drives success

**9** We recognise our talented and diverse workforce is a key competitive advantage. Our success is a reflection of the calibre and skill of our people and their behaviour that aligns with our group values.

We are firmly committed to developing policies, practices and ways of working that support diversity. We strive to ensure strong business growth and performance while providing an environment that makes Super Retail Group a great place to work for every single one of our team members.

Central to achieving this goal is an inclusive work environment and culture that allows our team to contribute their full potential, acknowledging and supporting their diverse strengths and needs. We want to be known as a diversity-conscious employer that recognises, appreciates and embraces the unique talents and contributions of all individuals.

We believe every single team member is entitled to work in a safe, enjoyable and fair environment, regardless of their age, education, gender, intellectual and physical ability, primary language, race and culture, religion, sexual orientation, physical appearance or socioeconomic background.

We welcome applications from all candidates and ensure each is viewed on individual merit. Once you've joined our team, this merit-driven approach extends to every aspect of our team member development and recognition efforts.

### Efforts are recognised

**10** We value the contribution of every team member and recognise it's their dedication, effort and passion that underpin our overall success.

Along with great career and development opportunities, we offer competitive salary packages, a positive working environment and a number of additional benefits, including, but not limited to:

- market-leading discounts across multiple brands
- our commitment to providing a healthy and safe workplace for every team member
- a Team Member of the Month program – which recognises and rewards the hard work and dedication of our team within every area of the business
- an Employee Assistance Program
- an Annual Team Member Share Plan
- mentoring programs, and
- social events and team-building activities.

### Sound appealing?

Learn more about us and how you can share our passion at <http://careers.superretailgroup.com.au>

# Find your fit at Coles

**Coles is one of Australia's largest retailers, providing a range of fresh food, groceries, general merchandise, liquor and fuel to millions of customers every week.**

Owned by Wesfarmers, Coles has more than 100,000 team members and a combination of more than 2,200 retail outlets, which include Coles Supermarkets, Coles Express Service Stations, Hotels and Liquor Stores.

Coles' history in Australia dates back to 1914 when G.J. Coles opening his first store in the Melbourne suburb of Collingwood. The business was built on the principles of providing value to Australian shoppers, giving families the products they needed for a happy, healthy life at prices they could afford. For over 100 years Coles has continued to deliver great quality products, outstanding customer service and great value to millions of Australians.

Today, our long term commitment to helping Australia grow means we are working towards a sustainable future, forming lasting relationships with Australian farmers and food producers, and supporting local jobs in the retail and food industry.

Coles prides itself on building great careers through a range of innovative personal and career development programs. We support people to be the best they can be.



## INFORMATION

If you are interested in becoming part of the Coles team, please visit our careers site at [colescareers.com.au](http://colescareers.com.au)



## Career Pathways

**1** With over 2,200 locations around Australia and a team of 100,000 people working together, there's no limit to the experiences you can have at Coles. Offering world class programs, structured in-store training, specialist academies and unique experiences, Coles can be the difference to your career development.

## Rewards & Benefits

**2** Working at Coles you'll enjoy a competitive salary along with access to a range of benefits including great deals on health, telecommunications, finance and leisure. So whether you're into travel, restaurants, movies or electronics there'll be great discounts our team members can take advantage of.

## Recognition & Celebration

**3** We know how good it feels to be recognised for a job well done. At Coles we're proud of what we achieve together and we like to celebrate together too. We've made it easy for our team to thank each other and give praise for a job well done. Caring passionately is one of our core values and team members are rewarded for showing how they care passionately about our customers, our products and each other – look out for the winners wearing a recognition pin in your local store. Saying thanks is another way of recognising contributions – we have a range of cards available so our people can acknowledge someone for making a difference.

## Diversity & Inclusion

**4** We aim to represent the communities that we serve, embracing the richness of Australia's diverse population. We recognise that bringing together diverse backgrounds and experiences help us to continually improve the way we serve our customers and create new ideas for the future.

## Health & Safety

**5** Health and safety is really important to us. We work actively to provide a safe environment for our team and customers. Our Wellbeing program provides tips and advice for team members and their families to improve their mental and physical welfare.

## Flexible Hours

**6** Whether you're studying, looking to work part-time or have other commitments outside of work, there is always a way that Coles can find the right work/life balance for you. We have a range of programs to assist working families and Coles' paid parental leave is available to permanent team members with greater than 12 months of continuous service.

## Celebrating 100 years

**7** 2014 was a very special year for Coles, because it was 100 years since we first opened our doors to Australian families. We're a bit bigger than we were in 1914, but we're proud

to say that 100 years later we're still Australian owned and hold true to G.J. Cole's original values.

## Training & Development

**8** At Coles we design, deliver and execute great learning programs enabling team members to become a little better every day in what they do and who they are. A holistic approach to development at Coles includes great opportunities for on-the-job learning, access to world-class retail leaders who coach, mentor and provide valuable network opportunities together with formal training programs.

## Community

**9** Each year Coles supports national and local charities with fundraising, food donations and disaster relief. Last year, our direct community contributions were \$36.5 million, with an additional \$7.2 million raised by customers, team members and suppliers.

## Sustainability

**10** We care about where our food and ingredients come from, and we work with our suppliers and industry experts to adopt responsible practices that look after people, animals and the environment. Despite expanding our store network, our greenhouse emissions decreased this year through designing our stores with energy efficient features.

## One Name: Endless Possibilities

For over 178 years David Jones has been one of Australia's most iconic brands. Today we continue to develop our dynamic business to achieve our vision of being the destination for style.

Showcasing leading Australian and international brands, championing upcoming designers, and delivering exceptional customer service are just a few ways we strive to attain this goal. As a David Jones team member, you will be part of a company that is committed to helping you learn, develop, and achieve your career aspirations no matter where you start. We pride ourselves on strong Succession Planning within our Stores, Merchandise and Support Centre teams. There are many examples of employees that have advanced their career through promotions, project work or transfers across different stores. If you have a strong sense of personal style and a passion for delivering exceptional customer service, then we invite you to make David Jones your career destination.



### Inspire our customers

**1** Our team members are the heart and soul of David Jones. They know who our customers are, always put themselves in their customers shoes and go that extra mile to make them feel special. Whether it is a sales role across Fashion, Beauty, Home or Food or a support role in Logistics or Loss Prevention, if you have a flair for style and love delivering outstanding customer service, we have a variety of roles to suit you.

### Inspire our team

**2** Our teams work together to contribute to our collective success. One thing our employees always tell us is how great it is to work in such a collaborative environment. Our company is comprised of a variety of functions that work together, including: Stores, Merchandise, Marketing, Financial Services & Customer Innovation, Information Technology, Human Resources Services, Finance, Real Estate Development and our Transformation (Program Management Office) team.

### Inspire our people

**3** At David Jones we are firm believers that if you let your career aspirations be known and let your performance show, you will continue to develop. We ensure that you are rewarded and recognised for your skills, experience and performance. As well as offering market competitive salaries, we have performance based rewards, such as our sales incentive scheme. Examples of programs designed to recognise significant individual and team performance on a company-wide basis are our Company Excellence Award Program and Stores recognition programs.

### Inspire our Community

**4** As a team member at David Jones, you can participate in a number of key initiatives such as fundraising activities within your stores and community events such as the Mother's Day Classic fun run. As well as community involvement, we are very focused on improving our environmental sustainability. Our current strategy aims to engage our customers, employees and suppliers to ensure that our business model is environmentally sustainable. At the heart of this strategy is a commitment to continually reducing greenhouse gas emissions, protecting and conserving natural resources, and optimising water use. All our team members are encouraged to be actively involved in finding new and more sustainable ways to operate our business and integrate sustainability into decision-making outside of the workplace as well.



### Our future

**5** We are continuously looking for ways to improve how we deliver a seamless service experience to our customers, both in our stores and online. Since joining Woolworths Holdings Limited, we are focusing on developing and sharing stronger alignment, customer service goals and employment opportunities with our partner brands such as Country Road, Trenery, Witchery and Mimco.

### Our Journey

**6** Our very first store was opened in Sydney in 1838 by David Jones, a Welsh merchant whose mission was to sell 'the best and most exclusive goods'. Since then, we have grown to 41 stores nationally, and our very first international store in New Zealand, with more opening each year. We have evolved from bricks and mortar stores into a truly omni-channel retailer, engaging with our customers across a variety of social media platforms and our online store. However, one fundamental value at David Jones that hasn't changed in over 178 years, is our dedication to making our mark in the retail industry by providing exceptional customer service to everyone.

### Learn, Develop, Grow

**7** When you first start at David Jones, you will have a comprehensive orientation program to assist your transition into your new role. On the job you will be mentored by your manager. As you grow, where you have demonstrated your potential, there are programs we offer to help you develop your career path at David Jones. These include a range of leadership programs to help you reach your full potential and achieve your career aspirations.

### Happy & Healthy

**8** As a team member with David Jones, your health and wellbeing is important to us. We have a range of initiatives and programs to help our teams maintain a healthy and well balanced lifestyle, including:

- Work & Life Hub: providing a wealth of information, advice, guidance and support around your work, personal and family life to ensure you are able to maintain a happy and well-balanced lifestyle.
- Bupa Wellness: offering you access to online health checks, a range of useful tools, as well as the Be-Well magazine & special discounts!
- Drake Workwise: providing confidential professional support to assist in resolving any personal or work-related concerns.

### For you

**9** Working with David Jones, you have a number of employee benefits at your fingertips! Including:

- Ongoing training & development
- Great Employee discounts
- A Comprehensive Employee Assistance Program
- Primary Parenting Allowance
- Flexible Salary Arrangements
- Flexible Working Hours
- Online health information
- A variety of Lifestyle Benefits

### Start your exceptional career with David Jones

**10** A career with David Jones can be exciting, rewarding and challenging. To make David Jones your career destination visit our David Jones Careers website: [www.davidjones.com.au/Careers-at-David-Jones](http://www.davidjones.com.au/Careers-at-David-Jones)



What an auto store ought to be

# The Most Important 'Part' is YOU!

**Repco Australia is the largest reseller in the Australian automotive aftermarket, supplying automotive replacement parts and accessories, as well as automotive-related tools and equipment, to trade and retail customers, across our network of over 320 stores nationally.**

Operating for over 90 years, Repco employs more than 3,000 people and is a subsidiary of Genuine Parts Company (GPC). GPC is the Global Leader in automotive aftermarket parts distribution, encompassing a number of significant international businesses in USA, Canada, Australia and New Zealand. Our Asia Pacific businesses include Ashdown-Ingram, Global Auto, McLeod Accessories, Motospecs, RDA Brakes, Cova Parts, South Coast Agencies, R&E Auto Parts, Appco and our iconic Repco Australia & New Zealand businesses.

With business units including Stores; Store Operations; Business Development; Marketing; Finance; Human Resources; Information Technology; OH&S; Legal; Supply Chain; Logistics; Procurement; Merchandise; Petrol & Convenience; Equipment; and Repco Authorised Services, the opportunities to drive your career are endless!



*My career at Repco began 18 months ago. Since this time, my role which includes managing our fast-paced retail catalogue program and many exciting retail events, has been highly rewarding and has presented many opportunities for me to work closely with our passionate store teams and different departments within Repco's business gaining insight and highly valuable experience.*

*I have found Repco is a business that prides itself on supporting, developing and inspiring it's team members to achieve success both short term & long term.*

*Repco has provided me with fantastic opportunities to work on exciting, new & diverse internal programs, including developing and launching Repco's own safety brand and internal communication program. Through teamwork, support and fantastic mentoring these opportunities have developed my skills in different areas such as production & editing of videos for viewing by our network. Repco is rich in experience and provides its team members many career opportunities through its many development programs.*

*I would highly recommend anyone wanting an exciting, rewarding and successful career to consider Repco.*

**Daniel**  
Retail Catalogue & National Events Manager



[www.repco.com.au/careers](http://www.repco.com.au/careers)



## Careers

**8** Our people are the key driver of our success, and we are always on the hunt for talented individuals to join the team who are looking to build a career. We believe our current team members are great advocates for what a career with Repco is all about – we have plenty of team members that have grown their career at Repco starting in Stores and progressing into Management roles. For example, our General Manager of Sales & Operations commenced with the business a number of years ago in Queensland as a Delivery Driver. Please visit our Careers Website to view profiles of various team members and what a normal day at Repco involves.

## 'Make it Safe, Make it Home'



**9** We care. At Repco, our first priority is always the safety and wellbeing of our team members. We are committed to workplace safety and are always consulting, reinforcing, recognising and taking action to continuously improve our safety culture. Our ethos is 'Make it Safe, Make it Home' and we live and breathe this at Repco every day in every store, office and DC around the country.

## Diversity and Inclusion

**10** As a business, our commitment is to embrace and recognise the value of individual differences, and remove barriers to create a respectful environment. We do this by providing an environment that allows all team members to reach their full potential by:

- Building respect
- Fostering inclusiveness
- Promoting diversity, and
- Embracing the unique skills and qualities of all team members

At Repco, we believe it is important that our workplace is reflective of the different demographics in the wider community. As such, we have specific initiatives within the business that focus on women working in a non-traditional industry, engagement of mature-aged workers; and we proactively seek opportunities for indigenous and other minority groups to join the organisation. We look forward to your contribution and individual perspective when you join the Repco team!

## Why Repco?

Repco Australia delivers careers and experiences that are challenging and rewarding. We have fun at work and celebrate our achievements and milestones, both big and small. We talk straight through regular, honest and constructive two-way communication. We foster an environment where we focus on results and continuous improvement. Visit: [www.repco.com.au/careers](http://www.repco.com.au/careers) and apply for a role with Repco today!

## Our Vision

**1** To be Asia Pacific's preferred supplier of aftermarket vehicle parts, solutions and accessories.

## Our Mission

**2** We provide quality aftermarket vehicle parts, solutions and accessories consistently delivering superior value to our customers and shareholders.

## Our Values

**3** We are proud of our heritage, our culture and our sense of family. Our values reflect the importance we place on striving to achieve amazing things together:

- We are passionate about what we do
- We relentlessly pursue excellence
- We go the extra mile
- We will win together
- We inspire innovation
- We genuinely care

## The GLEW Program



**4** The 'Grow, Learn, Enjoy and Work Together' (GLEW) Program aims to make Repco the 'Best Place to Work'. This program places our Team Members right at the centre of everything we do. The program focuses on building capability for all team members; recognising great contribution and service; proving an excellent onboarding and induction experience; proving 'fit for purpose' communication that is effective in all sites; fantastic team member events; excellent discounts and benefits and creating a fun and engaging work environment in every site. Repco is also highly committed to building strong sustainable relationships with the community as well as working closely with the charities that we support.

## We have Fun

**5** We enjoy what we do and we encourage engaging dialogue and activities in all sites to create camaraderie and sense of team. More formally, through a series of fun activities like fully catered Family Days and Movie Days; sporting events such as Cricket tournaments, Corporate Games and football; amazing Xmas parties and Easter Kids events plus participation in Community Walks and Runs, we always have something for our valued team members to enjoy as a team and we have loads of fun together.

## Repco University

**6** Through Repco University we are proud to offer nationally recognised qualifications linked to a career. This sought after development includes completion of units of study, assessments and workplace visits by trainers. Courses include Traineeships; Cert III Automotive Sales; Cert IV Retail Management; and a Diploma of Management.

## Leaders in Development (LiD) Talent Program

**7** We objectively assess raw and established talent within the organisation through our talent planning process and we ensure targeted development and succession planning actions occur as a result. One exciting program linked to the talent process is selection on to our Leaders in Development (LiD) program. LiD focuses on developing our leaders of tomorrow through strong mentoring from senior management. Participants can be selected from any role and from any location right around the country. Participants complete allocated business projects, run seminars, attend team building sessions and leadership development courses to develop their skills.

## Our People are our Power

**At Metcash, you can do everything from driving a forklift to creating television marketing campaigns, through to sourcing the most popular supermarket products or managing large scale IT projects.**

Our core focus at Metcash is about supporting small Australian retail businesses by providing distribution, marketing, retail support and merchandising expertise.

We use our size to buy food and grocery, liquor and hardware products in bulk, so we can offer savings to retailers. We store the goods in our warehouses and distribute them to our retail brands including IGA, Mitre 10, Cellarbrations, Bottle-O and Campbell's. Helping small business is our past, present and future.

We have a fast-paced and dedicated team of 6,000 who work across our head offices, located in Australia, New Zealand and China, and distribution centres, which are equivalent to the size of 95 football fields.

Our purpose is to support and ensure the sustainability of the independent retail market in Australia and New Zealand. Hopefully this purpose is something you will want to help make a reality.



### INFORMATION

If you are interesting in becoming part of the Metcash team, please visit [metcashcareers.com](http://metcashcareers.com)



### Helping the little guy

**1** At Metcash, we proudly support over 4,000 family owned retail businesses across Australia and New Zealand – businesses who employ over 100,000 people in our local communities. We provide the support and the muscle to compete against the major chains. We believe in supporting Aussie businesses and continue to contribute to the success of independents.

### Career development

**2** There are fantastic development opportunities for in-house training, on the job training, peer networking and leadership programs. We aim to create future leaders and encourage our people to network and share knowledge.

### Our people

**3** Whether it's within our head offices, convenience stores or distribution centres, our passion and customer focus are at the core of our business philosophy. Across the board, the focus is on teamwork and developing our people.

### Community focused

**4** Employees are encouraged to look for ways to support communities and promote their chosen charity. We donate over 500 tonnes of products to Food Bank every year. Food Bank collects and distributes food and groceries to charities and

schools. We also partner with animal charities to donate pet food and pet products.

### Challenging

**5** If you are the kind of person who thrives in a changing environment, then Metcash is the place for you. We are looking for resilient people that are driven to progress their own careers and realise their potential in a fast paced and highly competitive industry.

### Benefits

**6** The health and wellbeing of our people is very important to us. We partner with health care and fitness providers to offer free flu vaccinations, health checks and discounted training sessions, as well as some on-site gyms. We believe in a healthy work/life balance and offer a range of flexible options, including compressed working weeks, flexible start and finish times, extra time off with well-being days or work from home.

### Celebrate diversity

**7** Our workforce brings together a range of skills, backgrounds and experiences. Diversity contributes to achieving our objectives by driving results, encouraging innovation, enhancing our reputation and building a team of quality people. We endorse a gender diverse work environment and support women to progress their careers with

us. Metcash is also a proud partner with Career Trackers, a national not-for-profit organisation that works with Indigenous university students to create career pathways through internship programs.

### Our brands

**8** IGA and Mitre 10 are iconic brands in Australia. Our business covers a range of markets in food and grocery, liquor and hardware. Cellarbrations, Bottle-O and IGA Liquor brands are major players in the liquor retail market.

### Varied roles

**9** At Metcash, you can do everything from driving a forklift to leading national television marketing campaigns, selling chainsaws or managing projects. We have a passionate and dedicated team who are spread throughout our head offices and distribution centres across Australia. Our departments cover Finance, Information Technology, Human Resources and Logistics.

### Strong history

**10** From its origins in 1920 as a family owned corner store, Metcash has grown to become Australia's leading wholesale distribution and marketing company. Metcash has always been a pioneer in distribution, warehousing expertise and a leader in supply chain and operational logistics.

# Shine Bright in Your Career with the JPL Group

## The JPL Group is a family-owned international retail chain with iconic brands in both Australia and New Zealand.

In Australia, the JPL Group is the largest specialty jewellery retail business, with trusted brands Prouds, Angus & Coote and Goldmark. In New Zealand, the retail businesses include department stores, jewellery, books, stationery, homewares and household items, with the well-known brands Farmers, Pascoes the Jewellers, Stewart Dawsons, Whitcoulls and Stevens.

Established by James Pascoe in 1906, we now have 10,000 team members and serve over four million customers a year. You could describe us as a big company that will never forget its roots – inspired people succeeding within a family culture. With over 100 years of retail success, you can expect to be part of a team of market leaders. We have a bright future with ambitious people who are committed to growing with us while preserving our legacy.

### Trusted since 1903!... We are Prouds

When William James Prouds opened his first Prouds store in Pitt Street, Sydney in 1903, never did he imagine that one day Prouds the Jewellers would become the largest and most trusted jewellery chain in Australia. His vision, to make quality jewellery, watches and giftware affordable to all Australians is still the fundamental mission today, more than 100 years later.

### The diamond & watch specialist!... We are Angus & Coote

Angus & Coote has been a leading name in Australian jewellery ever since 1895 and has continued to enjoy a reputation for consistently high quality, value and service. Ever since its earliest days, Angus & Coote has been a home for superb craftsmanship which continues to this day, thanks to a wide range of high quality suppliers from around the world.

### My jewellery store!... We are Goldmark

Goldmark is a leading Australian jewellery retailer brand with a strong reputation for contemporary design and a fashion forward approach. Goldmark has a unique position in the jewellery market in that it differentiates itself through authenticity and fashion. We also pride ourselves on a friendly approach to customer service, always striving to help find the perfect item for the occasion.



## Why shine with us?

**1** By joining the JPL Group, you will be welcomed as part of the family, and have the opportunity to develop your skills, further your career and achieve your goals. The Group's success is only made possible through our team members who are committed to enriching the future, while preserving our legacy.

## A culture that sparkles and shines!

**2** The JPL Group is a great place to work. Whether working in store or in one of our support offices, we work as one team, striving to be the best performers and develop and succeed as individuals, as a team and as a company.

## Continuous Learning

**3** At the JPL Group, we believe the best careers are built on a strong foundation of knowledge, through continual learning. We have developed a STAR learning program consisting of selling, coaching and leadership modules. These programs provide our team members a strong footing for success in their roles.

## Developing our People

**4** I can proudly say, as a Store Manager, that the JPL Group is truly a part of who I am. I started working for Prouds when I was 15, as a Christmas Casual, a very prestigious first job for someone so young, but I loved it! As a curious teenager, I regretfully left to complete a trade, only to find myself missing my first passion, Jewellery! I re-joined and have developed through training programs in sales, leadership and product knowledge; a very knowledgeable team; senior managers; and dedicated behind the scene advisers – without their constant support, I wouldn't be where I am today, and my work life wouldn't be as rewarding. Coming to work every day is not a chore but a joy! **Hannah, Acting Store Manager**

## Shine Bright, and get noticed

**5** Celebrating 5 years' service with the JPL group has made me think back and look at how far I have come in this company. I have developed both professionally and personally since joining the JPL Group. I commenced as an Assistant Store Manager and after a year of success I was promoted to Store Manager of another store. Here, I had the opportunity to build my team and watch it grow to one of the top stores in Victoria, supported by great training and leadership from management to support our teams to success.

I then moved to Canberra and I was fortunate enough to remain with the company and was appointed as an Assistant Store Manager when the position was available, and I moved to Store Manager for the latter half of the financial year, because of the strong management direction and a supportive team the store was awarded NSW

store of the year.

After having managed two successful stores it made me think what's next? After discussion with my regional manager, my eyes were opened to further opportunities within the company. I made the move to Sydney and now work as a Watch Merchandiser for the Group.

I am thankful for my beginnings at the stores, and am excited and energised for this new role, and I know that I'm just getting started in this incredible Jewellery industry.

**Tenzin, Merchandise Assistant**

## Diversity

**6** The sky is the limit and opportunities exist for those who show the aptitude, performance ability and skill. We aim to provide a work environment for team members that fosters fairness, equity, respect for social and cultural diversity and one that is free from unlawful discrimination, harassment and vilification as determined by current legislation.

## Benefits

**7** In recognition of the hard work that our team members contribute, we offer generous benefits including discounts on all products, across all brands. We also believe it is very important to recognise team member loyalty and longevity within the business, offering rewards to our team members as they reach significant milestones.

## Shine closer to home

**8** I originally joined The JPL Group in June 2014 in Victoria, and it was 7 months ago that my life changed both in a working and personal sense. An opportunity for a Store Manager's position was advertised on the intranet for Angus & Coote, Hervey Bay, Queensland. I expressed my interest in the position with my Regional Manager at the time and they encouraged me to reach out to the QLD Regional Manager and within 5 weeks I was here in sunny Hervey Bay! I love my job! I find it both challenging and rewarding, and thank the company for supporting me in this move.

**Catherine, Acting Store Manager**

## We all sparkle in our own way

**9** We understand that our biggest asset is our people. Like all of our precious gems, stones and metals, each of our team members sparkle in their own way. And like when our master jewellers put together a piece of jewellery using a variety of elements, it shines – our teams shine as their individual sparkle comes together. As the JPL Group grows, so do our people.

## Shine as part of our team!

**10** If you are looking for a career that truly shines, visit our websites for more information.

[www.prouds.com.au](http://www.prouds.com.au)  
[www.anguscoote.com.au](http://www.anguscoote.com.au)  
[www.goldmark.com.au](http://www.goldmark.com.au)



We have a bright future with ambitious people who are committed to growing with us



# PUBLIC TRANSPORT

# A proud railway for everyone, every day

**Melbourne's metropolitan railway is an essential part of a vibrant, growing city. At Metro, we strive hard to deliver our vision of a proud railway for everyone, every day.**

We became the operator of Melbourne's metropolitan railway in November 2009 and immediately set about getting the basics right. Today, we have developed into a strong rail operator that has not only improved performance across the board, but has partnered with both government and private enterprise to improve and expand the rail network.

Melbourne's rail network is one of the most extensive aboveground urban systems in the world, with a new service departing every 30 seconds. Metro's 4300 employees play a pivotal role in operating 15 lines, 218 railway stations, over 200 trains, 14,000+ services weekly and 800,000+ daily journeys across 869 kilometres of track. It's a challenging task that we tackle with enthusiasm – we have registered significant operational

achievements in respect to the delivery and punctuality of services – and we have invested heavily in the pursuit of customer service excellence. It's an exciting time to be in rail too, with massive government investment looming in the shape of level crossing removals, links to new precincts such as the airport and multibillion dollar plans for a metropolitan rail tunnel connecting major lines. Engineering and maintenance

A career path in engineering and maintenance will see you keeping the railway running to maximum efficiency. Railway assets come in many shapes and forms, including a massive overhead electrical system, hundreds of kilometres of track, road over-rail bridges, signalling systems and other vital pieces of infrastructure.

## Project management

Project management is one of the fastest-growing professions. It's about making things happen from zero to hero. So if you can think broadly and strategically, are extremely organised, are good at getting things done and handling multiple tasks at once, then a career in project management is sure to be very rewarding for you.

## Train services

Train services are responsible for managing the train driving, signalling, rostering and support staff, who deliver thousands of rail services every day. Whether you are scheduling the train fleet or planning the roster for our drivers and station staff, you'll help to ensure that we are up and running at any time of day.

## Customer service

Working in some of Melbourne's busiest railway stations, the customer service team plays a critical role that ensures 400,000 daily customers reach their destinations on time, safely and comfortably. The people 'on the ground' are some of the most important people at Metro. They're the people who look for new ways to make every minute count and get customers where they need to go. If you're a great communicator and enjoy working with people, then take a look at the career opportunities in Metro customer service.

## Metro HQ

Metro HQ is home to a cohesive team working across multiple functions, including executive management, finance, human resources, legal, marketing, business development, IT and more. The team has great technical skills, loads of creativity and loves innovation. And, of course, teamwork is how they get the job done. If you have the discipline and stamina to maximise your education and bring your knowledge to the 'engine room' of our business, you'll find a rewarding career at our company headquarters.

At Metro you'll work with people who'll help you get where you want to go. You'll work with determined people who go the extra mile and get things done. You'll work with friendly people who can work together to deliver the service our customers deserve. And you'll meet brilliant people who are world-class thinkers and innovators. You'll see our company values at work every day, including safety, teamwork, excellence, passion and honesty.



## Highly valued specialists

**8** Railway technicians and engineers are specialised in their field of expertise, making them a truly valuable asset to Metro. The specialised skillset required to work on Metro's signalling and electrical networks gives you industry skills that can be taken all over the world. Apprenticeships and traineeships offer an opportunity to 'earn as you learn', while gaining the valuable skills and specialised knowledge that can really take you places.

## Building the future

**9** How would you spend \$2 million a day? Government investment is critical to the future of rail in Victoria. Whether it's multimillion dollar investments in track and maintenance, or multibillion dollar investments in major works and rolling stock, you'll always find new and exciting projects at Metro. If you enjoy the challenge of delivering maximum value through the best rail solutions, you should look at a career within our network strategy and development or infrastructure teams.

## In control

**10** Metro's train control centre is the heartbeat of the network. The team safely transports more than 400,000 customers every day to their destinations. Using real-time technology, the train control centre keeps Metro's services running on time and steps in to manage major disruptions whenever they occur on the network. Think of it as 'air traffic control' for trains. It's a great place to work if you thrive in high-pressure situations that require quick thinking, a calm response and intelligent reasoning.

## Moving to a metro

**1** Melbourne has one of the most extensive urban railway networks in the world. Metro has more trains operating across the network during peak times than anywhere else in Australia, which equates to a new service departing every 30 seconds. As Melbourne continues to grow, the team at Metro is determined to work with state government to increase service frequencies, improve punctuality and deliver excellent customer service.

## Making every minute count

**2** Metro is focused on creating a high-capacity, high-frequency 'metro system'. Making every minute count ensures that we deliver reliable and safe services to millions of customers every year. Whether it's the daily work commute, an annual music festival or the weekly AFL match, we provide safe and reliable services to get customers where they want to go, when they want to go there.

## MetroSafe

**3** Metro takes a no-compromise approach to safety. It's vital that our customers, employees and contractors remain safe whenever they find themselves in the rail environment. Metro adopts a 360-degree approach to safety management, meaning it looks at safety from every angle, every day.

## Solid shareholders

**4** Metro is a privately operated rail company that is able to quickly adapt, change and respond to the needs of customers and government. Metro's shareholders come from an energetic consortium of rail and construction

businesses with unrivalled credentials. Metro draws on the strengths and experience of Hong Kong's MTR Corporation, Australia's John Holland Group and UGL Rail, a division of UGL Ltd.

## Metro Academy

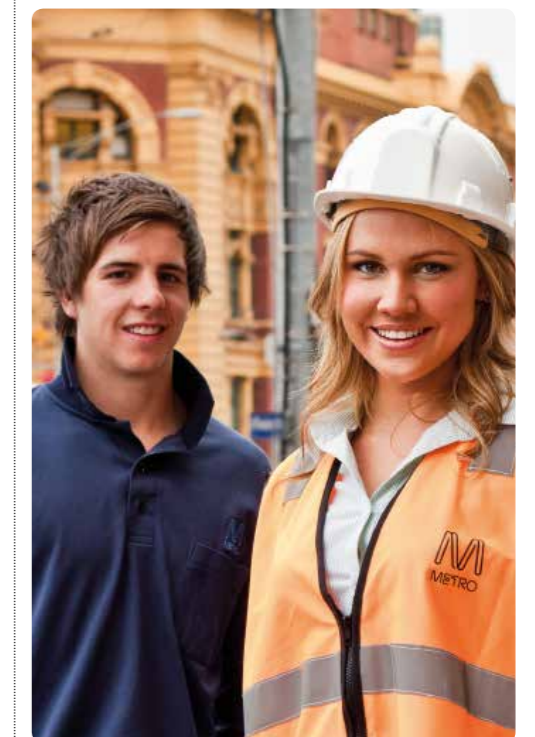
**5** Metro has harnessed the knowledge and experience from within the business and combined it with skilled training facilitators to create the Metro Academy. It's an inhouse training centre that manages a vast range of training qualifications and requirements, as well as the ongoing learning and development of Metro employees and contractors

## Diversity

**6** Employing the right person for the job is an approach that has seen Metro develop a highly skilled and diverse workforce. The local and international skills and experience of Metro employees fuels a knowledge-rich work environment. In addition, Metro encourages fairness and mutual respect, as well as reinforcing respect and caring for each other's beliefs and needs.

## Get rolling on a great journey

**7** Innovative engineering is the key to the future of public transport as we move towards a high-frequency, high-capacity rail system. A highcapacity fleet of state-of-the-art trains is within Metro's sights and so is the skilled team required to maintain the reliability of the fleet. Metro's rolling stock engineers ensure that every one of the 45 million kilometres travelled each year leave our customers with a smooth and reliable travel experience.



# WOMEN

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*A little better every day* 198 — **THE STAR** 214 —  **transdev**  
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## Women in Fashion

### The Sussan Group provides:

- A company with lots of opportunities for women, and
- A track record of developing and promoting from within.

The Sussan Group is a leading women's fashion retailer in Australia. We are a privately owned company and comprise of three fashion brands – Sportsgirl, Sussan, and Suzanne Grae. As we operate over 500 stores and employ over 4000 people in fulltime, parttime, and casual positions there are always new opportunities arising to progress your career.

We have a focus on developing and promoting diverse talent from within the business. Our leaders are inspirational and our team members value the unique culture of our business, including our values around diversity, flexibility, work-life balance, family, the community and environment. Females are represented in key management positions

throughout each business and we employ across all age groups.

Providing flexibility, an inclusive work environment, and open communication between all departments are key to the success of our business. We also recognise that our team members are key to our continued business success and providing a workplace culture in which team members can meet their professional and business priorities is a competitive advantage.

We are 99 percent female and understand the importance of offering careers no matter what role you start in. We provide many young Australians with their first job, whether it be a casual, part time, or full time position, whilst studying. This allows them to gain skills and experience, developing their future career paths and aspirations. As we are a large employer of women, there are always opportunities arising. Opportunities with a strong growth potential include visual merchandisers, graphic designers,

planners, buyers, store managers, human resources and finance roles.

The fashion and retail industry is dynamic and always changing, which means there is always something new happening and every day is different. Innovation and creativity are at the heart of what we do and we're always looking for passionate people to join our brands.

We have so many examples of where women have started in retail on a casual or part time basis while they pursued tertiary qualifications. We also have examples of where team members have had a successful career without tertiary qualifications – that's what makes us exciting.

Imagine having the opportunity to work in ecommerce, a constantly changing area within retail and fashion within online shopping and social media; or in buying, where you travel overseas, identifying new trends and see your product instore. Here's what our team members say.



### Madelyn Neville, Business Manager



**1** I began my career with Sussan 4 years ago and have been succession planned through various management roles, as a result achieving my career goal of being a Business Manager. My role involves being a multi-site manager that inspires and motivates each store team to achieve great results and reflect a positive brand image for Sussan.

I am very passionate about retail and fashion so the most rewarding part of my role is coaching and training my teams to style, inspire and help women feel confident in the way they dress. Working with people that are equally passionate and committed makes Sussan an amazing place to work.

### Fiona Cassidy, Payroll Supervisor



**2** The Sussan Corporation has been my home away from home for the past three and a half years and I feel extremely lucky to be a part of this ever-growing family. Even coming from a retail background, I have never before worked with such a vibrant and energetic group of people, encouraging each other throughout our journeys and making every day unique and fun.

In my role as the Payroll Supervisor I have the opportunity to liaise with all areas of the business, including Finance, Human Resources and Retail Operations, not to mention leading team of people who are just as passionate about their role as I am. I am forever learning and expanding my skills in a supportive and nurturing environment, one that I am proud to represent, and hope to be a part of for many years to come.

### Paige Willemse, Recruitment Manager



**3** I joined Sussan around three years ago as the State Recruitment Coordinator for Queensland stores, and recently made the move to Melbourne to work with both Sussan and Sportsgirl brands. I look after all recruitment for our National and State Offices.

I love everything about my role but especially matching people to their dream career and then watching them grow within the business. Being able to combine recruitment with my love for fashion and retail and work with like-minded people has been an amazing opportunity.

### Lauren Harrison, Financial Accounting Manager



**4** I've been at Sussan Group for almost two years now. I started as the Financial Analyst for Sportsgirl and now am the Financial Accounting Manager. My role consists of supporting the Sussan business and being responsible for the tax

compliance of the group. I love fashion and have always wanted to work in the retail industry. Sussan Group has such a fantastic culture that really supports career development. I love the diversity of my role and working alongside really passionate people.

### Evelyn Anastasopoulos, Digital & Ecommerce Coordinator



**5** This is my fifth year at Sussan. After completing a Bachelor of Arts/Commerce, I started as the Ecommerce Assistant and worked my way up. In my current role, I manage the ecommerce store, digital marketing channels and VIP loyalty program. Working in the fashion industry was always my dream – it's so fast-paced and constantly evolving, there is never a dull day. We are a small team, which means my role is really diverse which I enjoy. I also love working in a creative environment, bringing our campaigns to life online!

### Pat Zdyb, National VM Training Manager



**6** I started with Sportsgirl as a sales team member and after deciding that visual merchandising was my passion, I have gradually worked my way through management positions and into my current role. I lead the training and development of the state visual merchandising teams and develop all VM communications, which are sent out to stores.

What I love most is that my role allows me to be creative and I work with like-minded, inspiring people.

### Laura Blasetti, Buyer



**7** I started at Sportsgirl over six years ago as a sales assistant on the shop floor. After a year I was fortunate enough to land a role at the Sportsgirl head office as an Admin assistant in the Quality Assurance team. From there I

moved into Apparel buying as an Assistant, then a Trainee Buyer and now as Buyer for the Cut and Sew Tops & Dresses business. My role is diverse; no day is the same, from shopping the streets of Paris, creatively workshopping our collections with the amazing Apparel team, to visiting factories and meeting with our suppliers in China. Working in fast fashion means you are always on the go!

### Shinyi Tham, Planner



**8** I joined Sussan five years ago as Planning Assistant before moving into my current role. I love fashion and analysing, so as a Planner I get to enjoy both which is very satisfying. My role involves working closely with the Accessories Buyer in planning the range and ensuring the right amount of stock is available in stores to achieve our sales budget.

Sussan has a wonderful culture which supports a healthy work-life balance and a great place to work.

### Breana Phillips, Marketing & PR Coordinator



**9** I have worked with Sussan for three years. My role is very diverse; including PR, campaign shoot production and copy writing and I have been lucky to have gained a lot of new responsibilities along the way. Working on the campaign shoots is definitely a highlight. It's so rewarding to see the end result and know that I was a part of making it all happen.

We're very lucky to work for a company who embraces a steady work-life balance. I love fashion and retail, it's something I am passionate about. It's an industry that is always evolving.

### Tennille Younger, Executive Assistant to CEO



**10** started out working at one of our Sussan stores about twelve years ago while studying and completing a Diploma in Public Relations. I was lucky enough to be given a chance to work in the SA state office and eventually relocated to Victoria, where I moved into a couple of different support roles before taking on my current role.

I love the diversity of my job, as well as the excitement of working within the retail and fashion industry.

# Our differences are our strength

## Your Career in Financial Services

We recognise that an organisation is only as good as its people. At Macquarie, we want to make sure we recruit, develop and retain people with different experiences, backgrounds, skills and views. We see all these differences as strengths to us as an organisation and critical to the range of services we offer our clients.

A refreshing aspect of Macquarie is that you encounter highly talented individuals from all walks of life. Macquarie's people have diverse professional backgrounds – from consultants and engineers to academics, lawyers and farmers. As part of the Macquarie team, you can draw on the experience, skills and creativity of others to help grow your career.

## Every Day is Different

At Macquarie, we offer you the experience and freedom to grow your career whilst making your mark within a highly successful organisation. With six distinct business operations spanning banking, financial advisory, investment and funds management services, there are many different careers available to you. A secret to success is to find something you enjoy, and with such diversity at Macquarie there are plenty of possibilities. If you enjoy it, it is undoubtedly easier to apply yourself in pursuit of a successful career.

In such a dynamic industry as banking and financial services, whether you're working on a trading floor or providing IT services to support our global organisation, no two days are the same and each provides new opportunities and challenges. Macquarie's graduate program offers a unique opportunity to experience the diverse functions and teams within the organisation. Being part of the graduate team provides you with dynamic and interesting work where you are given real responsibility, accountability and are able to work in a team with people of all career levels.

## Australian Headquartered, with Global Opportunities

Our expanding international presence means you have the potential to work in other Macquarie offices, providing you with genuine career opportunities in the global market. We have regional offices in London, New York and Hong Kong but we are also based in 28 countries around the world. The diversity of our operations and our growth into new businesses brings with it greater opportunities and different cultural experiences for our people.

## Our Commitment to Diversity

Part of enabling long and fulfilling careers at Macquarie is the support provided to staff to balance a successful career with personal interests and other responsibilities such as family. Macquarie has an extensive range of programs and initiatives in place to support its diversity objectives

- flexible work arrangements
- mentoring and sponsorship programs
- community and charity involvement
- networking events
- employee network groups, including for gender equality, individuals with caring responsibilities and lesbian, gay, bisexual, transgender and intersex (LGBTI) staff and allies
- Macquarie sponsored childcare centres in Sydney
- nursing mothers facilities
- parental leave, parental leave payments and resources to support staff returning to work
- quiet room/ multi-faith prayer rooms

## Did You Know?

At Macquarie we pride ourselves on our ability to realise opportunity – and to make it happen within a diverse and inclusive team environment. Gender is an important aspect of our much broader diversity opportunity. We show our support in different ways with many different events and activities across our global offices.

## Spotlight On Macquarie Plus

Macquarie Plus is the holistic staff wellbeing program designed to provide Macquarie people with individual choices and opportunities to be their best selves at work and at home, and in so doing, creating and embedding a culture of inclusion.

It includes all of the non-financial benefits of working at Macquarie and encompasses: the workplace environment; physical and psychological wellbeing; and building a sense of community amongst staff.

Macquarie's workplace environment incorporates sustainability into design features that improve the health and wellbeing of staff, such as access to natural light, fresh air, open spaces and fit-outs that support connectivity between teams.

Targeted health and wellbeing initiatives vary across regions and examples include onsite health assessments (such as skin cancer screening and heart health checks), seminars on diet and nutrition, and onsite exercise classes (such as yoga, pilates and boxing).

Macquarie Plus community groups are forming around staff-driven areas of interest such as fitness, music and gardening. These provide an opportunity for staff to informally engage with colleagues away from day-to-day work and complement the well-established employee network groups.

Macquarie Plus helps all staff to own their own health and wellbeing, to make the most of being part of the Macquarie community, and ultimately to bring their whole selves to work.

## Get to know us

Meet some of our female employees who reflect on their time at Macquarie

### Jen Associate Director Macquarie Securities Group



1 Macquarie's culture is entrepreneurial and outcome-focussed. I enjoy working across our many business groups and locations. I also value how Macquarie encourages staff to give back to the community, including through the Macquarie Group Foundation. There are many opportunities at Macquarie. You just need to make sure you take advantage of them and get involved.

### Joanna Analyst Macquarie Capital



2 There are three things about my time at Macquarie that stand out to me – the diverse range of challenges that my role involves, the support and growth opportunities that the firm offers and, most importantly, the people. Their passion, drive and work ethic make all the difference!

### Kavita Senior Vice President Macquarie Capital



3 The most rewarding aspect of my job is working alongside a team of driven and talented individuals to deliver advice that adds value for our clients. There is also a great sense of satisfaction, both individually and as a team, when a transaction is successful.

### Lucy Senior Associate Financial Management Group



4 The most rewarding aspect of my role is being able to contribute in a meaningful way to the teams I have worked in. I have been entrusted with tasks and been held accountable for the work I have produced. This allows me to gain access to senior leadership and is what sets Macquarie apart from other employers.



### Shelley Business Analyst Corporate and Asset Finance Group



5 I joined Macquarie as a graduate after my honours in commerce. From day one, I was given exposure to interesting work and was encouraged to take ownership and drive my career. No two days are the same. I work in a team which encourages continuous learning and innovation; and has a supportive and fun network.

I've been privileged to be part of the volunteer group organised by The Elephant Nature Park in Thailand and rescued a baby elephant.

### Janice Associate Risk Management Group



6 The people at Macquarie are diverse. We have astrophysicists, engineers, psychologists, software developers and its been fantastic being immersed in an environment that houses such a wide range of experiences, skill sets and views. It's hard to not fit in at Macquarie, when being different is the norm.

### Alison Commodities Trader Commodities and Financial Markets



7 The culture at Macquarie is one of teamwork, collaboration and positive encouragement. The Macquarie culture not only supports but encourages learning and

development. It's a fantastic place for new graduates to begin and continue their career.

### Betty Senior Associate Corporate Operations Group



8 The best opportunity I've had at Macquarie is managing my own project to deploy a new social networking application that would be used by over 5000 staff globally. It was particularly special as I was doing this as a junior staff member and leading others who had more industry experience.

### Jacqueline Senior Associate Banking and Financial Services



9 Our culture varies slightly across the different businesses but it is underpinned by innovation and diversity in thought. This manifests itself in a culture of seeking new ways to better serve our clients but also celebrates individuality within supportive teams.

### Marie Business Analyst Macquarie Asset Management



10 When I started I went straight into a bid room to work on a live transaction. This was a great experience as I was able to witness how the different divisions at Macquarie interacted. I was impressed by the cross-team collaboration of people locally and globally who bring along their diverse skills to get the work done.



Australian Government

Department of the Prime Minister and Cabinet



PM&C WOMEN'S NETWORK

# Open the door to your career

**Do you want to make a real contribution to the success of our country and the wellbeing of all Australians? We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.**

## What We Do

We provide high quality advice and support to the Prime Minister, the Cabinet, Portfolio Ministers and Assistant Ministers to achieve a coordinated and innovative approach to how the Government might best tackle significant issues facing Australia. Our focus, put in its simplest terms, is to find new ways to improve the lives of all Australians.

We work on matters of particular importance to the Prime Minister, current government priorities,

domestic and international affairs, Aboriginal and Torres Strait Islander affairs, national security and the operations of Government. We also administer national taskforces in areas of cities growth, cyber security, public data, women's policy, deregulation, counter-terrorism, Commonwealth-State relations, and international delegate events. Some of our employees even have the chance to meet members of the royal family or heads of state.

The conditions under which Government operate are constantly changing in response to a variety of national and global challenges. Our role is to provide fresh thinking and creative advice on the many and varied issues facing Australia, taking into consideration the views and opinions of a people across the private, public, not-for-profit and community sectors. No day is the same and it's our responsibility to stay informed on these issues.

## Our Culture

We enjoy robust debate. We value people who have unique ideas and are not afraid to argue their

position. At the same time, collaboration is key. We promote a culture that respects the opinions of others and we encourage team members to achieve results with humility.

Of course, integrity is also important. PM&C expects and rewards excellence in everything we do.

The Department is committed to what's best for Australia. Our roles come with great responsibility—we have the daily opportunity to make a difference and we take this opportunity seriously.

## Women in PM&C

At PM&C we value the importance of gender diversity and the role women play within the workforce.

We have an established policy on Domestic Violence and a high level support protocol in place for anyone to access. We are currently looking at wage gaps and the representation of women in high-level and executive roles, and how to attract and retain women in these positions.



[dpmc.gov.au/work-for-us](http://dpmc.gov.au/work-for-us)



## We promote mobility

**7** PM&C offers many opportunities for movement both within the Department and across the broader public service. We have many existing relationships with state level government agencies and private sector companies.

## We have offices around the country

**8** The Department has over 100 offices around Australia. Offices located outside of Canberra are dedicated to programme delivery for indigenous communities and have a very ground level, hands on approach.

## We offer Graduate opportunities

**9** Our Graduate Programme runs over a two year period and is designed to give our graduates a broad scope of the work we do in the Department. Graduates will undertake rotations within the main groups of PM&C in addition to having some time in a non-government organisation and also in one of our regional offices around Australia.

## We offer challenging and rewarding careers

**10** At PM&C you can make a real contribution to the success of our country, working on matters of particular importance to the Prime Minister, current government priorities, social and economic policies, Indigenous affairs and national security. We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.



## We value diversity

**1** PM&C is committed to creating a diverse and inclusive workplace where all employees are able to be themselves. We offer a workplace that does not discriminate on the grounds of gender, sexual identity, age, race, ethnicity, religion or disability. We also have three well established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the LGBTI Network and the Aboriginal and Torres Strait Islander Network.

## We inspire you

**2** At PM&C you get the opportunity to work with strong, smart, visionary and experienced leaders who encourage and support you to develop your interests and expertise and achieve your ambitions.

## We support you

**3** The Department offers a mentor programme called 'MentorMe' which connects staff members of all levels to one another for mentoring opportunities. If you join us through one of our entry level programmes you will be assigned a buddy for the entirety of the programme, who can provide personal and professional support.

## We invest in your development

**4** The Department offers study leave and study allowance for employees undertaking further education while they are working. This can include paid study leave and even funding towards a qualification! We also offer a wide range of training programmes, workshops, seminars and guest speakers to develop core and specialist skills for all staff. These are facilitated both by internal and external trainers and can be tailored for individual learning requirements.

## We reward you

**5** In addition to an attractive salary and generous employer superannuation contributions, we also offer flexible working arrangements, 4 weeks of paid annual recreation leave a year, cumulative paid sick leave and relocation assistance.

## We embrace flexibility

**6** Our department values the ability to work the way that is most effective for you. We are piloting a 'Working Your Way' project to allow a flexible environment for collaborative and innovative work. In addition to this, staff have access to flexible work times wherever possible.



When you join PM&C you're not just getting a job, you're opening the door to your career...

# Women in leadership

**As an equal opportunity employer, we believe our team members should reflect the customers we serve. Coles is continually looking at ways to increase the number of women working within the business.**

We are committed to ongoing programs and activities to support the attraction, retention and development of women to build great careers at Coles. These initiatives are centred on solving practicalities that can create unnecessary challenges for women as they look to build their career; levelling the playing field to ensure that our systems and processes provide equal opportunity; and nurturing female talent to give women a platform to grow and develop.

We have also responded to feedback from our team members around providing better support for flexibility at work. At Coles, we have a range of programs to assist working families including Paid Parental Leave and the Coles School Holiday Program. The Coles School Holiday Program operates at our Store Support Centre in Melbourne and provides discounts for team members accessing OSHClub Holiday Programs.



## INFORMATION

For further information about the range of careers available to women at Coles please visit [colescareers.com.au](http://colescareers.com.au)

### Hannah Wilson – Coles Express Marketing Manager (previous graduate)



**1** I started on the Coles Graduate Program in 2014 in the Marketing stream. I have now rolled off the program into a Marketing Manager role in the Coles Express team. I enjoy working with passionate people who have fantastic ideas and can bring them to life. The culture of the company motivates people to work hard, but have fun while they do it.

### Isobel Crichton – Category Manager Chilled Convenience Meals (previous graduate)



**2** I manage the Chilled Meals Portfolio in the Fresh Team. This category for Coles as easy meal solutions are more sought after than ever for customers who are increasingly time poor. What I enjoy most about my job is the diversity of the role. No two days are the same and each day comes with a new challenge! Building partnerships with Coles Suppliers that are commercially rewarding for both parties and also deliver great value and innovation for customers, is one of the most fulfilling parts of the role.

### Marie de Perthuis – Strategy Manager



**3** I assist areas of the business to develop and deliver their strategies, so that we can deliver the best products at lower prices to Aussie families. This can be very diverse, from developing a customer proposition to designing more efficient ways of operating.

One of the things I love about Coles is that initiatives are always encouraged. If you have a great idea or can think of a better way to do things, you'll be given an opportunity to improve the business. Working in such an environment is inspiring.

### Emma Bridges – Operations Manager



**4** With the business currently changing and evolving, my role is to be the voice of teams in our stores. I

also work with our Store Support Centre in building change programs to make life easier for our team and provide a better shopping experience for our customers.

I love the diversity of my role and the opportunity to work on projects that will really make a difference to our teams and customers. The best thing about Coles is the great people you get to work with.

### Helena Cartwright – Operations Graduate Program Manager (previous graduate)



**5** My last two years at Coles have been spent on the HR graduate program and on a 10 month secondment in operations. During the program, I had the opportunity to rotate through different areas of the business, learning how they operate and working with passionate teams who motivate each other to bring great ideas to life. My secondment in operations helped me to focus on the forefront of our business and I enjoyed working more closely with our stores. I love that, at Coles, everyone is willing to lend a hand or share their experiences and the opportunities are endless.

### Laura Minahan – Store Manager



**6** As Store Manager for a Coles Supermarket in Melbourne, I oversee day-to-day operations and am responsible for a team of 150 people. I'm passionate about working for Coles, as the opportunity for career growth is endless. The training and development I have received has allowed me to become a better leader and role model.

My favourite part of my job is people: customers and team. I love that I can make a customer's day by providing fresh, quality food and doing that with a smile. And inspiring my team to be the best they can be is very satisfying.

### Isobel Santos – Head of Cards Product & Operations, Coles Financial Services



**7** As the Head of Cards Product & Operations for Coles Financial Services, I am responsible for the overall management of the Coles Credit & Prepaid Card product suite from strategy development, day-to-day operations and the product P&L. I am

also responsible for ensuring that our organisation adheres to responsible lending guidelines across all our day-to-day operations, not only to meet our credit licence obligations but also to protect our customers and ensure they are treated fairly.

Our operating model relies on a variety of partners that manage our card platforms, call centres and back office functions located across multiple countries.

The favourite part of my job is the opportunity to bring Coles' customer centricity to financial services – creating products that deliver everyday value for the Australian market.

### Cathi Scarce – General Manager, National Operations Liquor



**8** My role consists of visiting new stores to see how new initiatives have landed and I also support stores to resolve any issues and coaching teams to drive sales and standards. I also work with our WA support team to land improvements in our stores.

My job gives me the opportunity to talk and listen to team members and customers, and discover great talent within Coles.

### Sophie Wong – Operations Manager SA, NT, TAS



**9** I started in the Coles Liquor team in 2013 as a State Manager in South Australia and since then have moved into our supermarkets business, to lead our operations teams across SA, NT and TAS.

What I enjoy most about the role is being able to support our team members in reaching their full potential.

### Sarah Browne – Organisational Development Program Manager



**10** I started on the Coles graduate program in 2015 in the HR team. Since joining Coles, I have worked across a number of teams including Merchandise and Operations HR, as well as in our stores. I've now been appointed to my current role and am loving the opportunity to shape some major cultural initiatives for Coles.



# Connect to a future created by you

**At Telstra, we have talented and passionate people, exciting career pathways and a supportive and inclusive culture. We believe that by promoting diversity and inclusion we can enrich our communities, our workforce and the experience of our customers.**

Telstra is a diverse and inclusive place to work. We've created an environment that's supportive, challenging and flexible, where you'll be working with talented and passionate people on stimulating and challenging projects. We understand the benefits of equality and are committed to improving diversity in the workplace.

We're proactive about making sure our workplaces are inclusive and that all our people can perform at their best. We work hard to make sure our culture is inclusive so that everyone has the opportunity to shine.

We do this with specific policies about diversity, fairness and flexibility, and practices such as mentoring. We have world-class tools, guidelines, tips, research, and support to help our people managers create a culture of inclusion every day. We encourage all our people to get involved as champions of gender equality and inclusion.

Discover your future at Telstra.



## INFORMATION

With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](http://careers.telstra.com)

[careers.telstra.com](http://careers.telstra.com)



WOMEN

### It's our differences that make us unique

**1** We believe diversity fosters greater innovation, stronger problem-solving capability, better customer connection and increased morale. Treating people with respect and dignity, and valuing their backgrounds and experiences, is a part of who we are.

### Grow your career

**2** At Telstra, you'll have variety and choice in your career direction. There are opportunities to move up or across our organisation, through a diverse mix of business areas and jobs – and that means dynamic work on a global scale. Through leadership and development programs, you can explore and accelerate your personal growth to achieve your career aspirations.

### Supportive connections

**3** At Telstra your colleagues will support and work with you to achieve great things. We have many employee networks where people can build relationships and influence, learn and support each other. These include our Brilliant Connected Women network, which brings together men and women across the business to grow careers through professional development and networking.

### All Roles Flex

**4** We understand the importance of a balanced life and know it's not where you are, but what you do, that matters most. *All Roles Flex* means that flexibility in some form is something we're open to discussing for all our jobs – whether that's part-time, working outside normal 9-5 business hours or

working from different locations. We've adopted a very broad definition of flexibility, recognising it will mean different things for different people and different work types.

### Leadership matters

**5** We encourage our leaders to manage flexible working by talking to their people about plans, family responsibilities, or career breaks, and checking in regularly to see what's going on outside work. Flexibility is the starting point for all roles at Telstra. We urge our people to trial new ways of flexible working and to take a guilt-free attitude to flexibility, because it improves productivity, engagement and results for customers.

### Committed to diversity and inclusion

**6** Our focus on employee diversity and inclusion spans gender, age, ethnicity, race, cultural background, disability, religion and sexual orientation. Diversity and Inclusion is led by the Diversity Council, which comprises the entire CEO leadership team and is chaired by the CEO. Through this forum and our leadership framework, we reinforce our expectations of all leaders to lead inclusively and to value difference.

### Building networks

**7** There are lots of opportunities for our people to build networks inside and outside of Telstra, including our internal Brilliant Connected Women community. We're proud to be a *White Ribbon* accredited workplace, Platinum sponsor of *Females in IT and Telecommunications* and a member of the Global Telecom Women's Network, *Catalyst*,

*Community Business*, *Diversity Council Australia*, *Business Chicks* and *Women in Engineering*.

### Supporting women in business

**8** Since 1995, Telstra has recognised, rewarded and celebrated the achievements of inspirational women who are leading, innovating and mentoring the next generation in Australian business. The *Telstra Business Women's Awards* alumni are truly remarkable women and the awards offer an opportunity for career analysis and self-development, new business opportunities and network expansion.

### Awards we're proud of

**9** Our commitment to gender equality and creating a truly inclusive workplace is not just about promises and policies; it's about living and breathing it in our everyday actions. We're proud to have received recognition for our work from leading organisations, including the Australian Human Resources Institute, Workplace Gender Equality Agency and *Catalyst*.

### Learning experiences

**10** Here you'll build your skills through a holistic approach to development, on-the-job experience, relationships and networks, and formal training. You can take part in courses designed to build the core skills needed to succeed at Telstra, such as thinking strategically and commercially, business partnering, driving change, and maintaining a global mindset.

With a career at Telstra, you'll always be part of something bigger.



## Get your career moving in the right direction with Toll

**Logistics is not just for burly blokes. It is an extremely exciting industry, with leading technology, innovation and opportunity, and there is no better place to start your career than at Toll.**

Currently, one in four employees at Toll is female and we are working to continue to increase the representation of women in the business.

Attracting and retaining women at Toll is part of our people strategy, which is supported by gender equity objectives set each year, along with various training, mentoring and leadership programs.

At Toll, we're committed to providing a safe, diverse, satisfying and fulfilling workplace with access to opportunities for all of our people. We see our people as our most valuable asset and believe that our success is a reflection of the quality and skills of our richly diverse workforce.

Originally formed in Australia, today we work in 50 countries with more than 40,000 employees. Being so large and diverse means we can service our customers with a range of transport and logistics solutions at every stage of the supply chain.



### What does Toll do?

Put simply, we perform almost every logistics task you can think of. We have five divisions that do this.

- Toll Global Logistics operates state-of-the-art warehousing and transportation throughout Asia Pacific. We manage the logistics for many big brands.
- Toll Global Forwarding sends things around the world via sea and air. Our role is to purchase space on board freighter ships and planes, clear customs and ensure that we get our customers' goods from A to B on time.
- Toll Resources & Government Logistics works in the oil, gas and minerals sectors in Australia and Asia. We support the resources companies by managing logistics and transport. We even manage the set-up of camps and operations in remote locations for mining and defence activities.
- Toll Global Express is the express parcel delivery part of the business in Australia and Asia. Many of the well-known Toll brands that you see every day, such as Toll Fast, Toll Priority and Toll IPEC belong to this division.
- Toll Domestic Forwarding operates a wide range of highly specialised road transport solutions, including the transport of bulk items around Australia and New Zealand in trucks, on rail and by sea, as well as operating freight ships across to Tasmania.

### What types of jobs are available at Toll?

You can do just about anything you want to at Toll. As a natural part of what we do, we always need great people to drive our trucks, ships and aeroplanes, as well as manage the fleet and the freight that goes on them. These are fast paced, exciting roles, where every day is different.

As a large corporate, we also need bright people to work in our offices. This includes administration, human resources, legal, finance, marketing, IT, sales, business development, property, planning, environment, insurance, risk... the list goes on!

### Meet some women working at Toll



**Rebecca, National Customer Excellence Manager, Toll IPEC**

*"Working for a global company such as Toll has given me some great opportunities to do diverse and exciting work across a broad range of industries and areas of law, which means that I am continually challenged and developing within my role. The fact that Toll has a great culture, which isn't always easy with companies of its size, is a big bonus."*



**Melissa, Warehouse Operative, Toll Global Logistics**

*"I love the flexibility and fast paced environment that Toll offers, no two days are the same. I started out working as ground staff and now I have licences to operate all sorts of vehicles in the warehouse, including forklifts and turret order picker, which can move loads as high as 12 metres."*



### 10 reasons to work at Toll

#### World of opportunities

**1** There is a huge variety of employment opportunities within our Toll network – no matter what your interests, there could be a job here for you. Whether you like the idea of working in a dynamic sales or marketing role, managing a team in a busy warehouse, developing cutting edge technology solutions, flying aeroplanes or driving trucks, we have people in more than 1,200 locations around the world doing almost any job you can think of.

#### Do something different

**2** Toll offers the opportunity for women to succeed in areas outside the stereotypical 'female' roles. We have many women working at Toll who are excelling in varied roles from forklift operators, diesel mechanics, truck drivers and operations managers.

#### Develop your skills on the job

**3** We're passionately committed to supporting our people in their career aspirations – we work hard to provide our team members with opportunities to develop and excel. We do this through our professional development, through training and coaching and through our career guidance initiatives.

#### An empowered workplace culture

**4** Toll's culture is founded upon empowerment of its people. We are committed to retaining and nurturing this unique and powerful aspect of our company by creating a workplace where all employees feel encouraged to bring a variety of approaches and ideas to Toll.

#### Room to move

**5** Growing your career with Toll means that if you have what it takes you can not only climb the ladder in your career, but also move across borders to develop skills in different fields, have the opportunity to work in cities around the world and open up your mind to different possibilities that will impact your career.

#### Friendly and supportive team culture

**6** Unlike other global organisations where you might get lost in the crowd or feel like a number, at Toll we like to think of ourselves as personable and down to earth. When we look for people to join our team, we look for individuals who are committed, collaborative and involved.

#### Our entrepreneurial spirit

**7** Toll was built on the dedication and drive of one entrepreneur, Albert F Toll, back in 1888. Toll had a vision to build a national transport

company. This entrepreneurship is nurtured and encouraged at Toll and, as a result, has ultimately seen the company expand to be a successful global company.

#### Shape a global company

**8** Toll has been built for people like you to shape it. Toll is growing and maturing as a multinational organisation, so you can be part of shaping it and really make your mark. Working at Toll gives you regular opportunities to take on responsibility, to have your ideas heard by management and to make a real difference to the industry.

#### We take your safety seriously

**9** Safety is a core value at Toll – it's at the heart of everything we do. We believe that all injuries are preventable and that no task is so important that it can't be done safely. We give our people continual training on safety in the workplace and we work hard to promote a strong health and safety culture.

#### You can balance your work and life

**10** We don't want our people to live to work, but love to work, so it's really important that your work suits your lifestyle.

# Accelerating 'Girl Power' in Automotive Retailing

## Unleashing the power of women at Repco is critical to our future success.

We are absolutely committed to delivering a safe, supportive, diverse and inclusive workplace where everyone can succeed and have a fulfilling career. Gone are the days where having a rewarding job in Automotive is left up to the guys. Women at Repco represent 25% of our 3,000 strong team member base and that number is growing. We are an equal opportunity employer and are committed to ongoing programs and support systems to develop our talented women.

At Repco, we also believe that our team members should be reflective of the communities they are in and the customers they assist and delight every day. This means we need a diverse mix of great people, with positive attitudes and excellent team spirit to ensure memorable customer interactions. We offer the chance to work in a medium sized business with a truly family feel. Promotions from within far exceed external hires and we invest time and energy into developing our best and brightest for the future.

## Repco

Repco Australia is the largest reseller in the Australian automotive aftermarket, supplying automotive replacement parts and accessories, as well as automotive-related tools and equipment, to trade and retail customers, across our network of over 320 stores nationally.

## Our Values

We are proud of our heritage, our culture and our sense of family. Our values reflect the importance we place on striving to achieve amazing things together:

- We are passionate about what we do
- We relentlessly pursue excellence
- We go the extra mile
- We will win together
- We genuinely care
- We inspire innovation

## GLEW (Grow, Learn, Enjoy, Work Together) Program

We are very proud of our GLEW program at Repco. One of the many fabulous team member initiatives available through GLEW is a suite of development programs. We run a strong mentoring program for our talented women as well as a comprehensive future Store Manager program. New team members are buddied up with successful peers and the proportion of women assuming these buddy roles is growing. 50% of participants in the 2016 Leaders in Development program are women and they reside in all different parts of the country, coming together in their teams to learn and grow together on their amazing leadership journey.

Just as we continue to nurture, challenge and grow our current female team members we are always looking for new girl power to fuel our ranks. Numbers of women in middle and upper management positions at Repco are ever increasing as we see the outcomes of supported career progression.



## "At Repco, 'Girl Power' is real!"

*In fact, we use it to fuel nearly half of our 800 strong fleet of delivery vehicles. More than 39% of our drivers are fabulous females and they are the reason cars are getting serviced or fixed at the mechanics to get back on the road quick smart.*

*Delivering parts to the nations finest car fixer-uppers is an important job. When done properly, it means that Mums and Dads can get their kids to after school practice on time because their car is fixed and out of the shop.*

*In store, more than 30% of our talented retail team is fuelled by girl power. These are the amazing women who provide options and solutions to customers needing our help. They understand the products because they love to learn and they have excellent customer interactions because they care about doing a good job and making someone's day.*

*These are the types of women we have powering up Repco every day."*

**Tracey Yeates, General Manager, Human Resources and Safety**



## Development



### Linh, General Manager – Procurement & Supply Chain

**1** Repco is part of a multibillion dollar organisation and there are a lot of opportunities within this business if you are a passionate and supportive team player. The business has provided me opportunities where I was able to develop skill sets across a broad spectrum of disciplines; procurement, supply chain, finance, retail and much more. They have supported my professional development and learning opportunities where I was offered a challenging assignment to live and work in China to set up a new business unit. Repco is committed to developing people if you have the right mindset and attitude.

## Values



### Maria, Automotive Dealer Solutions Manager

**2** I started my career with Repco in 2000 as a part time retail sales assistant and within 3 months my career progressed into a field sales role working full time. In 2016 my role progressed to a BDM for our OED Dealers throughout Queensland. I have had numerous opportunities including attending our own Repco University. I have stayed within the Repco family because of their values, and their professionalism in the automotive industry. I am very fortunate to be a part of a very successful company.

## Training



### Margaret, Area Manager

**3** I have been employed at Repco for the last 21 years, where I have held various roles including Customer Sales and Service, Assistant Store Manager, Store Manager, Hub Manager before working my way up to my current position as an Area Manager. I love working at Repco where the opportunities are endless and my career is still evolving. Repco is a great Employer to work for, offering a wide range of employment opportunities across Australia & New Zealand. They also provide extensive training ranging from 'on the job' through to the Graduate Diploma of Management from the Australian Institute of Business.

## Flexible Working Arrangements



### Meagan, Category Manager

**4** Repco offer opportunities to take on different roles within the business for those with the motivation and willingness to work hard. I have been part of the business since 2008 and have held several positions before moving overseas. After 18 months away from Repco, I was offered the opportunity to return as a Category Manager, a step that had been part of my career



path prior to leaving. I have recently returned to work from maternity leave on a graduated plan.

## Equal Opportunity



### Jenny, Retail Business Development Manager

**5** Repco is an equal opportunity business who believes in its people. I have been encouraged, mentored and challenged to achieve results and to know that any role in the business is possible to achieve. Starting almost 20 years ago, a temporary job at Repco quickly became a career. We are one big family, where everyone looks out for each other and works together to achieve goals.

## Culture



### Kate, Human Resources Consultant

**6** The inclusive culture and focus on employee development at Repco has significantly improved my commercial acumen, transitioning me from a subject matter specialist to more of a business generalist. I believe this will be invaluable to my career moving forward.

## Recognition



### Jacqueline, Trade Marketing Coordinator

**7** Working at Repco has provided me with many opportunities, such as participating in a leadership development program, being recognised for my hard work through the Reach Awards program and feeling like I've made a real contribution to our results. I work with an amazing team across the country. Repco provides a good work-life balance, great team benefits and a positive working environment.

## Support



### Amanda, Store Manager

**8** Having worked for Repco for 10 years, the development I have received in my current role of Store Manager, is helping me work towards a future target of Regional Management. With the support network and personal improvement programs available, Repco is helping make my aspiring goals all the more achievable.

## Diversity



### Sarah, Retail Team Leader

**9** Repco is a multifaceted company that offers many unique areas to work in and explore. There is a large amount of support available to all employees from within the network and lots of experience to draw and learn from. A diverse range of training is offered as well as opportunities to gain certificates and be a part of development programs. It is great to see an ever-expanding number of women amongst our management positions at Repco, and I am proud to be a part of the increasing diversity within the automotive industry.

## Innovation



### Hazel, Store Manager

**10** Repco has given me many opportunities in the past 12 years to develop my skills, technical knowledge and the ability to 'look outside the square' whilst working in our dual format business. As a Store Manager, I have been fortunate to work within a network of peers that are supportive of any innovative ideas that can change the culture to improve our business. I look forward to being a part of the ongoing development of my team and my future with Repco, the market leader in Vehicle Parts, Solutions & Accessories.

# Empowering Women to be their best

## It's always been important to us to empower women to be their best and help them achieve their career and financial goals.

When 60% of your workforce are women, as are millions of your customers – there's a clear and direct benefit in having a gender equality ambition. This is certainly the case for Westpac Group. Only 33% of our leaders from the CEO to Bank Manager level were female when we set our first target in 2010 at 40% Women in Leadership (WIL). We achieved it early in 2012 through a considered approach and using this positive momentum, we then became the first bank to publically commit to the bold aspiration of having 50% WIL by 2017, the year we celebrate 200 years in business.

Westpac Group's focus on WIL is included as part its broader Inclusion & Diversity strategy based on the supporting imperatives of:

- Creating an inclusive culture: We value the uniqueness of our people and use this value to create a competitive advantage.
- Attracting, growing and retaining unique talent: We attract, develop and retain diverse individuals to maximise performance and adapt to market changes.
- Connecting with our diverse customers: We create meaningful relationships with our diverse customers to deliver superior service and products.
- Engaging communities and the market: We engage with our diverse community in everything we do to create a sustainable future for all Australians.

We're also actively recognising outstanding Australian women. Our landmark '100 Women of Influence Awards' program, run in partnership with the Australian Financial Review, is committed to increasing the visibility of women's leadership, highlighting the important contribution women make

in creating a bold and diverse future for Australia. The internal Women of Influence Awards program recognises our own female employees who are making an outstanding contribution to our business, customers and local communities.

As a leading employer of choice, we also provide assistance to employees who have parenting and other carer responsibilities through our Carers@Work program. Run by Parents@Work, the program consists of an information portal and monthly workshops, and career coaching for parents in the WIL population.

As a bank, hard-wiring change ensures we contribute to the financial empowerment of women. For example, we were one of the first publically-listed companies to provide paid parental leave, which had flow on affects throughout corporate Australia. We followed this up by being the first private sector company to pay superannuation on unpaid parental leave in 2010. This is an industry-leading initiative which helps reverse the Australia-wide retirement savings gap experienced by employees. We have also increased paid parental leave to 13 weeks, and introduced secondary parental leave for 2 weeks.

We offer flexible work arrangements to all employees through our All In Flex approach, which ensures all our 40,000 existing roles globally are considered for flexible working, as well as any new roles created. This was in response to 90% of employees (both male and female) indicating they would require some form of flexibility in the next three years.

Currently 74% of our employees work flexibly. We have a range of flexible working options on offer as we know that our people are juggling responsibilities and priorities outside work that are important to them, such as family, study, learning a new hobby or caring for dependants. Our approach is that work is something you do, not a place you go to. We encourage regular team-based discussions between team members and their people-leaders to design flexible working solutions

that work for the individuals, their team and their customers.

Finally, we are committed to attracting, developing and retaining top female talent through our Equilibrium program. Equilibrium 2016 is a complementary external and internal program to encourage and support women in leadership at Westpac Group. It provides female leaders with the ability, support and aspiration to transition to and succeed in a more senior, more complex or critical leadership role outside of their current specialisation via shared learning experiences and placements in our business. The external stream is designed to attract accomplished female leaders from outside of financial services, who are looking to make a bold career change. The internal stream is designed for accomplished female leaders already in the Group, who are looking to move to a more senior, more complex role within the organisation.

By becoming a Westpac Group employee you will be part of a community united by a common passion – to create great futures for our customers, our communities and for each other. Each day we help our customers create great futures through the financial support and advice we provide. We have a proud history of creating great outcomes in the community through our partnerships, workplace giving and volunteering programs. And most importantly, we have a strong track record in helping each other create great futures for ourselves, in and outside of the workplace.



## First for Women

1 Women have played a key role at Westpac since the start of our business. As Australia's first company and first bank, Westpac employed the first female bank teller in Australia and our first landlord was a woman, Mary Reibey, who is the profiled Australian on the \$20 note. We had the first female General Manager, the first female Group Executive and the first female Board member of all the major banks and we remain the only bank of the big 4 banks to have had a female CEO, Gail Kelly. We were also the first bank to set up a dedicated business unit for female customers which is represented by our Ruby brand and through our rubyconnection.com.au website.

## Be supported by our Women of Westpac

2 From a talent development perspective, our Women of Westpac Employee Action Group has over 2400 members (both women and men) and empowers its members to make confident career choices through education, information and networking opportunities. In 2015 we launched the Equilibrium program which is designed to bring female leaders from other industries into the banking and finance sector. This has been an incredibly successful in helping us source diversity of thought in our business while contributing to our WIL aspiration and we are running another intake this year.

## Connecting our Youth

3 Our aim is to bring our younger employees together to help them reach their full potential and empower and equip our future leaders. Around 20% of our people are under 30 and we have a number of exciting programs designed to inspire and develop those in the early stages of their careers.

The Youth Network is the Employee Action Group for people aged 30 and under. This group supports young professionals through a network of young people who are seeking out leadership opportunities. They host a variety of networking events throughout the year including a summit for young people across Westpac once per year. They also produce a quarterly publication.

## Work that can suit your lifestyle

4 At different stages in your working life you'll be seeking different ways to blend work responsibilities with external commitments and interests, whether they are related to family, study, community involvement or lifestyle preference.



You'd never guess... Where banking could be so refreshing.

Ready to kick-start your graduate career? Discover where a Westpac Group graduate program could take you at [graduates.westpacgroup.com.au](http://graduates.westpacgroup.com.au)



Westpac Group has a strong culture of workplace flexibility, with 62% of our employees already utilising out marketleading flexibility policies to accommodate their changing lifestyle requirements.

## It's your career

5 The opportunities offered across the Group are vast and your career could easily vary from assisting customers with their personal everyday banking or wealth, to providing financial support to small businesses, to working with large multinational companies. There are also support functions such in areas such as human resources, legal, risk, marketing, finance, technology and digital – to name just a few. With so many different roles, you can choose the direction your career will take across our family of much-loved financial services brands.

## Leadership programs

6 There are several leading coaching and development programs available for women at all levels within the organisation to help you get the most out of your role and career with us. There are also dedicated programs for female leaders to ensure, when you become a leader, you are supported to be the best you can.

## Some of the great benefits

- 7 You will work in a great environment where everyone is valued for their individuality and their unique contribution. You will be paid competitively and have access to a huge range of employee benefits.
- myCareer: easy access to the best possible tools and support to plan and build your career.
  - myWellbeing: promote a healthy, productive and positive lifestyle for you and your family.
  - myCommunity: create great futures for our communities through our volunteering, community support and workplace giving programs.

- myFinances: access to premium service, financial education and special offers on banking and wealth products.
- myDiscounts: a range of products and services from outside Westpac Group, including discounts and special offers.

## Our communities

8 You can play a major role in creating great futures for our communities. Willingness to lend a hand is a part of our culture. There are options to volunteer in local communities, either individually or as part of a team and it's made even easier to give back as you'll be supported with paid leave for volunteering and flexible working arrangements. There is also a matching gifts program in place, where any money you donate to charity throughout the year, Westpac Group will match dollar for dollar!

## Awards and recognition

9 Recognising successful role models is very important. That's why we have developed the leading 'women of influence' employee awards, which celebrate our female employees who make an outstanding contribution to our business, customers and local communities. Westpac Group has also been recognised as an Employer of Choice for Women by the Federal Governments Workplace Gender Equity Agency every year for over a decade.

## Continuous learning

10 We believe strongly in continual training for our people, so we developed The Westpac Academy, a virtual learning environment that helps deliver a wide range of training modules and resources. You'll be supported in the pursuit of external qualifications through further study. Our study assistance benefit can help pay for tuition and books if you're studying toward a qualification relevant to your role.



# Introducing The Star Entertainment Group

**At The Star Entertainment Group, we understand the rich value a diverse workforce brings to our organisation and we're focused on reflecting the diversity of our guests, community, shareholders, suppliers and other stakeholders in the diversity of our team members.**

As we're committed to providing an environment in which all team members are treated with fairness and respect, and without artificial barriers to information and opportunities, we have a range of diversity initiatives, strategies and development programs to continually build on our organisation's welcoming and inclusive culture and to develop a more diverse leadership base.

By supporting our richly diverse team, The Star Entertainment Group continues to attract and retain a broad and talented pool of team members. With engaged, enabled and empowered people, we can deliver thrilling and memorable experiences to our guests.

We recognise our commitment to obtaining and retaining a diverse workforce will:

- enhance our ability to attract, recruit, engage and retain high quality talent at all levels of the organisation
- encourage greater innovation, though the inclusion of different perspectives
- increase awareness in all team members of their rights and responsibilities with regards to fairness, equity and respect

- provide a work environment that values and utilises the contributions of team members with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity, and
- foster a merit-based culture that encourages everyone to treat each other with respect, courtesy and dignity.

The Star Entertainment Group also has an established Diversity Committee, which is supported by four working groups to represent four key areas – age, gender, cultural and LGBTI diversity.

We're well-known for our commitment to women in the workforce and we continue to introduce new initiatives to drive this. For example, The Star Entertainment Group is a proud supporter of the Women in MBA scheme at the Macquarie Graduate School of Management. Three female team members from our properties in Queensland and New South Wales are currently enrolled in the program at no personal cost.

The Star Entertainment Group CEO Matt Bekier says the Women in MBA program is just one avenue of several that The Star Entertainment Group is taking to champion a diverse workforce. The Star Entertainment Group also recently joined the Queensland Tourism Industry Council (QTIC) to promote jobs and career opportunities for Indigenous people by helping to launch Australia's first support network for Indigenous employees in the tourism industry.



## Kim Lee, Executive General Manager Human Resources

"I joined The Star Entertainment Group because I was incredibly impressed with and excited with its business strategy, goals and the potential the organisation has to build on its success. I was also intrigued by the dynamic and fast-paced nature of the industry and thought it would be a good fit. Diversity is extremely important to me, as I want my daughter to have the opportunity to succeed in whatever she does and not be inhibited from doing so by an employer who has an unconscious bias towards her.

If I lead by example and make a small difference today, then tomorrow's workplace will be a better place for children to succeed. Part of enabling long and fulfilling careers is the support provided to team members for balance. The Star Entertainment Group provides female team members with the opportunity to take time out from their careers and jobs to have a family, supports them financially to do so, and then affords them the flexibility in our industry to come back and continue with their careers without compromising on what's important – family. I am excited every day because of the people – The Star Entertainment Group has some amazingly talented people that provide our guests with a thrilling experience every day. Being a part of that and the difference they make to the guests' experience makes me proud to come to work every day."

## Greg Hawkins, Managing Director, The Star in Sydney

The Star in Sydney is proud to create an environment that builds confident, healthy and engaged women in our business. It is an integral part of our journey towards greater diversity and inclusion.

As Managing Director of The Star in Sydney and Executive Sponsor of the The Star Multicultural Working Group, respecting and celebrating our team members' cultural backgrounds is a real focus area for our organisation.

## Annita Gibson



"I began my career in the casino industry in 1994 when I joined the table games training school for Treasury Casino (then being built) in Brisbane. I was fortunate to be promoted after six months from table games dealer to dealer/floor manager. I have competed in The Star Entertainment Group's 'Dealer of the Year' competition twice, and in 2014 took out the coveted title of 'Australasian Croupier of the Year'. The Star Entertainment Group celebrates its team members and supports them in their personal development. In 2013, the company paid for me to complete a Certificate IV in Frontline Management. Working shift work at Jupiters Gold Coast has allowed me to study, and has granted me flexibility with my scheduling needs."

## Anne Hardy



"I started at Jupiters Gold Coast in 1985 as a Roulette Dealer and have worked my way through the business from Dealer to Floor Manager to Pit Manager and then to Gaming Duty Manager. I enjoyed all aspects of my role, interacting with guests, dealing a game, calculating payouts and, of course, the atmosphere of the casino. The Star Entertainment Group has given me the opportunity to better myself in every aspect of my life. While I had a vast amount of gaming experience, I had not completed any formal graduate education, so I completed my Master of Employment Relations some years ago.

## Sandy Thefs



"I have been in the casino industry since 1994. I was trained as a Dealer by Treasury Casino for the opening in 1995 and in 1997 moved to Sydney for my career. I joined the industry because I didn't want a standard nine to five job. I was a shy girl that grew up in rural Queensland and the casino industry offered training and development prospects that were far removed from any career I had thought of to date. The industry also encouraged me out of my shell and, as my skills developed, my confidence as a young woman did too. In 20 years, I have gone from Trainee Dealer to VIP Gaming Operations Manager with more than 600 team members and managers reporting through to me."

## Mirjana Dragutinovic



"I started working at The Star in Sydney in March 2004 as a Dealer with the one game (Black Jack) and in 2007 I was promoted to Supervisor and in 2010 promoted to Manager. In 2014, I was once again promoted to Gaming

Manager, a senior management position. Prior to joining The Star Entertainment Group, I had no prior experience in the gaming industry. I spent six years working as an interpreter and translator for the United Nations. My promotion to a Gaming Manager, as well as being selected for a Women in MBA scholarship are my greatest achievements. Every new day brings new experiences and challenges, a chance to meet new people and learn new skills."

## Joanne McPhee



"I commenced at The Star in Sydney in January 2013 as an HR Manager, looking after Hotels, Food and Beverage. My career has grown from there and now I oversee four business units with over 20 different departments. The Star in Sydney sparked my interest as an employer for a number of reasons: I have a passion for the hospitality industry, and I enjoy variety and the dynamic environment it offers. Being the largest single site employer in New South Wales with a highly diverse workplace offers an exciting challenge, particularly as an HR professional. My journey has been amazing so far; I don't know where the time has gone! I have been able to combine a personal goal with my work by being a part of The Star in Sydney's Environmental Committee to ensure what we do has a minimal impact of the environment around us."

## Jessica Aiken



"Joining The Star back in May 2014 has given me many opportunities and experiences which have driven our team to deliver profitable results with superior service. Starting as a Beverage Manager and then being promoted to Director of Beverage was an enormous success, thanks to the support and commitment of my team. Today, I am responsible for overseeing the Beverage Program and the development, interpretation and implementation of beverage related operating procedures for staff and guests. No two days are ever the same; my passion and drive keeps me pushing our team to always deliver the very best they can for the business and for our guests. One of my proudest moments is being selected as one of the successful recipients for the Women in MBA (WIMBA) sponsorship program from 2016."

## Suzanne Mawer



"I began my career in casinos roughly 13 years ago at Treasury Casino & Hotel in Brisbane as a Dealer. I took the opportunity to transfer my employment from Brisbane to Sydney, where I continued my career in gaming. Working in the casino industry was an accident for

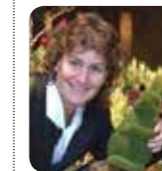
me. I began my working life as a Community Arts Worker, and applied for a dealing job to help me pay the bills when I was in between jobs! I thought I'd be here for a year, but 13 years later, there's still so much to learn and be engaged by. Beginning as a Dealer and transitioning to my current role in Regulatory Affairs has been an amazing journey, totally unexpected, but there is so much to learn here – it's never boring!"

## Bernice Colcomb



"I started at The Star in Sydney in 1995, joining as a Commis Chef. Over time, I have worked my way up to the role of Chef de Cuisine in our Garden Buffet restaurant. My career at The Star in Sydney has and continues to be a great journey. I've had multiple opportunities to connect with many world-class chefs and have built my knowledge across all cuisines and dining types. Part of my role is to oversee The Star Culinary Institute's Apprentice program."

## Sharon Young



"I have been working here for 17 years! I'm an all-rounder, having worked as a Security Officer, Security Supervisor and now I am Acting Security Duty Manager. We are the first team members our guests see when they enter the property and we know that the first impressions last. Guests and team members need to feel safe and happy when they are on the property and we provide that 24 hours a day. Like all team members, if you work hard and prove yourself, then when the roles are available, apply! Working here is like working with a big family. It's always fun with a big variety of different things happening around the property each day and interaction with our guests is always exciting."

## Jan Rosevear



"I commenced as a part of the opening team at Treasury Casino & Hotel in 1995 as a Pit Manager within Gaming Operations team. Prior to entering the casino industry, I was at university completing my Bachelor of Education. Immediately, I was energized by the atmosphere, the career opportunities and work/life balance that shift work provided me at that stage in my life. I have had the most amazing career opportunities with The Star Entertainment Group – commencing in an operational role within Gaming, moving into a team member development role and subsequently into Human Resources. I have spent 20 years with The Star Entertainment Group and I am truly humbled with the opportunities extended to me, along with the amazing teams I have been a part of or led, and the inspirational leader and mentors that I have had during my career."

# Be Your Best

**We are all different. That is why Downer is committed to creating a diverse and inclusive culture that promotes the skills and insights of all its people irrespective of their gender, ethnicity, ability, age or sexual orientation. Through a diverse and inclusive workforce, we also recognise that we are better able to anticipate and provide more diverse solution offerings to our customers.**

## Our Gender Focus

At Downer, we recognise that diversity initiatives which focus on equal opportunities for women can contribute to greater employee engagement, productivity and help retain and attract best talent.

The purpose of our Gender Action Plans are to ensure that Downer has strategies in place to:

- Ensure equal opportunities for women employees.
- Strive towards being a Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality.
- Support women returning to work following a period of absence (e.g. parental leave).
- Increase female representation via focused participation in apprenticeship and graduate programs as well as other programs designed to support women.

This requires a consistent focus on sourcing, development and retention strategies taking into account the diverse requirements of women (which includes flexible working).

## INFORMATION

For more information head to our careers website at [www.downercareers.com](http://www.downercareers.com)

## Case Study Teagan Smith, 3rd Year Electrical Apprentice

### 1. What made you decide to do your apprenticeship at Downer?

When applying for apprenticeships I mainly applied at large companies. This was because I believed the level of training and experience I would receive would be much better than that of a small company. Thankfully I got an apprenticeship at Downer.

### 2. What is your experience of being an apprentice at Downer?

My experience has been nothing short of positive. I'm exposed to a variety of interesting work and constantly learning. At the end of my apprenticeship I feel confident that I will be a well-rounded tradesperson.

### 3. What do you enjoy most?

My favourite part is the 'hands on' nature of the role. The sense of satisfaction you get from creating or fixing something is very satisfying. Working outdoors in a variety of locations is also great.

### 4. What key skills have you acquired?

I have acquired several key skills - some specific to my job like reading and understanding schematics and fault finding control circuits and some more generalist skills such as job planning.

### 5. Do you see your apprenticeship progressing into a career or permanent job at Downer?

At the end of my apprenticeship, my goal is to end up with a career at Downer. I think that Downer is a good company to work for.

### 6. What do you feel are the advantages of doing an apprenticeship over other education or training programs?

An apprenticeship, in my opinion, is the best way. It allows you to work in the job for years and get hands on learning experience whilst gaining a qualification. The transition from being an apprentice to a tradesperson is a lot smoother because you're already doing the job.

### 7. How has Downer supported you in completing your apprenticeship?

Unlike many companies, Downer has covered all costs of my tafe and training. Through a variety of work rotations I am receiving all the experience required to learn and develop in my role. I have found that managers, at all levels, are a great source of support.

### 8. What future goals do you have and how will Downer get you there?

My goal is to complete a diploma of electrical engineering through tafe (which Downer has already started me on with the certificate IV), complete my trade and receive a job at Downer. Following this, I would like to progress up through the company.

### 9. What do you love to do when you're not working?

I love to travel, play sports, surf and snowboard.

## Life and Work

**1** Downer recognises that throughout your career, you will have changing demands at work and in your personal life. To assist with this, Downer offers a range of services to support its employees including our Employee Assistance Program and flexible work options.

## Diversity & Inclusion

**2** Downer is committed to ensuring that we have a diverse and inclusive workforce which fulfils our employees', customers' and shareholders' expectations while building a sustainable future for our business. This commitment and philosophy is captured in a Group Diversity and Inclusion Plan.

## Variety & Experience

**3** Downer operates in several, key Australian industries. This allows our female employees to pursue opportunities and experiences outside stereotypical 'female' roles. Our women work in offices and project sites all across Australia so, if it's a particular job you're after, chances are we'll have it.

## Corporate Citizenship

**4** Downer is a large and diverse business and we understand the importance of building strong relationships with the various communities in which we operate. Current community partnerships include the Wall of Hands, Jawun, Roy Hill Foundation, Great Barrier Reef Foundation and The Smith Family.

## Apprentice Programs

**5** At Downer we provide our women apprentices with an invaluable stepping stone into the industry and an opportunity to learn in a technologically advanced environment. In 2015, EC&M's second year electrical apprentice Izabella

Wielga, won the prestigious Electrotechnology, Printing, IT and Communications Industry Training Board (EPIC ITB) Outstanding Apprentice Award.

Recognising Izabella's academic excellence in the first year of her apprenticeship, this national award is the icing on the cake for Izabella having already won the regional National Electrical and Communications Association (NECA) Best First Year Student Apprentice 2015 Award for Victoria and Tasmania.

## Graduate Programs

**6** Downer's Graduate Programs ensure that you acquire the experience needed to succeed in your chosen industry. Our graduate programs include:

- Applying knowledge gained in study to the real world, in a range of roles, supported by experienced mentors and coaches
- Opportunities to learn and work across Downer
- Structured rotation, to help you gain professional qualifications (e.g. chartered accountancy, CPEng, safety professional status)
- Developing your leadership potential.

## Culture Committed To Safety

**7** Caring for and protecting our people continues to be of the utmost importance to us. The Downer Zero Harm Management System has been established to ensure that all activities which may have an impact on the safety and health of the people associated with our operations, products and services, the communities in which we work, and the environment, are carried out in a manner that will not result in harm.

## Downer Benefits

**8** As an employee of Downer, you are entitled to special deals and benefits that the buying power of a large company like Downer brings. These include discounted travel



and accommodation, health insurance, gym memberships and technology as well as exclusive offers on vehicles. Downer also provides study assistance (including study leave and financial support) to eligible employees who wish to complete higher education for their professional development.

## Leadership Mentoring Program

**9** At Downer we value the skills and experience our employees bring to their roles and understand that while formal learning has its place, the informal transfer of skills and learning through a mentoring program is a more effective way of passing on the right skills and behaviours to others. The Downer Leadership Mentoring Program supports leadership development and learning across the business for high potential individuals, and at the same time increases Downer's bench strength to meet current and future business needs.

## Be Your Best Now

**10** So you've decided you want to become part of our success and be your best? Then head to our careers website at [www.downercareers.com](http://www.downercareers.com) and join us on LinkedIn to keep up to date with opportunities across Australia.



# APA Group

**APA Group (APA) is Australia's largest natural gas infrastructure business.**

From pipes to power we've been connecting Australian energy since 2000. From small beginnings with just six Sydney-based employees, APA has become one of Australia's top ASX-listed companies, employing 1,600 people, and owning and operating one of the largest interconnected energy infrastructure frameworks across Australia.

We've achieved this through our people – 26% of whom are women working in various disciplines across the country. Whilst traditionally the energy and gas sectors have been male dominated, APA is committed to shifting gears to a greater participation of women in our workforce. We've started this journey and look forward to you being a part of the next wave of APA's workforce for tomorrow.

## Developing our people

We're leaders in our industry and provide a diverse range of learning experiences. From asset management, to construction, project management and negotiation of commercial deals, our people are eager to share their knowledge and experience to help you develop the career you want. Help us shape the future.



## Diversity & Inclusion

### Growth

Whether you're an apprentice, engineer or management accountant – there are lots of opportunities for women to join APA to grow and develop their careers through various professional development programs, technical skills training and leadership programs. It's not uncommon to find our talented women sharing their work and insights at industry forums and we've supported individuals financially and through flexible work arrangements, to pursue further studies and even scholarship programs overseas.

### Innovation

Gas market dynamics shift quickly, so agility and adaptability are essential to respond to change. Our focus is on being ahead of the curve and providing our customers with innovative services and solutions through the smarts of our people.

### Flexibility

We know it can be tough to juggle work with study, family, community, sporting and other commitments, so we have a range of programs and arrangements in place to support our people in working flexibly. Our accreditation as a Breastfeeding Friendly Workplace supports breastfeeding mothers who return to work from maternity leave.

### Inclusiveness

APA embraces diverse backgrounds and the experiences of all people. We see difference as strengths to be shared through collaboration, and we encourage new ideas and fresh perspectives to improve our decision-making and drive our success.



## Support and encouragement



**1** "I've had many opportunities to develop my career with APA, including rotating roles, mentoring and job-specific training, all of which have led me to where I am today. Everyone supports and encourages your progress and you're never made to feel that you can't achieve more." **Sarah, Compliance Support Officer**

## Gender is no barrier



**2** "There are many opportunities for career growth at APA and gender is definitely not a barrier. I've been really pleased to see the number of women in both technical and management roles here. APA is progressive and prides itself on having a diverse workplace. I think this is a key driver to business success." **Alice, Environment Manager**

## Doing the right thing



**3** "I'm really proud of how we do the right thing by the environment and the communities in which we work. We design and maintain our assets to the highest standards and cooperate with landowners and stakeholders to leave the environment as untouched as possible. Even though our assets are in some of the remotest places you can imagine, it's still important to us to do the right thing." **Mireille, National Asset Management Manager**

## Many benefits



**4** "APA offers a lot of benefits for employees, including ongoing professional development, flexible work arrangements, an annual employee security offering and discounts with a number of corporate suppliers. One of the best benefits for me is working with such an amazing and diverse team across the country." **Domenique, Project Manager**

## Diverse roles



**5** "Working for Australia's largest (and still growing) natural gas infrastructure business has meant I've had the opportunity to take on different roles and work with people across the country in a number of areas including Finance, IT, Projects, Construction, Operations and now I'm part of the Corporate Development team." **Claudia, Manager Corporate Development & Investment**



## Investing in the future



**6** "Working as legal counsel for APA Group is very stimulating. There is a real sense of enthusiasm coming from knowing that, together, we are strengthening the nation's energy framework and investing in a future Australia." **Gabrielle, Commercial Integration Coordinator**

## Safety is number one



**7** "Here at APA, safety is our number one priority. We focus on the safest and smartest ways to carry out all our work to make sure all our people, and everyone we deal with, go home safely. Each meeting and work group catch-up has a 'safety moment' to highlight anything going on in the safety world of APA." **Elizabeth, Senior Pipeline Engineer**

## Just the right size



**8** "While being an ASX Top 50 company, APA is just the right size – it offers the benefits of a big company, but is small enough so that you get noticed and don't feel like a small fish in a big

pond. And I love that my 'desk job' also includes customer interaction, industry events and visiting APA sites across Australia." **Gabrielle, Commercial Integration Coordinator**

## Endless opportunities



**9** "APA provides endless opportunities for those who are willing to put up their hand and get involved. Our size and geographic coverage allow us to offer a wide variety of job opportunities across the length and breadth of Australia." **Kerryanne, General Manager East Coast Field Services**

## Broadening skills



**10** "With APA I have worked on multimillion-dollar projects, broadening my skills and knowledge in a way I could have only dreamed of. It has also opened many doors. I now plan on furthering my studies and becoming an electrical and instrumentation technician. I feel very lucky to be a part of the company and am looking forward to seeing where else it takes me." **Sarah, Electrical Apprentice**



CommonwealthBank

# Start your career with Australia's largest bank

## About us

At CommBank we're focused on helping people and businesses move forward financially.

With customers at the heart of everything we do, we are driven to deliver seamless experiences, in smart, innovative ways.

Each of us is encouraged to bring our different backgrounds and unique perspectives. A workplace of the future, it's a collaborative and supportive environment, that mean our ideas, initiatives, talent and energy help us make a positive impact on each other and our customers.

It's what makes CommBank a place of opportunity, where your skills can take you in unexpected directions and you can achieve great things.

## Women Can at CommBank

With more than half of our workforce female, we have a history of enabling women to achieve their careers goals at CommBank.

We have a wide range of support systems in place for women, from mentoring and sponsorship programs to flexible leave options and wellbeing workshops.

We encourage you to see work as just one part of your active, balanced lifestyle, with multiple flexible working arrangements and leave options to help you juggle your work and personal circumstances.

The Group has also embarked on a broad project to address the impacts of domestic and family violence on the workplace and our customers with leave provisions and training provided to HR to support employees. The Group are also focusing on the financial wellbeing of our female employees with financial planning workshops designed for women at early, mid and late career stages.

## Providing a Springboard for your Career

Our development program, *Springboard*, is an in-house program for our high performing female managers. We engage our own experts to develop our women through sharing stories, knowledge and participating in peer mentoring circles.

## What Our People Say

*"With my first, and now again following my second child, CommBank has supported me with equally challenging roles, and a four-day working week. I am still very busy, and you do need to be organised and surround yourself with good people. But there's plenty of flexibility here for both my family and my career."*

Sarah Hall,  
Head of Business & Private Bank  
Risk Management and Controls



commbank.com.au/careers



WOMEN



## AWARDS

We're the first Australian Bank to receive the prestigious 2012 Catalyst Award for gender diversity. We continue to maintain our status as Employer of Choice for Gender Equality by the Workplace Gender Equality Agency.

## You can be you

**1** We welcome your individuality in our open and inclusive culture. We value your different perspectives and support you to be yourself.

## Make an impact

**2** Regardless of where you work within our organisation, your initiative, talent, ideas and energy all contribute to the impact that we can make with our work.

## Wide range of opportunities

**3** With 52,000 of us, there is plenty of opportunity to grow and take your career in unexpected directions.

## We live and breathe our values

**4** Our culture is built around our values of accountability, collaboration, excellence, integrity and service, which helps us to deliver our vision to secure and enhance the financial wellbeing of people, businesses and communities.

## Training and development

**5** We'll help you achieve your own personal and professional goals through a range of training and development support.

## Community commitment

**6** We give our employees a range of opportunities to give back to the community, whether it's through donating to our Staff Community Fund, or participating in volunteer days at one of our partner charities.

## Benefits

**7** As you'd expect, we offer a wide range of benefits to support you both in- and outside of work. From necessities to nice-to-haves, including a wide range of discounts from our business customers.

## Innovation

**8** We're always looking for ways to do things differently, and as a result we've been

responsible for many Australian-firsts in banking. We've also been ranked in BRVV's Top 10 Most Innovative Australian companies for a number of years running.

## Stability

**9** As Australia's largest bank, we offer stability and support in your career.

## Award winning employer

**10** We've been recognised with a wide range of employer awards, including Employer of Choice for Gender Equality, AWEI's Top 10 Employer for LGBTI Inclusion, Unversum's Top 10 IDEAL Employer and one of LinkedIn's most In Demand Employers.



# Building a respectful, inclusive, welcoming workforce

## What does Aurizon do?

Aurizon is Australia's largest rail freight company, and one of Australia's top 50 ASX-listed companies. We provide a wide range of employment opportunities and pride ourselves on being a vibrant, diverse workforce.

Our day-to-day business is to transport our customers' commodities across Australia – including mining, agricultural, industrial and retail products.

We move iron ore from Western Australia, and more than 200 million tonnes of coal annually from Queensland and Hunter Valley coal basins to eastern ports.

In addition, we offer a full door to door national logistics service linking Cairns to Perth. Our integrated road and rail services offer our customers speed and efficiency in delivering their goods to market. We also own and operate one of the world's largest coal rail networks, linking around 50 mines with three major ports in Queensland.

## How does Aurizon encourage workplace diversity?

Diversity thrives at Aurizon because we have created a respectful and inclusive workplace that values the unique contributions made by different employees.

Aurizon is committed to being more gender diverse in future. Attracting and recruiting more women into our workforce is the key to being competitive and innovative in future.

In addition, our Managing Director & CEO Lance Hockridge is a Queensland Male Champion of Change and forms part of a group of influential CEOs that use their positions to elevate female representation in leadership positions.

## Delivering on our commitment to gender equity

**2016** Aurizon Managing Director & CEO Lance Hockridge was awarded the UN Women's Empowerment Principles Cultural Change and Empowerment Leadership Award

**2016** Women in Mining and Resources Queensland, Excellence in Gender Diversity

**2016 and 2015** AWEI Bronze Tier Employer – LGBTI Workplace Inclusion

**2015** Engineers Australia – Most Outstanding Company in Gender Diversity

**2015 and 2014** AHRI Dame Quentin Bryce AD CVO Award for Gender Equity in the Workplace

**2014** AHRI Inclusion & Diversity Awards – Diversity Champion, CEO

**2014** Australasian Rail Industry Awards – Workforce Diversity



Diversity thrives at Aurizon because we have created a respectful and inclusive workplace that values the unique contributions made by different employees.

## Celebrating women in the workplace

**1** International Women's Day is celebrated at Aurizon, with around 400 employees from all levels of the organisation attending an event to mark the occasion. In addition to internal and external speakers, panel discussions and workshops, the event recently added a Great Debate that provides a forum to debate important diversity issues.

## Developing and nurturing female employees

**2** Development programs at Aurizon help ensure that female employees are nurtured through professional development, training, mentoring, secondments and other growth opportunities. A formal mentoring program is available comprising three key elements: a 12-week mentoring program; 'Mentoring Circles' with male and female senior mentors; and one-on-one mentoring with executive mentors. Our Transition to Operations Program also provides on-the-job work experience for women looking to transition into operational roles.

## Aurizon men supporting Aurizon women

**3** Male employees at Aurizon also play an active role in enabling and encouraging change for their female colleagues. The Aurizon Male Champions of Change program promotes sustainable improvements in the representation of women in Aurizon's workforce, and the creation of a more inclusive working environment. Twice a year, these Male Champions of Change sponsor an award for people who role model behaviour that promotes gender diversity and inclusion.

## Apply for flexible work arrangements

**4** By creating a flexible and agile workforce, Aurizon moves one step closer to achieving our enterprise and strategic objectives. To support this goal, employees can apply for a Flexible Work Arrangement that may help them to achieve a work-life balance.

## Identifying and realising leadership potential

**5** To ensure that employees have opportunities to grow with the organisation, Aurizon provides a number of leadership programs – such as the CEO Rotation program. This unique program offers high potential women an invaluable opportunity to shadow the CEO for four months.

## Parenting @ Aurizon

**6** Aurizon employees benefit from both financial and non-financial benefits before, during and after parental leave. Shared Care is an example of a bold initiative that provides incentives for men



to take on primary care of their child in the first year after birth. It provides a 'half-pay' financial incentive to care for the child, while the mother returns to work full-time. With the Super Booster program, we will pay superannuation contributions for primary caregivers – either male or female – for another 14 weeks of unpaid leave. This is in addition to the 14 weeks' paid parental leave and super. The Home Care Assistance Program helps ease the transition back to work by helping employees manage responsibilities at home. It is available to all employees returning to work after taking parental leave, and offers reimbursement to the value of \$1,500 over 12 months for services such as career coaching, defined childcare, and household and personal services.

## Celebrating diversity with network groups

**7** Diversity is something we love to celebrate at Aurizon, and we support a number of different cultural and support networks, such as the Indigenous Reference Group and the AllIn LGBTIQ & Allies Network. In addition, we mark cultural awareness days such as Chinese New Year, Wear it Purple Day, Reconciliation Week and NAIDOC Week.

## School-based study opportunities

**8** If you are a student in year 11 or 12, and want to study at school while training towards a qualification in your chosen field, Aurizon

provides the opportunity. An Aurizon school-based apprenticeship or traineeship provides training at an Aurizon worksite, or at your school, or with a registered training organisation such as a local TAFE.

## Meet our people

### Jaimee



**9** Jaimee was working in administration when she saw an Aurizon advertisement for Operational Maintainers. Ready for a career change and feeling that there's no harm in trying, Jaimee applied, was accepted – and hasn't looked back since. Now, a typical day for Jaimee involves examining trains or shunting or servicing locomotives. As recognition for her outstanding progress and attitude, Jaimee was recognised as the 2015 Operational Trainee of the Year at the Aurizon Excellence Awards.

### Sarah



**10** Sarah is a Financial Analyst in the Performance Reporting and Systems Team. Having graduated with a Bachelor in Business (Accounting) degree, she is now putting those skills to good use in the reporting landscape, automating, standardising and enhancing reporting efficiencies.



# People who know the business

**By joining the Wilson Group, you will be part of a dynamic community of people who are each working to deliver outstanding solutions for our clients and customers.**

From our paramedics to parking officers, from our operational staff to our security and emergency response personnel we are passionate about building a culture that supports all our employees no matter what their gender or role to build long term, meaningful careers. The Wilson Group are committed to engaging women in our company at all levels, and our strategy is supported by a number of key initiatives including:

- **Mentoring and networking support** – the Wilson Group maintains sponsorship and participation with organisations and events designed to support women in business, including Ignite Women, Women in Resources Victoria and the City of Melbourne's annual Women in Business lunch.
- **Flexible work arrangements** – employees can access a range of shift options / working arrangements, many of which help to meet the needs of employees with family or other circumstances. We ensure these needs are considered when reviewing flexible work arrangement requests including hours, patterns and locations of work.
- **Partnership arrangements** – through its partnership with the Complex Institute of Education Wilson Security provides employment pathways for women in the Security industry.
- **Paid parental leave provisions** – some collective agreements include paid maternity leave for eligible women in operational roles
- **Workplace Gender Equality Agency compliance** – Wilson Group complies with the requirements of the Workplace Gender Equality Act 2012 and has corporate policies in place, such as Managing Diversity, Equal Opportunity of Employment and Harassment and Bullying, which are designed to promote diversity and inclusion.

## INFORMATION

You can take a look at the various roles that Wilson has available by visiting [employment.wilsongroupau.com](http://employment.wilsongroupau.com)



## An introduction to 10 inspirational women who are in senior leadership positions at Wilson.

### Lara Donnini



**1** As the Group General Manager Human Resources, I contribute to the achievement of our business strategy through the design and delivery of core people initiatives that build organisational and leadership capability, drive a high performance culture and support future business growth across our group. I initially worked for the Group over 10 years ago and re-joined the Security business in 2012 as the National Human Resources Manager and subsequently became General Manager, Human Resources in 2014 before being appointed into my current role. Over this time, I have been able to complete post graduate studies through flexible work arrangements and expand my existing knowledge and develop new skillsets through exposure to many exciting and challenging projects.

### Angela Houston



**2** Joining Wilson Group in 2001 as Executive Secretary to our Vice Chairman and Group CEO International Operations, I never anticipated the long and successful career I have had with the business. My role is diverse and challenging and undertook a change in focus after having my second baby in 2013. Whilst my role remains closely aligned to the great leaders I support, Wilson provides a flexible working arrangement allowing a balanced family and work life so I can continue in a career that I truly love, as well as being the best mum I can be.

### Bridie Thomas



**3** I've been working with Wilson Security for 10 years and have been fortunate to grow and develop within an organisation that fosters hard work and talent. As State Operations Manager for VIC/ TAS, I have 10 Operations Manager's reporting through to me within the region and I'm the line manager to 1500 field employees. I enjoy the challenges the role provides and the fact that it's about influencing outcomes that will deliver value to our customers and employees. I am about to take maternity leave to have my second baby and I look forward to returning back to Wilson Security where I can continue to lead my Operations team to deliver outstanding solutions to our customers.

### Ramona Cruz



**4** Wilson is the first and only company I've worked for since migrating from Canada in 1997. My longevity is attributable to the support in pursuing opportunities for professional growth combined with the challenges of the different roles I've held since joining Wilson. As Financial Controller for Wilson Parking Offshore, my main responsibility is provision of the group financial reports for the board. I work with great people in the corporate office as well as my colleagues overseas. Wilson is a workplace that embraces a work life balance- allowing me to pursue my professional designation whilst continuing to fulfil my role as a full time mother and wife.

### Heidi D'Elton



**5** I attended Swinburne University after finishing VCE, studying Criminal Justice and Social Science. After two years, I started working at a law firm in the Employer Services division primarily dealing with Workers Compensation Litigation. I have since been working in the Compensation, Injury Management and Welfare field for 17 years; almost 11 of those with the Wilson Group. I drive a team of claims and rehabilitation specialists who deliver injury management to employee's suffering from a workplace injury or illness. It can be tricky working with individuals who are often at their worst after a workplace injury, but the satisfaction that comes with helping them to recover from their injury and return to work makes it worthwhile.

### Sally Steel



**6** Graduating in Commerce with a double major, I was driven to succeed in business. Starting in self-storage 18 years ago in a part-time role, I quickly progressed to various senior management roles which led to my current position at Wilson Storage as State Manager. As State Manager, I am responsible for the operation and performance of our 9 facilities and am involved in many different aspects of the business which makes for a challenging and interesting experience. Engaging in promotional branding opportunities such as car racing, netball and football provide an additional exciting aspect to my job, as does my position on the Self Storage Association of Australasia Industry Board.

### Kim Zampaglione



**7** My professional career commenced as Environmental Advisor for a large facilities management company. From there the transition into a health, safety

and environmental role was a natural progression which has enabled me to apply my skills across numerous industries. I've been with Wilson Parking for two years as the National Health, Safety and Environmental Manager where I'm responsible for overseeing all matters relating to health and safety ensuring that our employees and contractors work in a safe manner and our customers have a safe and enjoyable experience within our car parks.

### Karen Berryman



**8** As National Operations Manager for Wilson Health, I'm responsible for driving a culture of tolerance and equality in the business. I'm proud that we have a 50/50 gender mix across patient transport, pre-hospital education, medical consumables and support infrastructure providing the business with great depth in diversity and capability. Wilson gives me the opportunity to shape our workforce, build a sustainable business, work with a diverse group of people and provide mentorship to women at all levels of the organisation. I value the support I receive from the business allowing me the confidence and scope to make a meaningful contribution to the cultural diversity and awareness in our workplace.

### Chevelle Millhouse



**9** My first role in the security industry was as a payroll administrator, over the next ten years I progressed through numerous positions including rostering, patrols management, auditing, operations and general business management, joining Wilson Security three years ago as ACT Manager. Wilson Security has a dynamic and value driven culture with a great combination of resources, support and autonomy to meet local market conditions and unique client needs. I'm excited about the future and the career opportunities available at Wilson.

### Laura McEvoy



**10** When I joined Wilson Parking 10 years ago as a marketing graduate, I could not have predicted the career path and opportunities I'd be given. I enjoy the role immensely; it's diverse, challenging and exciting to see new innovation and technology coming to market. Over the years I've had the privilege of working with many levels of the organisation who have shared their knowledge and expertise. It's also important to invest in your own self-development, with short courses and seminars helping to improve you as a leader and in supporting teams of people.

# The Fulton Hogan difference

## Loads of opportunity

Fulton Hogan is one of Australasia's largest civil engineering companies and we are growing.

We work across many different sectors including transport, water, energy, mining, airports, ports and quarries. Our team of more than 6,500 people work from offices and facilities across Australia, New Zealand and the Pacific Islands.

Likewise our careers are varied. We offer opportunities for people in engineering, finance, human resources, training, safety, environment, information technology, communications and transport.

We value our diverse workforce, providing both employment and empowerment.

*"We have a diverse and vibrant community of people working on our civil projects. Our people come from around the globe and every demographic which is both culturally enriching as well as challenging when training people to the Fulton Hogan and Australian standard,"*

**Cara Freeman, Training Manager.**

*"Different individuals bring different experiences, knowledge and skills to the table. Having good diversity in our business, of gender, race, age and other characteristics, ensures that we can benefit*

*from these different experiences, knowledge and skills in the undertaking of our works,"*

**Rachel Lowe, Environment Manager.**

*"I enjoy playing a role in that success by helping recruit, grow and retain the right talent for our business,"*

**Michelle Trease, Senior HR Advisor.**

We reward our people for their hard work and dedication, with the opportunity to further their career with our employee development programs and exceptional employee benefits.

## We are family

Fulton Hogan has a long and proud family history and we retain a unique 'family-based' culture of looking after each other. We invest heavily to create a workplace culture that encourages ownership and empowerment, while never forgetting the importance of balancing life's priorities.

*"Fulton Hogan openly and actively promotes equality to generate a culture of acceptance and respect,"*

**Katie McElhone, Quality, Safety and Environmental Manager.**

We are large enough to offer our people great opportunities, yet we are not too large that you go unnoticed as an individual. Our leaders are approachable and we are proud of the level of

engagement between all levels of the business. We are always looking for new opportunity and encourage our people to be entrepreneurial and think outside the square.

*"From the outset I've been made to feel like I'm making a contribution and a difference. Fulton Hogan's family values resonate strongly with me,"*

**Michaela Gilchrist, Graduate Engineer.**

## We are proud of the work we do

*"As a Project Engineer working on major road projects, every day is different and challenging. I'm really proud of the fact that we build better roads for the local community,"*

**Collette Dowd, Project Engineer.**

Fulton Hogan builds communities from the ground up, starting with our own network of quarries, asphalt and emulsion plants. We improve and maintain roads to help keep drivers safer.

We build airports, rail and ports that keep people connected. We support our people to be active within their local community through our employee volunteerism programme. We are building a sustainable business for future generations.



## 10 inspirational women tell you why they choose to work for Fulton Hogan



### 1 Angela Cilia – General Manager People

People are what differentiate an organisation from its competitors. Fulton Hogan promotes and lives REAL values (Respect, Energy & Effort, Attitude and Leadership) and behaviours that ensure diversity is encouraged in our workplace. I love working in a position with Fulton Hogan where I can have a direct impact in helping develop people to be the best they can be.



### 2 Michaela Gilchrist – Graduate Engineer

I'm completing the 18 month Fulton Hogan graduate program which involves moving around the business and learning as much as I can. I've already worked on an airport overlay, local government maintenance work, an intersection widening and road duplication project. It's a great environment to work in. From the outset I've been made to feel like I'm making a contribution and a difference. Fulton Hogan's family values resonate strongly with me.



### 3 Cara Freeman – Training, Learning and Development Manager

As a Training, Learning and Development Manager on civil construction projects, it is my responsibility to ensure all personnel are trained and competent to perform their role to the highest standard. I choose to work for Fulton Hogan because their core values align with my own values and also because there is a high regard for women in the industry. I am treated as an equal, I am respected for my ability and my work ethic and promoted according to, and in equal proportion of my achievements. I believe it would make a real difference if we were able to emulate the Fulton Hogan leadership style throughout society.



### 4 Collette Dowd – Project Engineer

I believe that Fulton Hogan has the right culture and attitude to encourage diversity in the construction industry.

People are definitely judged on their abilities and not their gender. As a Project Engineer working on major road projects, every day is different and challenging. I'm really proud of the fact that we build better roads for the local community.



### 5 Rachel Lowe – Environmental Manager

Working at Fulton Hogan affords me the opportunity to work across a large range of operations and sites. From one day to the next I can be at a quarry, asphalt plant, emulsion or PMB manufacturing site, construction site or maintenance program. It's exciting to have such diversity of work with one company. As Environment Manager I feel like I make a real difference. Our operations have the potential to hurt the environment if not managed correctly. By developing the systems, culture and skills for good environmental practices I feel that we leave a far more positive environmental footprint.



### 6 Jerusha Borbas – Stakeholder Relations

Stakeholder Relations is about generating trusting and honest relationships within the communities we work in.

I enjoy most actively working with people and organisations to achieve the best possible outcomes for them and for our projects. Fulton Hogan has continually supported me with my career and personal development as a young woman within the construction industry. They stand by their REAL values and it reflects within workplace culture. The most rewarding job experience yet!



### 7 Katie McElhone – Quality, Safety and Environmental Manager

As a civil engineer with a career in the road surfacing industry, there have been times when I'm the only women in a room or onsite. In the 10 years I have been with Fulton Hogan I have always felt valued; it comes down to a culture of acceptance and respect. You don't supervise the asphalt crew that laid the most tonnes in a single shift without being seen for your ability, not your gender.



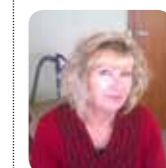
### 8 Michelle Trease – Senior HR Advisor

In my role as a Senior Advisor, I provide HR advice and support to our diverse workforce. I love assisting the business and our people. I believe our people's passion, REAL values and commitment is what drives Fulton Hogan to succeed. I enjoy playing a role in that success by helping recruit, grow and retain the right talent for our business. I greatly appreciate Fulton Hogan supporting my journey into parenthood by providing parental leave and flexible working conditions so I can continue to contribute to our business and grow my career.



### 9 Michelle King – Commercial Manager

During my tenure with Fulton Hogan I have been provided with countless opportunities enabling me to gain experience in a variety of operational and management roles. Fulton Hogan's trust in their people and collaborative culture ensures I am always proud to represent them in all of my endeavours.



### 10 Kerrie Stanborough – Safety Administrator

Fulton Hogan has given me the opportunity to work in various business units, including quarries and airports, providing a greater understanding of the company's operations which I highly value. I've worked with such a diverse group of fabulous people during my time and I'm now working in a safety role. I feel that I'm a valued part of the team and I'm respected for my work ethic.



# Ten careers in one

**If a career that offers you the chance to change direction, learn new skills and serve the community interests you, a role within Victoria Police can open many different doors.**

Victoria Police is an equal opportunity employer committed to maintaining a workforce that is reflective of the community that it serves. In 2014, Victoria Police proudly celebrated 90 years of women serving in police roles.

Women play a diverse role in our organisation and are at the forefront of modern policing in leadership positions, in metro and country locations and in specialist roles such as forensic scientists, prosecutors, search and rescue operatives and detectives, plus many more.

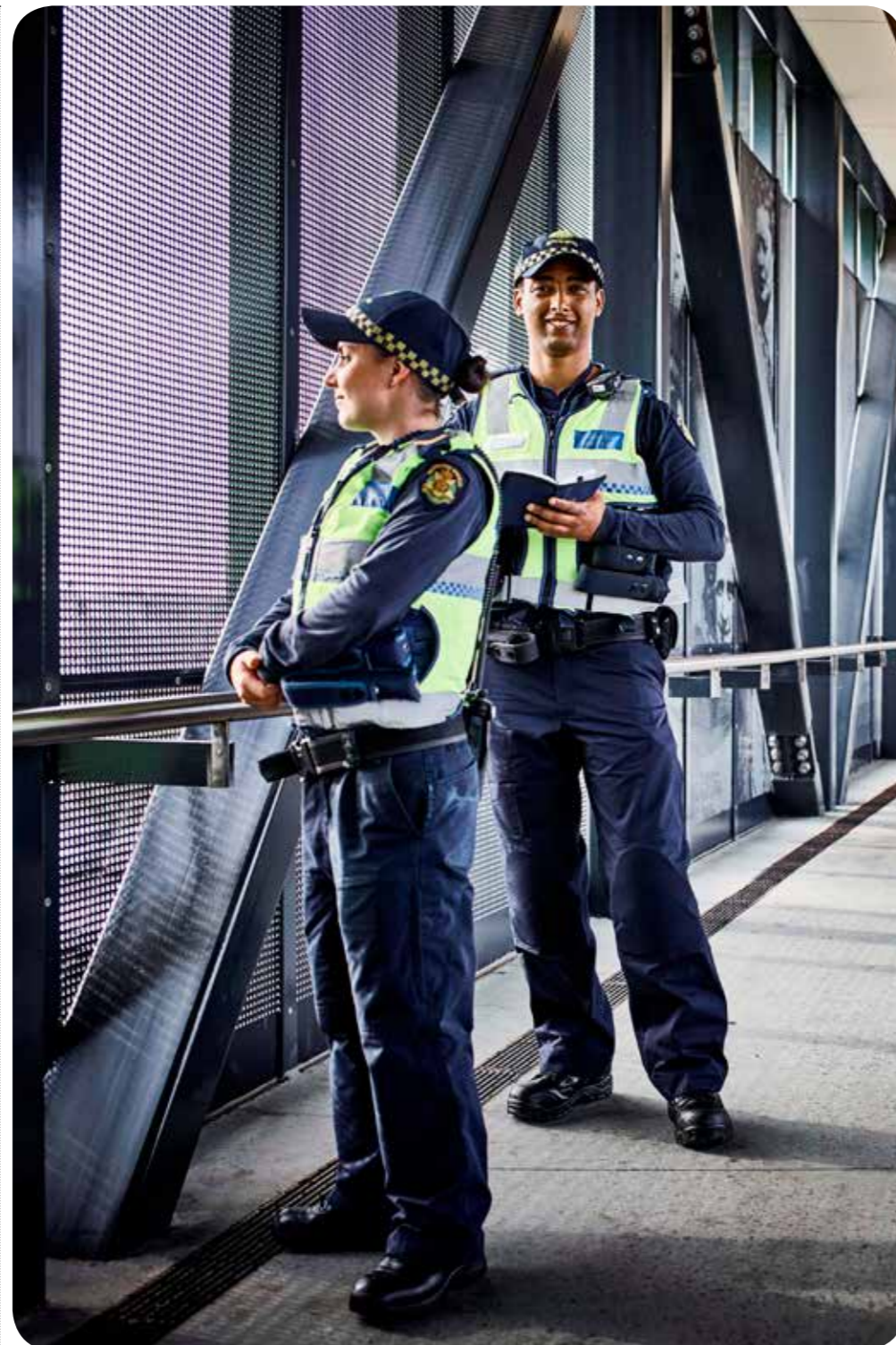
Victoria Police is committed to ongoing initiatives to assist in the attraction and retention of women to our organisation. This includes a range of performance development programs and flexible work options, which are available to our employees to help ensure that career development opportunities are accessible alongside better work/life balance.

Victoria Police recognises and values the different attributes, life experiences, capabilities and skills that each employee brings to the organisation.

We value the diversity of our employees and facilitate an environment that is inclusive and safe from discrimination, sexual harassment, victimisation and bullying. Many of our employees stay with us for their entire career, because Victoria Police offers people the opportunity to work in their chosen field, in an ever-changing, satisfying and rewarding environment.

## INFORMATION

For further information on a range of police careers or to apply visit [www.policecareer.vic.gov.au](http://www.policecareer.vic.gov.au).



### What we are looking for

**1** Victoria Police is looking for applicants who have a high level of integrity, are community-minded, empathetic, solution-oriented, driven and adaptable to change.

### Help to create a bright future

**2** As a Victoria Police employee, you will be given the chance to make a difference to the community that you serve to protect, ensuring that future generations grow up in a safe society.

### Become the best version of yourself

**3** At Victoria Police, we help you to get the best out of yourself, both in training and on the job. As a Victoria Police employee, you will be encouraged to challenge yourself and continually seek self-improvement in your job.

### Never stop learning

**4** At Victoria Police, you will be paid to train from day one and you will be given opportunities to develop your craft throughout your entire career. Victoria Police values continual improvement and learning, and you will be

provided with opportunities to attend internal courses in order to do this.

### Be led, get mentored and form great relationships

**5** Excellent leaders at Victoria Police will guide you throughout your career, helping you to develop your skills. You will also form close relationships with likeminded people, some of which will last a lifetime.

### Get a balanced life

**6** You will be eligible to receive a range of generous leave entitlements, such as seven weeks of recreational leave per year, maternity and paternity leave, study leave and Defence Force leave.

### Fitness requirements

**7** As a Police, PSO or PCO applicant, you will be required to pass a fitness test comprising cardiovascular and strength assessments. You will also be subject to regular assessments of your fitness and will need to be committed to maintaining a lifestyle that incorporates regular exercise.

### Age and height requirements

**8** Police and PSO applicants must be 18 years of age and have completed their VCE or equivalent prior to being employed and commencing training at the Victoria Police Academy.

### Should I apply?

**9** Victoria Police offers a challenging and rewarding career serving the Victorian community. As an employee of Victoria Police, you will be entrusted with considerable authority and responsibility. To ensure that all employees use this authority professionally, fairly, accountably and with the highest level of integrity, you will be subject to legislation and policy requirements that prescribe to expected standards of behaviour. It is important that you understand how this will impact on your personal and professional life prior to committing to the application process.

### Find out more

**10** Victoria Police maintains a comprehensive careers website containing all the information you need to know to apply. To view the Victoria Police careers website, please visit [www.policecareer.vic.gov.au](http://www.policecareer.vic.gov.au).

# Inspiring Women in Transport

**Transdev is the world's largest multi-modal public transport operator. With 83,000 employees and 43,000 vehicles globally, Transdev operates contracts across 19 countries around the world.**

In Australasia, which covers Australia and New Zealand, we have 5,760 people who are passionate about operating our 2,150 vehicles and vessels which deliver more than 145 million customer journeys each year.

We have been operating public transport services in Australasia since 1998, and we operate five different modes of transport across the region.

## Our operations

In Sydney, we proudly operate numerous bus routes all over Sydney along with the existing light rail (tram) network. In 2018, we look forward to operating the new light rail network currently under construction that will significantly change the way Sydneysiders use their city. In partnership with BroadSpectrum we also operate the iconic Harbour City Ferry services.

In Melbourne we operate and maintain 30% of Melbourne's bus routes including the highly utilised SmartBus routes. In Queensland we operate the busy Brisbane ferries as well as numerous commuter and school bus services.

In Perth we have our largest bus operations with more than 1,000 employees who are responsible for the free Perth Cat services as well as local bus routes all over Perth and Fremantle. In the Northern Territory we have a joint venture business that provides coach services to the resource sector.

In New Zealand, we have proudly operated the Auckland rail service since 2004 and most recently, we were awarded the contract to operate the Greater Wellington Regional Council's Metlink rail service for the next 15 years.

At Transdev we live by our five values of: uncompromising safety, commitment, partnership, passion and performance. These values guide how we behave with our team, customers, and clients and in our communities.

We are proud to have a number of women in a range of roles who work at Transdev. Right around the world we have women drivers, office and administration roles right through to Managing Directors and CEOs. There are no boundaries for careers for women in Transdev.



Here's a snapshot of some of our local female talent:

## Arissa Ang, Safety, Risk & Quality Advisor – Perth

**1** Arissa Ang has been with Transdev for 3 years, she works in our largest bus depot in O'Connor based in Fremantle.

*My most memorable experience at Transdev would have to be being able to help a little boy who is a bus enthusiast fulfil his wish to catch a bus which was commissioned on his birthday. It is amazing and satisfying to be able to help make someone's day, especially when it's a complete stranger!*

## Tracey Tackney, Assistant Area Manager – Melbourne

**2** Tracey started working with Transdev in February 2014, only 6 months after we commenced operations of our Melbourne bus services. Tracey is one of four assistant area managers based in our Doncaster bus depot.

*I enjoy the constant interaction I have with drivers, we have a very diverse workforce and I enjoy being able to help them, offering them flexibility in the workplace whenever I can.*

## Sarah Chandler, Operations Control Centre Team Leader – Sydney

**3** Sarah joined Transdev a year ago, after returning to Australia following two years abroad in the UK. Sarah works in our South Granville bus depot where she is a team leader in the Operational Control Centre (OCC).

*At a Transdev Meet the Managers session a woman came to me, unprompted and thanked me for the services Transdev provides. She said that she felt we were providing a good service, our drivers are courteous and services on time. The heartfelt and unsolicited compliment was lovely to receive and reminds us all as to why we are in this organisation.*

## Caitlin Rodgers, 3rd Year Electrical Apprentice – Perth

**4** Caitlin has been with Transdev for 2.5 years. She works in our largest bus depot in O'Connor based in Fremantle undertaking her apprenticeship.

*Every day is always different and I'm always learning new skills for my role. I have to say that the people that I work with make it the best place to work in.*

## Malin Svantesson, External Stakeholder Communications Coordinator – Sydney

**5** Malin has been with Transdev for four years. She works as part of the Sydney Customer and Communications team.

*One of my most one memorable experiences at Transdev is the recent Long-Nosed Bandicoot campaign that we developed to raise awareness about the species that lives alongside our light rail service. The campaign was developed in partnership with Transport for NSW and our Environmental Specialist. The population has been declared endangered and Transdev's goal was to get our customers and residents in the area informed and involved. We created an information brochure distributed on our light rail vehicles, which also had a "spot the bandicoot" colouring competition enclosed for our younger travellers. We worked closely with council and visited schools to promote the study. The enthusiasm and responses received from children on these projects made it more enjoyable.*

## Ajenta Conrad, Environment & Quality Specialist – Sydney

**6** Ajenta started working at Transdev in October 2014 in our light rail business. She started off as an Environmental Specialist and was later offered an opportunity to develop her skills and work on our quality management systems.

*One minute you can be sitting in a meeting room discussing energy initiatives and the next minute you need to be out on a network discussing the best solution around some localised flooding. The absolute joy in my job is working on ideas for the network to operate in a more sustainable manner, while keeping our key stakeholders happy. There is certainly never a dull moment!*

## Gabriella Surace, Accounts Payable and Receivable Officer – Sydney

**7** Gabriella joined Transdev in August 2012 in a temporary role, where her position was Accounts Payable and Receivable Clerk. In March 2013, Transdev offered her a fulltime and in 2015 she was promoted to Accounts Payable and Receivable Officer.

*The most enjoyable part of my role is I work with a lovely team; a team who understands how to work together to achieve deadlines. I enjoy building stronger relationships with our vendors and suppliers. My role has taught me to be more confident and social with people within Transdev as well as outside our organisation.*

## Emilie van der Graff, General Manager Operations – Melbourne

**8** Emilie began working at Transdev in September 2011 and she is currently in her fourth role since she started with our organisation. Having a broad background in marketing, communications and transport planning, she has worked in Transdev's Australasia's head office as well as General Manager of stakeholder engagement, marketing and customer service for our Melbourne operations.

*What I can say is that when I was at school I would have never imagined myself doing the job I am doing now, but it's surprising how addictive the transport business can be. For me that's because it's about providing a service that is needed by the many people that use it. I have also loved relishing the opportunity to experience both how the private and public sectors work, so can gain commercial experience as well as interact with senior people in government. Plus there is a great cultural diversity of people working in the sector and that makes it interesting day to day. They are also nearly always incredibly engaged with what they do – something you don't find in every other industry sector. I am really passionate about attracting more women to work in the sector, especially in roles such as engineering and operations.*

## Kathy Lazanas, Manager Corporate Affairs – Australasia

**9** Kathy has been with Transdev for 18 months. She is responsible for Corporate Affairs and Communications activities across all Australia and New Zealand.

*I am incredibly passionate about public transport as there are few industries where you have the opportunity to make a positive impact on so many people every day. Our industry is growing and changing and it's amazing to be part of the future of public transport. I love coming to work every day and get so much energy from my team and the people in Transdev that are passionate about shaping our growing cities.*

## Leng Chong, Manager Sourcing & Recruitment, People & Culture – Australasia

**10** Leng joined Transdev one year ago and is loving being in the public transport industry having come from the airline industry.

*The best part of my role is being able to share the Transdev journey with the broader public; where we are today and where we will be in the future. People are the most important part of all our Transdev businesses so we want to attract and retain the best.*

**We all contribute to the culture of PwC. Our differences help bring the best ideas and perspectives to our business.**

We see these differences as a strength to our firm. We focus on nine dimensions; age, culture, disability, flexibility, gender, indigenous, religion, sexual orientation and strengths/skills. Some of these differences are visible, some are not. In fact, we're all different. Our opportunity is how we bring these differences together.

Diverse teams are more innovative and bring their different perspectives to the table. At PwC, we encourage people and teams to have a go at trying new things and challenging the status quo. Diversity & Inclusion are just one part of achieving our strategy.

Our diversity and inclusion approach is based on the Human Rights Act. We take our approach seriously and we aim to treat all people by respecting, protecting and promoting the rights of others.

**PwC's Symmetry Alliance**

Symmetry is an exciting PwC initiative that started in Consulting in 2011 and is now being extended across the wider Australian firm. Promoting diversity in the workplace plays a critical role in enabling our diversity strategy and aims to Connect, Inspire and Empower our people through a number of events.

As part of the program, the team runs a series of events over the year, designed at assisting staff and partners, both within PwC and our client organisations, to grow their networks and support each other, as well as raising awareness more broadly around the benefits of diversity.



**How has PwC empowered you as a woman in your career?**

**Caroline Fazzolari – Brand Consultant, Markets**



**1** PwC is an inclusive culture where everyone's differences are embraced and celebrated - gender included. Having worked with teams from across the global PwC network, it's clear there are no boundaries for women. We are supported in our development and challenged to realise our potential. I look forward to growing as a female leader, knowing gender equality is at the centre of the firm's values.

**Emily Smith – Manager, Values, Vision & Strategy**




**2** I don't think that being a female has ever held me back. PwC has continuously encouraged and motivated me to do what I want to do. It also offers various ways to connect with other female professionals both within the firm and outside the firm to hear how they navigate their career and help you with finding yours.

**Caroline Russell – Accountant, Assurance Base Camp**



**3** I believe there are three critical success factors for a woman in a corporate career: opportunity, confidence and role models. PwC has empowered me by providing me with all three. The company has given me the opportunity to work on clients of varying sizes in a range of industries, to develop my technical skills, exposure myself to current global industry trends and to take on tasks outside the normal job scope. The company has invested time and energy into my personal development, such as leadership and client communication skills – teaching me to have more confidence in myself, my decisions and the quality of my work. Finally, and most importantly, the company has provided me with several female role models that have both directly and indirectly influenced my own growth.

**Marisa Grieco – Senior Consultant, Consulting**



**4** I have had the opportunity to both attend and coordinate events for PwC's Symmetry initiative – which promotes diversity in the workplace by connecting, inspiring and empowering not



only women, but all of our people. I've also had the opportunity to be involved in the Australian roll out of PwC's global 'aspire to lead' series, focussed on women in leadership and empowering females at university through workshops and networking events.

**Beverley To – Solicitor, Legal**




**5** PwC has supported numerous opportunities to drive my professional and personal growth, including opportunities to be involved in matters that are complex, intellectually.

**Hanna Cheung – Relationship Manager, Human Capital**



**6** I started at PwC in July 2007, and have been fortunate to have had some amazing experiences within the firm across a number of different teams. One thing that has been consistently apparent throughout my PwC journey, is that PwC is a work place filled with highly talented people and positive role models. I've seen the firm really support flexible work arrangement to enable females staff (and all staff) to reach senior leadership positions and balance the duties of family. This is how PwC has empowered me, as a female, in my PwC career.

**Michelle Mazza – Senior Consulting, Private Clients**



**7** PwC has empowered me as a woman in my career by allowing me to develop my own career goals and by supporting me along the journey. As an employee, you are assigned a buddy and two

coaches. The support from my coaches has been constant and unwavering. I am always encouraged to "have a go" and I am truly free to realise and discover my potential. Gender equality is evident across all aspects of working life at PwC.

**Megan Fitzgerald – Partner, Private Clients**



**8** Throughout my career at PwC I have had mentors within the firm who have championed and supported me, helping to give me both the confidence and the opportunities to succeed. The inclusive and progressive leadership style of my Partners (all of whom were male) enabled me to remain true to myself and grow as a leader.

**Lynn Koh – Director, Tax & Legal**



**9** My team has a very open and an inclusive culture – it's definitely not 'blokey'. I feel like I fit in and that my ideas and contributions are genuinely valued. PwC make it clear that my opinion matters. When I told the team I was pregnant, people showed me a lot of care but at no point did my team make me feel that I stopped being useful – just because I was pregnant.

**Nicola Auricht – Relationship Manager, Campus Recruitment**



**10** At PwC I been incredibly fortunate to work with lots of inspiring female leaders who are all so open to share their experiences with young females who are just starting out in their careers. I feel empowered to follow the example of these great leaders.

# Build Your Career. Get Into Construction.

## What is the Construction Industry?

The construction industry involves people from a variety of careers who are involved in the building or alteration of commercial and residential buildings, as well as community and national infrastructure.

A career in the construction industry is satisfying and rewarding, providing life skills, a solid earning potential, mates for life and the security of knowing there will be a variety of jobs available as Australia continues to grow.

You can help build Australia's future by joining one of the biggest industries in the country!

## Opportunity

The construction industry values great workers regardless of their cultural background, age, nationality, race, gender, religious beliefs, sexuality or physical ability.

The construction industry can provide you with a career which is flexible, satisfying and puts you in control of your future. You can learn real life skills and get nationally recognised qualifications all while being supported and mentored in one of the biggest industries in the country.

By choosing a career in construction, you will join a talented, experienced and diverse workforce with the support to pursue your future career opportunities.



## Be empowered

A career in the construction industry means pride in what you are achieving and contributing to your community. Women like you are changing traditional ideas of the construction industry by embracing their own potential to learn, lead and deliver projects which are essential to providing for the future of Australia.

## Where do I get a job?

Australia's construction industry provides a variety of career pathways, but where can you find real job opportunities after you've identified a career that you're interested in?

## Skilled trades

To start a career in skilled trade professions, you will need to commence an apprenticeship or traineeship allowing you to learn skills as you work and earn money.

## Graduate programs

Australia's leading construction companies offer graduate programs in a wide range of disciplines including: building/construction management, telecommunications, safety, surveying, environmental science, computer science, health and safety, human resources, commerce, procurement, logistics and engineering (civil, mining, mechanical, electrical, environmental, structural) and more.

Australian Constructors Association member companies offer graduate programs. Check out their respective websites for individual opportunities.

Check out real life stories of women who are building and enjoying their careers in construction at: [www.buildyourcareer.com.au](http://www.buildyourcareer.com.au)



## Your career your way

**1** There are many paths which can be taken to enter the construction industry, including: apprenticeships, traineeships, courses, private college qualifications and university degrees. My University lists over 220 university pathways for construction careers.

## Benefits of an apprenticeship and traineeship

**2** You can earn money as you learn hands-on skills, complete competency based work at your own skill level and be rewarded with a nationally recognised qualification.

## It's for everyone

**3** The construction industry does not discriminate and offers opportunities for both females and males, from all backgrounds.

## Focus on safety

**4** Safety is the highest priority for all members of the construction industry – supporting the health, safety and wellbeing of all people. There are many compulsory safety programs and committees that ensure that best practices are implemented in order to minimise risk and ensure everyone goes home safe and healthy every day.

## Continuous development

**5** As Australia's population grows, new infrastructure, houses and commercial property continue to be built. This industry is ever changing through new challenges and exciting innovations, with this comes continuous learning, development and opportunity to be a part of this.

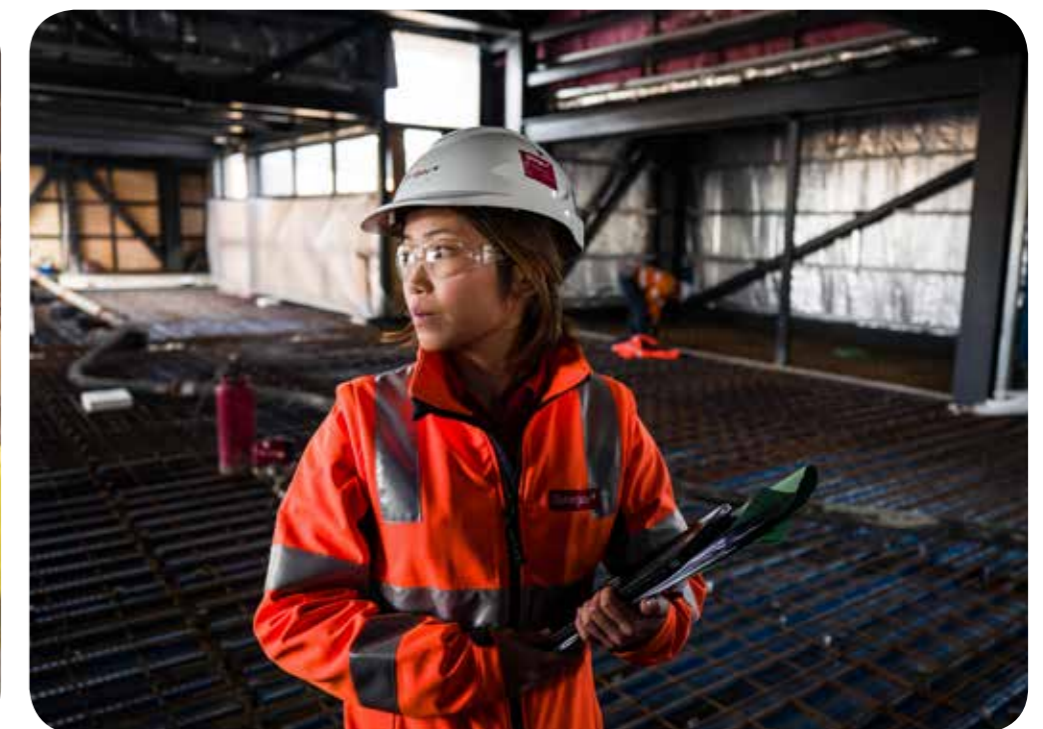


## I built that

**6** The cool thing about being a part of constructing iconic buildings and landmarks is walking around your city and saying, 'I built that'. Australia has been built from the ground up by the construction industry, you could have the satisfaction of being involved in shaping your city and Australia's future.

## A world of opportunity

**7** The career you build and develop is transportable around the world – not many industries can say that! The construction industry offers endless opportunities for career growth, both in Australia and overseas. The ever changing industry allows you to explore a variety of career paths; you're not restricted to one profession for life and the skills you learn are valuable wherever you go.



## Practical skills

**8** Want to obtain practical skills and abilities that you can use throughout your life? Pursuing a career in construction will equip you with capabilities that are transferrable to all areas of your life no matter what your interests are!

## Stability

**9** The construction industry is one of the oldest, most established industries in Australia – it's not going anywhere and the learning opportunities are endless.

## Innovation & Technology

**10** The construction industry is on the forefront of technology, continually developing new and exciting ways to build. The industry uses some of the biggest and best gear in the world to complete landmark and cutting edge projects, and you could be the one calling the shots

## INFORMATION

For more information on your career in construction, head to [www.buildyourcareer.com.au](http://www.buildyourcareer.com.au)

*Build Your Career is brought to you by the Australian Constructors Association.*

# Elders Rural Services

## Elders is a leading agribusiness and an iconic brand in rural and regional Australia, having successfully supported the business of farming for many years.

We are passionate about farming and the possibilities for Australian farmers in today's global market. We tailor our support to help them maximise their farm potential in this environment, through improved productivity and enhanced profitability. Successful clients who can achieve their business and personal goals drive our success too.

To achieve this we need outstanding and passionate people to share our vision. We offer a variety of fulfilling roles across rural and regional Australia. If you're as passionate and dedicated as we are, then talk to us about becoming part of something big.

### Why choose Elders?

To be successful, today's farmers need to be experts in every aspect of their farming business, which is where we can help. We have some of the best experts in the industry and support every part of the production cycle, from farm supplies, real estate and finance to livestock, wool and grain marketing. An important part of the way we support clients is through the different roles, skills and expertise we offer to ensure the success of their farming business.

By choosing to work with Elders, you become part of a national network of expertise. So even though you may not have the knowledge to be able to provide advice on every crop and breed of animal or every climate and condition that may affect today's farmers, you can easily find help from someone who can. It means you can always offer your clients the right advice, whatever their needs or location.



Our national network, links to international markets and our range of product and technical expertise mean we can offer a range of careers in different locations and the opportunity to develop your skills in whichever career you choose.

### We support your career

At Elders everyone is provided with opportunities to reach their full potential and we value the differences of a diverse workforce. A career with Elders means an opportunity to work among some of the best experts in the industry and learning through on-the-job training and mentoring.

We offer online learning, webinars and in-house courses, which have been tailored to suit the needs of today's farming businesses.

Our employees appreciate the flexibility provided to them as their needs change over their career. We have many people whose loyalty and abilities have been recognised as they have forged their careers from trainee to senior manager, from sales to technical expert, from one side of the country to the other.

If you are looking for an opportunity to advance your career, make sure you choose Elders.

*"There are a lot of benefits working for Elders, but for me the key benefit is the support and freedom I'm provided to manage myself while being part of a strong network. When I go out to a paddock it's not just me, I've got 40 other agronomists only a phone call away, all specialists in their own areas. We've learned within the company to use the power of the network to get the job done."*

**Adam Hancock, Agronomist**

*"We are part of a large pipeline, from producer right through to processor, with a goal to add more value to our clients' business. We do this through production advice, market information, as well as forward market and price risk management tools to ensure our clients' products remain profitable for their enterprise."*

**Lachlan Sutton, Wool Sales Manager**

*"Everyone's been so welcoming, it's a good opportunity to see different parts of Australia and you're always meeting new people. My dad is a fourth generation dairy farmer and when I told my parents I'd been selected for Elders' intake of stock and station agent trainees, they were pretty proud, I love the industry, it's something I've always enjoyed and always wanted to do."*

**Kate Knowles, Territory Sales Manager**

*"The Elders brand is well-recognised across Australia and is a valuable brand for both our clients and also for employees. We have a good network of employees and I have contacts right across Australia. If you want an opportunity to work hard in your job and make things happen, Elders will back you 100 percent of the way."*

**Aaron Seaman, Branch Manager**



## Women in agribusiness – 10 reasons to work for Elders

### Strong values

**1** "Elders offers the opportunity to grow and develop a great career in a great industry. All employees are encouraged to value the diversity of others and to respect the contribution of every person." **Sussan Rundell, branch manager, Wyalkatchem, WA**

### Supportive environment

**2** "I was taken under the wing of those above me when I first started and it ignited my passion for agriculture and taught me valuable skills and lessons I wouldn't have known otherwise. The more we lead by example and have strong women in leadership roles mentoring those below them, the greater chance we have of building more equal gender representation." **Maree Crawford, technical services manager, Toowoomba, QLD**

### Development opportunities

**3** "Elders offers strong support in providing and encouraging me to take on opportunities that develop and improve my professional and personal skills. I've been able to travel to a range of events and regions to broaden my perspective, all of which complement my role." **Samantha Wan, wool technical officer, Brooklyn, Vic**

### Rewarding role

**4** "I like working for Elders because the job is challenging, but also rewarding, as it allows me to move forward in my career in the industry I love." **Allycia Bennett, district wool manager, Longreach, QLD**

### Pride

**5** "Elders provides me with an opportunity to work for an Australian company that is proud of its history, its people and the communities in which it has operated for over 175 years. There is a unique culture and a sense of pride within the Elders team and for the work we do." **Ann Hiscock, sales support officer, Hamilton, Vic**

### Unique Opportunities

**6** "I really enjoy the unique opportunities and varied challenges that my role within Elders International involves. The agricultural industry has traditionally been a male-dominated sector; however, as a young female at Elders wanting to progress within my role, department and industry, I have only been encouraged to view this as a great opportunity and to pursue my passion." **Jacqui Payne, quarantine coordinator, Melbourne, Vic**

### Adding value to industry

**7** "Working with Elders has allowed me to pursue my passion for livestock production and provided me with excellent opportunities and industry exposure. I find that Elders employees and clients are very happy to give you their time, particularly when they see the potential gains I can help them achieve." **Emma Shattock, livestock production adviser, Clare, SA**

### Career progression

**8** "I've been offered excellent professional and career progression opportunities and provided a role that is both interesting and challenging. The people are fantastic and the workplace is friendly, supportive and flexible." **Nina Abbey, supplier relationship manager, Adelaide, SA**

### Innovation

**9** "Working for a company like Elders is anything but boring. The rural sector is in a state of constant change, with the challenges presented by weather and commodity prices, both of which are largely out of our control. At Elders, we are given the opportunity to be innovative and to strive to offer our clients solutions to improve production, find new markets or increase margins." **Jacinta Martin, commercial manager, Brisbane, Qld**

### Flexibility

**10** "In my ten years working for Elders, I have been given the opportunity to work in a variety of roles and finance teams. After having twins in 2012, I am now working part-time and have a good balance between family and work. My part-time arrangements simply would not be possible without the great support I receive from my manager and peers at Elders." **Kiim Lim, business development manager, Adelaide, SA**



We have some of the best experts in the industry and support every part of the production cycle.

# Power your career with Origin

## Origin is proudly Australia's leading integrated energy company.

Every day, we're out exploring, producing, generating and buying energy fresh, keeping the homes and businesses of our 4.3 million customer accounts going and growing.

We use innovation and expertise to deliver solutions for a more reliable, affordable and sustainable energy future. What sets us apart is how we do business – Origin's behaviour, decision making and the way we operate is guided by our Compass, which defines our purpose, principles, values and commitments to our key stakeholders.

With a diverse workforce of over 6000 employees we're committed to supporting and retaining our valuable talent, so offering our people flexible or alternative work arrangements is important to us. Our benefits include 13 weeks paid maternity and adoption leave and 5 days paid partner leave, with options to purchase additional leave, pursue flexible work arrangements including job-share and off-site work, career breaks of 3-12 months, and a Working Parents Program (including a Breastfeeding Friendly Workplace Accreditation).

We're also involved in programs that inspire

and support women in the workplace. Origin has been an active participant in the Chief Executive Women's Leaders Program, where a selected group of talented women are challenged to think differently about leadership and success, and are inspired to develop themselves personally and professionally. In 2014, Origin's delegation of 16 women was the largest from any Australian company.

Origin's Chairman Gordon Cairns is also one of the 23 CEOs involved in The Male Champions of Change Group, using his influence to improve the representation of women in leadership.

Nearly 40% of the employee population at Origin is female, and gender is at the heart of our diversity agenda. Demonstrating Origin's clear commitment to diversity and equal opportunity, each year we publicly report against three voluntary targets: gender and equal pay measures for work of equal value; supporting women to remain at Origin; and increasing the number of females in senior roles is a priority.

We are also proud to be recognised as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency.

For more information on our diversity targets and how we are progressing, read our Sustainability Report available at [originenergy.com.au/sustainability](http://originenergy.com.au/sustainability)



Origin offers exciting and challenging career opportunities for women with diverse skills – from project management and operational leadership to technical and engineering backgrounds. Get to know some of our female employees, who are creating their own impact at Origin:

### Amelia Collins, Social Media Manager

**1** "Every day I'm listening and gauging in real-time what people think and say about us and the topics important to us. Over the past ten years with Origin I've gained experience across many brand communication functions including PR, sponsorships, campaigns, events and now social media – all with the same objective of creating relevant, respectful relationships with our stakeholders. What I admire about Origin is that every decision is guided by our values and principles. We also have great opportunities to work in different ways – and I believe the key to working flexibly is to be flexible yourself."

### Kelsey Rowe, Graduate Electrical Engineer

**2** "Origin's graduate program gives you so many opportunities for growth. I started in metering, but I really wanted to get involved in the generation of electricity – and now I'm working onsite. For me, the variety in what I see day to day is a real highlight. I get to go out with technicians onsite and see machines being taken apart. I can look inside and ask all the questions I want. Origin is so diverse – there's hydropower, wind, gas and coal power stations. Thinking about where I'd like to end up is really tough, there's just too much choice."

### Trudi Webster, Community Relations Advisor

**3** "I've lived in the US, UK and Spain, and now am happy to call Chinchilla in Queensland's Darling Downs home. Chinchilla is a wonderful family-friendly town. It feels good to know through our community investment and programs, including Local Hands and community sponsorship, we are making a positive impact in ensuring a sustainable community. In my first interview with Origin, I knew their Compass – including values for safety and welfare – were the same as mine, and that's important to me."

### Alexandra Robertson, East Australia Operations Manager

**4** "My engineering career has taken me from my native Colombia to Shell in Aberdeen and OMV in New Zealand – and now Brisbane. I was very attracted by the

role with Origin, because it's an organisation open to change, so I knew I could make an impact. This is a company that doesn't take things for granted, and there are so many opportunities to do more – from LNG to energy generation. They were also incredible with the relocation process, it was very smooth. I'd encourage young people to consider chemical engineering. It has a strong future; so many possibilities around the world."

### Dee Garnsworthy, Group HSE Program and System Manager

**5** "Origin makes its aspirations clear in our policies and principles: our Safety Policy states no harm to our people, and no unforeseen impacts to the environment. That's a genuine commitment from leadership across the organisation."

I manage the company-wide health, safety and the environment (HSE) programs and management systems, to support this goal. I was initially attracted by Origin's culture and values, and for over 10 years I've played a role in many key programs – in marketing, strategy, commercial projects and operations. It's a very supportive company, a place where you can create your own opportunities."

### Melanie Grills, Manager – Aboriginal & Torres Strait Islander Strategy & Engagement

**6** "We're building a culturally confident organisation – both internally and externally. When I joined Origin I also saw an enormous opportunity to make a difference, and my role has two parts: to grow indigenous representation within the business, and to strengthen our connections with indigenous communities. Origin's Reconciliation Action Plan, launched in April 2015, is a turning point. This is our public commitment to close the gap, and now we'll build the culture to support it. I'm still on my own journey with my culture, and our staff education programs are an incredible way for me to learn through my work."

### Petrina Weatherstone, Manager – New Zealand and Northern Australia Petroleum Development

**7** "When I first joined Oil Company of Australia as a graduate, I was the first female petroleum engineer in the company. Today, that company is now Origin, and at least a quarter of my team is female. It's also multiculturally diverse. Origin's strength lies in its focus on people development, the active pace of work, and the breadth of opportunity."

I'm currently working on the Australia Pacific LNG project, a joint venture in which Origin is involved, which will contribute to delivering a cleaner, greener sustainable energy source. By using computer modelling to analyse subsurface data we can understand and predict the reservoir's future performance."

### Carla Wilson, Group Manager Non-Operated Assets LNG

**8** "Origin is a very forward-looking company – the next source of growth is never far away. Right now, I'm working on the Australia Pacific LNG joint venture, a transformational project for Origin – and for Australia's export market. There are many opportunities here for people willing to roll up their sleeves and give it a go. We have a true culture of collaboration, and there are many talented and supportive people within the organisation to learn from. Through my involvement in the Chief Executive Women's Leadership program I've grown as a leader by hearing inspiring career journeys and leadership insights."

### Chao Cheng-Shorland, Portfolio Architect

**9** "I always thought I'd be an inventor when I grew up. I love coming up with ideas and solving complex challenges. Having worked in many industries – finance, construction, transport, retail, media and oil and gas – I bring different ways of thinking to tackling problems and making decisions. For me, Origin is a very supportive place to work. And it's also very focused on the future. Keeping ahead of the curve has paid off for us, given the pace of Origin's growth over the past decade. This is a place to be challenged and expand your horizons."

### Rosy Di Mauro, Senior Graphic Designer

**10** "I came to Origin from a small creative studio – I wanted to see what it would be like to work in a large company. I thought I wouldn't have as much creative freedom, but I've been pleasantly surprised – one recent project involved an Origin branded truck driving around Canberra distributing macaroons! It's a really open people culture here – I have direct contact with senior managers and we're encouraged to speak up, which you just don't get in a small design agency. I also love that I can spend some work time designing for not-for-profits through the Origin Foundation."



# Put your career on the right track

**In a traditionally male dominated industry, Metro is breaking new ground. The company is dedicated to ensuring it has the most skilled and driven people on board to transform the future of Melbourne's railway – this includes embracing the diverse skills, experience and expertise that women bring to the workplace.**

Melbourne is Australia's fastest growing city – a city which is becoming increasingly reliant on public transport networks. Currently running more than 14,000 services a week and transporting 400,000 customers each day over 15 lines, Metro is committed to creating one of the best engineered railways in the world. Since commencing in 2009, Metro's momentum to grow and change the network remains steadfast, understanding it is no longer a traditional suburban railway.

The right balance Metro's recruitment processes have also followed the trend of challenging

tradition. Historically, the physicality of the railway infrastructure and old-fashioned career ideals cast an influential cloud over what a railway worker looked like. Inspired by the power of technology, availability of diverse skill pools and the need to adopt unique engineering principles, Metro has quickly left this rationale behind.

To date, almost 17 percent of Metro's 4300-person strong workforce is female and this continues to climb with every recruitment campaign. In the last 12 months, 34 percent of all new recruits were female. This female influence is apparent across all areas of the business from infrastructure to rolling stock, from stations to projects. Metro continues to give priority to equality. In fact, Metro's recruitment strategy is based around attracting a 50/50 balance of both men and women applying for new positions.

Metro proactively approached VCAT (Victorian Civil and Administrative Tribunal) and was granted special dispensation to allow female-focused recruitment campaigns to be created and aired in a variety of mediums. This strategy has seen an enriched talent pool become available when filling new roles from trainees to senior leaders. Trends indicate that while men traditionally apply for railway jobs, most women may never have

considered a career in rail before.

The success of the strategy is now apparent. In the last train driver recruitment campaign, more than 30 percent of the 4000 applicants were women. Metro strives to nurture career development opportunities for all of its employees. Once you become part of the Metro team, a fulfilling and diverse career path opens up.

Over time, strong partnerships have been formed with leading tertiary institutes, universities and professional associations such as Engineers Australia. Access to mentoring, development and networking opportunities await those employees with an appetite for success, shaping the future.

At Metro, we're embracing change for the better. Looking back at our progress and forward to the future, we can see that there is a clear mandate for change if we are to deliver on our targets and grow capacity to meet future demand. Over the first few years as Melbourne's railway operator, every part of the business has experienced some form of fundamental change, as we have worked hard to stabilise our performance at a much improved level.

Without the expertise and enthusiasm of our employees, this relentless drive to make things better would have stalled at an early stage. The fact that we are forging ahead in every aspect of our operation is testament to the commitment of our increasingly diverse workforce across every part of the organisation.

Metro has certainly made significant progress in a relatively short period, but there is so much more to do on the railway. We have embarked on a comprehensive review of the customer experience and will be looking for ways to break down the barriers to a consistently hassle-free journey on every line, every day.

It's the diverse skills, experience and backgrounds of our employees that help drive this momentum to achieve our goals. If you have never thought about a career in rail before, why not explore the opportunities?

At Metro, women are making key decisions everyday that impact the future of our business. They are empowered, valued and supported to achieve great results for our customers and our business.



## Track Supervisor

**1** Lara leads a gang of track workers responsible for maintaining the integrity of more than 860 kilometres of track, running through 217 railway stations. It's teams like Lara's that ensure Metro delivers reliable and safe services to millions of customers each year. These customers can count on Metro to get them where they want to go, when they want to go there.

## Scheduling Officer

**2** Amanda is one of the scheduling officers helping to timetable the 14,443 services scheduled each week. Metro has more trains operating across the network during peak times than anywhere else in Australia, which equates to a new service departing every 30 seconds. As demand increases and more trains are delivered, Amanda and her colleagues play a major role in transforming Metro into a high-capacity railway.

## Stationmaster

**3** Anna is one of the stationmasters at Richmond Station – one of Metro's busiest interchange stations. The team at Richmond oversees eight train lines running to and from the city. Anna is focused on delivering exceptional customer service for thousands of customers, while ensuring hundreds of services remain on time each day – a responsibility taken very seriously and carried out with great enthusiasm.

**4** Diana is an experienced project manager, who has led a team of more than 100 employees and contractors through multimillion-dollar work programs. From sleeper upgrades to building brand new stations, there are always new and exciting projects to deliver across the vast railway network.

## Rolling Stock Team Leader

**5** Rylie offers a young, fresh and female approach to train maintenance. Beginning her career as an electrical apprentice, Rylie now coordinates a team of up to 20 people across four trades. Our Rolling Stock Division keeps more than 200 trains operational and ready to roll.

## Train Driver

**6** Lyndal is a new train driver, her third major job change in her career journey. It's a job that she loves. Lyndal is in control of more than 240 tonnes of train, providing comfortable and reliable transport to get customers where they want to go safely and on time.

## Graduate Engineer

**7** Jennifer is one of four graduate engineers selected in Metro's Graduate Development Program. Each graduate rotates through four major disciplines and is assigned a mentor for the duration of the program. This approach gives Jennifer the opportunity to work alongside our senior leaders and allows her to tap into a deep pool of knowledge, building an appreciation for engineering that is far greater than just technical skills.

## Franchise Manager

**8** Kathy is charged with upholding the contractual commitments Metro has made as the operator of one of the most extensive railway networks in the world. Responsible for the distribution and analysis of information such as operating performance statistics, patronage updates and customer experience and satisfaction details, Kathy has a great influence when planning operational strategies to secure the future of the business.

## Authorised Officer Team Leader

**9** Kavita is an authorised officer and a senior team leader who inspires her team to provide great customer service. Kavita also has the responsibility of discouraging antisocial behaviour on the rail network, to ensure each customer has an enjoyable and safe journey. Kavita's mantra is based on pride and enthusiasm, which helps her earn the respect of her colleagues and our customers.

## Senior Management Accountant

**10** Vivi is one of Metro's senior management accountants. Melbourne boasts some of the largest infrastructure programs in Australia, with \$2 million a day invested into the Metro network through infrastructure and maintenance renewal, train reliability projects and capital works. This is just the tip of the iceberg for Vivi, who monitors millions of dollars of incoming and outgoing expenses every day.



# CULTURAL



# Secure your career

## Victoria Police is home to a diverse community of people.

If a career maintaining the safety and security of fellow Victorians sounds appealing, a role as a Police Officer, Protective Services Officer (PSO), Police Custody Officer (PCO) or Victorian Public Servant (VPS) could be right for you. Victoria Police values the broad range of attributes, life experience, skills and capabilities that each employee brings to our organisation. We are committed to providing an inclusive environment that is free from discrimination, sexual harassment, victimisation and bullying.

As a Police Officer, PSO or PCO, you will be provided with the necessary training, equipment and support to develop the self-confidence and assertiveness required to carry out your duties.

Victoria Police's Equity and Diversity Plan recognises that through greater workforce diversity and inclusion, we will increase our ability to provide better services to the community while improving employee engagement and productivity. Victoria Police is an equal opportunity employer with a workforce of 18,000+ people working in more than 500 locations across the state. As an organisation, we are committed to increasing representation of people from culturally and linguistically diverse backgrounds.



### WHAT OUR PEOPLE SAY

I feel very proud upholding the right in the Victoria Police uniform and being part of this organisation along with its strong ethics and values. I feel that I can make a real difference to the community.

Simmi Kaur, Protective Services Officer



### What are the Citizenship requirements for the Police, PSO or PCO role?

**1** The Victoria Police Act stipulates that you must be an Australian Citizen or hold Australian permanent residency to join Victoria Police. New Zealand Citizens are required to have a Special Category Visa and be residing in Australia to submit an application.

On application to Victoria Police, you are obliged to provide proof of citizenship, permanent residency or special category visa status.

### How fluent do I need to be in English to be considered for a role with Victoria Police?

**2** The ability to communicate effectively in written and spoken English is a fundamental skill for all Victoria Police staff.

This means being able to listen, speak and write at a level that will allow you to competently carry out the duties of your role.

### What will I be assessed on during the Police, PSO or PCO selection process?

**3** During the application process, you will be assessed on your character and reputation, general intelligence, ability to communicate (written and verbal), level of fitness and your medical

and psychological suitability for the role you are applying for.

### How will you train me to do my job properly?

**4** At the Victoria Police Academy in Glen Waverley, you will learn how to use communication skills, negotiation and self-defence tactics to enforce the law. In addition to your Academy training, you will be provided with opportunities to undertake regular training throughout your career to keep you informed and engaged.

### What benefits am I entitled to?

**5** In line with the conditions of the Victoria Police Sworn Enterprise Agreement, Police and PSOs are entitled to nine weeks leave, with up to five weeks leave for PCOs plus time off in lieu for public holidays. All three roles are entitled to 14 weeks paid maternity leave, two weeks paternity leave, carers leave and defence force leave.

### As part of my religion or culture, I am required to wear a piece of clothing or keep an object on my person. Will this be permitted while wearing the Victoria Police uniform?

**6** Before you are inducted into the Victoria Police Academy, you will be given a form to seek an exemption in order to alter your uniform or carry an object based on religious and/or cultural reasons. This request will be assessed by the Victoria Police Uniform Committee to determine an outcome prior to your induction.

### What sort of attributes are Victoria Police looking for?

**7** Maturity, strong communication skills, community-mindedness, good decision making skills, customer service experience, leadership skills and a healthy level of fitness.

### Shift work?

**8** For Police and PCOs day, afternoon and night shifts apply. For PSOs shifts can vary from 8 to 10 hours in duration and shifts will start between 3pm and 7pm.

### Do PSOs carry weapons?

**9** PSOs carry the same weapons and undertake exactly the same weapons and self-defence training as Police Officers.

### When do I start earning a salary?

**10** From the first day of your training at the Victoria Police Academy in Glen Waverley, you will be paid a salary.



CommonwealthBank

# Start your career with Australia's largest bank

## The Commonwealth Bank's ambition is that its leaders reflect the diversity in the Australian community with diverse thinking and perspectives.

As the nature of work becomes more global, the ability of leaders to operate in a global context and lead teams who are culturally diverse has become the norm.

Since 2014, Commonwealth Bank has had a focus on cultural inclusion and has recently set a target to increase the cultural diversity of its senior leadership to match the Australian demographic by 2020. To support the Group to become more culturally inclusive there are a range of

initiatives that have been implemented including cultural inclusion training, a very active employee networking group called Mosaic, celebrations of cultural days of significance, a corporate Hijab, employee educational forums, celebrating A Taste of Harmony and leadership team conversations about cultural diversity to name a few.

### Diverse people supporting diverse customers

Houda Raoude, Team Leader, Direct Lending, explains how the cultural diversity of her team helps them better collaborate to serve their diverse customer base.

### A culture of inclusion

Our CEO, Ian Narev, talks about continuing to create an environment where the best people from all parts of society can be successful.

## What Our People Say

*"When I'm building a team, what's important to me is the diversity of culture. Different backgrounds increase the differences in angles of thinking, so variety in people capabilities is more important to the successful makeup of the team. It allows us to consider challenges from different perspectives to achieve much better outcomes and solutions."*

Kai Yang  
General Manager  
Wealth Risk Management



[commbank.com.au/careers](http://commbank.com.au/careers)



CULTURAL DIVERSITY

## Make an impact

**1** Regardless of where you work within our organisation, your initiative, talent, ideas and energy all contribute to the impact that we can make with our work.

## Wide range of opportunities

**2** With 52,000 of us, there is plenty of opportunity to grow and take your career in unexpected directions.

## We live and breathe our values

**3** Our culture is built around our values of accountability, collaboration, excellence, integrity and service, which helps us to deliver our vision to secure and enhance the financial wellbeing of people, businesses and communities.

## You can be you

**4** We welcome your individuality in our open and inclusive culture. We value your different perspectives and support you to be yourself.

## Training and development

**5** We'll help you achieve your own personal and professional goals through a range of training and development support.

## Community commitment

**6** We give our employees a range of opportunities to give back to the community, whether it's through donating to our Staff Community Fund, or participating in volunteer days at one of our partner charities.

## Benefits

**7** As you'd expect, we offer a wide range of benefits to support you both in and outside of work. From necessities to nice-to-haves, this

includes a wide range of discounts from our business customers.

## Innovation

**8** We're always looking for ways to do things differently, and as a result we've been responsible for many Australian-firsts in banking. We've also been ranked in BRW's Top 10 Most Innovative Australian companies.

## Stability

**9** As Australia's largest bank, we offer stability and support in your career.

## Award winning employer

**10** We've been recognised with a wide range of employer awards, including Employer of Choice for Gender Equality, AWEI's Top 10 Employer for LGBTI Inclusion, Universum's Top 10 IDEAL Employer and one of LinkedIn's most In Demand Employers.



# LGBTI

234 —  **Westpac**

236 — **THE  STAR**

238 —  **pwc**

240 —   
MACQUARIE  
BANK

242 —   
**Commonwealth**Bank

244 — 

246 —   
Australian Government  
Department of the  
Prime Minister and Cabinet

# Westpac Supports You being You

**At Westpac Group, we believe our longstanding commitment to building a truly diverse and inclusive culture is one of the things that underpins our success.**

As Australia's oldest company, maintaining a workplace that is safe and respectful for our LGBTI employees is one of our top priorities. We know that having unique people working together delivers extraordinary results, so we will continue to take the lead on initiatives that bring out the best in each and every one of our people.

Everyone has the right to feel comfortable to be themselves when they come to work. For our LGBTI people, that means offering a safe and respectful work environment where everyone is treated equally and feels included and valued.

We've done a lot of work in this space to ensure we create an inclusive environment for our people and our customers. That's why we were recognised as the 2016 Employer of the Year for

LGBTI inclusion in the Australian Workplace Equality Index.

GLOBAL is our LGBTI employee network, and has been critical in furthering LGBTI inclusion across our business. With over 2,000 members – GLOBAL is Westpac Group's largest and most active employee action group. GLOBAL is for everyone, with an ethos that as a community we are stronger together. We're proud of our Allies – in fact, they represent around half of our membership base. Leading the way is our Executive Sponsor Brad Cooper, CEO BT Financial Group. Brad is our most high profile ally, and is joined by Kristina Bennett, who won Ally of the Year in 2015.

GLOBAL actively works to empower allies to speak up for LGBTI inclusion, both inside and outside of the workplace. Any Westpac Group employee can become a member of GLOBAL and can be involved in as little or as much as they want. Over the past year we have strengthened our presence outside the traditional metropolitan and corporate areas of Sydney putting strategies in place to reach employees across the span of Westpac Group's

locations and brands. Our GLOBAL New Zealand team has quickly grown, and we're reaching more and more of our colleagues in other parts of the world including Singapore, Hong Kong and India. But it's closer to home where we've seen the most growth and support. In 2016 we launched St.George GLOBAL and built working groups and executive teams in every state and territory. That's something we're extremely proud of.

## Our Awards



## We're number one

**1** Westpac Group was awarded Employer of the Year for LGBTI inclusion in the 2016 Australian Workplace Equality Index. We were also awarded the Michael Kirby Award for LGBTIQ Inclusion by the Australian Human Resources Institute in 2015.

## A world of opportunity

**2** When you join Westpac Group you'll become part of not just Australia's first bank but also Australia's first company. We have almost 200 years of history and a vision to be one of the world's great companies; can you help us achieve it?

## Westpac Difference

**3** At Westpac Group you'll be part of a group that encourages career growth, promotes flexibility, and cares about personal wellbeing. If you want to work for an organisation that will nurture your talents and help you grow your career, you should be working with us. Our goal is to build a diverse workforce of amazing talent which means that when you work with us, you can be sure we'll commit ourselves to helping you take your career as far as possible.

## Flexible ways of working

**4** With our All In Flex approach, our 40,000 people get to choose how they work every day. We know that our people are juggling responsibilities and priorities outside work that are important to them, such as family, study, learning a new hobby or caring for dependants. And we want to make it easier for them.

## Inclusion creates bright ideas

**5** We know that to become one of the world's greatest service companies, where we help our customers, communities and people to prosper and grow, we need to create an environment that sparks bright ideas. These ideas will harness the full potential of our 40,000 employees and exceed our customers' needs. These ideas can only come from building and cultivating a workplace culture that values difference. We're not talking about

just the visible differences. We mean seeing the value of having different experiences, capabilities, insights and perspectives in one workplace. This builds the foundation for innovation, allowing us to create market-leading products and solutions for the customers and communities which we serve through our family of banking brands every day.

## Inclusion across the generations

**6** For the first time in history, we have five generations in the workplace at once. The power of our people lies in the richness of the diverse skills, experience and knowledge they offer at different stages in their career. From our Prime of Life group who are age 50 and over, to our young, 30 and under employees, we are offering a range of options to help them plan their next move, and reach their full potential.

## Supporting our Youth

**7** Our aim is to bring our younger employees together to help them reach their full potential and empower and equip our future leaders. Around 20% of our people are under 30 and we have a number of exciting programs designed to inspire and develop those in the early stages of their careers.

## Connecting our Youth

**8** The Youth Network is the Employee Action Group for people aged 30 and under.

This group supports young professionals through a network of young people who are seeking out leadership opportunities. They host a variety of networking events throughout the year including a summit for young people across Westpac once per year. They also produce a quarterly publication.

## Our leaders support you

**9** The support from our Executives and General Managers is at its highest level ever and continues to grow. All senior leaders have undergone inclusive language training and many are members of the GLOBAL network.

## We are family

**10** At GLOBAL we are family! We're there when others aren't, supporting our members in every way.

Our GLOBAL members enjoy many social events along with community volunteering, access to newsletters and other LGBTI groups events.

Our events are designed to reach as many members wherever they may be in Australia or afar. We have an active and growing internal social media forum accessible by any employee in the Westpac Group. This allows us to reach everyone and keep our members abreast of what is happening on a regular basis.



# Diversity

**The Star Entertainment Group owns and operates three world-class properties with a local spirit, creating a world of opportunities and a lasting legacy of entertainment excellence.**

We remain dedicated to fostering a diverse and vibrant workplace, in which all team members are treated with fairness and respect, without any barriers to information and opportunities, and continue to drive industry-leading diversity initiatives, including the support and embracement of lesbian, gay, bisexual, transgender and intersex diversity.

We also encourage our team members to share their ideas and individual perspectives with the business and are committed to being the leaders of

change and offering a supportive environment that embraces talent, ideas, experiences, initiatives and passion to make a positive impact on our guest and team experiences.

The Star Entertainment Group is committed and proud to support our LGBTI team members. We ensure we're an inclusive and fair workplace for individuals identifying as LGBTI. We also have an LGBTI Working Group and Employee Network that is committed to working with management to foster a more supportive environment for LGBTI team members and guests, hold LGBTI awareness sessions for our team and promote key LGBTI events.

The company achieved Bronze status and ranked as equal 39th place for LGBTI inclusion among Australian organisations in the 2016 Australian Workplace Equality Index. Plus, we've partnered with several diversity groups, most

notably Pride in Diversity and the Diversity Council Australia. At The Star Entertainment Group, we understand the rich value a diverse workforce brings to our organisation and we're focused on reflecting the diversity of our guests, community, shareholders, suppliers and other stakeholders in the diversity of our team members.

By supporting a richly diverse team, The Star Entertainment Group continues to attract and retain a broad and talented pool of team members. This in turn enables the business to best meet guests' needs, enhancing the quality of service experiences.

Established in early 2014, Spectrum is The Star Entertainment Group's internal LGBTI and ally network group. The group is proactive in organising internal initiatives and events and engaging with our communities to promote LGBTI inclusion and raise awareness.



CONCEPT IMAGE ONLY. SUBJECT TO APPROVALS.

## Our people

**1** We are passionate about our people and what they do every day. Without our dedicated and amazing team members, we don't have a business. That's why we pride ourselves on taking care of our people.

### Geoff Hogg, Managing Director, Queensland

**2** "I am very proud to work at The Star Entertainment Group and as the Managing Director of Queensland, we strongly believe and support the philosophy that every team member adds value and contributes greatly to the organisation. To do this to the best of one's ability though, means that each individual team member who works for us must be able to bring their true self to work every day. Being open and transparently connected as a sponsor of LGBTI means that I can actively make a difference to ensure that our team embraces diversity for the overall betterment of the business and the community. We are on a journey with Spectrum and I am excited to be part of this."



Geoff Hogg  
Managing Director  
Queensland



Kim Lee,  
Group Executive  
Human Resources

### Kim Lee, Group Executive Human Resource

**3** "Supporting LGBTI is important to me as a leader because I can provide a voice given my sponsorship of the working group and my seniority. I also support LGBTI because, no matter what your sexual orientation, you should have a right to work in an inclusive and supportive workplace. Valuing people, recognising their differences and encouraging everyone to bring their 'real self' to work is a commitment The Star Entertainment Group has made. Our proactive working group Spectrum brings significant awareness to the workplace. They sponsor and organise awareness events and organise training. They also align themselves and support groups like Pride in Diversity to provide important support and community engagement with events like the Mardi Gras."

### Simone Keat, Human Resources Manager, Jupiters Gold Coast

**4** "Working at The Star Entertainment Group is like working with your extended family. I feel proud to walk through the doors every day and I am always greeted by warm smiling faces and enthusiasm; it is part of our DNA!"

### Adam Brunet, Communications Manager, Treasury Casino & Hotel

**5** "One of the most exceptional, defining characteristics of being part of The Star Entertainment Group team is the active promotion of inclusiveness and the celebration of uniqueness and diversity. To know that I can come to work every day and be completely open and honest is a gift."

### Frank Basic, Gaming Manager VIP Business, The Star in Sydney

**6** "It's great to be myself, be accepted and be able to work with a diverse and inclusive team at The Star in Sydney."

### Rachael Cox, Executive Assistant, Star Sydney

**7** "Joining Spectrum, our LGBTI employee network group, has allowed me to contribute to positive change in our culture, policies, and business practices, to create a workplace where employees feel safe, valued and included. I feel I can be myself at work, and believe The Star Entertainment Group's diversity initiatives allow other team members to bring their true self to work - to be happy, be confident, and thrive!"

### Saro Mugnaini, General Manager VIP Marketing International, The Star Entertainment Group

**8** "As a senior leader, I recognise the importance of a workplace that needs to reflect the diversity of the population by creating a culture where all team members can bring their true selves to work. I also strongly believe it is important to provide role models, in particular for LGBTI youth and, to this extent, I am actively involved in our LGBTI employee network and working group Spectrum. I am passionate about diversity in all its facets and cherish the ability to practise this on a daily basis in my career at The Star Entertainment Group."

### Bronwyn Hallie, Front Office Manager, Jupiters Gold Coast

**9** "I feel fortunate to be provided with such wonderful benefits and a great working environment! It is like working with your family here at Jupiters Gold Coast."

### Kirsty Valk, Human Resources Manager, Treasury Casino & Hotel

**10** "I am immensely proud that our organization supports a number of diversity initiatives, including LGBTI, and is encouraging all our team members to work towards not only acceptance but inclusion in the workplace. As a Spectrum member, I feel privileged to stand beside a group of strong and dedicated community members and allies who are leading the way in ensuring our LGBTI members are supported and are able to come to work and just be themselves."



# GLEE@PwC Community

**Diversity is now recognised as imperative to business in a competitive market, both in terms of employee and client attraction and retention.**

PwC Australia has responded to this with our own diversity strategy. This looks to enhance our business by attracting and retaining a diverse workforce through supporting our people to achieve their personal and professional goals.

In support of this and joining a number of similar initiatives (such as focus on building female leaders, connecting parents and supporting a flexible workplace), the networking group glee@pwc (Gays, Lesbians and Everyone Else) was established. glee@pwc aims to offer further evidence, both for our people and in the market, that PwC is an inclusive employer.



## Meet Justin

Justin Koonin is a Senior Consultant within the Insight Analytics team of our Consulting Business. As well as being a full-time PwC employee, Justin is also the Convenor of the NSW Gay and Lesbian Rights Lobby.

'My role as convenor of the NSW Gay and Lesbian Rights Lobby takes up to 20 hours of my time each week. Some of this time is outside normal work hours, and some is not. PwC have been incredibly flexible, letting me complete my PwC work in flexible locations and at flexible times, enabling me to manage both roles. PwC's assistance includes, but is not limited to; allowing me to work from interstate offices (e.g. during the International AIDS Conference in Melbourne), attend meetings, at Parliament and elsewhere, and as necessary, hold conference calls from within the PwC office so I can attend meetings I would not otherwise be able to'.

'In addition, I have received a significant amount of internal support for the work I do. This comes both from within my team (analytics), and the broader GLEE&PwC community. Senior PwC members staff have often attended events I am involved in. Initiated by my coaching partner, PwC tweeted support from the official account for the International AIDS Conference in July as well'.

'It is only through this flexibility that I am able to continue working in a demanding day job, and keep up my advocacy work'.

## INFORMATION

If you are interesting in becoming part of the PwC team, please visit our careers site at [pwc.com.au/careers](http://pwc.com.au/careers)



## Leaders in workplace of choice

**1** This year, PwC is proud to announce that we have been named as Australia's top employer for workplace support for lesbian, gay, bisexual, transgender and intersex (LGBTI) people, according to the 2015 Australian Workplace Equality Index (conducted by Pride In Diversity). We're the only organisation to now be awarded this honour twice.

## To realise and discover the potential of...

**2** This is our vision: To realise and discover the potential of... We recognise that each and every one of our employees possesses unique strengths, goals and career ambitions. By creating an environment that helps you to realise and discover your potential, we push ourselves and each other beyond where we have been before.

## GLEE

**3** The GLEE@PwC community, is a community of like-minded individuals who come together to champion diversity within the organisation. This community is open to everyone to join.

## Values drive us

**4** We are proud to be a values based organisation. Our values reflect who we are, and they should be evident in everything we do. The PwC values:

- Performance matters
- Have a go
- Be open and authentic

- Hunger for growth
- Embrace differences
- Care

## Diversity

**5** At PwC we encourage people and teams to have a go at trying new things and challenging the status quo. We all contribute to the culture at PwC. We see our differences as a strength of our firm. We focus on nine dimensions; age, culture, disability, flexibility, gender, indigenous, religion, sexual orientation and strength/skills. Some of these differences are visible, and some are not. Our opportunity is how we bring these differences together.

## Flexibility

**6** Innovation is at the core of our client work and just as important in providing our employees with the technology and flexibility they need to succeed. Innovative technological solutions mean that you can work anywhere, and it's important to us that our employees are entrusted to work in ways that suit their needs. As we transition to activity-based offices across Australia, we encourage our people to use the tools at hand, to work effectively and efficiently how they choose.

## We help you make an impact

**7** PwC has a dedicated team driving firm wide Corporate Responsibility initiatives. All PwC employees are encouraged to get involved in these activities and as part of our commitment to social relevance, every employee is granted one

day of volunteer leave per year, with flexibility for additional leave when applying their business skills.

## Setting you up for success

**8** PwC is dedicated to helping you grow and supporting your career development. As someone new to the firm you will have access to a myriad of learning opportunities including; on-the-job training, support by a dedicated coach, access to further education like the CA Program, internal development programs and study and exam leave should you wish to pursue other qualifications.

## Emphasising student talent

**9** By identifying talent amongst students (graduate and vacationer), we lay the foundations for business longevity and success. We look for students from an array of educational backgrounds and focus on recruiting bright and passionate individuals who embrace the ever changing business landscape; many of whom will become the future leaders of PwC.

## We're so much more than accountants

**10** Operations, R&D, Software Development, Cyber Security, Web Design, UX, Real Estate Advisory, Risk Assurance, People & Change, Mergers & Acquisitions, Economics & Policy, Strategy Consulting, Performance & Remuneration, Analytics, Data Modelling and Project Management are all teams at PwC – just to name a few.



# Pride@Macquarie

**In every one of our offices around the world, you'll find individuals from varied backgrounds with different ways of thinking, different skills and different experiences. At Macquarie we value the innovation and creativity that diversity of thought brings.**

We harness the strength of our diversity through inclusion. To us this means creating a work environment where people feel they can be themselves, regardless of their gender, age, ethnicity or cultural affiliation, sexual orientation, beliefs or educational background. Everyone's uniqueness is celebrated, respected, and encouraged and you'll feel a sense of belonging and community as you progress your career.

We recognise the importance of employee networks and the rich resources that can be generated through relationship-building and the exchange of ideas.

Pride@Macquarie is our LGBTI and allies employee network group. It provides employees with opportunities to get involved in awareness initiatives like our LGBTI Champion workshops and year-round internal events, including IDAHOT day, Wear it Purple, Mardi Gras and many more.

We have seen tremendous growth in activity, engagement and awareness of LGBTI inclusion since the inception of Pride@Macquarie. The Australian Workplace Equality Index award recognises the efforts of many of our people and we are proud to be recognised as a gold tier employer.



## Our Awards



**+** We promote a diverse and inclusive environment where everyone can be their whole selves, through LGBTI education, awareness and connections to the community

## Meet Louise

IT Client Support,  
Corporate Operations Group

**1** "Macquarie's commitment, from the senior leadership team through to my direct manager and colleagues, has made me feel free to express myself and my sexuality openly at work without hesitation. I'm really proud that diversity is fully embraced at Macquarie and I can celebrate that inclusion with others in the LGBTI community and our straight allies, through our Pride@Macquarie network."

## Meet Nick

Digital Marketing Executive  
Corporate and Asset Finance

**2** "At Macquarie we learn to approach ideas with courage and a sense of curiosity. This underlying philosophy in everything we do has meant I've felt comfortable bringing my whole self to work since day one."

## Meet our executives

Greg Ward  
Head of the Banking and Financial Services Group

**3** "To me, pride means embracing our differences and understanding that there is no 'right', 'wrong', or 'normal' when it comes to our individuality. I'm very proud that together we have built an environment where people can feel comfortable to be who they truly are, in a space where everyone is encouraged to understand, discuss and ultimately eradicate bias."

## Meet our allies

**4** Our large and growing ENG offers regular workshops that help our people be the best allies they can be, becoming champions of change and supporters of diversity.

## Terence

Division Director  
Head of Due Diligence, Fund Linked Products,  
Macquarie Asset Management

"Fairness is one of my core personal values and I believe that individuals contribute best when they are treated fairly, with dignity and respect. I am proud to be a diversity and LGBTI champion within Macquarie, as this enables me to align my personal values with those of the broader organisation."

## Our Celebrations

**5** Each year we celebrate Wear It Purple, International Day Against Homophobia and Transphobia (IDAHOT) and Mardi Gras, along with the other key LGBTI events.

## Our Events

**6** All Australian staff have the opportunity to attend our LGBTI Awareness training and our Pride in Diversity Conference. We also host a series of other events throughout the year, ensuring a busy calendar of activities everyone can get involved in.

## Our Partnerships

**7** We maintain strong connections with community associations and have built new external partnerships where we support the expansion of their education and outreach programs. We tailor our support according to the needs of the partner and the expertise we can offer.

## Our Networks

**8** Our Sydney-based ENG collaborates closely with our Pride@Macquarie groups in London and New York. We work together on activities and events, sharing resources to provide employees



with access to a global support network. So anywhere, anytime you'll find something Pride@Macquarie to be part of.

## Your Resources

**9** Through Yammer, our internal social media platform Pride@Macquarie continue to drive active discussions on LGBTI news and research along with showcasing events, staff stories and community activities. We are one of the co-founding members of Australia's LGBTI Interbank Networking Forum, which also hosts a LinkedIn Group - LGBTI Australia Interbank Networking Group, and all our people policies and processes are inclusive of LGBTI individuals and their family including our Employee Assistance Program, our events and activities.

## Your Career

**10** Macquarie offers a broad range of diversity and inclusion programs and sponsorship opportunities to assist and develop career progression.

[macquarie.com.au/careers](http://macquarie.com.au/careers)





CommonwealthBank

# Start your career with Australia's largest bank

## About us

At CommBank we're focused on helping people and businesses move forward financially.

With customers at the heart of everything we do, we are driven to deliver seamless experiences, in smart, innovative ways.

Each of us is encouraged to bring our different backgrounds and unique perspectives. A workplace of the future, it's a collaborative and supportive environment, that mean our ideas, initiatives, talent and energy help us make a positive impact on each other and our customers.

It's what makes CommBank a place of opportunity, where your skills can take you in unexpected directions and you can achieve great things.

## Our LGBTI Network: Unity

Unity is CommBank's vibrant LGBTI community and allies network. The network works on initiatives to foster a culture of inclusion and respect, empowering our people to bring their whole selves to work each day – regardless of sexual orientation, gender identity, or gender expression.

Unity has had great success in raising LGBTI awareness and firmly entrenching itself across the Group, with networks established in every Australian state, as well as in London, Auckland and Hong Kong. The network has also had some great success in their community initiatives, resulting in the Group providing funding for LGBTI students through the Pinnacle Foundation.

As a result, we are proud to be rated number 2 in the Australian Workplace Equality Index for LGBTI workplace inclusion, and Unity is the number 1 LGBTI employee network in the country.

## What our people say

*"As a new employee at CommBank I was delighted to learn about the dedication the Group has to making sure that everyone feels accepted when they come to work, and to making a real difference."*

*Living in regional Queensland it was important to me to find an employer that not only has the ability to reach small, local communities but one that can influence these communities in a positive way. Cultural change can take time, but the Commonwealth Bank has taken steps to fast track this, and hopefully in doing so, we can inspire the same positive change within the communities they do business in"*

Catherine, Regional and Agribusiness Graduate and Unity Member.

*"Coming out' at work is always a moment of truth, but I've only had better conversations with people when I'm honest about who I am. It helps to build real understanding between colleagues."*

*CommBank has a real and sustained focus on diversity and inclusion under the banner "You can be you", and everyone understands they play a part.*

*I feel safe to be myself in the workplace, and I'm excited by the opportunities CommBank gives me."*  
David Brine Executive Manager at CommBank and Unity Steering Group member.



commbank.com.au/careers



## You can be you

**1** We welcome your individuality in our open and inclusive culture. We value your different perspectives and support you to be yourself.

## Make an impact

**2** Regardless of where you work within our organisation, your initiative, talent, ideas and energy all contribute to the impact that we can make with our work.

## Wide range of opportunities

**3** With 52,000 of us, there is plenty of opportunity to grow and take your career in unexpected directions.

## We live and breathe our values

**4** Our culture is built around our values of accountability, collaboration, excellence, integrity and service, which helps us to deliver

our vision to secure and enhance the financial wellbeing of people, businesses and communities.

## Training and development

**5** We'll help you achieve your own personal and professional goals through a range of training and development support.

## Community commitment

**6** We give our employees a range of opportunities to give back to the community, whether it's through donating to our Staff Community Fund, or participating in volunteer days at one of our partner charities.

## Benefits

**7** As you'd expect, we offer a wide range of benefits to support you both in- and outside of work. From necessities to nice-to-haves, including a wide range of discounts from our business customers.

## Innovation

**8** We're always looking for ways to do things differently, and as a result we've been responsible for many Australian-firsts in banking. We've also been ranked in BRW's Top 10 Most Innovative Australian companies for a number of years running.

## Stability

**9** As Australia's largest bank, we offer stability and support in your career.

## Award winning employer

**10** We've been recognised with a wide range of employer awards, including Employer of Choice for Gender Equality, AWEI's Top 10 Employer for LGBTI Inclusion, Universum's Top 10 IDEAL Employer and one of LinkedIn's most In Demand Employers.



LGBTI



# Connect to a future created by you

At Telstra, we have talented and passionate people, exciting career pathways and a supportive and inclusive culture. We believe that by promoting diversity and inclusion we can enrich our communities, our workforce and the experience of our customers.

For us, diversity includes differences in thinking and communication styles, background and life experience, personal skills, education and expertise. It also includes other ways that our people and customers differ, including gender, age, sexual orientation, disability, ethnicity and cultural identity.

We believe an inclusive culture and proactive support of diversity fosters greater innovation, stronger problem-solving capability, greater customer connection, increased morale, motivation and engagement.

You'll be part of a team working towards our vision of becoming a world-class technology company that empowers people to connect.

We're putting the customer at the heart of everything we do – and you'll be able to help us make a real difference to all the communities in which we operate.

Discover your future at Telstra.

## INFORMATION

With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](http://careers.telstra.com)

## Our Values

Our vision is to be world-class technology company that empowers people to connect. And we have a clear set of values to help everyone in the Telstra family fulfil that vision.

- Show you care
- Trust each other to deliver
- Better together
- Make the complex simple
- Find your courage



Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) inclusion is important to us – so that our people can bring their whole selves to work and contribute fully to delivering for our customers and each other.

### Our people say: Leadership matters

1 "As a Telstra Executive LGBTI Champion and as a straight ally, I know how important it is for everyone to take a stand against homophobia, biphobia and transphobia. Allies play a really crucial role in spreading this important message: it's not okay to feel like you have to hide who you are, or feel excluded because of who you are. We should respect and accept everyone for who they are."

"Championing an inclusive workplace is important, as our people value working in an organisation where differences are not only accepted but actually valued and stimulated. If you feel included, you bring all of you to work, and contribute fully to providing outstanding service to our customers."

"Being inclusive, by treating people with respect and dignity and valuing their background and experiences, is a part of who we are at Telstra. We know that diversity and inclusion is not only important for our people, but helps us improve business outcomes by enabling better collaboration, leading to creative, innovative customer solutions." *Martijn Blanken, Group Managing Director and Chief Customer Officer, Global Enterprise and Services*

### Supportive connections

2 We have many employee networks where you can build relationships and influence, learn and support each other. These include our Spectrum network, which is one way our LGBTI employees and allies connect, both inside and outside Telstra, to promote a positive and inclusive workplace.

### Grow your career

3 At Telstra, you'll have variety and choice in your career direction. There are opportunities to move up or across our organisation, through a diverse mix of business areas and jobs – and that means dynamic work on a global scale. Through leadership and development programs, you can explore and accelerate your personal growth to achieve your career aspirations.

### Learning experiences

4 Here you'll build your skills through a holistic approach to development; on-the-job experience, relationships and networks, and formal training. You can take part in courses designed to build the core skills needed to succeed at Telstra, such as thinking strategically and commercially, business partnering, driving change, and maintaining a global mindset.

### What our people say: Be empowered!

5 "I chose to work for Telstra over other organisations because I feel very accepted for who I am; I'm viewed and treated as a whole person and not just a number. Here, I'm known for being a hard-working, proud and strong, resilient lesbian Maori woman! And, as far as my approach goes, it's been to make every day better than the first. If you're just starting at Telstra, my advice is to be yourself, be open to changes within the company, be a team player and customer focused." *Raylee, Technical Specialist*

### An inclusive workplace

6 We're committed to being inclusive at all levels of the company – and this is supported through our Values, Cultural Priorities and our Employee Diversity and Inclusion policy.

### Awards we're proud of

7 We're a founding member of Pride in Diversity, an employer support program dedicated to improving the health and wellbeing of LGBTI people by reducing exclusion, invisibility, homophobia and stigma in the workplace. And, we're proud to again be recognised as one of Australia's top 20 employers for LGBTI employees in 2016, and feature in the Pride in Diversity Australian National Recruitment Guide.

### Part of a team

8 As in any large organisation, at Telstra success is about being connected to the colleagues who can help you get things done. We believe that together we can accomplish far more than individually. And with a talented group of colleagues by your side, you'll be supported in your development. Together, you can achieve great things.

### Be an innovator

9 Rapid change and constant innovation are part of the fiercely competitive markets we operate in, so we're leveraging new and emerging technologies to remain at the forefront. Here, ideas are encouraged and nurtured – at every level, in every department, every person can innovate.

### Helping people

10 Every initiative you deliver, every solution you create, and every conversation you have has the ability to impact and help our customers. You'll focus on supporting our customers – and your colleagues – to thrive in a complex business environment.

With a career at Telstra, you'll always be part of something bigger.



# Open the door to your career

**Do you want to make a real contribution to the success of our country and the wellbeing of all Australians? We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.**

## What We Do

We provide high quality advice and support to the Prime Minister, the Cabinet, Portfolio Ministers and Assistant Ministers to achieve a coordinated and innovative approach to how the Government might best tackle significant issues facing Australia. Our focus, put in its simplest terms, is to find new ways to improve the lives of all Australians.

We work on matters of particular importance to the Prime Minister, current government priorities, domestic and international affairs, Aboriginal and Torres Strait Islander affairs, national security and the operations of Government. We also administer national taskforces in areas of cities growth, cyber security, public data, women's policy, deregulation, counter-terrorism, Commonwealth-State relations, and international delegate events. Some of our employees even have the chance to meet members of the royal family or heads of state.

The conditions under which Government operate are constantly changing in response to a variety

of national and global challenges. Our role is to provide fresh thinking and creative advice on the many and varied issues facing Australia, taking into consideration the views and opinions of a people across the private, public, not-for-profit and community sectors. No day is the same and it's our responsibility to stay informed on these issues.

## Our Culture

We enjoy robust debate. We value people who have unique ideas and are not afraid to argue their position. At the same time, collaboration is key. We promote a culture that respects the opinions of others and we encourage team members to achieve results with humility. Of course, integrity is also important. PM&C expects and rewards excellence in everything we do. The Department is committed to what's best for Australia. Our roles come with great responsibility—we have the daily opportunity to make a difference and we take this opportunity seriously.

## Our dedication to the LGBTI community

At PM&C we embrace individuality and the benefits of diversity. We encourage our employees to bring their whole selves to work and want them to feel comfortable and unrestricted in their identity. We celebrate significant days in the LGBTI calendar such as IDAHOT and are actively working towards being an accredited LGBTI employee through ACON's Pride in Diversity.



## Peter Kay

I have always found my work colleagues very accepting and supportive of my sexuality. It is not something I have found I have ever had to hide in the workplace. My sexuality is a very important part of who I am, but it is not the only thing about me. I found that if I do my work well and work hard, no one these days really worries about my sexuality. It has been good to work for employers who have anti-discrimination and equal opportunity policies and processes in place. These things can set the tone and culture of an organisation and create a supportive environment.

I have had the opportunity to be part of the LGBTI network in my workplace at PM&C. The fact that an employee network exists is great. It can be very supportive to be sharing issues with people like yourselves.

## Garrett Kelly

I have been employed with the Department of the Prime Minister and Cabinet for just under a year, and have never had one issue with my identity in the workplace. My colleagues are not just accepting, they are embracing of my identity.

The highlight of my time here was the launch of our LGBTI network where I had the opportunity to shake the hand of Justice Michael Kirby and listen to him speak about the importance of an LGBTI Network to an organisation. Another highlight of mine was listening to the broad range of speakers that presented to us at IDAHOT (International Day Against Homophobia and Transphobia).



## We promote mobility

**7** PM&C offers many opportunities for movement both within the Department and across the broader public service. We have many existing relationships with state level government agencies and private sector companies.

## We have offices around the country

**8** The Department has over 100 offices around Australia. Offices located outside of Canberra are dedicated to programme delivery for indigenous communities and have a very ground level, hands on approach.

## We offer Graduate opportunities

**9** Our Graduate Programme runs over a two year period and is designed to give our graduates a broad scope of the work we do in the Department. Graduates will undertake rotations within the main groups of PM&C in addition to having some time in a non-government organisation and also in one of our regional offices around Australia.

## We offer challenging and rewarding careers

**10** At PM&C you can make a real contribution to the success of our country, working on matters of particular importance to the Prime Minister, current government priorities, social and economic policies, Indigenous affairs and national security. We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.



## We value diversity

**1** PM&C is committed to creating a diverse and inclusive workplace where all employees are able to be themselves. We offer a workplace that does not discriminate on the grounds of gender, sexual identity, age, race, ethnicity, religion or disability. We also have three well established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the LGBTI Network and the Aboriginal and Torres Strait Islander Network.

## We inspire you

**2** At PM&C you get the opportunity to work with strong, smart, visionary and experienced leaders who encourage and support you to develop your interests and expertise and achieve your ambitions.

## We support you

**3** The Department offers a mentor programme called 'MentorMe' which connects staff members of all levels to one another for mentoring opportunities. If you join us through one of our entry level programmes you will be assigned a buddy for the entirety of the programme, who can provide personal and professional support.

## We invest in your development

**4** The Department offers study leave and study allowance for employees undertaking further education while they are working. This can include paid study leave and even funding towards a qualification! We also offer a wide range of training programmes, workshops, seminars and guest speakers to develop core and specialist skills for all staff. These are facilitated both by internal and external trainers and can be tailored for individual learning requirements.

## We reward you

**5** In addition to an attractive salary and generous employer superannuation contributions, we also offer flexible working arrangements, 4 weeks of paid annual recreation leave a year, cumulative paid sick leave and relocation assistance.

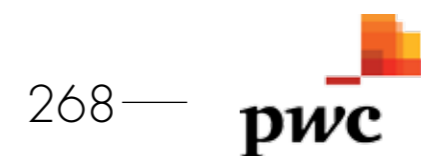
## We embrace flexibility

**6** Our department values the ability to work the way that is most effective for you. We are piloting a 'Working Your Way' project to allow a flexible environment for collaborative and innovative work. In addition to this, staff have access to flexible work times wherever possible.



When you join PM&C you're not just getting a job, you're opening the door to your career...

# INDIGENOUS





CommonwealthBank

# Start your career with Australia's largest bank

## A School-Based Traineeship with the Commonwealth Bank is a great way for Aboriginal and Torres Strait Islander high school students to get a head start on a career by working with Australia's largest financial services organisation.

A traineeship provides students with an opportunity to work in the Commonwealth Bank while completing Years 11 and 12, gaining valuable workplace skills and experience while also getting paid. Students spend one day per week in the branch during the school term and more time during the holiday period.

### Why the Commonwealth Bank?

A School-Based Traineeship with us can lead to a career that offers a range of opportunities.

We began offering traineeships to Aboriginal and Torres Strait Islander students in 2003 and have an established record of successful School-Based Trainees working across the bank. Some of our former trainees have even gone on to become branch managers.

Trainees are provided with ongoing development for the two-year duration of their traineeship to ensure they reach their full potential. They are fully inducted into the branch environment and trained to be a customer service representative. The skills they will gain working with customers and identifying how the bank can help them achieve their financial goals will benefit their future career.

Trainees learn a great deal of important information about loans, savings and credit cards. Trainees often become a respected source of information on financial products for family and friends. As Australia's largest bank with over 1000 branches, we can offer a greater geographic spread of opportunities across the country than any other bank.

## What we look for in a potential School-Based Trainee

We encourage all interested students to apply however to help you decide if a School-Based Traineeship is right for you, we are particularly interested in students who:

- Are Australian Aboriginal or Torres Strait Islander and in Year 10 or 11
- want to work in a customer service environment
- are committed to completing high school
- are motivated to work
- have the support of their parent/guardian
- have the support of their school when applying
- understand they will be expected to work during some of their school holidays over the two years of the traineeship
- have a good school attendance record, and
- see a potential career in IT, Law, Finance, Law and Human Resources.



commbank.com.au/careers



INDIGENOUS

## Ten ways a School-Based Traineeship can help your career

A traineeship with the Commonwealth Bank can provide a student with a range of skills important for their future career. These include:

### Getting paid for the hours worked in the bank

**1** Trainees are paid for the work they do in our branches. For many, this is the first time they have earned their own money, giving them a sense of pride.

### Earning a nationally accredited qualification

**2** While the students are working with us and completing their Year 11 and 12 studies, they are also required to complete a Certificate II in Business Services/Financial Services. This is a nationally accredited qualification that is a valuable asset for a student's early career.

### Building confidence

**3** Students are often quiet and lack confidence when they commence their traineeship. However, as a result of the training, support and encouragement they receive from our staff, students gain confidence in their ability to communicate with our customers. Through working in a professional environment they mature and grow as young adults.

### Enhancing communication skills

**4** Trainees talk to a diverse range of customers during the day, providing information on a range of banking products and explaining how these products can benefit customers. This will assist trainees in improving their communication skills.

### Learning to work in an energetic team

**5** A branch can be a busy and hectic work environment. Students will become accustomed to operating in an environment that requires staff to show a high level of energy, enthusiasm and motivation towards our customers. Trainees will benefit from the experience this dynamic workplace environment will provide them.

### Learning to set goals and plan how to achieve them

**6** During their two-year traineeship, students are required to work towards meeting specific sales and customer service targets both individually and with the branch team. The experience of setting goals and mapping out a plan to achieve them will benefit their schooling and future career.

### Gaining an understanding of financial services

**7** Trainees learn a great deal of important information about financial services products

such as loans, savings and credit cards. This knowledge has an immediate benefit to them as they may be earning money for the first time.

### Understanding how to deliver exceptional customer service

**8** Working in our branch network, students are trained and supported to ensure they provide the best customer experience possible for our customers. The Commonwealth Bank is committed to being the leading bank in customer satisfaction. Trainees are expected to contribute towards this goal.

### Experience working in a diverse workplace

**9** Our branches are diverse workplaces. Trainees will work with people from a range of cultural backgrounds. This experience will benefit them in their future roles, as it will provide them with a greater understanding of how to work effectively with a diverse range of people.

### Potentially gain a permanent position with the bank upon completion of the traineeship

**10** If students perform well during their traineeship and a role is available in the branch, upon completion, they may be offered a permanent position. Former trainees have gone on to leadership roles within the branch, including becoming branch managers.



# Change Lives. Change Careers.

**Corrections Victoria is proud to be an Aboriginal and Torres Strait Islander (Koori), friendly workplace, and is committed to increasing the number of Koories employed across all levels of the justice portfolio.**

Under the department's Koori Employment Strategy, Corrections is committed to working towards a 2.5 per cent Koori workforce, with a strong focus on career development of all our Koori staff.

## Join Corrections Victoria Aboriginal and/ or Torres Strait Islander (Koori), identified roles

Community corrections have a number of Aboriginal identified case management roles at various locations around the state. People in these roles provide culturally appropriate guidance and counselling to Aboriginal and/ or Torres Strait Islander offenders and assist them to participate in programs and community work while developing strong linkages with Aboriginal and/ or Torres Strait Islander agencies.

Within the state's prisons, Aboriginal wellbeing and liaison officers provide Aboriginal and Torres Strait Islander prisoners with ongoing support regarding their welfare and wellbeing, and help them to maintain links with their families, Aboriginal community organisations and other relevant groups. Aboriginal wellbeing and liaison officers also provide culturally appropriate support to Aboriginal prisoners and advocate on their behalf when required.

Under VCAT Special Measures, all Aboriginal and/ or Torres Strait Islander identified roles must be filled by Aboriginal and/ or Torres Strait Islander people. To find out more about these roles and the recruitment process, please call the Koori Employment Team on **03 8684 1751**.

## Give it a go, it's a wonderful opportunity!

*"Serving the community is an element I was interested in, especially coming from an Aboriginal background, I really wanted to help my people. I researched other departments and found that Justice had a really good Koori staff network which was also well-known throughout the Aboriginal community. At justice I've had numerous opportunities to develop my learning and capabilities. I've also been able to get a lot of support, not only from the Koori Staff Network but also the Koori Youth Network and Koori Mentoring Network." Aimee, 2014 Graduate*

## Community corrections

Community corrections plays a vital role in community safety and helps break the cycle of offending. We manage offenders on court orders and prisoners on parole, while also connecting offenders to programs, services, and communities. We also supervise serious sex offenders post sentence.

## Student placements

If you are completing relevant qualifications in social work, psychology, criminal justice, criminology or related human services disciplines, then student placement opportunities are available at community correctional services across Victoria.

## Case management

Entry level case managers (recent graduates), experienced case managers, supervisors and managers hold qualifications in social work, psychology, criminal justice, criminology, related human services disciplines or have relevant experience. They use evidence-based case management practices to increase the receptiveness and responsiveness of offenders to intervention.

## Court services

Court services officers, supervisors and managers provide court services including undertaking complex risk assessments and prosecutions and provide timely, organised and influential advice to those involved in the sentencing process.

## Community work and partnerships

Working in this area involves supervising offenders' community work and connecting them to employment, education and training opportunities. Community work officers, community work supervisors and managers also build strategic partnerships with local councils, businesses and not-for-profit groups.

## Prisons

Corrections Victoria is responsible for achieving the appropriate balance between a high level of community safety and the humane treatment of prisoners, focusing on strategies to rehabilitate prisoners in custody and tackling the underlying causes of crime to reduce reoffending.

## Prison officers

Prison officers supervise and contribute to rehabilitation; encouraging prisoners to establish goals for themselves and to begin engaging in positive behavioural change.

## Industry officers

Industry officers train and supervise prisoners in the prison's commercial industries and services e.g. prison maintenance, horticulture, kitchen, hospitality and laundry. One of the goals is to provide training and employment opportunities to prisoners.

## Clinicians

Clinicians also known as psychologists conduct and apply research in order to reduce behavioural and psychological problems and to promote mental health and rational behaviour.

## Koori Employment Team

**1** To help get you on your way to your career with us, we have a dedicated Koori Employment Team. The team will help you through the application process and give you support once you start your role. To find out more, contact [koori.employment@justice.vic.gov.au](mailto:koori.employment@justice.vic.gov.au) or call (03) 8684 8074.

## Support network

**2** To create a supportive environment that you'd want to work in, we have established our own Koori Staff Network. Our Koori Staff Network with over 100 members helps us develop and retain our Koori staff while promoting peer support and state-wide networking opportunities.

## Koori friendly workplace

**3** We are committed to creating a culturally workplace, celebrating significant Koori events and dates across the department such as Reconciliation Week, NAIDOC Week and Sorry Day. We also deliver our own internal Koori Cultural Awareness program to staff, and developed a specific Managers Guide for managers of Koori staff across the department. We also have a range of departmental policies and processes in place to prevent racism, bullying and harassment.

## Your next move, a world of career opportunity

**4** *"Serving the community is an element I was interested in, especially coming from an Aboriginal background, I really wanted to help my people". Aimee, 2014 Graduate.*

We have a number of ways that you can begin your career with us. From our Koori Graduate Pathway program, to our Youth Employment Scheme Traineeships, or Koori cadetships through to some of the senior leadership programs that we have developed for Aboriginal staff, we want to help you grow into your career with us.

From your first job with us, throughout your career there are a range of roles and career pathways available, so that you can develop a career that suits you. We pride ourselves on how our diverse career paths ensure that we work together to make a difference in the community, using our individual skills and talents to make something bigger than ourselves.

## Why work with us?

**5** We provide every person with the means to achieve their potential through ongoing learning and development opportunities in an inclusive and supportive environment. Some of the benefits of working here are:

- Competitive salaries
- Flexible working arrangements
- Salary packaging of superannuation, car leases and travel discounts

- Opportunities to take temporary assignments and secondments within the department and across the Victorian Public Service

## Celebrating and encouraging diversity, equality and LGBTI inclusion

**6** *It's important to show respect and understanding to everyone.*  
Through our commitment to diversity and equality, we are actively engaged in promoting and maintaining a safe and inclusive work environment where all our employees are respected, valued and supported. Our employees are key to our success, and bring new and creative responses to issues and challenges we face in our work and the delivery of quality services to the Victorian community. We proactively seek to employ people of any gender, age, religion, sexual orientation, with a disability, and varied cultural backgrounds. The department has recently become a member of Pride in Diversity and established the DJR Pride Network to ensure we are as inclusive as we can be, through building awareness, engagement, and education to enhance work practices that support inclusion.

Our network promotes and supports LGBTI events such as the Pride March and Midsumma Carnival. Through raising awareness and inclusive work practices, we can foster a culture in which diversity is valued and all people are respected.

## Opportunities for growth and career development through continuous learning

**7** We want you to keep learning and developing! A range of online and face-to-face professional development opportunities are

available including training courses, leadership development, coaching and mentoring, plus vocational education and training (VET). We recognise we need to enable and motivate you to achieve your best performance. To help you strengthen and develop your capabilities we also offer coaching and mentoring. We have also created a number of external leadership development programs to ensure our emerging and senior managers are also our leaders as well.

## Social responsibility

**8** Violence against women is a serious problem in Australia. White Ribbon is an anti-violence initiative that encourages individuals to take an active role in promoting a positive workplace culture. We recognise that employees may face situations of violence or abuse in their personal life that may affect their attendance, performance at work and overall health and wellbeing. We are currently participating in the White Ribbon Australia Workplace Accreditation Program to create a safer workplace.

## Digital First

**9** Digital First is our strategy to deliver new digital services and internal efficiencies. Part of this is embracing and embedding digital in everything we do, to enable us to deliver better outcomes through more efficient, consistent and collaborative ways of working.

## Want to find out more?

**10** Head to these websites:  
[www.correctionsjobs.vic.gov.au](http://www.correctionsjobs.vic.gov.au)  
[www.justice.vic.gov.au/utility/careers/graduates/](http://www.justice.vic.gov.au/utility/careers/graduates/)  
[www.corrections.vic.gov.au](http://www.corrections.vic.gov.au)  
[www.justice.vic.gov.au](http://www.justice.vic.gov.au)



We pride ourselves on how our diverse career paths ensure that we work together to make a difference in the community.



# Looking for a rewarding career?

## Reflecting and Protecting Our Community

Victoria Police provides policing services to the state's community 24 hours a day, seven days a week, 365 days a year, working to keep over five million people safe.

We are a large organisation, employing more than 18,000 people, including police, protective services officers (PSO), Police Custody Officers (PCO), public servants and forensic scientists.

Our employees work from over 500 locations across the state, ensuring that a safe and secure society underpins the economic, cultural and social wellbeing of Victoria.

Victoria Police strives to be an employer of choice for Aboriginal and Torres Strait Islander people. To meet this goal, we have developed an Aboriginal and Torres Strait Islander Employment Plan to facilitate employment and career development opportunities in an environment that is supportive and inclusive for Aboriginal and Torres Strait Islander employees. It also aims to provide personal and professional development, guidance and support for potential applicants.

### INFORMATION

For further information on a range of police careers or to apply visit [www.policecareer.vic.gov.au](http://www.policecareer.vic.gov.au)



### Artwork By Paola Morabito (Wemba Wemba) Aboriginal Community Liaison Officer Program

*"A shield symbolises the Aboriginal Community Liaison Officer (ACLO) representatives across Victoria, the program at work in communities, with water running behind it and the circles symbolising all the diverse Victorian Aboriginal communities camping along the water. I have included waterways (fresh and saltwater) as they have always and continue to be important meeting places for the community and provide the work with a flowing quality, showing the newness and continuation of the program's work. The wavy travelling lines represent movement travel and connection between the communities."* – Paola Morabito



## A broad choice of careers

**1** At Victoria Police, we offer an extensive range of career options for police, PSOs, PCOs and public servants. The roles are spread across police stations and policing complexes in metro and country locations. These roles consist of frontline police roles and specialist roles as investigators, prosecutors, search and rescue operatives, detectives and many more.

There are about 3200 public servants who support our operational police working in a variety of roles, from forensics to media to IT specialists. Opportunities exist in a number of areas, such as finance and human resources management and specialist fields such as fingerprint experts and crime analysts.

One of the benefits of working in a large organisation is the opportunity for you to work across different business units, getting exposure to different areas and skill sets.



## Aboriginal and Torres Strait Islander-focused roles

**2** The Victoria Police Aboriginal Community Liaison Officer (ACLO) Program facilitates communication between Victoria Police and Aboriginal and Torres Strait Islander communities. The program has proven capability to assist Victoria Police to provide effective service delivery and positively influence perceptions of community safety for Aboriginal and Torres Strait Islander people in Victoria.

The Applicant Attraction Projects Team within Victoria Police's Human Resources Department have a Project Officer, Aboriginal and Torres Strait Islander Recruitment position. This role is responsible for overseeing the attraction of Aboriginal and Torres Strait Islander applicants to Victoria Police.

## Walk in their shoes program

**3** The 'Walk in their Shoes' program is a great opportunity for public servants to experience a day in the life of a police member by shadowing them while they perform their day-to-day duties, both in the watch house and out on mobile patrol with a supervisor. As a public servant, it provides you with an understanding of some of the issues faced by operational police and complexity of their roles.

## Aboriginal Graduate Program

**4** Victoria Police is committed to participating in the Victorian Public Service Aboriginal Graduate Pathway program, which is coordinated by the Victorian Public Service Commission. This year our Aboriginal graduates have had the opportunity to work on strategic plans and documents, such as the Victoria Police Workforce Plan, and have gained exposure to presenting at planning workshops with senior managers.

## Build awareness of careers for Aboriginal and Torres Strait Islander communities

**5** The Aboriginal and Torres Strait Islander Employment Plan includes strategies to promote careers within Victoria Police to Aboriginal and Torres Strait Islander communities through schools and tertiary institutions. In addition, we are committed to increasing our visibility at Koori career expos and fairs such as the Dreamtime Careers Expo.

## The Aboriginal and Torres Strait Islander School Based Traineeship

**6** This program is designed to support young people in Years 10 and 11 who have an interest in a career within Victoria Police. The program is a joint initiative between Victoria Police, Skillinvest and the Department of Economic Development, Jobs, Transport and Resources. It is designed to give students valuable work experience and exposure to the many aspects of policing while completing Years 11 and 12.

## Opportunity for continuous career development

**7** At Victoria Police you will be paid to train from day one and you will be given opportunities to develop your craft through your entire career with the organisation. Victoria Police values continual improvement and learning, and you will be eligible to attend a number of internal courses in order to do this.

We offer employees the opportunity for career progression and to multiskill themselves in a broad range of areas. From one end of Victoria to the other, employment opportunities exist across metropolitan and regional areas.



## Celebrating significant Aboriginal and Torres Strait Islander cultural events

**8** You will have opportunities to participate and celebrate significant cultural events. Victoria Police encourages all staff to participate in these events, to provide employees with a better understanding of the Aboriginal and Torres Strait Islander culture.

## Workplace flexibility and benefits

**9** As a Victoria Police employee, you will have access to great benefits including flexibility, leave entitlements such as ceremonial/cultural leave and training. We offer a number of flexible work options such as part-time employment, flexible working hours, purchased leave, study leave and many others.

## Help to create a bright future

**10** As a Victoria Police employee, you will be part of an organisation that makes a difference to our community, ensuring that future generations grow up in a safe society. As an Aboriginal and Torres Strait Islander employee working for Victoria Police, you will provide us with the opportunity to strengthen the relationship between your community and Victoria Police.



# Creating, connecting and caring for communities

**Fulton Hogan builds and connects communities for all Australians. We deliver vital infrastructure projects that foster inclusion of all people, and create long-term benefits, even after our operations have ceased. Our culture embraces individual differences and we reap the rewards this brings, in terms of positive business and people outcomes.**

## Rewarding careers

Fulton Hogan is committed to bridging the gap and providing opportunities for Indigenous Australians to grow and develop their careers. As one of Australasia's largest civil engineering companies, our people are provided with exceptional opportunities. Our team of more than 6,500 work from offices and facilities across Australia, New Zealand and the Pacific Islands, in diverse sectors including transport, telecommunications, water, energy, mining, airports and quarries. At Fulton Hogan, we improve and maintain roads, keeping road users safe. We build airports, rail and telecommunications infrastructure that keeps people connected. We are part of communities for the long haul, ensuring vital infrastructure is cared for and well-maintained.

## Our culture

Fulton Hogan has a long and proud family history. Our unique family based culture of looking after each other, is what sets us apart. We invest heavily in creating a workplace that encourages ownership and empowerment, while never forgetting the importance of balancing life's priorities. We live up to our responsibilities – working with teammates, customers and the community to make a difference and add value wherever we can. Fulton Hogan is genuine. Our integrity earns us trust in our communities; we listen and anticipate their needs.

## Our REAL Values

The success of Fulton Hogan can be attributed to the strong values our founders, Jules Fulton and Bob Hogan, established over 80 years ago. We continue to base our decision making on our REAL values – respect, energy and effort, attitude and leadership.

- We earn RESPECT through our actions and show respect to everyone we deal with.
- We are known for our ENERGY AND EFFORT to get the job done to the best possible standard.
- We value a professional and positive ATTITUDE in our work, no matter what the job may throw at us.
- We show LEADERSHIP and responsibility in delivering projects safely and successfully, while developing those around us.



## Partnering with the Ngarrindjeri nation

In June 2016, Fulton Hogan signed the first Kungun Ngarrindjeri Yunnan Agreement (KNYA) ('listening to Ngarrindjeri People Talking') with the Ngarrindjeri Regional Authority (NRA) in South Australia. The partnership between Fulton Hogan and the Ngarrindjeri Regional Authority assists the Ngarrindjeri people achieve their aspirations. "This is one of Fulton Hogan's most important partnerships in South Australia," said Peter Kessler, Fulton Hogan Chief Executive Officer, Construction. "Our commitment is to do everything we reasonably can to help train Ngarrindjeri people in the construction and telecommunications industries and help develop their existing businesses. "In turn, the Ngarrindjeri are helping train the Fulton Hogan team in cultural awareness and providing valuable team members for our projects."



**At Fulton Hogan, we invest in our people, encouraging their development so their career and prospects advance with us.**

## Respect

**1** Fulton Hogan's commitment to Aboriginal and Torres Strait Islander inclusion creates an environment which embraces a cross cultural exchange philosophy allowing all team members to be more culturally aware and sensitive to the issues which affect their Indigenous co-workers. Likewise we are able to give our Indigenous team members exposure to non-Indigenous culture in an effort to empower them and promote positive social and commercial inclusion. Ultimately ensuring our employees have a better understanding of each other's backgrounds, helps to build on our positive corporate culture.

## Diverse careers

**2** We offer opportunities for people in engineering, finance, human resources, training, safety, environment, information technology, communications and transport.

## Future skills

**3** Fulton Hogan provides opportunities to learn skills and gain experience that will improve long-term employment prospects for our people. We offer outstanding development and training for all staff.

## Community involvement

**4** At Fulton Hogan, we continue to invest in our people and local industry, to create economic value and benefits for Aboriginal and Torres Strait Islander communities long after our projects or operations have ceased. Our wide regional footprint means that our team members are locals in most communities that we operate, and we support them to be active within their local community through our employee volunteerism programme.

## People first

**5** At Fulton Hogan, we always deliver what we promise. Actions speak louder than words and we're determined to get on with the job and deliver it to the best of our ability. Our word is our bond and we are committed to supporting goals and programs encouraging the inclusion of all people, including diversity and reconciliation.

## The right-size business

**6** We are large enough to offer our people great opportunities, yet we are not too large that you go unnoticed as an individual. Our leaders are approachable and we are proud of the level of engagement between all levels of the business. We are always looking for new opportunities and encourage our people to be entrepreneurial and think outside the square.

## Long-term, intergenerational view

**7** We are here for the long haul and take a custodial approach to everything we do.

We are building a sustainable future for our people, customers, the land, and our community. We are not interested in a quick return, but rather focus on long-term success.

## Care for safety and wellbeing

**8** As a family-based business, we strive for zero harm, where safety and wellbeing come first in everything we do. We encourage and help each other to grow, both on and off the job. We celebrate successes and are there to support each other when the going gets tough.

## Care for the environment

**9** Fulton Hogan is committed to working together to protect and enhance our environment. We do what is best to build a sustainable business for future generations. Our people seek to minimise our environmental footprint through innovation, energy and resource efficient operations that are focused on reducing, reusing and recycling. We have the courage and heart to make decisions for long-term health of the business.

## Successful and enduring business

**10** At Fulton Hogan, we keep our promises and are accountable. Our people persist, even when it gets difficult. This is a pillar of our success, that has seen us traditionally double in size each decade. While continuing to invest in our current markets, we are always looking at new opportunities and stable regions outside Australia and New Zealand to grow into.

# Build Your Career. Get Into Construction.

## What is the Construction Industry?

The construction industry involves people from a variety of careers who are involved in the building or alteration of commercial and residential buildings, as well as community and national infrastructure.

A career in the construction industry is satisfying and rewarding, providing life skills, a solid earning potential, mates for life and the security of knowing there will be a variety of jobs available as Australia continues to grow.

You can help build Australia's future by joining one of the biggest industries in the country!

## Diversity

The construction industry values great workers regardless of their cultural background, age, nationality, race, gender, religious beliefs, sexuality or physical ability.

By choosing a career in construction, you will join a talented, experienced and diverse workforce with the support to pursue your future career opportunities.

## Indigenous opportunities

Many construction companies in Australia offer career opportunities tailored to the indigenous workforce, which will provide training and support to indigenous Australians throughout their career pathway.

There are also a variety of programs run by registered training organisations and universities to assist indigenous Australian's to reach their career goals in the construction industry.

## Contributing to the community

The construction industry is focused on supporting local communities both by building the infrastructure communities need and providing the employment opportunities necessary for communities to thrive.

By choosing a career in the construction industry, you will be helping to create sustainable and healthy communities for Australia's future.



## Where do I get a job?

Australia's construction industry provides a variety of career pathways, but where can you find real job opportunities after you've identified a career that you're interested in?

## Skilled trades

To start a career in skilled trade professions, you will need to commence an apprenticeship or traineeship allowing you to learn skills as you work and earn money.

## Graduate programs

Australia's leading construction companies offer graduate programs in a wide range of disciplines including: building/construction management, telecommunications, safety, surveying, environmental science, computer science, health and safety, human resources, commerce, procurement, logistics and engineering (civil, mining, mechanical, electrical, environmental, structural) and more.

Australian Constructors Association member companies offer graduate programs. Check out their respective websites for individual opportunities.



## Your career your way

**1** There are many paths which can be taken to enter the construction industry, including: apprenticeships, traineeships, courses, private college qualifications and university degrees. My University lists over 220 university pathways for construction careers.

## Benefits of an apprenticeship and traineeship

**2** You can earn money as you learn hands-on skills, complete competency based work at your own skill level and be rewarded with a nationally recognised qualification.

## It's for everyone

**3** The construction industry does not discriminate and offers opportunities for both females and males, from all backgrounds.

## Focus on safety

**4** Safety is the highest priority for all members of the construction industry – supporting the health, safety and wellbeing of all people. There are many compulsory safety programs and committees that ensure that best practices are implemented in order to minimise risk and ensure everyone goes home safe and healthy every day.

## Continuous development

**5** As Australia's population grows, new infrastructure, houses and commercial property continue to be built. This industry is ever changing through new challenges and exciting innovations, with this comes continuous learning, development and opportunity to be a part of this.



## I built that

**6** The cool thing about being a part of constructing iconic buildings and landmarks is walking around your city and saying, 'I built that'. Australia has been built from the ground up by the construction industry, you could have the satisfaction of being involved in shaping your city and Australia's future.

## A world of opportunity

**7** The career you build and develop is transportable around the world – not many industries can say that! The construction industry offers endless opportunities for career growth, both in Australia and overseas. The ever changing industry allows you to explore a variety of career paths; you're not restricted to one profession for life and the skills you learn are valuable wherever you go.

## Practical skills

**8** Want to obtain practical skills and abilities that you can use throughout your life? Pursuing a career in construction will equip you with capabilities that are transferrable to all areas of your life no matter what your interests are!

## Stability

**9** The construction industry is one of the oldest, most established industries in Australia – it's not going anywhere and the learning opportunities are endless.

## Innovation & Technology

**10** The construction industry is on the forefront of technology, continually developing new and exciting ways to build. The industry uses some of the biggest and best gear in the world to complete landmark and cutting edge projects, and you could be the one calling the shots.

## INFORMATION

For more information on your career in construction, head to [www.buildyourcareer.com.au](http://www.buildyourcareer.com.au)

*Build Your Career is brought to you by the Australian Constructors Association.*



# Celebrating Indigenous Success

**National Australia Bank Group is a financial services organisation with over 12,700,000 customers and 42,000 people, operating more than 1700 branches and business banking centres globally.**

Our Indigenous employment program provides opportunities and pathways for talented Indigenous Australians who want to pursue a career in financial services. We know that everyone starts their career journey from a different place, so we've developed a range of pathways into NAB.

Our Indigenous engagement strategy focuses on:

- promoting financial inclusion by providing greater access to financial products and services
- providing access to opportunities that lead to real jobs and meaningful careers in banking
- improving our organisation's understanding of, and respect for, Indigenous culture, and
- building partnerships that enable Indigenous businesses to grow and prosper.

## Opportunities – what we offer students

- school-based traineeships for Years 10 to 12
- full-time traineeships once you've finished Year 12
- internship program while you're in university, and
- graduate program after you graduate from university.



## Luke Wilson – About my traineeship with NAB



My school based traineeship helped me out financially and developed my confidence and ability to interact with my customers. I really looked forward to being able to talk face to face with my customers and develop my retail skills.

When I graduated from my traineeship and finished high school I decided to pack my bags and to move down to Sydney. With the assistance of the Indigenous employment team, they helped me to find a permanent role within a week of my move to Sydney. As part of my traineeship, I completed a certificate III in Business. I learnt so many new skills and now have access to so many great opportunities.

The thing I most enjoy about working at NAB is the smile I get from my customers. It brings me joy when they praise me for what I have done for them. The best thing about working at NAB is knowing I have a stable job and it's a wonderful place to start a career. Something I also love about working for NAB is simply that status, being able to tell people that I work in a bank and especially to say NAB, it's really satisfying.

## Raising the Bar

**1** NAB's approach to Indigenous employment is to create long-term sustained growth in the number of Indigenous employees. While maintaining a pipeline of entry-level talent through traineeships is a priority, we also dialing up the focus on career development, internships for Indigenous University students, general recruitment and the industry-leading Indigenous Emerging Leaders program to foster career development within the ranks of Indigenous employees at NAB.

## Our journey

**2** We launched our first Reconciliation Action Plan (RAP) in 2008 and in 2015 we launched our seventh RAP. The number of Indigenous employees at NAB has grown to over 200 in 2015 and we are committed to seeing this number continue to grow.

## Employment pathways

**3** Our Indigenous employment program provides opportunities and pathways for talented Indigenous Australians who want to pursue a career in financial services.

## How our traineeships work

**4** School-based and full-time trainees receive an income while learning new skills. They will achieve a National Certificate qualification at the end of their traineeship and will be supported by NAB employees and Indigenous mentors. They can also take on career opportunities within or outside NAB at the end of their traineeship.

## United

**5** We're building a better future. It's a big job, but we've been quietly doing it for more than 150 years. It's simple: we always do the right thing and work hard to create opportunities for our customers, our communities and the economy. It's why, today, millions of Australians trust us to help them have a great relationship with their money.

## Learning and development

**6** Everyone's a leader at NAB. It doesn't matter how fancy your job title is, or where you call home. If you work hard and play right by your team, you'll always be valued for who you are and what you bring to the table. We believe that giving people the freedom to be themselves results in the best ideas and the biggest wins.

## Community relationships

**7** Our employees are lending their skills on volunteering and secondment opportunities in Indigenous organisations. In partnership with Jawun, NAB secondees can undertake a five-week assignment working with Indigenous organisations in the Kimberley to assist with economic and social projects.

## Cultural awareness

**8** Strong relationships are built on understanding and respect. Every year we give our employees the opportunity to improve their understanding of, and respect for, Indigenous culture.



## Respected

**9** NAB wouldn't be the bank we are today without our people. So, as we thrive and prosper, we'll make sure that you do as well. We're invested in your career and making sure we arm you with diverse learning experiences that will help you grow – not just professionally, but on a personal level too.

## Want to know more

**10** To find out more about any of our programs or how to apply please visit <http://www.nab.com.au/about-us/careers/trainee-programs/indigenous-traineeships> or contact us by email at [Indigenous@nab.com.au](mailto:Indigenous@nab.com.au).



# The Journey Continues: Embracing Diversity & Inclusion

## Our Aboriginal and Torres Strait Islander Community

Headquartered in Melbourne, Australian Postal Corporation largely operates in Australia, with offices across the country. The Australia Post Group is one of the most trusted brands in Australia, employing more than 36,000 people across our integrated delivery, logistics, retail and eCommerce network.

A self-funded government business enterprise, Australia Post has the Australian Government as its sole shareholder. The corporation does not receive any taxpayer funding and pays dividends to the Australian Government – more than \$1.7 billion over the past decade.

The transformation of Australia Post into an innovative, customer-centric, leading eCommerce business is about building talent and creating a strong culture that represents our community and customers. A diverse workforce is not only the right thing to do from a corporate citizenship perspective, we also believe it translates to better business performance.

We employ and work with more than 50,000 people nationally, empowering a skilled, diverse and engaged workforce with full- and part-time employees; we represent 140 nationalities. We support an indirect workforce of privately owned and independently operated small businesses – including licensees, franchises and mail contractors. As of 30 June 2016, we have over 643 Aboriginal and Torres Strait Islander people across our business.

This year Australia Post celebrated 27 years of formal commitment to improving the social and economic wellbeing of Aboriginal and Torres Strait Islander peoples and communities. Australia Post has a very long history of direct engagement with Aboriginal communities – through employment of Aboriginal and Torres Strait Islander Australians. Our first formal employment strategy for Aboriginal and Torres Strait Islander Australians was in 1988 – in an era long before workplace “Reconciliation Action Plans” had even been considered. Australia Post’s first Aboriginal and Torres Strait Islander Employment Strategy pre-dates the formation of the Council for Aboriginal Reconciliation, the predecessor to Reconciliation Australia.

At Australia Post we believe a diverse and inclusive workplace brings out the best in our people and helps us to provide a better service to our customers and communities.

Australia Post continues to be an essential part of the community, working side by side with Aboriginal and Torres Strait Islander communities. Australia Post is unrivalled in Australia in our ability to connect, support and service the Australian community. Through our products, services and our delivery network we have built a reputation which is valued, trusted and respected across the nation.

Australia Post is committed to providing meaningful employment and career opportunities for Aboriginal and Torres Strait Islander Australians and now represents our largest Aboriginal and Torres Strait Islander workforce on record. Over the last 12-month period, we achieved 7.5 per cent growth of our workforce.

In actual fact our organisation has been providing careers for Aboriginal and Torres Strait Islander people for well over a century. The appointment of Aboriginal woman, Mary Helen Cuper, in 1874 as postmistress at the mission station of New Norcia, Western Australia, is testimony to our enduring commitment and connection with Aboriginal and Torres Strait Islander people and communities. Australia Post has a longstanding relationship with our communities.

Through this relationship, Australia Post builds an understanding of the unique needs of our Aboriginal and Torres Strait Islander customers and communities.



Our goal is to promote greater workforce participation for Aboriginal and Torres Strait Islander Australians by translating development opportunities into permanent positions and providing ongoing genuine employment opportunities with long-term career prospects. First and foremost, we care about people – both within Australia Post and within the communities we serve every day.

For Australia Post, the employment of Aboriginal and Torres Strait Islander Australians is a tangible expression of our commitment to reconciliation.

We have now commenced the final year of our three year Reconciliation Action Plan (RAP), which contains a series of commitments and actions focused on achieving an Aboriginal and Torres Strait Islander workforce that is fully representative of the community in which we serve. We are making sustained progress against our deliverables: we continue to grow our Aboriginal and Torres Strait Islander workforce, provide genuine careers which support the prosperity of our communities.

Our journey is far from complete, our legacy with and for the Indigenous community will be judged by all for which we exist – the Australian community and people. We will achieve this by: developing relationships to further understand the business, consumer and employment needs of Aboriginal and Torres Strait Islander Australians to ensure they are part of our business in the future celebrating the history and culture of Aboriginal and Torres Strait Islander Australians and building respectful relationships to better meet their needs as consumers and employees, and creating business, employment and career opportunities for Aboriginal and Torres Strait Islander Australians to enable Australia Post to deliver practical outcomes to close the gap and build diversity in our workforce.

We remain ever committed to work alongside our Aboriginal and Torres Strait Islander people, through employment and providing essential trusted services for all Australians. Diversity and inclusion matter at Australia Post – we want our Aboriginal and Torres Strait Islander people to know a job with us is a great career.

So come and commence your career with Australia Post, where the opportunities to grow and develop are only limited by your own desire and potential. Our journey continues – come join us.

For further information, visit our website:  
<http://auspost.com.au/about-us/aboriginal-employment.html>



## One of Australia’s most trusted brands

**1** Australia Post is a nationwide, community based organisation with a long history of providing an essential community service to all Australians every day, every day for everyone.

Australians continue to trust us with the delivery of their mail and parcels and our retail network ensures we are part of communities across the country.

## Leaders in Aboriginal and Torres Strait Islander Employment

**2** At Australia Post, we are proud of our commitment to Aboriginal and Torres Strait Islander people. Our first formal Aboriginal and Torres Strait Islander employment strategy was launched in 1988 and delivered significant benefits for our communities. Since then we have made significant progress in providing meaningful employment and career opportunities for Aboriginal and Torres Strait Islander people.

## Develop a Career

**3** You will have the opportunity to plan a career with Australia Post; through the Post People 1st program, access to Career Coaching and support for all employees. We care about our people, and your career is our priority.

Outlining where you want to be and what you need to do along the way to get there.

## Strength through Support

**4** We have a number of support options available to all Indigenous employees; that range from our Indigenous employment consultants through to our extensive Employee Assistance program. We have an Indigenous Employee

Care program for all Indigenous employees which provides essential support for both employee and manager – to assist integration into our organisation. We have Indigenous buddies linked to most facilities, to provide additional support at the local level.

## Community involvement

**5** Australia Post has a successful community relations program, our community program, “Our Neighbourhood” aims to build better neighbourhoods across Australia. Our people can donate to charities via our Workplace Giving program and volunteer with our National Community Partners. We work across Australia and through our business and customer relationships, many Indigenous communities across Australia are directly involved and supported.

## Flexibility

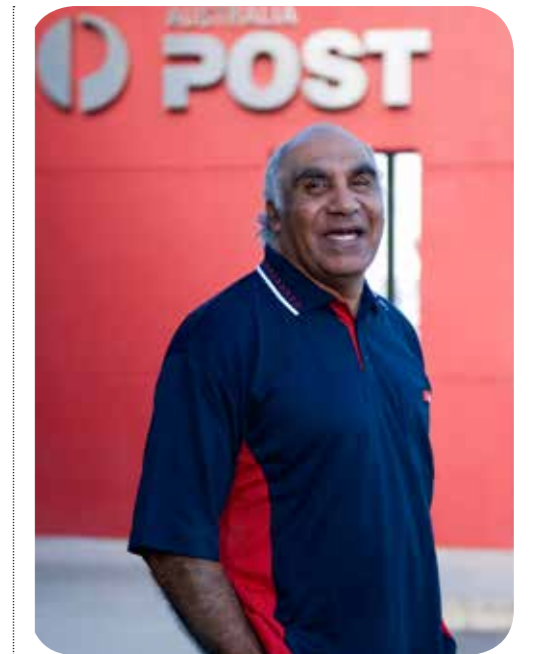
**6** There is a number of flexibility options to assist you through the various stage of life, this will ensure your career journey thrives and employment with us is both personally and professionally fulfilling. There are a range of work life balance options available.

## Benefits and Discounts

**7** As an employee of Australia Post, you are entitled to receive special offers and discounts from a number of our business partners as well as discounted services through our retail network.

## Health and Wellbeing

**8** The Health and Wellbeing Program delivers benefits to employees through education, support services and targeted initiatives. In providing our employees with tangible quality of life benefits, our performance as a business is healthier too.



## Future Skills

**9** Australia Post recognises the need for all of us to keep enhancing our skills across a broad range of areas, that’s why we developed the future skills network. It allows all employees to access online books and training material in a very broad range of interests, for work and our personal lives.

## We have a plan

**10** Our journey continues and the partnership with Indigenous communities continues to provide remarkable benefits for Australia Post. We want our workforce to be representative of the community, that Indigenous culture, people and communities are an asset for the organisation. Being Indigenous is an advantage not a disadvantage. Our plan sees us working side by side with all community to provide opportunity through employment, building sustainable careers and turning hope into a bright future. Join us on this journey.

For more information and to apply, visit  
<http://auspost.com.au/about-us/aboriginal-employment.html>



# Coles Indigenous Careers

At Coles we are committed to ensuring our team represents the communities we serve. Our Aboriginal and Torres Strait Islander plan highlights our commitment to provide more jobs for Indigenous team members throughout our business and to actively develop their careers within the company.

We have a range of opportunities to become a valued member of the Coles team, across many areas of the business. So whatever your passion, Coles has a role that's right for you.



## INFORMATION

If you are interested in becoming part of the Coles team, please visit our careers site at [colescareers.com.au](http://colescareers.com.au)



## Our Vision

**1** Our teams will represent the communities we serve, cultivating a deeper understanding of Aboriginal and Torres Strait Island culture in our everyday business and mutual respect amongst all Coles Team Members.

## Employment

**2** We aim to provide more jobs for Indigenous team members throughout our business and actively develop their careers within the company.

## Products & Services

**3** We will actively seek to build supplier relationships with Indigenous contractors and businesses.

## Community

**4** We will deepen our connections with the broader Indigenous community so that as an organisation we better understand the needs and aspirations of the other communities in which we operate.

## Our Aim

**5** Coles will treble the number of Indigenous team members working with us by 2020.

This year over 1,200 Aboriginal and Torres Strait Islander team members will join Coles through our Indigenous employment programs.

## Dedicated Indigenous Employment Support

**6** Coles has a dedicated team of Indigenous Coordinators who support job applicants, our stores and existing team members throughout the country. Coles has also developed the First Steps Employment Program for applicants who may require additional training and support to enter the workforce.

## Stimulating Work Environment

**7** Coles prides itself on employing people from all different backgrounds and cultures. One of our aims is to provide a stimulating work environment and continually provide opportunities within the workforce that will challenge team members.

## Indigenous Suppliers

**8** Coles is the largest supporter and distributor of native bush foods in Australia. Support is provided to Aboriginal farmers to help them

to commercially harvest bush tomatoes, Kakadu plums, wild limes and lemon myrtle. These farmers in turn are part of the supply chain for a number of products found in Coles supermarkets, in particular the Outback Spirit range of products.

## Indigenous Community Support

**9** Coles supports numerous Indigenous community organisation and initiatives, including Wunan Foundation's Kimberley Education Excellence Program, which aims to change lives through the power of education by providing young Aboriginal people access to high-quality private education and a range of extracurricular activities.

## Recognition

**10** The Coles Indigenous employment program has won a number of awards over the past three years, including the Australian Human Rights Commission's 'Human Rights Business Award' in 2015. In addition, Coles has received the Private Sector Employer Award at the Victorian Aboriginal Education Association Incorporated (VAEAI) Wurreker Awards and the Industry Sector Partnership award at the TAFE NSW Gili Awards.

# Diversity, inclusion and respect

**ANZ provides a range of banking and financial products and services to around ten million customers and employs 50,000 people worldwide. We are committed to building lasting partnerships with our customers, shareholders and communities in 34 countries, including Australia, New Zealand, throughout Asia and the Pacific, and in the Middle East, Europe and the US.**

## Our employees

Wherever we operate, we want our customers to experience great service from us, and this means we need to attract and develop the best connected

and most respected people as part of the ANZ team. We believe in the inherent strength of a vibrant, diverse and inclusive workforce where the backgrounds, perspectives and life experiences of our people help us to forge strong connections with all our customers, innovate and make better decisions for our business. Our people have the opportunity to learn and progress with us, regardless of gender, age, ethnicity, cultural background, disability, religion and sexual orientation and professional background.

## Indigenous Action Plan

We were the first major Australian company to launch a Reconciliation Action Plan. Our Indigenous Action Plan (2011-2014) built on our past four years' achievements under our previous Action Plans. We are working with Reconciliation Australia on a refreshed Reconciliation Action Plan which we hope to launch later this year. Our plan will focus on:

- **Indigenous employment** – To employ, develop and promote Indigenous people so that ANZ is representative of the communities in which we live, work and operate.
- **Cultural recognition and awareness** – We have launched a cultural awareness online training module on our anz.com website for all Australian's to access and use. We hope to promote this fantastic module with our partners, stakeholders, customers and networks to contribute to improve our understanding of Indigenous culture and internally so we can better meet the needs of our customers and staff.
- **Financial capability and inclusion** – To continue to expand our commitment to improve financial capability and inclusion, and work with Indigenous partners.
- **Foster new business relations** – We have recently become a Supply Nation member and look forward to building new business relationships with Indigenous owned companies and businesses.



## A program to fit you

**1** If you will be going into Year 11 at school next year, you can apply for a school-based traineeship. You will work one day per week in an ANZ bank branch, while you complete your school studies and a Certificate II in business or finance. This means you will be leaving high school with a business qualification, two years' experience working for a large company and relevant workplace skills. For those completing school, a full-time traineeship allows you to work full-time, undertake a Certificate III in Financial Services, develop your sales and customer service skills and become qualified to give customers advice on financial products.

## An education

**2** Our school-based traineeship is designed to fit in with your school studies through Years 11 and 12. We will work with your school to ensure you have the time available to complete your work with ANZ and your Certificate II studies. For full-time trainees, you will have time set aside from your work at ANZ to help you study for your Certificate III.

## A job

**3** Earn while you learn; as a school-based trainee, you will be paid for your work at ANZ, while completing your Certificate and school studies. As a full-time trainee you will work full-time and be paid for your work, plus three hours of study time per week.

## A career

**4** As a trainee at ANZ, you will be joining one of Australia's largest companies. Employing around 50,000 people in Australia and the rest of the world, in a huge range of roles, means there is a world of opportunity available to you to build a career. Our trainees have moved into a variety of roles in ANZ, as branch managers, trainee accountants and recruiters. The traineeship provides transferable skills such as teamwork, customer service, cash handling and sales. This can take you on to further studies at university and launch you into fields as diverse as working in the community or joining the United Nations!

## Join more than 900 other young Indigenous people who have been a part of ANZ's traineeship program

**5** Since 2003 ANZ has had more than 900 Indigenous students join our program. We have had opportunities available across Australia; from Far North Queensland to south-west Western Australia and from Darwin to Hobart.

## Great support network

**6** There is a wide range of support for you, from your ANZ manager and ANZ buddy, to an Indigenous mentor and field officer provided by your Group Training Organisation. All of these people will work with you to make your traineeship a success. You will also be able to contact other trainees on the program, via the ANZ Reconciliation Network. You can share your experiences, get advice or just chat about life in general.

## What skills to you need to join ANZ?

**7** For a school-based traineeship, the main things are: commitment, a good work ethic and reliability. You will need a good understanding of basic maths and English (passes in your last school report), but we will train you in everything else around your role when you join. For a full-time traineeship, we are also looking for some retail sales experience and/or a desire to work in a sales role.

## What does Sinoma Gilbert have to say about the program?

**8** "The program helped me to... mature beyond my years and I still have great relationships with colleagues I met during the traineeship. The program provides an opportunity for young people to consider banking as a career, which they may not have thought was possible. One of the highlights... was the support that I received from my manager and the other staff at my branch when I was a trainee. ANZ placed great importance on my development and learning." You can also see a

short video featuring Sinoma. Just head to YouTube and search on 'ANZ community Sinoma'.



## What message would you communicate to your fellow Indigenous Australian's about pursuing a career within ANZ?

**9** "If you've not considered finance or banking, ANZ is a fantastic organisation and the traineeship programs are a fantastic starting point. The traineeship program is not just a job, it is the start of a career in finance. Through the traineeship doors across ANZ within the branch network and beyond open up and you are able build strong networks which will help broaden your horizons as everyone is prepared to help, support and guide you. On a personal level, the traineeship has taught me how to set clear goals and targets, along with valuable lessons in agility and resilience which have propelled my career and fed my ambition" – Rian Boney proud Kamilaroi Woman, Branch Manager, Mount Gravatt

## How do I apply?

**10** Just go to [anz.com/indigenousemployment](http://anz.com/indigenousemployment) and click on Indigenous traineeships. Our Group Training Organisation partners are also available to talk more about traineeships as an option for you and to help with the application process. School-based traineeship applications are open from the end of May to the end of August. You can apply for a full-time traineeship at any time.

**+** ANZ traineeships are a great way to work and get paid for learning new skills, while opening the door to a huge range of career opportunities.

# The right people, to get the extraordinary done

**PwC is most commonly known as one of the Big 4 Accounting Firms, and it's true – we do boast a large Assurance business.**

However, in reality, PwC is so much more than accounting. We are a Professional Services Firm. This means we help organisations and individuals create the value they're looking for. Globally, PwC is more than 190,000 people who are committed to delivering quality in assurance, advisory, tax & legal and private clients services.

The Indigenous community plays a large role in our organisation, both in a business and corporate responsibility sense. One of our most profound achievements, as a firm, was the launch of PwC's Indigenous Consulting (PIC) in 2013. Majority owned by four Indigenous Consultants and co-owned by PwC, this collaboration will create positive change for Indigenous communities.

The aim of PIC is to help create positive change by providing trusted professional services and advice to government, corporate and community clients on Indigenous matters. As a student or recent graduate joining PwC, you will have the opportunity to be involved in aspects of our Corporate Responsibility initiatives and express interest in PIC. To gain exposure to their client engagement and community projects.



## Meet Yasmine Gill

Yasmine Gill is an undergraduate accountant (Trainee), currently working in our Adelaide office. Yasmine grew up in the Northern Territory, Darwin, as part of the Alcoota (Engawala) mob. When it came to making decisions about furthering her education, after the completion of high school, Yasmine moved to Adelaide because she believed there were better opportunities for students south of Darwin. Yasmine continues to study a Bachelor of Commerce at the University of Adelaide, whilst continuing her work with PwC within the Private Clients business.

Yasmine's role at PwC within Private Clients allows her to work in both tax and accounting areas. The main goal of her team is to provide help to private and family business owners as well as individuals to assist in growing their business and achieving personal ambitions.

Thus far, Yasmine has had the opportunity to gain experience and exposure to PwC's Indigenous Consulting (PIC) business where she has been able to work with different communities around South Australia in an effort to achieve their community goals. Working with PIC has allowed Yasmine to give back to families in similar situations to those in her home town and she has contributed to helping create a better future for their people.

Yasmine's advice to other University students is, 'to try and get a much work experience as possible while studying. Also, pursue what you want and do what makes you happy. Have confidence in yourself in that you can achieve anything you put your mind to. Persistence and hard work can get you anywhere'.

## INFORMATION

If you are interesting in becoming part of the PwC team, please visit our careers site at [pwc.com.au/careers](http://pwc.com.au/careers)



## PwC Indigenous Consulting

**1** As PwC's Indigenous Consulting (PIC) continues to grow, this means that there are numerous opportunities for Indigenous employees to get involved with PIC by working with them to recognise the unique challenges and aspirations of different Indigenous communities. PIC operates across Australia; currently in Victoria, New South Wales, Queensland, Northern Territory and Western Australia – so the opportunities are vast.

## Emphasising student talent

**2** By identifying talent amongst students (graduate and vacationer), we lay the foundations for business longevity and success. We look for students from an array of educational backgrounds and focus on recruiting bright and passionate individuals who embrace the ever changing business landscape; many of whom will become the future leaders of PwC.

## Setting you up for success

**3** PwC is dedicated to helping you grow and supporting your career development. As someone new to the firm you will have access to a myriad of learning opportunities including; on-the-job training, support by a dedicated coach, access to further education like the CA Program, internal development programs and study and exam leave should you wish to pursue other qualifications.

## Diversity is key

**4** At PwC we encourage people and teams to have a go at trying new things and challenging the status quo. We all contribute

to the culture at PwC. We see our differences as a strength of our firm. We focus on nine dimensions; age, culture, disability, flexibility, gender, indigenous, religion, sexual orientation and strength/skills. Some of these differences are visible, and some are not. Our opportunity is how we bring these differences together.

## Commitment to giving back

**5** PwC has a dedicated team driving firm wide Corporate Responsibility initiatives. All PwC employees are encouraged to get involved in these activities and as part of our commitment to social relevance, every employee is granted one day of volunteer leave per year, with flexibility for additional leave when applying their business skills.

## Passionately pushing boundaries

**6** Innovation is at the core of our client work and just as important in providing our employees with the technology and flexibility they need to succeed. Innovative technological solutions mean that you can work anywhere, and it's important to us that our employees are entrusted to work in ways that suit their needs. As we transition to activity-based offices across Australia, we encourage our people to use the tools at hand, to work effectively and efficiently how they choose.

## It's the small things

**7** It's the small perks like Birthday Leave (if your birthday falls on a work day, you can take a day of leave!) and the ability to purchase an additional 12 weeks of annual leave that make

working at PwC great! We understand that living your life to the fullest is just as important as on the job success and that is why when you join PwC, you're set up for both.

## Buddies and Coaches

**8** It's important to us, that as a new starter, you feel both comfortable and supported to begin your career at PwC. So before you start with us, you're assigned a relevant buddy and coach. Your buddy will show you the ropes on a day to day basis and your coach will help you plan for your personal and professional develop and career aspirations.

## Our unique RAP

**9** At PwC, acknowledging the traditional custodians of the lands where we live and work is always at the forefront of our minds. We're committed to delivering a bi-annual Reconciliation Action Plan, outlining alliances to the Indigenous community and our actions as a firm to ensure positive change.

## What you probably don't know about us...

**10** Operations, R&D, Software Development, Cyber Security, Web Design, UX, Real Estate Advisory, Risk Assurance, People & Change, Mergers & Acquisitions, Economics & Policy, Strategy Consulting, Performance & Remuneration, Analytics, Data Modelling and Project Management are all teams at PwC – just to name a few.

## Be a part of our journey

### Our Business

Toll is the Asian region's leading provider of logistics, employing around 40,000 people in over 50 countries. We started our journey in Newcastle, NSW in 1888 when Albert F Toll started a coal haulage business; over 125 years later we employ more than 22,000 people across Australia. Our business is diverse and so are our people and the communities we serve.

You may think that a job at Toll is just about driving trucks. While we do employ lots of truck drivers, we also have jobs in many other areas, including logistics, legal, financial, sales, marketing, security and IT. Toll's core business is to move products for people, businesses and communities all around the world, by aeroplane, train, truck and boat. To make this successful, we also need people who can assist with many other aspects of business, such as customer services, systems management, safety, human resources and community engagement.

Our commitment to providing Indigenous people in Australia with great job opportunities is outlined in our Reconciliation Action Plan (RAP). With our family-like culture and inclusive work environment, Toll provides excellent career prospects for Aboriginal and Torres Strait Islanders looking for an exciting role with an Australian business with a global footprint.

### Our Values

We value integrity and trust, safety, continuous improvement, teamwork and being open and transparent. These values are important, not just in the way we perform our jobs, but also how we treat our people and the communities in which we work.



**Debbie-Lea, Compliance Monitoring Coordinator**



*"Five years ago, I started working for Toll as a temp through Toll Personnel. This has helped me to grow my skill set, as well as work within a few different businesses under the Toll umbrella. During this time Toll has provided me with a range of opportunities. In 2012, I was offered a second in charge position in the Queensland Revenue team within the Toll Priority business unit. I now work as a compliance monitoring coordinator in Toll Mining as part of the Toll Resources and Government Logistics division, which is both enjoyable and challenging. What I love best about my role is the knowledge that I am helping in keeping our drivers and the public safe."*

**Lachlan, Forklift Driver, Toll Intermodal**



*"I started work at Toll in October 2012. Before that I was working as a trainee at an Indigenous training organisation. Working at Toll has meant more money and success. The training has been great; I now have a forklift licence and I have almost finished my Certificate III in Warehousing. This will enable me to get better jobs in the future. I really like the people that I work with – on occasions if I come to work feeling a little flat, I soon find myself sharing a laugh with colleagues and I end up having a good day. I feel supported in my job."*

### Ten reasons why you should start your career journey with Toll

#### Offering plenty of job options

**1** There are many different types of roles at Toll to suit whatever you're into. From diesel mechanics and aeroplane pilots, to engineers, environmentalists and recruitment consultants, if you can think of a job, we probably employ someone doing it. And there's nothing to say you can't start with us as a driver or warehouse operative and end up as a branch supervisor or even general manager – plenty of our senior management started their careers just like that.

#### Be seen as a valuable asset

**2** Unlike other global organisations where you might get lost in the crowd or feel like a number, at Toll we like to think of ourselves as personable and down to earth. When we look for people to join our team, we look for individuals who are committed, collaborative and involved.

#### Safe and stimulating work environment

**3** Toll has always employed people from different backgrounds and cultures. One of our aims is to provide a safe and stimulating work environment. Your job satisfaction is important to us and we continually try to provide a workplace that is supportive and understanding.

#### Learn and develop on the job

**4** We're committed to supporting our people in their career aspirations – we work hard to provide our team members with opportunities to develop and excel. We do this through our professional development, through training and coaching and through our career guidance initiatives.

#### Supporting you to continue to grow your career

**5** It's not just a job. We are keen to ensure that you are given opportunities to evolve in your career. People like Debbie-Lea have been offered a variety of roles within Toll to ensure that they continue to improve and develop their skills and experience. Growing your career with Toll means that you can not only climb up the ladder, but also move across borders to develop skills in different fields, have the opportunity to work in cities around the world and open up your mind to different possibilities that will impact your career.

#### Toll is committed to making a difference for Indigenous Australians

**6** Toll has been working with Indigenous communities for many years and we have employed many Aboriginal and Torres Strait



Islander people within our businesses. We have recently developed a national approach. In 2013, we introduced our first Reconciliation Action Plan (RAP). Our RAP helps guide us to ensure that our workplace is welcoming and creating positive opportunities.

#### Working towards cultural understanding and celebrating Indigenous engagement events

**7** The RAP working group was formed in 2013. It is made up of Indigenous and non-Indigenous employees from different Toll businesses across Australia. We come together regularly to discuss ways Toll can create opportunities for employees to learn and celebrate Aboriginal and Torres Strait Islander culture, history and traditions. We actively encourage employees to participate in National Reconciliation Week and NAIDOC Week celebrations and we promote events such as the Long Walk.

#### Assisting communities

**8** Toll works in major cities, but also in remote locations. Through this work we have provided sponsorship and in-kind support to many Aboriginal and Torres Strait communities. This has included lots of transport and logistics assistance.

#### We believe everyone deserves a chance for employment

**9** Since 2000 Toll has offered employment opportunities for people who, due to a history of addiction, criminal record or other social issues find it hard to obtain and keep suitable employment. Through the support of Second Step people are given the chance to reintegrate with their community.

As well as employment within Toll, Second Step works with partner organisations to offer training, mentorship, workplace and external support to help people make a successful transition into working life. Second Step provides an initial 12-month placement, but many of the participants remain in ongoing employment within Toll.

Through Second Step and the involvement of our business units, hundreds of people have been supported to step into a new, safe and productive way of life.

#### You can balance your work and life

**10** We don't want our people to live to work, but love to work, so it's really important that your work suits your lifestyle.



# Careers with the Victorian Government: more than you'd imagine

**The Victorian Government is committed to providing programs, pathways and support available for Aboriginal applicants interested in starting a career in the Victorian Government, while continuing to support the ongoing development of Aboriginal employees in the public sector.**

The Victorian Government has strong ties with the Victorian Aboriginal Community and is focussed on being a diverse employer of choice. Besides being recognised by Randstad as one of Australia's Top 20 Most Attractive Employers in 2016, people are also attracted to the Victorian Government as an employer because of the job security, work/life balance, corporate social responsibility and the opportunity to make a difference on real projects and issues affecting Victorians.

## INFORMATION

For more information go to [careers.vic.gov.au](http://careers.vic.gov.au)



**Here are 10 reasons why joining the Victorian Public Service is the right step for you:**

### We have roles with more variety, more opportunity and more challenge

**1** The Victorian Government has a wide range of job roles, responsibilities, functions, departments and locations that cater for a variety of interests, education levels, ideals and work/life balance needs. If you want to work in the public service, we have a role for you!

### We have a proven track record in Aboriginal employment

**2** Since we began our Aboriginal Employment journey and with each strategy, the number of Aboriginal people employed in the public service has grown considerably. As we build on our successes, we're helping more Aboriginal people to build their careers. We're proud to celebrate the contribution that our Aboriginal employees make in the fields of agriculture, to policy and planning, to finance, to health, to justice and beyond!

### There are different pathways in

**3** The Victorian Government is working to attract people who are commencing their career, via the Aboriginal Cadetship Program and the Aboriginal Pathway to the Victorian Public Service Graduate Recruitment and Development Scheme (VPS GRADS). Dedicated Aboriginal Employment Units also provide opportunities for Aboriginal staff to transfer from the private or community sectors. We want to attract the best quality job candidates at all levels, so our career structure and employee benefits packages ensure that you can enjoy real career development and opportunity.

### Aboriginal people feel culturally safe within Victorian Government workplaces

**4** Cultural safety in an organisational context means that the workplace is equipped to provide a culturally safe atmosphere where a person's cultural identity is respected. The Victorian Government is committed to providing such workplaces.



VPS staff are encouraged to undertake Aboriginal Cultural Awareness Training sessions, to explore the cultural and historical milestones that resonate and impact on contemporary Indigenous people and their way of life.

### Work that suits your lifestyle

**5** We recognise that there's more to life than work, so we support you in achieving a work/life balance. Additional support and employee benefits are also given to parents returning to work and those in dependent or elder care situations.

### You'll be supported by Aboriginal Staff Networks

**6** There are Aboriginal Staff Networks across government, run by and for Aboriginal and Torres Strait Islander employees to foster a sense of identity and community. Members work together to support each other and to make each person accountable for being the best they can at work, home and in the community. Our Aboriginal Staff Networks represent a range of positions and locations across government and are a way for you to connect with others and help raise cultural awareness across the organisation.

### ...and Aboriginal Employment Units

**7** We want you to realise your potential and we will work with you to reach your goals. You'll receive career guidance and support from your

Manager and other Aboriginal staff, to guide your career decisions and help you progress.

### You'll have access to Aboriginal and Executive mentors

**8** No matter what stage you're at, you'll have access to a mentor to guide you through that next important career step. For example, Aboriginal Graduates recruited via the Aboriginal Pathway to the VPS GRADS are provided with both an Aboriginal and Executive mentor during their graduate year and our Cadetship program gives you access to senior Aboriginal staff.

### ...and Cultural leave provisions

**9** You might be surprised by the many benefits of government employment. The Victorian Government offers an extensive range of leave provisions and supports to help you balance your work and cultural commitments, including NAIDOC Week!

### You can continue to learn and grow

**10** We continue to build a high quality Aboriginal workforce in the public sector and we are committed to providing training and development opportunities throughout your career, which will develop transferrable skills and develop your talents.



The Victorian Government has strong ties with the Victorian Aboriginal Community and is focussed on being a diverse employer of choice.



# Connect to a future created by you

**At Telstra, we have talented and passionate people, exciting career pathways and a supportive and inclusive culture. We believe that by promoting diversity and inclusion we can enrich our communities, our workforce and the experience of our customers.**

You'll belong to a team working towards our vision of becoming a world-class technology company that empowers people to connect. We're putting the customer at the heart of everything we do – and you'll be able to help us make a real difference to all the communities in which we operate.

We're working on things like increasing Indigenous employment, and better connections through digital literacy programs, e-health and community partnerships. We're in a unique position to promote reconciliation and we take a proactive approach to do so – both internally and in the community, such as our support of the RECOGNISE campaign.

You'll be part of a team that respects each other and welcomes new and different ideas. We'll support you to fulfil your potential – and encourage you to nurture and encourage others, too. And you'll be supported all the way through our strong Indigenous employees' network.

Discover your future at Telstra.



## INFORMATION

With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](http://careers.telstra.com)

[careers.telstra.com](http://careers.telstra.com)



INDIGENOUS

We have a deeply held belief that together we can accomplish far more than individually. It's about a common purpose, driven by a tight collective, who as a team achieve great things. We are better together.

### A place to belong

**1** When you join Telstra it's like an extension of family – you'll belong to a big community where everyone works together to make a real difference. We have many employee networks to help build relationships, get support and assist others, including our online Indigenous Employees' Network. Indigenous employees can also join the National Indigenous Corporate Network, organised by the Diversity Council Australia.

### Grow your career

**2** We're committed to increasing Indigenous employment opportunities and we work with a range of partners – both inside and outside Telstra – to make it happen. Our careers partnerships and programs include fulltime traineeships, school-based traineeships, a 10-day retail work experience program, and Indigenous internship programs.

### Help to apply

**3** When you apply for a job with us, our Indigenous employment team can support you through the recruitment process. Our Indigenous employment specialists also work with Telstra business units, the Telstra Careers Centre and a variety of stakeholders spanning government, not-for-profit and peak bodies (such as Reconciliation Australia), and community-based organisations and job services providers to actively find career opportunities.

### Learning experiences

**4** Here you'll build your skills through a holistic approach to development; on-the-job experience, relationships and networks, and formal training. You can take part in courses designed to build the core skills needed to succeed at Telstra, such as thinking strategically and commercially, business partnering, driving change, and maintaining a global mindset.

### The differences that make us unique

**5** We believe diversity fosters greater innovation, stronger problem-solving capability, better customer connection and increased morale. Treating people with respect and dignity, and valuing their backgrounds and experiences, is a part of who we are. We're committed to being inclusive at all levels of the company.

### All Roles Flex

**6** We understand the importance of a balanced life and know it's not where you are, but what you do, that matters most. All Roles Flex means that flexibility in some form is something we're open to discussing for all our jobs – whether that's part-time, working outside normal 9-5 business hours or working from different locations. We've adopted a very broad definition of flexibility, recognising it will mean different things for different people and different work types.

### Flexible leaders

**7** We help our leaders understand the need to be flexible, and encourage them to manage flexible working by talking to their people about plans, family responsibilities, or career breaks, and checking in regularly to see what's going on outside work. We urge our people to use trust

as a starting point in working relationships, to trial new ways of flexible working and to take a guilt-free attitude to flexibility, because it increases productivity and engagement.

### Connecting cultures

**8** Our online Indigenous cultural appreciation course for employees was developed entirely with the cultural knowledge of Indigenous employees at Telstra. It features a timeline from The Dreaming until now, the stories and heritage of some Indigenous employees at Telstra, details on our Reconciliation Action Plan and advice on intercultural understanding and inclusion.

### Thriving in a digital world

**9** We're proud of our history of engagement with Indigenous Australia, which spans more than 140 years. We're actively supporting Indigenous Australians to thrive in the digital world – and that includes ambitions to provide access to e-health and increase digital literacy in remote communities.

### Touching lives

**10** By now, you can see we're much more than just a technology and telecommunications company. We're committed to sustainability, the community and the people who work with us. We run myriad initiatives to support our communities, from telehealth in remote areas to disaster relief, business awards and digital literacy programs across Australia. We support the Telstra Foundation, as well as sporting, arts and community sponsorships. We also offer employees a volunteer day and encourage them to help out in their local community. We're here to help – no matter what happens.

We're already part of your life. Come and be part of ours!

# Celebrating Indigenous Australia

## Not many companies can claim a history as long as Westpac Group's.

In 2017 we will celebrate 200 years. But no other culture has a history as long as Australia's Aboriginal and Torres Strait Islander peoples.

We acknowledge our responsibility in assisting Australia's first people in building their lives based on traditions, memories, culture, hope and aspiration. We are committed to creating a better future for our Aboriginal and Torres Strait Islander communities. By recognising the past and investing in the future we can help to shape a nation in which Indigenous and non-Indigenous Australians share social and financial equity. Our goal is to build a diverse workforce of amazing talent which means that when you work with us, you can be sure we'll commit ourselves to helping you take your career as far as possible. We offer a series of opportunities for talented Indigenous Australians depending on their career stage and aspirations. Whether you join us as a graduate, intern or a trainee we are

here to help you succeed by providing support and structured development you need at every stop.

### School-Based Trainee Program

As a school-based trainee, you will be provided with the opportunity to get important work experience, building a pathway for the remainder of your career. Since 2006 Indigenous high school students have been offered paid employment in face-to-face customer service positions in one of the many Westpac branches around Australia. While completing two years of paid work experience in a branch or office, you'll obtain a Certificate II or Certificate III in Business Administration – all while still at high school! Imagine how many great skills and experiences you will gain to be leaps and bounds ahead of your peers.

### Adult Traineeships

Full-Time Traineeships are for post-school Aboriginal and Torres Strait Islanders in locations across Australia, as an opportunity to gain experience

in the Financial Services Industry. During the traineeship you will complete a Certificate III in Financial Services or Businesses Services and gain on the job work experience in one of our Branches or offices.

### Internships

In partnership with CareerTrackers Indigenous Program, Westpac Group provides students with an opportunity to intern with our businesses over university holidays.

The Internships are paid, give professional work experience, provide students with an opportunity to explore the practical application of their chosen degree and start them on a pathway towards joining Westpac Group's Graduate Program.

Westpac Group is always looking for young Indigenous employees to join our organisation.

If you are eager to join one of Australia's leading companies, keep an eye out on careers.[westpacgroup.com.au](http://westpacgroup.com.au) for an opportunity near you.

### Michael Mieni



Michael Mieni joined BT Financial Group in February 2016 as a Technical Business Analyst, working across the Super stream and Panorama programs. Michael is a proud Wankumarra and Ngemba man

based in Western Sydney and is passionate about increasing the number of Indigenous students participating in further education.

#### What is the best part of your role?

The best parts of my role revolve around being able to come into the new Barangaroo office with its amazing views, working with technology each day to improve current business processes and workflows, participating in the BT Soccer team as the co-manager, working with some of the best industry professionals within my projects, participating in the Brothers and Sisters employee action group programs, raising awareness of the

Indigenous culture within Westpac and knowing the work my team delivers contributes to making it easier and more efficient for Australians to move, manage and contribute to their superannuation.

#### How did you come to be working within Westpac Group?

While completing my Bachelor's degree in Computing Science at the University of Technology Sydney, I worked fulltime for Metcash as a business analyst for 8 years. After Metcash I returned to university to complete my degree where I was working part time for Insurance Australia Group as a Business Analyst/Iteration Manager. I was also volunteering for a Westpac sponsored program Galuwa, which UTS run annually. Through this channel I saw Westpac's people and culture, where I was inspired by Westpac's commitment to giving back to the community where possible. I felt I could make a great contribution working and volunteering from within the Westpac Group.

**What do you love to do when you are not working?**  
I spend most of my time away from technology and find myself either scaling the Blue Mountains

or taking the kayaks down its many river systems. I enjoy tutoring current Indigenous university students while also volunteering for non-for profit organisations such as the Magic Moments foundation Australia. I love completing obstacle courses such as the Stampede, Spartan race and various charity runs being City to Surf and Blackmore's running festivals. It's safe to say I'm pretty active though also enjoy my Netflix subscription as well.

#### Ideas about planning career steps?

One idea I draw from is from the quote from Mahandas Gandhi - "be the change you want to see in the world". So having almost achieved my undergraduate bachelor's degree and currently working for one of the largest corporate organisations in Australia, I hope to inspire both Indigenous and non-Indigenous youth by sharing my journey with them, helping them see anything is possible when you work hard doing what you love. With this as a foundation, it will prepare you for any hurdles or forks in the road.

## Be part of something great

**1** When you join Westpac Group you'll become part of not only Australia's first bank, but also Australia's first company. We have a proud history within Australian communities and in 2017 we celebrate our 200th birthday. Our vision is to help customers, communities and people prosper and grow. Can you help us do it?

## Nationwide company

**2** Westpac Group has an incredible scope to help our communities, with branches in every state of Australia. Currently employing over 37,000 people, there is plenty of opportunity regardless of whether you live in a remote, rural or metro area.

## Pathways

**3** To assist you in gaining entry into the finance industry we have created different entry pathways. These have been designed so that Indigenous people gain the most appropriate skills to help succeed in their career. These pathways include the School-Based Traineeships (for those still in high school); Internships (for those still at university) or the Graduate programs (for university graduates). We also have Adult Traineeships available for people with transferable skills from another industry or role.

## You'll be supported

**4** 'Brothers & Sisters' is a network of passionate Indigenous and non-Indigenous employees representing a range of positions and locations across the organisation and is a way for you to connect with others throughout the company. 'Brothers & Sisters' helps raise cultural awareness across the Group, which is always important.

## Some of the many benefits

**5** You will work in a great environment, where everyone is valued for their individuality and their unique contribution. You will be paid competitively and have access to a great range of employee benefits.

- myCareer: easy access to the best possible tools and support to plan and build your career.
- myWellbeing: promote a healthy, productive and positive lifestyle for you and your family.
- myCommunity: create great futures for our communities through our volunteering, community support and workplace giving programs.
- myFinances: make the most of your money with access to premium service, financial education and special offers on banking and wealth products.
- myDiscounts: a range of products and services from outside Westpac Group including discounts and special offers.



## Work that can suit your lifestyle

**6** At different stages in your working life you'll be seeking different ways to blend work responsibilities with external commitments and interests, whether they are related to family, study, community involvement or lifestyle preference. Westpac Group has a strong culture of workplace flexibility, with 62 per cent of our employees already utilising our market-leading flexibility policies to accommodate their changing lifestyle requirements.

## Continue to learn and grow

**7** We believe strongly in offering you continual training and development. That's why we've developed The Westpac Academy, a virtual learning environment that provides you with a wide range of training modules and resources. We also support the pursuit of external qualifications through further study. Our study assistance benefit can help pay for tuition and books if you're studying toward a qualification relevant to your role.

## Building cultural competency

**8** Westpac Group offers all employees an education module encouraging learners to explore the culture and historical milestones that resonate and impact on contemporary Indigenous people and their way of life.

## Build a career

**9** The opportunities offered across the Group are vast and your career could easily vary from assisting customers with their personal everyday banking or wealth, to providing financial support to small businesses, to working with large multinational companies. Westpac Group includes some of Australia's leading financial services brands including Westpac, St. George, BankSA, Bank of Melbourne, BT Financial Group and RAMS.

There are support functions in areas such as human resources, legal, risk, marketing, finance, technology and digital – just to name a few. With so many different roles, you can choose the direction your career will take.

## Community involvement

**10** Westpac Group have a proactive approach to being involved in the local community, especially local Indigenous communities.

With the main partnership between Westpac Group and the Jawun Indigenous Corporate Partnerships, we have Jawun secondments available to employees.

These secondments are a great way for Westpac Group employees of all backgrounds to experience life in Indigenous communities, helping them become sustainable.



# Open the door to your career

**Do you want to make a real contribution to the success of our country and the wellbeing of all Australians? We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.**

We provide high quality advice and support to the Prime Minister, the Cabinet, Portfolio Ministers and Assistant Ministers to achieve a coordinated and innovative approach to how the Government might best tackle significant issues facing Australia. Our focus, put in its simplest terms, is to find new ways to improve the lives of all Australians.

We work on matters of particular importance to the Prime Minister, current government priorities, domestic and international affairs, Aboriginal and Torres Strait Islander affairs, national security and the operations of Government. We also administer national taskforces in areas of cities growth, cyber security, public data, women's policy, deregulation, counter-terrorism, Commonwealth-State relations, and international delegate events. Some of our employees even have the chance to meet members of the royal family or heads of state.

The Indigenous Affairs Group is responsible for most Commonwealth Indigenous-specific policy and programmes. The Group works with other Commonwealth departments, state and territory governments, Indigenous communities and organisations, and peak bodies to achieve the Government's priorities of getting adults into jobs, getting children into school, and making communities safer.



### Ashlen Foster-Britton, Indigenous Apprenticeship Programme

The highlights of my experience include being present at Prime Minister Malcolm Turnbull's address to PM&C and getting to meet other participants of entry level programmes from all around Australia.

Currently I'm completing a Diploma of Government as part of my apprenticeship and my work area has supported me in participating in an Indigenous Leadership course. In addition to that, I've had opportunities to attend a writing course and a course on cultural appreciation.

### Rory Larkin, Indigenous Internship

I began my career at the Department of the Prime Minister and Cabinet in November 2015 through an Indigenous internship made available through the Australian National University. It was exciting to start my first real job which assisted in getting my foot in the door so to speak. The environment within the Prime Minister and Cabinet workplace is different to other places I have worked; it is professional, with motivated people who are all willing to assist you to learn the ropes. At first it was a sharp learning curve in the sense of developing my writing skills and techniques, however with practice, the right mindset and fantastic supervisors and support personnel I managed to pick up the required skills. The highlight of my experience so far is the people I have met within the workplace and the contributions I have made to the team which I can actually see.

I have also been lucky enough to be presented further development opportunities; I was extended for an additional six months and am currently attempting to become a permanent employee for 2016 to further my career in the public service. I was placed in an area relevant to my degree which has inspired me to try and stay! Once you find an area that satisfies your interests it surprisingly is not agonising to get up for work. My overall experience at the Department of the Prime Minister and Cabinet to date has been excellent and I hope to continue challenging myself and furthering my career. Also to note, the HR Team have assisted me in my journey and have continued to do so throughout my time here so far. All in all I highly recommend beginning a career in the Prime Minister and Cabinet.

### CJ Fisher, Indigenous Australian Government Development Programme

The highlight of my experience so far are the qualifications I obtained; Diploma in Government and Diploma in Project Management. These qualifications gave me the opportunity to progress to an APS Level 4 after only 15 months of working and studying full time. This level is a good starting point, and the programme and course studies ensured that I had the skills and understanding to work in this capacity. It is a great feeling to achieve the qualifications and a promotion.

I have discovered many opportunities in the Public Service that have given me the opportunity to grow both professionally and personally. I have done writing courses, online learning development courses, had the opportunity to be on the Aboriginal and Torres Strait Islander Network and LGBTI network committees and have been supported to work in an Executive Assistant role. All of these combined have really helped my understanding and built my knowledge on how the Public Service and Government in general works.



### We promote mobility

**7** PM&C offers many opportunities for movement both within the Department and across the broader public service. We have many existing relationships with state level government agencies and private sector companies.

### We have offices around the country

**8** The Department has over 100 offices around Australia. Offices located outside of Canberra are dedicated to programme delivery for indigenous communities and have a very ground level, hands on approach.

### We offer Graduate opportunities

**9** Our Graduate Programme runs over a two year period and is designed to give our graduates a broad scope of the work we do in the Department. Graduates will undertake rotations within the main groups of PM&C in addition to having some time in a non-government organisation and also in one of our regional offices around Australia.

### We offer challenging and rewarding careers

**10** At PM&C you can make a real contribution to the success of our country, working on matters of particular importance to the Prime Minister, current government priorities, social and economic policies, Indigenous affairs and national security. We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.



### We value diversity

**1** PM&C is committed to creating a diverse and inclusive workplace where all employees are able to be themselves. We offer a workplace that does not discriminate on the grounds of gender, sexual identity, age, race, ethnicity, religion or disability. We also have three well established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the LGBTI Network and the Aboriginal and Torres Strait Islander Network.

### We inspire you

**2** At PM&C you get the opportunity to work with strong, smart, visionary and experienced leaders who encourage and support you to develop your interests and expertise and achieve your ambitions.

### We support you

**3** The Department offers a mentor programme called 'MentorMe' which connects staff members of all levels to one another for mentoring opportunities. If you join us through one of our entry level programmes you will be assigned a buddy for the entirety of the programme, who can provide personal and professional support.

### We invest in your development

**4** The Department offers study leave and study allowance for employees undertaking further education while they are working. This can include paid study leave and even funding towards a qualification! We also offer a wide range of training programmes, workshops, seminars and guest speakers to develop core and specialist skills for all staff. These are facilitated both by internal and external trainers and can be tailored for individual learning requirements.

### We reward you

**5** In addition to an attractive salary and generous employer superannuation contributions, we also offer flexible working arrangements, 4 weeks of paid annual recreation leave a year, cumulative paid sick leave and relocation assistance.

### We embrace flexibility

**6** Our department values the ability to work the way that is most effective for you. We are piloting a 'Working Your Way' project to allow a flexible environment for collaborative and innovative work. In addition to this, staff have access to flexible work times wherever possible.



When you join PM&C you're not just getting a job, you're opening the door to your career...



# Apprenticeship and traineeship opportunities

## Finding the right opportunities to get your career started can be a challenge.

Group Training Australia (GTA), the group training industry peak body, and its member group training organisations (GTOs) are actively engaged in maximising training and employment opportunities for Indigenous Australians.

GTOs employ apprentices and trainees, place them with a host business, and provide the monitoring and support needed for them to complete their qualification.

The group training network of GTOs has long been at the cutting edge of Indigenous program delivery. Nearly one-third of the national group training network is actively involved in providing a range of employment, training and placement services to Indigenous communities covering metropolitan, regional and remote Australia.



**Lynette Larcombe**  
Certificate IV in Aboriginal and/or Torres Strait Islander Primary Healthcare Practice

My name is Lynette and I come from Tweed Heads in New South Wales and I'm doing a traineeship in Aboriginal Health. In my first year, I worked on Aboriginal Health projects. In my second year I worked on mainstream projects to get a broader view.

My group training organisation has helped me heaps throughout my traineeship with a lot of support and encouragement. I would like to do either a degree or a diploma in Indigenous

Health. My next thing is to travel to other remote Indigenous communities to get a look at what the difference is between city Aboriginal communities and remote ones, and get a broader look on Indigenous health and the issues that Aboriginal people face.

The advice that I would give is to definitely take up any opportunities that are thrown your way and don't be afraid to try new things, and definitely seek out a traineeship or apprenticeship because I think there's a lot of support and assistance to get you to where you want to be.

My mum's always been a massive role model for me. She's been through a lot in her life and I am who I am today because of her. She did her nursing as a mature age student after raising seven kids on her own, and that's amazing to me and that's why she is my role model and I admire her for that.



## The group training model Indigenous people.

**1** The group training model is especially attractive to small and medium-sized organisations and those who want to minimise the administrative load for their business in taking on an apprentice or trainee. A group training organisation (GTO) also adds value in the recruitment process ensuring there is a good fit between the apprentice or trainee and the host employer. The GTO remains actively involved throughout the term of the apprenticeship or traineeship supporting the needs of both the host employer and the apprentice or trainee.

## The largest employer network of apprentices and trainees

**2** GTOs operate in more than 200 locations, including metropolitan, regional and remote areas. For many years, nearly 20 percent of Australia's Indigenous apprentices and trainees have been employed through a GTO.

## Maximising employment outcomes

**3** GTA is actively involved in the brokerage and management of a number of Australian Government funded Vocational Education and Training (VET) programs for Indigenous Australians.

## Culture of commitment

**4** GTOs have pioneered numerous innovative and worthwhile projects, stemming from their strong community roots, and an ethos of addressing the training needs of all Australians.

## Productive partnerships

**5** GTA has established strong working relationships with GenerationOne, a movement that highlights the importance of education, training, mentoring and employment as the best means for ending the disparity between Indigenous and non-Indigenous Australians, and with the Australian Employment Covenant (AEC), a national industry-led initiative bringing all Australians together to help close the gap between Indigenous and non-Indigenous Australians in employment opportunities.

## The social context

**6** GTOs understand the social and demographic context of the regions in which they operate. This means they can effectively tailor their recruitment practices to be appropriate for Indigenous People.

## Mentoring and support

**7** A personalised and culturally sensitive support system for all apprentices and trainees is a key feature of GTOs. The specific challenges faced by Indigenous job seekers are carefully managed and

significant work goes into preparing candidates to be 'job ready'. Helping to overcome any knowledge, culture or location barriers that may arise is vital.

## Family and community involvement

**8** Whether dealing with Indigenous communities on the ground or forging productive links with business, GTOs are making considerable progress in facilitating a learning and working culture among Indigenous peoples. Families are recognized as playing a central and critical role in achieving successful employment outcomes.

## School to work transition

**9** GTOs partner effectively with schools to assist students to make a smooth transition into apprenticeships and traineeships, and in some areas there are specific programs developed to assist Indigenous school students in their transitions.

## Recognition and development opportunities

**10** GTOs recognise and reward their high achieving apprentices and trainees through award programs at organisation, state and national level. Indigenous nominees are actively sought to participate in GTA's residential career development program at the Australian Institute of Sport, Canberra.

# Celebrating diversity, sharing success

## Aurizon is committed to building a vibrant, diverse workforce that reflects the communities and markets in which we operate.

Since signing the Australian Employment Covenant in July 2011, we have a proven history of working with local communities to develop employment opportunities for Aboriginal and Torres Strait Islander people.

## What does Aurizon do?

Aurizon is Australia's largest rail freight company, and one of Australia's top 50 ASX-listed companies. We provide a wide range of employment opportunities and pride ourselves on being a vibrant, diverse workforce. Our day-to-day business is to transport our customers' commodities across Australia – including mining, agricultural, industrial and retail products. We move iron ore from Western Australia, and more than 200 million tonnes of coal annually from Queensland and Hunter Valley coal basins to eastern ports. In addition, we offer a full door to door national logistics service linking Cairns to Perth. Our integrated road and rail services offer our customers speed and efficiency in delivering their goods to market. We also own and operate one of the world's largest coal rail networks, linking around 50 mines with three major ports in Queensland.



## Meet Our People

### Carley



Carley is undertaking an apprenticeship in Fitting and Turning at Aurizon. Born in Townsville and raised in the rural town of Tieri, Carley was attracted to Aurizon

by a pre-employment program that offered her the chance to study for a Certificate 2 in Engineering Pathways as well as the prospect of employment to follow. During the 10-week program, Carley was greatly encouraged by the many Aurizon employees she met.



### Matt

Matt joined Aurizon as an Apprentice Mechanical Fitter in January 2013, and had the opportunity to learn daily from experienced colleagues. For Matt,

moving a 16-tonne locomotive by crane is all in a day's work. He is also part of Aurizon's next generation of leaders, participating in the Indigenous Future Leaders Program and co-hosting our NAIDOC week celebrations in 2015.



### Laurie

Laurie Anno has been with Aurizon for 25 years and works in our National Operation Service Centre in Rockhampton. He identifies with his

mother's tribe – the Kalkadoon people – and his father's tribe – the Witchetty people. Laurie's paintings have been included in Aurizon's first ever Reconciliation Action Plan.



The indigenous culture of Central Queensland's Darumbal people is celebrated on our fleet of high-tech track machines. The machines were named 'Yugu Nunthi' meaning 'water lily country' to acknowledge the Traditional Owners of the land on which they will operate. They are emblazoned with Indigenous artwork by Tosie Cora of the Darumbal people.



## Why work with Aurizon? Here are 10 good reasons.

### Commitment to indigenous employment

**1** In 2015, Aurizon developed a Reconciliation Action Plan that outlines our vision to create sustainable employment and skills development opportunities for Aboriginal and Torres Strait Islander people. Currently, 4.3% of our workforce identifies as being from an Aboriginal or Torres Strait Islander background.

### A wealth of career opportunities

**2** Wherever your interests lie, there's a good chance we have a job to match. We offer entry level opportunities such as apprenticeships, traineeships and graduate positions, as well as mainstream careers in accounting and finance, administration, communications, management, engineering, human resources, health and safety, IT, legal, marketing, procurement, planning and scheduling, strategy, train driving, rail operators, network controllers, plant operators and terminal operators.

### A choice of pathways to entry

**3** We work closely with Indigenous communities and employment organisations to create employment options in the rail industry for applicants. We provide a choice of employment pathways that allow Indigenous people to pursue roles that align with their capabilities and ambitions.

### The support you need to succeed

**4** At Aurizon, we pride ourselves on the support we provide to our employees, so you can expect strong support from your manager and others in the company. In addition, we have identified mentors across the company that provide specialised mentoring support to Indigenous apprentices and trainees.

### A range of employee benefits

**5** In addition to a competitive salary and excellent career opportunities, we also provide a range of employee benefits. These include discounts on Holden and Mitsubishi motor vehicles, discounts on personal health insurance and discounted travel with Virgin Australia. In addition, Indigenous employees can also access a range of home loan options through Indigenous Business Australia.

### Supporting your desire to learn

**6** Our employment pathways and professional development will provide you with national recognised qualifications.

### A diverse and respectful culture

**7** To improve our understanding of Aboriginal and Torres Strait Islander culture, we provide Cultural Awareness training to our employees. This boosts awareness of Indigenous issues among our employees and leaders, and helps guard against unconscious bias.

### Giving back to the community

**8** We support a range of Indigenous initiatives through community programs such as the Aurizon Community Giving Fund. This was established to provide relevant and sustainable support to communities in the areas of Health & Wellbeing, Community Safety, Environment, and Education. Some recent grant recipients that relate to Indigenous affairs include:

- Oxfam Australia (WA) – Closing the health gap in Aboriginal Communities
- HeartKids WA – Aboriginal Rheumatic Fever Education Program
- Aboriginal Literacy Foundation – Tutoring Indigenous children in the Hunter Valley region
- Australian Red Cross – Culturally appropriate disaster preparedness and safety in Aboriginal communities
- Aboriginal Literacy Foundation – Providing Healthy Living Books to 6000 children in remote communities.

In addition, Aurizon is proud to sponsor the Arthur Beetson Murri Rugby league Carnival, which supports Aboriginal and Torres Strait Islander rugby league teams in Queensland.



### Proud to sponsor the Clontarf Foundation

**9** In 2015, Aurizon became a sponsor of the Clontarf Foundation – a not-for-profit organisation established to improve the education, discipline, self-esteem and employment prospects of young Aboriginal men. Based in Western Australia, the Foundation currently has about 4,200 boys in 68 schools in Western Australia, Northern Territory, Victoria, New South Wales and Queensland.

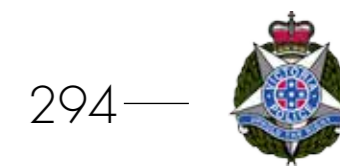
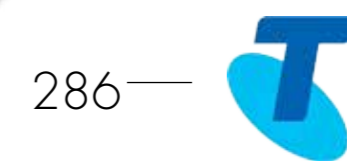
### Indigenous Reference Group

**10** To ensure that the Aurizon Reconciliation Action Plan is implemented effectively, and to continue the good work already achieved across the business, we established an Indigenous Reference Group in July 2015. Chaired by a senior Aurizon executive, the group is made up of 12 employees from across the company, including Aboriginal and Torres Strait Islander employees. Aurizon won the 2016 Queensland Reconciliation Award in the Business Category – the award recognises the work undertaken by the Indigenous Reference Group.



Painted by Laurie Anno and used in Aurizon's Reconciliation Action Plan

# DISABILITY





# Connect to a future created by you

At Telstra, we're from diverse backgrounds, with a variety of skills and talents. Diversity includes differences in background and life experience, communication and thinking styles, personal skills, education and expertise. It also includes other ways our people and customers differ, including gender, age, sexual orientation, disability, ethnicity and cultural identity.

We're committed to being inclusive at all levels of the company – and this is backed by our values, cultural priorities and our Employee Diversity and Inclusion policy. We believe diversity fosters greater innovation, stronger problem-solving capability, greater customer connection, increased morale, motivation and engagement.

Our Disability Action Plan articulates our core disability commitments – to employees and their carers, to customers and to the wider community. It recognises the benefits that modern communications technologies bring to people with disability and the important leadership role that Telstra can play as one of the largest employers in Australia. We are proud to support candidates and employees who identify as living with a disability and help them to have a great career at Telstra.

Discover your future at Telstra.

## INFORMATION

With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](http://careers.telstra.com)

## Our Values

Our vision is to be world-class technology company that empowers people to connect. And we have a clear set of values to help everyone in the Telstra family fulfil that vision.

- Show you care
- Trust each other to deliver
- Better together
- Make the complex simple
- Find your courage



**We have a deeply held belief that together we can accomplish far more than individually. It's about a common purpose, driven by a tight collective, who as a team achieve great things. We are better together.**

### Grow your career

**1** Our leaders and recruiters are trained to understand individual needs and can offer support, understanding and a range of opportunities. Employees with sensory, physical or other disabilities also have access to a great range of resources, which means more opportunities for great performance and a fulfilling career.

### Recruitment support

**2** If you identify as living with a disability, we'll work with you (and your Disability Employment Services provider if you would like us to) to help you through the recruitment process. Examples of where we've provided support during the recruitment process include face-to-face or instant messenger interviews for candidates who identify as living with a hearing impairment, or standing face-to-face interviews for candidates with back injuries.

### Access all areas

**3** Through our Personalisation at Work approach, we encourage people leaders to have conversations with team members with disability to get what they need for work, such as computer programs, equipment and different ways of working.

We also have a dedicated Disability Champion group comprising recruiters, senior executives and human resources specialists, who are visible supporters of inclusion for people with a disability.

### Supportive connections

**4** We have many employee networks where you can build relationships and influence, learn and support each other. These include our online Disability and Accessibility network, which is one way our employees connect and promote a positive and inclusive workplace at Telstra.

### Living our values

**5** Our commitment to inclusion is a clear reflection of our company values. They represent what we stand for and how we do things. They hold us accountable to the standards we expect in working together – and that helps lead us to better outcomes. Together with the innovative use of communication technologies, Telstra has all the elements needed to become the leading employer of choice for people with disability.

### Having your say

**6** It's important to us that we get the important things right, first time. In our Disability Action Plan, we committed to involving employees with disability in planning for our new workplace strategy for accessibility.

### Learning experiences

**7** Here you'll build your skills through a holistic approach to development; on-the-job experience, relationships and networks, and formal

training. You can take part in courses designed to build the core skills needed to succeed at Telstra, such as thinking strategically and commercially, business partnering, driving change, and maintaining a global mindset.

### Part of a team

**8** Like in any large organisation, at Telstra success is about being connected to the colleagues who can help you get things done. We believe that together we can accomplish far more than individually. And with a talented group of colleagues by your side, you'll be supported in your development. Together, you can achieve great things.

### Be an innovator

**9** Rapid change and constant innovation are part of the fiercely competitive markets we operate in, so we're leveraging new and emerging technologies to remain at the forefront. Here, ideas are encouraged and nurtured – at every level, in every department, every person can innovate.

### Helping people

**10** Every initiative you deliver, every solution you create, and every conversation you have has the ability to impact and help our customers. You'll focus on supporting our customers – and your colleagues – to thrive in a complex business environment.

By now, you can see we're much more than just a technology and telecommunications company. With a career at Telstra, you'll always be part of something bigger.



# Accessible and Inclusive for all

**ANZ provides banking and financial products and services to 10 million retail and business customers. We have been operating in Australia for more than 180 years and in the Asia Pacific region for over 30 years. We operate in 34 markets internationally; we are one of the four largest banks in Australia and one of the 25 largest banks in the world by market capitalisation.**

## Our employees

We are making our products, services, workplace and culture welcoming and supportive of people with a disability. Creating a workplace that is welcoming and accessible for staff of all abilities in turn provides ANZ with insight into customer needs of those with a disability, their carers and families. Our commitment to attracting, including and helping people with disability to progress is reflected in the global policies, frameworks and governance mechanisms:

- Values of Integrity, Collaboration, Accountability, Respect and Excellence guide our actions, decisions and interactions with our customer, employees and the community.
- Our Code of Conduct and Ethics outlines our commitment to respecting people, valuing diversity and having zero tolerance for unlawful discrimination. Every employee must undertake mandatory training on the Code of Conduct and Ethics and is required to make an attestation of compliance with the Code annually.
- Our Corporate Sustainability Framework includes a focus on providing employment opportunities and building financial literacy for people from disadvantaged and under-represented communities.
- Our workplace flexibility policies recognise and support the needs of our employees with disability as well as carers requiring flexible work arrangements.

## Accessibility and Inclusion Plan

ANZ's Accessibility and Inclusion Plan is focussed on improving accessibility and inclusion for our customers and employees and helping to change attitudes to people with disability in the community. Our 2016-2018 Disability Action Plan builds on our past achievements and takes advantage of opportunities for improvement identified through previous Action Plans developed since 2008. It outlines our specific commitments in the following areas:

- **Customer** – To continue to use innovation and technology to make banking more accessible and easy for customers with disability and their carers in Australia and NZ. Further to continue to our commitment to help improve financial capability and inclusion for customers with disabilities.
- **Community** – To continue our commitment to helping change attitudes to people with disability in the community through partnerships with other organisations.
- **Employment** – To maintain our focus on creating an inclusive workplace for our employees with a particular emphasis on flexible working which is available to anyone, for any reason at ANZ

## Employees and their communities

We continue to focus on becoming an accessible and inclusive organisation to empower people with disabilities to participate in every aspect of life. In the past we have had some great success towards our vision for a diverse and inclusive organisation including:

- the development of ANZ goMoney™ and Grow by ANZ™ apps which meet best practice accessibility requirements.
- setting of targets for the employment of people with disabilities with a strong focus on providing long-term career opportunities
- Our partnership with the Attitude Foundation, reflecting a shared desire to change community attitudes and behaviour
- Our 'All Roles Flexible' initiative, which allows anyone to request flexible working, for any reason
- Implementing accessibility standards in product design

- Our annual Star Awards program, run by ANZ's Abilities Network, recognising employees who have gone above and beyond to raise awareness and support employees & customers with disabilities.
- Our partnership with the Australian Network on Disability to sponsor the Positive Action towards Career Engagement Mentor Program

Throughout ANZ, we believe in a vibrant, diverse and inclusive workforce where the backgrounds, perspectives and life experiences of our people help us to forge strong connections with all our customers, innovate and make better decisions for our business. Being a truly inclusive, diverse and flexible workplace we believe that everyone has the opportunity to learn and progress with us, regardless of gender, age, ethnicity, cultural background, disability, religion and sexual orientation and professional background.

## INFORMATION

For more information on accessibility at ANZ, please visit <http://www.anz.com/about-us/corporate-sustainability/employees/diversity-inclusion/accessibility/>

If you believe you've got the skills and drive to help contribute to ANZ's success, find out more about working at ANZ at [www.anz.com/careers](http://www.anz.com/careers) or follow us on Facebook, Twitter or LinkedIn.

## A career

**1** As an ANZ Employee, you will be joining one of Australia's largest companies where there is a world of opportunities available to you to build a career. At ANZ, we aim to be an employer of choice for people with disabilities, where there is equal access and opportunity for all our staff.

## Join our inclusive and diverse organisation

**2** We aim for all our employees to feel supported and included by their peers and leaders and to feel that they can bring their whole selves to work. Through our AIP we continue to build a diverse and inclusive organisation which can be seen in the improvement in trust by our employees with our self-disclosure rates of employees with disabilities having improved from 1.6% – 7.3%.

## Flexibility for 'anyone for any reason'

**3** We are committed to enabling every role to be worked flexibly across ANZ and last in 2016 74.6% of our employees with a self-disclosed disability utilised our flexible work options. We offer a range of informal and formal flexible working practices including Part time, flexible location, flexible hours, job sharing, breaks from work. We stand by our commitment that every role can be worked flexibly across ANZ.

## ANZ Networks

**4** The ANZ Abilities Network is one of a number of networks that is open to all staff and is made up of individuals who are passionate about making a difference for people with disabilities in our workplace and community. The ANZ Abilities network runs programs and events to promote awareness and inclusion for all people with disabilities.

## PACE Mentoring Program

**5** ANZ is the proud principal sponsor of the Positive Action towards Career Engagement (PACE) Mentor program run by the Australian Network on Disability (AND). PACE provides an opportunity for students and jobseekers with disabilities to develop their skills and confidence in a workplace setting, which can assist students and job seekers in their personal and professional development as well as in their job search.

## Gowri Rastogi's experience (Developer, ANZ Bangaluru)



**6** I joined ANZ as part of a Technology internship program, along with 9 other interns. ANZ as an organisation has made me gain the confidence, that mobility disability is a mere illusion of mind. People with any kind of disability if provided with right opportunities at the right time can do wonders. Because of my disability, I need assistance. But my colleagues and Senior management have always supported me to overcome the limitations of my condition. They have demonstrated faith in my abilities and have made accommodations and adjustments to allow me to perform at my best.

## Jenny Rickit's experience (Customer Service Consultant, ANZ Wellington)



**7** I've been partially blind since childhood and have learnt to use technology such as screen readers and Braille displays in my day-to-day life. When I started here, my team leader took a personal interest in learning how my screen readers (JAVs), worked with ANZ systems and this really triggered a wonderful starting point for my ANZ career. In general the support at ANZ has been great, especially when it comes to the flexibility of hours, workload and training. Other employees I work with are keen to support me and help in any way they can.

## Stuart Minotti's experience (Customer Level Marketing Coordinator, ANZ Melbourne)



**8** Stuart has cerebral palsy, a physical disability that affects the way he moves. Stuart joined the ANZ Grad program 6 years ago and obtained a role in marketing. Stuart has said: "Sometimes people underestimate my capabilities and it has been great to deliver above and beyond expectations. I can produce the same high quality work as anyone else and my colleagues and managers have really recognised that. I now know I'm an ANZ employee who just happens to have a disability, rather than the other way around."

## Sam Byrne's experience (Service Coach, ANZ Melbourne)



**9** My line manager has been extremely accommodating in relation to tasks that were challenging for me to complete, either discussing alternatives that I or my manager could do differently to get the same result. As a result, I now complete more work that I'm capable of doing, which in turn reduces the load on colleagues. Seeing employees with a range of disabilities every day serves as a great reminder of our inclusive strategy here at ANZ. Overall, I've found the attitude of senior management to be incredibly encouraging. This top-down positive culture is something I've rarely witnessed elsewhere.

## How do I apply?

**10** For more information about what ANZ can do for you and your career, and to explore the endless opportunities, visit [www.anz.com/careers](http://www.anz.com/careers) or follow us on Facebook, Twitter or LinkedIn.



We aim for all our employees to feel that they can bring their whole selves to work.



Australian Government

Department of the Prime Minister and Cabinet

# Open the door to your career

**Do you want to make a real contribution to the success of our country and the wellbeing of all Australians? We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.**

## What We Do

We provide high quality advice and support to the Prime Minister, the Cabinet, Portfolio Ministers and Assistant Ministers to achieve a coordinated and innovative approach to how the Government might best tackle significant issues facing Australia. Our focus, put in its simplest terms, is to find new ways to improve the lives of all Australians.

We work on matters of particular importance to the Prime Minister, current government priorities, domestic and international affairs, Aboriginal and

Torres Strait Islander affairs, national security and the operations of Government. We also administer national taskforces in areas of cities growth, cyber security, public data, women's policy, deregulation, counter-terrorism, Commonwealth-State relations, and international delegate events. Some of our employees even have the chance to meet members of the royal family or heads of state.

The conditions under which Government operates are constantly changing in response to a variety of national and global challenges. Our role is to provide fresh thinking and creative advice on the many and varied issues facing Australia, taking into consideration the views and opinions of people across the private, public, not-for-profit and community sectors. No day is the same and it's our responsibility to stay informed on these issues.

## Our Culture

We enjoy robust debate. We value people who have unique ideas and who are not afraid to argue their position.

At the same time, collaboration is key.

We promote a culture that respects the opinions of others and we encourage team members to achieve results with humility.

Of course, integrity is also important. PM&C expects and rewards excellence in everything we do.

The Department is committed to what's best for Australia. Our roles come with great responsibility—we have the daily opportunity to make a difference and we take this opportunity seriously.

## Our Support

The Department has a Disability Action Plan in place to support and integrate employees who identify with having a disability into our workforce. This plan will see changes on work culture and accessibility over the next three years to assist in equal opportunity across our workforce.

As a government agency we also embrace a recruitment scheme called 'Recruitability'. When applying for a job, people under the Recruitability scheme will be automatically progressed to the next stage of assessment if they meet the minimum criteria.



[dpmc.gov.au/work-for-us](http://dpmc.gov.au/work-for-us)



## We promote mobility

**7** PM&C offers many opportunities for movement both within the Department and across the broader public service. We have many existing relationships with state level government agencies and private sector companies.

## We have offices around the country

**8** The Department has over 100 offices around Australia. Offices located outside of Canberra are dedicated to programme delivery for indigenous communities and have a very ground level, hands on approach.

## We offer Graduate opportunities

**9** Our Graduate Programme runs over a two year period and is designed to give our graduates a broad scope of the work we do in the Department. Graduates will undertake rotations within the main groups of PM&C in addition to having some time in a non-government organisation and also in one of our regional offices around Australia.

## We offer challenging and rewarding careers

**10** At PM&C you can make a real contribution to the success of our country, working on matters of particular importance to the Prime Minister, current government priorities, social and economic policies, Indigenous affairs and national security. We offer exciting and fulfilling work at the heart of government with career development opportunities difficult to find elsewhere.

## We value diversity

**1** PM&C is committed to creating a diverse and inclusive workplace where all employees are able to be themselves. We offer a workplace that does not discriminate on the grounds of gender, sexual identity, age, race, ethnicity, religion or disability. We also have three well established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the LGBTI Network and the Aboriginal and Torres Strait Islander Network.

## We inspire you

**2** At PM&C you get the opportunity to work with strong, smart, visionary and experienced leaders who encourage and support you to develop your interests and expertise and achieve your ambitions.

## We support you

**3** The Department offers a mentor programme called 'MentorMe' which connects staff members of all levels to one another for mentoring opportunities. If you join us through one of our entry level programmes you will be assigned a buddy for the entirety of the programme, who can provide personal and professional support.

## We invest in your development

**4** The Department offers study leave and study allowance for employees undertaking further education while they are working. This can include paid study leave and even funding towards a qualification! We also offer a wide range of training programmes, workshops, seminars and guest speakers to develop core and specialist skills for all staff. These are facilitated both by internal and external trainers and can be tailored for individual learning requirements.

## We reward you

**5** In addition to an attractive salary and generous employer superannuation contributions, we also offer flexible working arrangements, 4 weeks of paid annual recreation leave a year, cumulative paid sick leave and relocation assistance.

## We embrace flexibility

**6** Our department values the ability to work the way that is most effective for you. We are piloting a 'Working Your Way' project to allow a flexible environment for collaborative and innovative work. In addition to this, staff have access to flexible work times wherever possible.



When you join PM&C you're not just getting a job, you're opening the door to your career...

DISABILITY



CommonwealthBank

# Start your career with Australia's largest bank

## About us

At CommBank we're focused on helping people and businesses move forward financially.

With customers at the heart of everything we do, we are driven to deliver seamless experiences, in smart, innovative ways.

Each of us is encouraged to bring our different backgrounds and unique perspectives. A workplace of the future, it's a collaborative and supportive environment, that mean our ideas, initiatives, talent and energy help us make a positive impact on each other and our customers.

It's what makes CommBank a place of opportunity, where your skills can take you in unexpected directions and you can achieve great things.

## Our Disability Network: ENABLE

Our Disability network, ENABLE, is committed to increasing awareness, inclusion and employment opportunities for people with disabilities at CommBank. With approximately 20 percent of the community having a disability, it is important that we provide equity and access to support both our people and customers who may have a disability.

The employee-led network creates opportunities to engage employees with disability and allies of people with disability to act as champions of change. They actively support managers who have a team member with a disability or who wish to recruit someone with a disability, and continue to raise awareness of our inclusive work culture amongst our employees and customers.

## What our people say

*"I am delighted to work with a team of colleagues who are all focussed on providing opportunities for everyone regardless of disability. As a diverse organisation, we want to make a difference by being accessible for our people, our customers and our communities."*

**Bryan Fitzgerald,**  
Executive General Manager,  
CEO & Group Strategic Advisor  
and Enable Co-Chair



commbank.com.au/careers



DISABILITY

## You can be you

**1** We welcome your individuality in our open and inclusive culture. We value your different perspectives and support you to be yourself.

## Make an impact

**2** Regardless of where you work within our organisation, your initiative, talent, ideas and energy all contribute to the impact that we can make with our work.

## Wide range of opportunities

**3** With 52,000 of us, there is plenty of opportunity to grow and take your career in unexpected directions.

## We live and breathe our values

**4** Our culture is built around our values of accountability, collaboration, excellence, integrity and service, which helps us to deliver

our vision to secure and enhance the financial wellbeing of people, businesses and communities.

## Training and development

**5** We'll help you achieve your own personal and professional goals through a range of training and development support.

## Community commitment

**6** We give our employees a range of opportunities to give back to the community, whether it's through donating to our Staff Community Fund, or participating in volunteer days at one of our partner charities.

## Benefits

**7** As you'd expect, we offer a wide range of benefits to support you both in- and outside of work. From necessities to nice-to-haves, including a wide range of discounts from our business customers.

## Innovation

**8** We're always looking for ways to do things differently, and as a result we've been responsible for many Australian-firsts in banking. We've also been ranked in BRW's Top 10 Most Innovative Australian companies for a number of years running.

## Stability

**9** As Australia's largest bank, we offer stability and support in your career.

## Award winning employer

**10** We've been recognised with a wide range of employer awards, including Employer of Choice for Gender Equality, AVEI's Top 10 Employer for LGBTI Inclusion, Universum's Top 10 IDEAL Employer and one of LinkedIn's most In Demand Employers.





# Supporting you at work

**Victoria Police provides policing services to the state's community 24 hours a day, seven days a week, 365 days a year, working to keep over five million people safe.**

We are a large organisation, employing more than 18,000 people, including Police, Protective Services Officers (PSO), Victorian Public Servants (VPS) and Forensic Scientists. Our employees work from over 500 locations across the state, ensuring that a safe and secure society underpins the economic, cultural and social wellbeing of Victoria.

At Victoria Police, we are committed to improving our capacity to employ, develop and retain people with a disability. To meet this goal, we have enhanced our attraction and recruitment practices to identify and address potential barriers for people with a disability. In addition, we have strategies to increase the retention of people with a disability through creating a supportive and inclusive workplace with diverse career development opportunities.



## INFORMATION

For further information on a range of police careers or to apply visit [www.policecareer.vic.gov.au](http://www.policecareer.vic.gov.au).

### Rhiannon Smith-Paul

*Administration Support Officer  
Location Planning, Performance and Risk,  
Crime Command*

#### How long have you been at Victoria Police?

I started working at Victoria Police about two years ago as an admin support officer in Planning, Performance and Risk at Crime Command. My role so far has been a very diverse one, which has given me a unique introduction to the workings of Victoria Police.

#### Where were you prior to here?

I moved to Melbourne when I was 19 after trying to find work after high school in Tasmania, but with no luck. Between working the occasional odd job, I got my Certificates II and III in Business Administration via distance education. After working in a sheltered workshop for 12 months, I got a job as an admin officer in a small business that manufactured and sold wheelchairs. While I was there I undertook a traineeship to gain my Certificate IV in Business Administration.

#### How did you come to join Victoria Police?

After three years, I felt that I had outgrown my previous position and decided to look for work in an organisation with more room for career movement and progression, as well as more opportunities for personal growth. After about six months of sending out applications, I landed an interview at Victoria Police. Vic Pol immediately felt like a natural fit for me and was exactly what I was looking for in an employer.

#### What do you enjoy about your current role?

I take a lot of pride in working for Victoria Police as my grandfather was a police officer and I feel as though I am making a contribution to the community in my own small way. I am also surrounded by a wonderful and supportive group of people who make it a joy to come to work every day. Victoria Police has also been extremely accommodating in regards to any special requirements I may need. A Job Access assessor from Vision Australia was brought out on my first day to ensure I had everything I needed. Additional to the magnifying software

I have always used, I now also have a CCTV, which magnifies paper documents. We also recently moved into a new building, which now automatically calls a lift for me when I swipe in with audio directions to the correct car, which takes me directly to my floor (technology!). Everyone has also been extremely welcoming to my Guide Dog EJay, but then who doesn't like having a dog at work?

#### How has Victoria Police assisted you in your career development?

In my time at Victoria Police I have already attended a number of useful and informative professional training sessions on a variety of subjects and plan on attending more in the next round. My managers also provide me with challenging projects that build my skills and knowledge base to help me with my future career opportunities. The career choices within Victoria Police are just about endless, but at the moment I would eventually like to move toward Intelligence Analysis.

#### How does your role fit in with your lifestyle and personal priorities?

Victoria Police is very flexible with working arrangements with different options available depending on your position. In my role I'm on flexitime, so I can accrue time for specialist appointments etc. There is also a gym in our building that is available to all employees, which is great for me as it means I don't have to try to negotiate my way around a public gym. What advice do you have for people with a disability who are thinking about a career with Victoria Police? Don't give up! While organisations like Victoria Police are making it better, it can be a fight to get recognised for what you can do when you have a disability, but your vigilance, dedication and work ethic will eventually be what makes you the ideal employee. Don't be afraid to work your way up from the bottom. Every job you have builds your skill base.

Above all, though, have confidence in yourself. Employers may not see your potential if you don't see it in yourself. It's important to be honest and forthright with your needs, but if you are confident in your abilities, then that is what potential employers will see.

## Our values

**1** Safety, Integrity, Flexibility, Professionalism, Leadership, Respect and Support are our organisational values. We adopt these values to ensure excellence in all aspects of our services. These values are a framework for how each of us approaches our work and how we interact with the community and each other.

## Committed to diversity and inclusion

**2** Victoria Police recognises and values the different attributes, life experiences, capabilities and skills that each employee brings to the organisation. We recognise that, in order to be successful in recruiting and retaining the best employees, we must value the diversity of our employees and facilitate an environment that is inclusive and safe from discrimination, sexual harassment, victimisation and bullying.

## Walk in their shoes program

**3** The 'Walk in Their Shoes' program is a great opportunity for Victoria Police Public Servants to experience a day in the life of a police member as they shadow them while they perform day-to-day duties. Spend your day in both the watch house and out on mobile patrol with a supervisor. This program is aimed at providing you with an understanding of some of the issues faced by operational police and complexity of their roles.

### Brian Basham

*Senior Educator – Law and Policy  
Location Victoria Police Academy,  
Glen Waverley*

#### How long have you been at Victoria Police?

This time around, since 2007. I was a sworn police officer between 1989 and 1999.

#### How did you come to join Victoria Police?

I joined Victoria Police in 1989 as a police recruit, but was injured on duty and medically retired in 1999. Among the injuries I sustained is an acquired brain injury.

I worked for other private and public organisations between 2000 and 2007, before coming back as a public servant. But none of these organisations gave me the same sense of inclusiveness and sense of purpose that Victoria Police provides.

I returned as a Communication Skills Instructor, and worked as an Intelligence Manager and Strategic Analyst between 2008 and 2010. In 2010, I returned to the Police Academy as a Law Instructor. I came back to Victoria Police as I like what the organisation stands for and I like that I am a small part of an organisation that keeps Victoria safe.

## Inclusive and supportive workplace

**4** At Victoria Police, we are supportive of employees and accommodate any special needs, including making reasonable adjustments in the workplace. You will find peers and managers eager to help you settle into your role and make you feel welcome as a new employee.

## Be led, get mentored and form great relationships

**5** As a Victoria Police employee, you will be guided by excellent leaders who will help you to develop your skills through your entire career. You will also form close relationships with likeminded people, some of which will last a lifetime.

## Workplace flexibility

**6** Victoria Police offers various work flexibility arrangements, from working from home to parttime employment, flexitime (time off in lieu) and more. You may be eligible to arrange an option that is suited to your needs.

## Leave and benefits

**7** Study leave, purchased leave, personal leave, paid maternity/paternity leave and leave at half pay where you can convert your four weeks annual leave into eight weeks are just some of the leave categories that you may be entitled to. Support,

## What do you enjoy about your current role?

Being a teacher was always my second choice to being a police officer. In my current role, as an instructor at the Police Academy, I get to combine both of my passions – education and policing. I am also able to provide new recruits with the benefit of my experience and contribute to their ongoing development.

## How has Victoria Police assisted you in your career development?

Victoria Police has been supportive of me in fulfilling my career goals. I am provided with developmental courses and opportunities within Victoria Police and the Victorian Public Service in general. They provide access to study leave while I undertake formal courses that contribute to my role here at the Academy.

## How does your role fit in with your lifestyle and personal priorities?

Victoria Police has a number of employment options and arrangements that allow us to balance work life and personal life. I am currently working parttime while I completed my Doctor of Education qualification. I am also able to purchase additional annual leave to assist in managing my health and wellbeing. Currently, I have an additional two weeks of annual leave, and now have six weeks of leave a year.

rest and good health is held in high importance at Victoria Police to ensure our employees are able to enjoy time off and excel at work.

## Become the best version of yourself

**8** At Victoria Police, we will help you to get the best out of yourself both in training and on the job. As a Victoria Police employee, you will be encouraged to challenge yourself and continually seek self-improvement in your job.

## Variety of jobs

**9** Move across our diverse regions, departments and commands. With hundreds of different roles across the organisation, job opportunities are regularly advertised in all areas. From Human Resources to Finance, from Legal to Forensics (and plenty of others in between), search our careers website to see if there is a role suited to you at [www.careers.vic.gov.au](http://www.careers.vic.gov.au).

## Help your community

**10** Victoria Police protects and serves our community ensuring that we all live in a society that is physically and economically safe. As a public servant, you will be providing the support to these frontline officers and therefore supporting our community. For every life saved, crime prevented or case solved, you will feel proud to have contributed to this in one way or another.

## What do you think Victoria Police as an employer offers that is unique?

Working for Victoria Police provides you with an opportunity to be involved in areas that no other government department can. There are many roles and avenues of development within Victoria Police. You may start with us as a Clerical Assistant and, after developing your skills and knowledge, you can become an Intelligence Analyst. You could also work in various policy areas, having a direct impact on how police serve the community.

## What advice do you have for people with a disability who are thinking about a career with Victoria Police?

I would actively encourage anyone with a disability to think about Victoria Police as an employer. I would encourage you to speak with employees in the organisation and find out what area you may be interested in. Keep in mind that some managers may not be aware of your impairment and how they can assist you, so it is important that you speak up and help them so they can help you. Honest conversations are the best. Above all, do not let anything limit your view of what you can achieve. As I tell everyone, what limits should not define; and what defines should not limit.



# EDUCATION & TRAINING

298 — THE  STAR

300 —   
worldskills  
Australia

# Put your passion to the test

**Just like the Olympians, if you believe that you are the best at your particular trade or skill, you can win a gold, silver or bronze medal and become the best in Australia.**

If you're aged 16-23\* and an apprentice, trainee or student in a trade or skill, 2017 is your year to challenge yourself by competing in a WorldSkills Australia Regional Competition.

Regional Competitions are the first step in a journey that transforms local talent into world champions, boosting your confidence and career prospects. With over 50 trades and skills to choose from in Automotive Services, Building & Construction, Client Services, Computing & Business, Hospitality Services, Metals & Engineering and Vocational Education and Training in Schools (VETiS), there is a competition for everyone.

Competitions are run over one or two days and are held at registered training organisations, high schools and workplaces across the country. The competitions are a series of practical, skill-specific tests designed by industry experts that emulate the type of work competitors would experience in the workplace.

If age eligible, regional level medallists may have the opportunity to progress to the 2018 WorldSkills Australia National Competition for the chance to win the coveted title of 'National Champion' in their respective skill. From there, some of the National Champions will be selected to represent Australia as a Skillaroo at the 45th WorldSkills Competition in Kazan, Russia, in September 2019 and compete against 75 other countries to see who will be a World Champion.

\*Over age competitors may be eligible to compete at a Regional Competition once the minimum requirements are met. Over age competitors are unable to progress to the National Competition.

## INFORMATION

Are you Australia's next gold medallist? Visit [worldskills.org.au](http://worldskills.org.au) to register to find out more about competing in a WorldSkills Australia Regional Competition near you.

## Discover which skill you can compete in

### Automotive Services

Auto Electrical  
Autobody Repair  
Automotive Mechanics  
Heavy Vehicle Mechanics  
Motorcycle Mechanics  
Vehicle Painting

### Building & Construction

Bricklaying  
Cabinetmaking  
Carpentry  
Electrical Control  
Electrical Installation  
Joinery  
Landscape Construction  
Painting & Decorating  
Plastering  
Plumbing  
Refrigeration  
Signage  
Wall & Floor Tiling

### Client Services

Beauty Therapy  
Fashion Technology  
Floristry  
Hairdressing

### Computing & Business

2D/3D Animation  
Business Services  
Community Services  
Game Design & Development  
Graphic Design Technology  
Network Administration

Mobile Application Development  
Programming  
Web Design & Development

### Hospitality Services

Cookery  
Restaurant Service  
Retail Baking – Bread  
Retail Baking – Pastry  
Retail Butchery

### Metals & Engineering

Computer Assisted Machining  
Construction Steel Work  
Fitting  
Jewellery  
Mobile Robotics  
Mechanical Engineering Design  
Mechatronics  
Sheetmetal Work  
Turning  
Welding

### VETiS

VETiS Automotive Services  
VETiS Business Services  
VETiS Commercial Cookery  
VETiS Construction  
VETiS Electrotechnology  
VETiS Food & Beverage  
VETiS Hairdressing  
VETiS Information Technology  
VETiS Metals & Engineering  
VETiS Primary Industries  
VETiS Retail  
VETiS Tourism



## Jackson Bramley, Landscape Construction

**7** Since winning the bronze medal at the 2012 WorldSkills Australia National Competition, Sydney, Jackson has achieved one of his biggest dreams: He opened his own landscaping business in Tamworth. He now trains his own apprentices, giving them many of the same opportunities he was provided.

## Ashleigh Huntley, Fashion Technology

**8** Life hasn't slowed down since Ashleigh's time with WorldSkills Australia. In 2013, she achieved 5th place at the 42nd WorldSkills Competition in Leipzig, Germany – Australia's highest international result in Fashion Technology. She also started her own business specialising in women's wear, evening, bridal and formalwear along with bespoke pieces.

## Patrick Janes, Welding

**9** Since winning a gold medal at the 2012 WorldSkills Australia National Competition, Sydney and winning 2013 Australian Apprentice of the Year, Patrick's boss was so impressed with his skill that he sold the business to him! In addition to training his own apprentices, he dedicates his time to promoting apprenticeships as an Australian Apprenticeships Ambassador.

## Mitchell Croke, Signage

**10** Mitchell has progressed leaps and bounds since his gold medal win at the 2012 WorldSkills Australia National Competition, Sydney, currently working with the V8 Supercars team at Nissan Australia. He was also awarded the 2013 BBM Skilled Future Program scholarship, was runner up for the 2014 Ern MacDonald Fellowship and has been named an Australian Apprenticeships Ambassador.

## It all starts with one opportunity

It's amazing what can be achieved when a person has the courage to tackle whatever challenges come their way. Here are just a few of the amazing young people whose lives were changed when they decided to take on the challenge of WorldSkills Australia Regional Competitions.

## Adele Di Bella, Retail Baking Pastry

**1** After her gold medal win at the 2014 WorldSkills Australia National Competition, Perth, Adele was mentored by world-renowned pastry chef Adriano Zumbo in preparation for the 43rd WorldSkills Competition in São Paulo, Brazil, where she placed fourth in the world. She is now working at a popular Alexandria-based patisserie.

## Jessica Martin, Restaurant Service

**2** Since sweeping the Regional, National and International competitions in 2011-13, Jessica has travelled the world and worked with several top names in the hospitality industry. She is now managing one of Sydney's top restaurants and mentoring young hospitality apprentices.

## Andrew Seeley, Programming

**3** After his Medallion of Excellence win in London at the 41st WorldSkills Competition, Andrew was selected to participate in the first ever WorldSkills Digital Challenge (WSDC) at the next International Competition. His team designed the

winning project: An interactive appointment and awareness app for a Brazilian blood donation service.

## Sarah Jones, Graphic Design Technology

**4** Sarah swept the gold at the Regional, National and International Competitions in 2001-2003. In addition to her continued volunteer work with WorldSkills Australia, she currently works as a lecturer at a prominent Australian university and acts as an advocate for vocational education and training.

## Rebecca Stokes, VETiS Commercial Cookery

**5** After winning a gold medal at the 2008 WorldSkills Australia National Competition, Sydney, Rebecca's career has continued to blossom year after year. At just 17 years old, she had the pleasure of working with famous French chef Alain Ducasse. Since then, she has moved up the ranks, recently working as a sous chef for Guy Rossi.

## Kevin Shakir, Jewellery

**6** After competing at the 2014 WorldSkills Australia National Competition, Perth, Kevin's career hasn't slowed down. He has worked as a goldsmith since completing his apprenticeship, most recently collaborating with the team at Atonal Goldsmiths to create a custom chain used in popular television drama Game of Thrones.



# Star Culinary Institute (SCI)

**The Star Entertainment Group is passionate about equipping new, willing and enthusiastic people with the skills needed to thrive in a leading team within the hospitality industry. As an employer of thousands of team members, we believe training and development in all areas and levels of the business is crucial, not only for our team, but also for the greater community.**

Established in 2012, the Star Entertainment Group's Culinary Institute is a three-year culinary arts apprenticeship program that provides opportunities for apprentice chefs to study and work at all three

properties, gaining valuable on-the-job experience.

The structure of the program is unique and innovative, and has been purposefully designed to allow apprentices to complete the majority of study modules in the first year and gain more workplace experience in their second and third years.

Throughout the program, apprentices are given exposure to a broad range of culinary experiences in more than 29 food outlets, four production kitchens, a butchery, pastry kitchens and a variety of different suppliers, who are all ready to share their knowledge about the culinary world with you – our future shining stars.

The program is the product of many talented, driven and dedicated chefs, who have supported the need for us to share knowledge from our vast kitchens with some of the best aspiring chefs in this country. We know this program is different from the norm, and we're proud to offer such a well-rounded, content rich and exciting program.



## The practical edge

**1** As our properties offer an assortment of dining experiences, SCI is able to offer a wide range of training experiences within one property location. We pride ourselves in offering an on site learning experience, which would not otherwise be available, allowing apprentices to utilise their theoretical knowledge and passion in a practical environment.

## Not just another job, but a rewarding career!

**2** SECI offers endless possibilities of a career after your studies, which utilises each newly qualified chef's training as well as their newfound skills and passion for the industry.

## World-class training

**3** Not only will you work alongside a large team of passionate, talented and experienced chefs, you'll also meet and learn from The Star Entertainment Group's assortment of resident high profile, world-renowned chefs, including celebrity chefs Luke Nguyen, Chase Kojima and Stefano Manfredi. The opportunities gained from working alongside such talented people will inspire and give you a leading edge in the industry.

## Development opportunities

**4** SECI is continually growing and recruiting for passionate aspiring chefs. If you've got what it takes, we'd love to bring you along on this incredible journey with us.

## The program

**5** Over the course of a three-year program, you will be in the company of fellow students with the same ambition as you. You will learn cooking methods such as soups, stocks and sauces, butchery, fishmongery, wood-fired grilling, pasta, pizza, wok cooking, sushi, sashimi, Chinese roasts, and pastry and baking.

## Our people

**6** Our team members are passionate, have a hardworking attitude and above all are team players. Our people have a natural flair for flavour and ingredients, and an innate understanding that being a chef is a way of life. It's not just a job.

## Support

**7** SECI provides a dynamic, friendly and supportive environment for apprentice chefs to achieve and excel. We aim to provide you with the ingredients for success. When you bring professionalism and a positive attitude, you'll enjoy learning the first-rate skills you need to make it big in the world of food.

## Join us now

**8** If you're serious about a career in cooking and wish to apply for the SECI chef apprenticeship program, apply now! We are always on the lookout for amazing talent.



at Jupiters Gold Coast, I was able to battle it out against my peers from Treasury Casino & Hotel and The Star in Sydney to compete for the overall winner. I haven't won the overall competition yet, but perhaps I will in the future!

I am passionate about cooking. I love trying new things and being able to put up the best dish and receive good feedback. The work here is challenging and the opportunities I have been given have been amazing. I like that it's always busy and I get to be a part of the team. Our sous chefs also run master classes regularly, so the opportunity to learn new techniques and menu items is great. You certainly wouldn't be exposed to this if you worked in a small restaurant. At the end of the day though, I'm most excited to come to work each day because I'm passionate about what I do."

## Kenny's story

**10** "I started my apprenticeship later in life, at the age of 28. It was a hard decision because I knew my lifestyle would change and I would have to live on first year apprentice wages, which is hard at the age I was. But I pursued a career as a chef at The Star Entertainment Group because I knew it would pay off in the long run and I have always wanted to be a chef.

It was now or never for me. During my time at The Star in Sydney, it's been fun, but never easy. There is always a new challenge in the kitchen.

Working for The Star Entertainment Group, I have had opportunities to compete in apprentice competitions, which have taken me all over the country. This was a great part of my apprenticeship. I have learned a lot about my trade as a chef in the past two and a half years and made a lot of new friends in the industry. I think my apprenticeship has prepared me well to work as a qualified chef in the future and it will be very rewarding when my three-year apprenticeship is completed, all my hard work has paid off and I become a trade qualified chef."



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