

explore
CAREERS

explore
CAREERS

EXPLORE CAREERS.COM.AU



THE CAREER ADVISORS GUIDE

EDITION NO. 7

EDITION NO. 7



"I never thought McDonald's could help me get a degree."

Macca's® provides employment skills, nationally recognised training qualifications and professional development to prepare our people to become future leaders.

Passionate about outstanding customer service?
Want a career at McDonald's®?

APPETITE NEEDS OPPORTUNITY

APPLY NOW AT [MCDONALDS.COM.AU/CAREERS](https://www.mcdonalds.com.au/careers)

WHAT AN EXTRAORDINARY YEAR WE HAD IN 2017!

The launch of a new name and a host of new initiatives designed to assist school-based career advisors, students and parents.

Firstly, the name. We changed the name from First10 to Explore Careers to more accurately reflect what we do, which is to deliver relevant, accurate and reliable careers & employment information, as well as connecting Australia's leading organisations with the schools' community.

We've welcomed over 20 of Australia's leading organisations to the Explore Careers program, across a variety of different industry and diversity sectors - which means we now are home to over 100 of Australia's premier organisations. The support from these groups again shows the commitment that Explore Careers members have of connecting with and educating the school community.

So, what can you look forward to in 2018? This publication is again bigger and more diverse than any previous edition. Not only are there more categories but a host of new leading organisations all seeking to reach out to career advisors, students and parents delivering critical information about future careers and employment.

ExploreCareers.com.au has been entirely re-built and not only mirrors the information in this publication but also carries a host of new features. You will find additional content, news, videos, podcasts, and most importantly, the latest job opportunities available for your students, all on the one site. It is a one-stop shop for all things Careers & Employment.

The Explore Careers job-board profiles part-time and casual roles, as well as internships, apprenticeships and full-time opportunities for students leaving secondary school and moving directly into full-time employment.

Explore Careers eNewsletters will continue to highlight key initiatives in your region and will continue to keep you up-to-date with all things Explore Careers.

In 2018 the Explore Careers Fair will be held in Sydney and Melbourne. These events are exclusive to the schools' community only, meaning only students, career advisors, and parents will be allowed to attend. We limit the attendees to ensure that you get valuable one-on-one time with Explore Careers member organisations.

We always look to bring the school community and Explore Careers organisations together whenever we can, most recently we assisted our friends at Macquarie Group host a breakfast with Career Advisors in Sydney. We've also partnered with Racing Victoria with sending Australia's favourite racehorse, Subzero, out to schools. In 2018, we'll be bringing you together even more.

You can continue to look forward to our exclusive podcasts and videos, which are set to only increase in 2018.

We are delighted with this edition of the Explore Careers Publication, but it is important to note that this publication is a part of a raft of resources available to you, all of which are complimentary.

I would like to thank the Explore Careers Team for their hard work and dedication. I would also like to acknowledge the organisations who have committed to the Explore Careers program - who are all are committed to assisting you and your students across all careers and diversity categories.

I hope that you will find the Explore Careers program of benefit to you, your students and their parents.

Cliff Stoneman
Founder & CEO



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

Abraham Lincoln

Explore Careers 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.

explore

CAREERS

Chief Executive Officer
Cliff Stoneman

Director
Daniel Stoneman

Marketing and Communications
Mitchell Stoneman

Advertising Inquiries
Daniel Stoneman
Tel: 1300 856 379

PUBLISHED by
Hardie Grant Media

Managing Director
Nick Hardie-Grant

Art Director
Dallas Budde

Account Director
Scott Elmslie
Tel: +61 3 8520 6444

Printed by
C&C Offset
Printing Co. Ltd.



hardie grant media

Hardie Grant Media Building 1, 658 Church Street, Richmond VIC 3121 Australia Tel +61 3 8520 6444

For inquiries about Hardie Grant Media's custom publishing please contact Scott Elmslie.

Explore Careers © 2018. Published for Teber Pty Ltd by Hardie Grant Media.

No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, Internet, or otherwise, without the prior written permission of the publishers. While every effort has been made to ensure the accuracy of the information in this publication, the publishers accept no responsibility or liability for any errors, omissions or resultant consequences including any loss or damage arising from reliance on information in this publication. The views expressed in this publication are not necessarily endorsed by the editor, publisher, Hardie Grant Media and its related bodies corporate

EXPLORE CAREERS FAIR 2018

BIGGER & BETTER THAN EVER

MELBOURNE – Friday 18th May 2018
SYDNEY – Friday 25th May 2018

We are thrilled to be presenting the Explore Careers Fair in 2018!

With more exhibitors than ever before sharing valuable future career information for you and your students, this is an event you cannot afford to miss!

The Explore Careers Fair has been developed to allow the school community to engage directly with Explore Careers members in a relaxed environment.

This event is strictly for school career advisors, parents and student leaders, this is to ensure effective communication can take place between you and the exhibitors.

We have created an intimate, laid-back environment so you can spend as much time as you wish to gain an even more significant understanding of who each company are and what they can offer your students either now or in the future.

The event will include:

- Keynote Speakers
- Interviews
- School Giveaways
- And more
























There will be an exciting announcement which will transform the way your students can find part-time work, apprenticeships, internships and work experience.

























"I have been really impressed... I have got some terrific resources and made contacts that I think will be invaluable..."

Sylvia – Career Advisor

For more information or to RSVP, please email events@explorecareers.com.au



 44-45, 258-259	 134-135, 272-273, 288-289, 318-319	 132-133	 Australian Government Department of the Prime Minister and Cabinet 108-109, 248-249, 266-267, 292-293, 306-307
 130-131	 194-195	 20-21, 246-247, 304-305	 146-147
 184-185, 320-321	 138-139	 48-49	 140-141
 Cochlear™ 202-203	 72-73, 232-233, 278-279, 298-299	 CommonwealthBank 128-129, 196-197, 222-223, 268-269, 276-277, 310-311, 328-329	 costa fresh is our passion 156-157
 68-69	 90-91	 168-177, 208-209, 302-303	 Downer Relationships creating success 16-17, 224-225
 158-159, 220-221	 Building a better working world 34-35	 Fitness First 186-187	 28-29, 256-257, 312-313

 24-25, 242-243	 70-71, 198-199, 226-227	 122-123	 80-81
 Make your job EASY! 152-153, 238-239	 160-161	 92-93, 230-231	 126-127, 200-201, 212-213, 280-281
 30-31	 WE FIGHT FOR FAIR™ 84-85	 CREATIVE CONSTRUCTION™ 18-19	 88-89
 56-57	 112-113, 236-237	 50-51	 Built to outperform. 14-15, 216-217
 74-75	 100-101	 190-191, 234-235, 284-285, 300-301	 46-47
 60-61, 240-241	 36-37, 210-211, 286-287, 322-323	 164-165	 136-137

 26-27	 40-41, 192-193, 244-245	 <small>Owner and Operator of Westfield in Australia and New Zealand</small> 78-79, 252-253, 282-283, 308-309	 54-55
 64-65, 206-207	 150-151	 76-77	 66-67, 206-207
 118-119, 250-251, 316-317	 98-99, 218-219, 270-271, 290-291, 296-297	 94-95	 116-117, 254-255
 104-105, 214-215, 264-265, 314-315, 326-327	 110-111	 106-107	 22-23
 144-145, 228-229	 180-181, 260-261	 142-143	

Contents

- 10** Careers & Employment
- 188** STEM
- 204** Women
- 262** Disability
- 274** LGBTI
- 294** Aboriginal & Torres Strait Islander
- 324** Cultural Diversity

Careers & Employment

12	Building & Construction	102	Public Services
32	Professional Services	114	Transport & Logistics
38	Analytics	120	Airlines
42	Mining	124	Banking, Insurance & Finance
52	Hospitality	148	Specialised Service Solutions
58	Specialised Property Services	154	Agribusiness
62	Retail	162	Sports & Entertainment
82	Legal	166	Defence Force
86	Food & Beverage	178	Integrated Services
96	Technology	182	Health & Fitness

Building & Construction

14

MULTIPLEX
Built to outperform.

26

reece
group

16

Downer
Relationships creating success

28

 **Fulton Hogan**

18

**McCONNELL
DOWELL**
CREATIVE CONSTRUCTION

30

 **Master
Builders**
ASSOCIATION

20

 AUSTRALIAN
CONSTRUCTORS
ASSOCIATION

22

 **WATPAC**

24

 **Holcim**

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.



1 Work on the big jobs
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.

2 Clear career pathways with flexibility
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.

3 Global opportunities
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.

4 A sustainable company
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.

5 Our DNA
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.

6 Your development is supported
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.

7 Diversity breeds innovation
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.

8 Flexible working environment
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.

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

10 We have fun
The graduate and cadet program isn't all work. We organise regular social events like siGe 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.



Kick-start your career

Downer is a leading provider of services to customers in markets including Transport, Technology and Communications, Utilities, Engineering, Construction and Maintenance (EC&M), Mining, Rail, Facilities and Management.

Downer offers exciting and diverse career opportunities to school leavers, graduates and apprentices 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 corporation, there is always a need for talented young people to work at site-based or office-based roles. This includes Human Resources, Finance, Information Technology, Administration, Risk, Legal, Planning, Procurement and Quality to name a few.

For more information on how you can kick-start your career at Downer, visit www.downercareers.com



1 Apprentice programs

Downer supports apprentices by providing a structured training plan to help balance work and study. 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.

2 Graduate programs

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.

3 Community partnerships

Downer is a large and diverse business and we understand the importance of building strong relationships with the various communities we operate within. Current community partnerships include The Australian Literacy & Numeracy Foundation's (ALNF) Walls of Hands Appeal, Jawun, Blackwater Police-Citizens Youth Club, The Smith Family, Federation University and Wandering Warriors.

4 A diverse & inclusive workforce

Our focus on gender and cultural inclusiveness is active and ongoing, and through various initiatives we aim to foster equality in our workplace and help close the gap between Indigenous and non-Indigenous communities. This commitment and philosophy is captured in our Group Diversity and Inclusion Policy which is available to download from our website.

5 Our brand

The Downer brand sends a strong signal about who we are and what we do. Our tagline, 'Relationships creating success' is the cornerstone of our brand and we seek employees who can bring that to life.



6 Variety & experience

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.

7 Zero Harm culture

Caring for and protecting our people continues to be at the forefront of everything we do. The Downer Zero Harm Management System has been established to ensure that all activities that could 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.

8 Sustainable work practices

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.

9 Downer benefits

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.

10 Leadership Mentoring Program

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 transference of skills and learning through a mentoring program is an 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.

Build your career with us



McConnell Dowell is the Creative Construction Company, building better communities through safe, smart, efficient infrastructure.

We are an international and diverse group with one culture and one goal – to ensure we remain the very best. Working at the forefront of the construction industry, we provide our people with a stimulating environment that challenges them to think laterally and excel beyond even their own expectations.

At McConnell Dowell, we drive progress through personal initiative, responsibility, autonomy, backing ourselves, challenging others and being resilient. We're progressive in our nature. This has resulted in an enduring, well-defined culture that is cohesive, shares the same goals and has an unbeatable team spirit. So no matter where you are – Australia, the Pacific, Singapore, Thailand, Indonesia, Middle East, New Zealand – there is only one McConnell Dowell.

Civil and Marine

Our creative approach to civil and marine infrastructure projects isn't the only thing that sets us apart from our competition. It's our engineering capability.

This difference means we think outside the box, explore every possible project solution, and find the best one for our customers.

So whether it's a port, jetty, wharf, dam, outfall, seawall, bridge, road, rail or industrial project, we offer solutions that deliver value.

Rail

With a range of accreditations across the Group, an impeccable safety record, and a team of highly trained specialists, our rail construction and maintenance capability provides the fullest scope of solutions for our customers, backed by the expertise of Aveng Rail. We have experience in safely conducting a full range of construction works within a live rail environment and have a full collection of plant available for use to deliver services in the two most critical rail sectors: track construction and maintenance, and rail structures.

Pipelines

When it comes to pipelines, we like to think big, with over 200 projects delivered to date, totalling over 30,000km across Australia, New Zealand, Asia and the Middle East. As one of the largest pipeline contractors in the region, we have laid pipeline in diameters of up to 50 inches. Our capability spans our product and pipe type installations in remote, urban and environmentally sensitive locations.

Tunnel & Underground

With over 30 years' experience, the delivery of 130km of tunnels, and over 3 million tonnes of material moved, our tunnelling capability is unrivalled: this is the MCD Group difference. We are renowned for our road header, Tunnel Boring Machine (TBM), pipe-jacking and micro-tunnelling expertise and our capacity to provide fully integrated engineering and construction solutions. Our expertise covers the whole range of tunnelling, from specialist soft ground techniques (full faced balanced earth pressure machines) through to hard rock tunnelling.

Building

As the commercial building brand of the McConnell Dowell Group, Built Environs has the ability to deliver everything from small scale refurbishments through to major developments across Australia.

Industrial & Mechanical

With specialist skills in mining and metals, oil and gas, chemical processing and water markets, we provide complete construction service in green and brown-field facilities construction from engineer, procure, fabricate, field erection, civil, mechanical, piping and electrical installation works through to commissioning.

Our People

We are committed to providing a working environment for our people that develops them to the best of their ability and harnesses innovative thinking, while giving them a challenging and rewarding environment in which to work. We are also committed to providing a workplace that is safe for our people to work and one that does not adversely affect the environment. The value of our people is priceless and we want them to be motivated to work for us as their employer of choice, to be as enthusiastic and proud of their employer as we are of our people and their service to us. The McConnell Dowell Group employs people from many different nationalities and backgrounds. Diversity in our workforce enhances our ability to deliver innovative solutions to our customers. We are committed to treating every employee with fairness, respect and equality.



The McConnell Dowell Group offers:

1 A strong brand and culture of success

Over 50 years of operation, McConnell Dowell has successfully delivered the most technically complex projects time and time again, building a reputation as a key player in the Australian and New Zealand construction industries.

2 A place where you construct world-class infrastructure and improve communities

McConnell Dowell thrives on joining a community during and beyond a project. Whether it be the construction of the Gold Coast Light Rail or a remote marine wharf in Western Australia, McConnell Dowell delivers impressive infrastructure for the betterment of the communities in which we operate.

3 Work and travel to international destinations

McConnell Dowell is part of the Aveng group which operates across four continents. As a member of the McConnell Dowell Group, there are opportunities to take your career across the globe.

4 Training opportunities to enable you to fulfil your professional goals

McConnell Dowell is committed to the development and enhancement of our

people. Not only are our employees equipped and empowered to carry out their role with the skills they need, our employees have the opportunity to drive toward their own goals which is encapsulated in our performance review program.

5 Strong teamwork ethics and approachable leadership

Our success is built upon the relationships of our people. It is in the DNA of McConnell Dowell employees to cultivate supportive teams that provide an environment where you can not only grow and be challenged, but enjoy yourself while working alongside your mates.

6 An employer who values you as a person and not a number

Each and every employee brings a different perspective to the challenges that we face every day. We value the diversity of our individual employees because their different perspectives allow us to continue to deliver first-class infrastructure across the McConnell Dowell footprint.

7 Autonomy in what you do and the chance to show us your creative talents

As a multi-disciplined company building tomorrow's infrastructure, McConnell Dowell offers exposure to a new and

unseen work environment in every challenge and project that we undertake. Employees at McConnell Dowell have the freedom to innovate in a safe environment, with the structure of a strong and established company.

8 A global workforce

With a workforce spanning the globe, we know that having a constant and solid company culture ensures we operate to the best of our potential. We are all about straight talking, building team spirit and maintaining the highest level of safety standards.

9 A values based organisation

Our company vision and values guide the behaviours and business practices of all of our employees and help to build lasting relationships with clients, governments and communities through a commitment to clear and effective communication.

10 A safety driven culture

Safety is at the core of the McConnell Dowell business. With a large and diverse multicultural workforce, we equip all of our staff with training and development opportunities to constantly improve our capability in the building construction industry and ensure that everybody is safe in their working environment



Build your career. Get into construction!

Build Your Career is an industry driven initiative offering information for students, apprentices, parents and Careers Advisers about career opportunities in the construction industry.

Build Your Career is supported by the nation's leading construction and infrastructure contracting companies.

What is the Construction Industry?

Construction is one of Australia's largest industries, employing over 1 million people (or 9% of the total Australian workforce) across various industry subsectors. It is the third largest contributor to national GDP and is an industry which is set to grow as Australia continues to expand.

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 construction 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:

Trades: Tradespeople are skilled manual workers. The job requires practical and theoretical training. Tradespeople work across residential, commercial and industrial worksites.



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.

Health, safety and environment: Health, safety and environment roles oversee, manage and implement 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.

Commercial and corporate roles: Those involved in the commercial side of a construction business supervise all elements of the construction process.

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 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, occupational 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.



For more information on your career in construction, head to www.buildyourcareer.com.au

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



1 Your career your way

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.

2 Benefits of an apprenticeship and traineeship

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.

3 It's for everyone

The construction industry is inclusive, offering opportunities for everyone.

4 Focus on safety

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.

5 Continuous development

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.

6 I built that

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.

7 A world of opportunity

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.

8 Practical skills

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!

9 Stability

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

10 Innovation & technology

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.



Creating landmarks. Celebrating excellence.



Anna Meares Velodrome, Brisbane.

Watpac is a leading national construction and civil and mining contracting group, employing more than 1,000 people across Australia.

Having grown from its humble beginnings in Queensland to deliver some of the country's most famous sporting stadiums, commercial and residential projects, defence facilities, health & science infrastructure and mining projects, the Group operates in all mainland states and territories.

Established in 1983, Watpac has been listed on the Australian Securities Exchange since 1985. The Group has a history spanning more than three decades of growth and success, delivering award-winning projects to clients and value to shareholders.

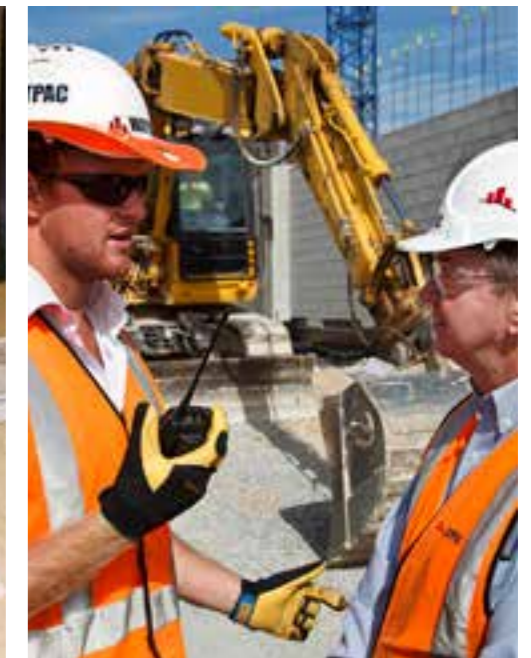
In April 2013, leading international construction company BESIX Group acquired a major shareholding in Watpac. This strategic alliance allows Watpac to retain its unique Australian heritage while

accessing the expertise and reach of an international industry leader.

Watpac's dedicated employees have enabled the Group to develop and maintain a reputation for excellence within the national construction, and civil and mining sectors, resulting in numerous industry awards.

Providing an inclusive workplace and an organisational culture that embraces diversity and equality is a priority for Watpac. The Group is steadfast in its commitment to an engaged and successful workplace.

At Watpac, you have a real opportunity to carve out a meaningful career path and reach your professional goals. Unlike many of our competitors, you won't get lost in the crowd. We value and nurture talent and every employee has the opportunity to increase their level of skill and responsibility through working with respected and experienced industry leaders, participating in learning and development initiatives, and being a part of some of Australia's most high-profile projects.



1 Safety first, every time

Safety is our number one priority. We want to ensure that everyone who leaves the workplace does so in the same manner in which they arrived – safe and well. This underpins our "Work Safe. Home Safe" campaign which empowers our employees, and those we partner with, to undertake every task in a safe manner.

2 Acting responsibly

We are aware that we have a responsibility to the environment and the communities in which we operate. We want to ensure the contribution we make to the communities in which we live and work is meaningful.

3 Our people, our success

Our people are the cornerstone of our success. Meeting the expectations of our employees and tailoring individual career paths has allowed many to achieve personal success. From graduate to project manager, we have developed numerous growth programs to nurture and enhance the capabilities of our people.

4 Benefits

All of our employees are able to access great benefits and deals through our local network of suppliers and corporate partners. These benefits and rewards include everything from health and wellbeing to retail, travel, home improvements and finance.

5 Health and Wellbeing

Healthy, happy people make great things happen, which is why we are committed to ensuring the health and wellbeing of our employees.

Through our Healthy Foundations program, our employees have access to a range of activities including skin checks, flu shots and seminars as well as a range of counselling, financial and nutritional services via our Employee Assistance Program.

We recognise that families are the central building block of all communities, including the workplace. Without them it would be difficult for us to be as successful and effective at work. Throughout the year we host 'Family Days' for our employees and their families. This is our way of saying "thanks" for all the support and encouragement they provide.

6 Our Values

Our values shape who we are as a company. They guide us in our everyday work and behaviours, in the decisions we make and how we treat each other, our clients and our stakeholders. They empower and inspire us to create a collaborative and supportive workplace, wherever we are located across the country.

- **Commitment:** Delivering on promises, safely
- **One Team:** Collaborating to accomplish a shared purpose
- **Inspiration:** Leading by example in everything we do

- **Innovation:** Achieving solutions that make a difference
- **Candour:** Acting with authenticity, integrity and respect

7 Diversity of thought

We are committed to providing an inclusive workplace and an organisational culture that embraces diversity and equality. We believe genuine diversity leads to increased business performance and an enriched culture that helps foster an environment of innovation, inspiration, candour and commitment.

8 Start your career with us

You can shape your career with us. Whether you are looking for an apprenticeship or ready to use that degree, we can provide the support and pathways to get you to where you want to be.

9 Diverse portfolio of projects

We offer a vast portfolio of projects with a wide geographical spread. From mining services to state of the art hospitals, sporting stadia and education facilities, no two projects are the same.

10 We're more than just builders and miners

Like any high performing organisation, our business is supported by a team of people across a number of professions such as marketing, finance, investor relations, human resources and information services.

Local Pathway, Global Opportunities



Who is Holcim? In Australia and New Zealand, Holcim has been delivering construction materials for more than 100 years.

Originally serving the industry under the well-known Readymix and Humes brands, Holcim now continues to supply products including aggregate and sand, concrete, concrete pipe and products.

Holcim operates right across the Australian continent supplying concrete from a network of more than 160 concrete plants, 900 mixer trucks and mobile and on site facilities.

Our 70 quarry operations provide consistent, quality products for a diverse range of customers and applications.

Our major projects team serve major mining and infrastructure projects.

Holcim Australia and New Zealand is a member of the LafargeHolcim group, the global leader in cement, aggregates, concrete and concrete products.

Who is LafargeHolcim?

Created through the merger of Holcim and Lafarge in 2015 – two companies with a rich history, pride and culture – LafargeHolcim is the leading company in the building materials industry. LafargeHolcim has more than 90,000 employees and operates in 80 countries around the globe generating \$27 billion in revenue.



From our current employees:



Real work and real responsibilities

"It's really satisfying to know that we get to work on real life projects and make a real contribution to your team. I've been involved in a lot of major projects... the Pacific Highway upgrade, the WestConnex project and overseeing the Boambee Quarry stormwater management upgrade." – Annie Mak,

Great environment

"It's a great work-life balance, everyone's understanding and helps you out ... I haven't come across a person who hasn't helped me within Holcim – from production supervisors to general managers." - Badar Asifx, Plant Manager

Personal development and growth

"Everyone is focused on your development and you don't get left behind. Each person I have met has been very welcoming and I see this as a stepping stone for the next phase of my career. The reality of working at Holcim is that it has been better than I ever imagined." –Clare Taylor,



1 Safety is our number one priority

Safety is our overarching value and we believe in visible leadership and personal accountability for Safety at all levels and throughout our organization.

2 Proud history with an exciting future

With a heritage based in the well-known Readymix and Humes brands, Holcim has over 100 years' experience in Australia. Holcim is a market leader who is proud of its past and traditions while also looking forward to the challenges ahead.

3 Committed to social responsibility and sustainability

Holcim is proud to be an industry leader in safety and environmental sustainability while we are committed to being a good member of the communities we live and work in. Our 2030 plan: 'Building Tomorrow' not only outlines our ambitions but also sets strong global and local targets.

4 Focus on research and development

Our research and development is driven by the needs of our customers, who face today's major challenges. Together with our partners and customers, our best-in-class R&D teams develop the most innovative products, solutions, and services, as well as advanced manufacturing processes.

5 Work on landmark projects

Holcim supplies materials to some of the largest and most complex infrastructure, mining and construction projects across Australia, helping to build for today and the future.

6 Great people working together

Holcim fosters a positive culture and values based workplace environment. We focus on ensuring our employees enjoy a work life balance that allows people to both perform at their best but also realise their aspirations outside of work. This is facilitated by our investment in the tools and technology required.

7 Empowering our people

Holcim is committed to providing an inclusive workplace for all. With a focus on developing women within our organisation, Holcim has built a strong support network within the business and a maternity leave policy that incorporates additional Superannuation contributions and a return to work bonus.

8 Endless career paths

With three different business units and a wide range of corporate functions, Holcim offers a variety of pathways. With opportunities across our concrete, aggregates and precast businesses as well as international possibilities within the wider LafargeHolcim Group, Holcim is well placed to provide a fulfilling career.

9 We invest in you

Offering both formal and informal training opportunities, Holcim is committed to growing you and your skill sets. Having created our own internal programs as well as having access to recognised external diploma, degree and post-graduate courses your professional development will be well supported.

10 We seek ways to reward you for your efforts

Holcim looks to reward employees in a variety of ways. For certain roles these rewards can include extra Superannuation contributions, sales incentives, annual bonuses and vehicles. Further to this Holcim extends a number of our corporate partnerships to employees which can facilitate better rates for airfares, accommodation, health insurance and other services.



Achieve amazing things

About Reece

We are Australia's leading supplier in the Plumbing, Bathroom and HVAC-R industries. People know us as a household name because they see our stores in so many suburbs and towns around the country, but they don't realise the true breadth of our business.

In addition to Reece plumbing centres, our wholesale plumbing and bathroom products business, we have seven strategic businesses that serve different markets. These are: bathroom life (bathroom retail showrooms); Reece hvac-r (mechanical services contractors, large commercial buildings); Reece irrigation, (irrigation contractors, landscape gardeners, growers and pool builders); Reece onsite, (volume home builders and commercial plumbers); Reece civil, (civil contractors and plumbers in water, gas and telecommunications); Actrol, (refrigeration, air conditioning and allied industries); and Metalflex (wholesale residential air conditioners, heating systems and related products).

In our 95 year history, we have grown from a single store to 600 outlets across Australia and New Zealand, with an annual revenue of 2.4 billion dollars and more than 4,500 employees.

Our branches are supported by a team of more than 500 professionals including marketers, designers, programmers, property developers, logistics experts and more.

We are an organisation with a strong customer focus and a values-driven culture. Our purpose is to improve the lives of our customers and our people by striving for greatness every day.

For more information on your career with Reece head to reecegroup.com.au/careers



10 things that make Reece different

1 We're growing

We have a long history of growth, and that's continuing. This contributes to positive, exciting workplace with a constant focus on the future and opportunity for everyone.

2 We're innovative

We think differently. Not just new products, but new ideas, new ways of doing things and whole new businesses. We're always on the lookout.

3 We're open

As a result of numbers 1 and 2, there's always a lot of change at Reece. Things move quickly, and we're open to it. It makes life exciting and means there's always something to learn.

4 We're customer focussed

This is our number one value: Build customers for life. It unites us, drives everything we do and makes us successful. We're proud of our customer NPS (Net Promoter Score) of +64.

5 We're team focussed

We're collaborative. We work in teams, and consult each other. There's always someone to work with.

6 We're community minded

We work with our customers and local community groups around our Australia & New Zealand locations, including less privileged communities overseas where sanitation saves lives.

7 We're values-driven

Most organisations have values. We live ours. For example, one of our values is Be Humble. It keeps us real.

We don't go for hierarchy. We like to keep it simple (another value) and do the right thing (yet another).

8 We're practical

There's a can-do attitude at Reece. We get things done and we have loads of common sense. We're independent and resourceful, which means people get involved and get results.

9 We're friendly

People stay at Reece for a long time and one of the reasons is they make friends for life. We get along, we help each other and we have fun.

10 We're happy

We're a happy workplace. We have an employee NPS of +66, which puts us in a globally leading position not just for our industry, but overall.



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

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.

For more information go to:

fultonhogan.com
twitter.com/fultonhogan
linkedin.com/company/fulton-hogan_2
youtube.com/user/fultonhoganitd



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.

1 We put safety first

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.

2 We lead and develop

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.

3 We are courageous

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

4 We are genuine and trusting

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 with customers, 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.

5 We are REAL

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.

6 We offer a diverse work experience

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.

7 We are here for the long haul

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.

8 We are a family

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.

9 We are part of the community

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 communities that we operate. Fulton Hogan is often at the frontline in the aftermath of disasters and emergencies, such as floods, bush fires and earthquakes.

10 We do the right thing

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 and 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.





ALink - the one-stop shop for apprentices and trainees

Over 15,000 people are currently engaged in construction apprenticeships and traineeships across Victoria.

Master Builders established ALink to demystify and simplify the information available to those engaged in an apprenticeship or traineeship in the building and construction industry. ALink is now the one-stop shop for all apprentice and trainee needs, providing relevant, readily available and up-to-date information.

ALink 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. With a multitude of benefits, ALink is tailored for apprentices and trainees by people currently involved in the building industry.

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 finding 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 up-to-date and relevant information and links.

Trade Qualifications

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



Professional Qualifications

A professional qualification can be attained in several ways:

- a university course (part-time or up to four years full-time)
- a TAFE course (part-time or full-time)
- a traineeship (up to four years depending on the traineeship, involving both on and off-the-job training).

Features of ALink Further your Career

ALink can provide advice about ways for students to further their career in the building industry. Students may wish to undertake further training such as a Certificate IV or Diploma after their apprenticeship 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. 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 Nights, with over 2,000 people attending these events each year.

Master Builders Foundation

The Master Builders Foundation was created to assist apprentices and trainees through their pre-apprenticeship, apprenticeship or further training. The Master Builders Foundation awards 40 scholarships a year to assist students with course fees and the development of a tool kit for their trade. There are two scholarships available:

- Apprentice or Pre-Apprentice Scholarship valued at \$2,200. This scholarship is provided to students who are underway with a pre-apprenticeship or apprenticeship, or seeking to embark on further training. The scholarship provides:
 - \$1,200 towards approved course fees upon presentation of invoice, plus
 - \$1,000 worth of quality tools relevant to their trade
- 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 initiatives such as tertiary studies or research trips.

If you are aware of students who may be candidates for either of these scholarships please visit www.alink.org.au and download the appropriate application.



alink.org.au/mbav.com.au

1 ALink

ALink was created by Master Builders to be the one-stop shop for information for those currently involved in apprenticeships or those wanting to enter the building industry. Coupled with the support of dedicated staff and a host of industry stakeholders, ALink is designed to be a tool to assist in addressing the attrition rate of building and construction apprentices.

2 Career Advice

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 considering 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 assist in work placement, so students can gain an insight into what is involved and what they may need to do.

3 School visits

The ALink team visits schools, generally in conjunction with their career days. The most productive visits for both students and teachers are where multiple schools gather or organise career days. Not only do students and teachers get to talk to a multitude of experts in different fields in the same place, but also gain ideas and form relationships with fellow teachers and students.

4 Placements and resumes

ALink provides 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 Master Builders members that are currently looking for staff in their local vicinity. This program links employees and employers in the best possible way to enhance the completion rate of those involved in training in the building and construction industry.

There is no hard and fast rule to presenting a resume 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 an interview for the job that will start their career.



5 Advice about wages and WHS

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

6 Master Builders Foundation

Master Builders Foundation is an initiative that assists apprentices and trainees through their pre-apprenticeship, apprenticeship or further training. 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 course fees and tools.

7 Advice and support

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.

8 Access to up-to-date industry information

Information can be accessed via the ALink website or through direct contact with the ALink team. ALink's goal is to provide apprentices with all relevant information, from how to start the sign-up process, career or training guidance. ALink aims to be the hub for all industry information.

9 Apprentice road shows

ALink rolls out road shows at TAFEs across Victoria. The road shows are designed to show apprentices how ALink can help them navigate through information available to obtain the answers they need to further their career in the building industry.

10 Apprentice of the Year Awards

Master Builders holds its own Apprentice of the Year Awards around Victoria to congratulate and applaud the achievements of apprentices. These apprentices are nominated by their Registered Training Organisation or by a Master Builders member. Each apprentice who is nominated is shortlisted from the more than 15,000 apprentices in the industry and should be very proud of this accomplishment.

Professional Services



Take control of your career



Do you know what it takes to build a better working world?

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.

Using the knowledge you've gained from your studies, you'll help all types of companies, from entrepreneurial start-ups to multinationals. We'll provide you with experiences that'll shape your career for years to come. Because when you grow, we do too.

Discover the legacy EY is seeking to create at ey.com/betterworkingworld



Take control of your career

Whether your future lies in Assurance, Tax, Transactions or Advisory, we'll provide the learning, experiences and coaching you need to become a successful professional. At EY, there is no one path for everyone. You're encouraged to create a path that reflects your individual talents and aspirations. We'll work with you to help you succeed professionally and personally. 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. Show us what you're capable of and you may be invited to join us after graduation in a full-time position.

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.

Start your career journey at ey.com/au/betterbeginsnow



1 Bring your thinking to a global stage

At EY, share your ideas with more than 250,000 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.

2 Create your future

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.

3 Choose your adventure

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.

4 Busting the myth

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.

5 Be successful

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.

6 EY and you

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.

7 Be rewarded

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.

8 Feel included

In our inclusive work environment, everyone's opinion is listened to and valued. You'll be encouraged to build strong relationships across the globe and seek diverse opinions. You'll gain perspective and insights that will help you provide better answers for your clients.

9 Giving back

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.

10 Connect with your global peers

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 our values in action.



Who is PwC?

Aspire to play a bigger game, to make an even greater impact. With us, you'll tackle important problems that align with your purpose and passion every day.

You most likely know us as one of the Big 4 Accounting Firms, however, what we really do extends far beyond crunching numbers. We're a Professional Services Firm. We help Australian businesses, not-for-profits and governments better the way they work. From improving healthcare, to creating smarter cities and igniting Australia's start up industry, our people build trust in society and solve important problems every day. So, if you want to contribute to a 'bigger picture', you're in the right place!

With a network spanning across 157 countries, we are a collective of more than 223,000 people worldwide who are committed to delivering quality in assurance, financial advisory and consulting. Within these areas career paths can differ from technology consultant, to accountant, to lawyer, and data scientist - just to name a few. Our people are energetic, inspirational and thrive in a collaborative and innovative environment. Above all, we bring a unique blend of knowledge and passion when addressing the challenges and opportunities facing our community. As one of the world's largest professional services firms, your work with us has the potential to make a real impact.

Now, we'll be upfront. You might find the work hard and challenging at times. But this is just one of the many reasons why our people get excited to turn up each day! Opportunities for growth and mentorship are endless, as is our vast support network. Educational diversity is embraced and our 7,000+ local employees come from a wide range of academic backgrounds, including arts, business, economics, science, engineering, health, law, and more. We see difference as a key asset, and we're committed to helping you unleash your true potential.



1 Passion meets purpose

We all want to engage in work that fulfils us with a sense of purpose. This means something different to everyone. The important thing to us is that you feel motivated by the opportunity to blend your passions and interests with your work. We believe that everything we do must be driven by our human spirit – our collective creativity, authenticity and difference. This is why we've fostered an environment that will encourage you to ignite your individuality and tap into your passions. As we share in a number of community and charity partnerships, you will have opportunities to contribute to the relationships and issues you identify with most.

2 You are our future

Identifying emerging talent is paramount to our growth. After all, you are the foundation for business longevity and success. Yes, we search for students from varied academic backgrounds, but that's not all! Degree or no degree, we seek bright, passionate and like-minded individuals who can join us in embracing the ever changing business landscape. We know many of you will become our future leaders and we're dedicated to investing in your development, both professionally and personally. We want our future to be one that fosters equal opportunity, from more female leaders to greater team diversity, and we're committed to making it happen!

3 Hiring from all degree backgrounds

We hire people from all degrees, including science, technology, engineering, maths, medicine, arts, business, communications, psychology, and law – just to name a few. The type of work we do is so diverse, but what binds us together is creative problem solving. It is all about how you approach a problem and how you collaborate with your team members to solve it. So regardless of your degree background, we'll provide the training to get you up to speed in the business area you join.

4 Tech loving

Want to work for a tech firm? Our goal is to become the most technology enabled professional services firm in the world! From innovators developing new software and applications, to scientists creating breakthroughs in processing speeds, technology has reshaped the



way we approach business. Whether we're exploring the future of business, restructuring the internal systems of one of our clients, or developing new tech to use in-house, there's a passion for innovation across everything we do.

5 Choose how you work

Innovation is at the core of our client work and, just as importantly, so is providing you with the flexibility you need to flourish. Our tech solutions mean that you can work anytime, anywhere whether that's in the office, at home, or from a cafe – it's your choice! Also our casual dress policy means you have the freedom to coordinate your outfit with the type of work you'll be doing. We trust you to work in a way that best suits your needs, and provide you with the tools and movement to do so.

6 Create your own adventure

We have over 172 offices in cities all around the world, and encourage our people to seek opportunities to work with other teams, states, countries or client sites. Whether you're interested in travel or secondment options, we want you to take these career development opportunities when they arise!

7 Guiding you to success

As someone new to the firm you'll 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. With a genuine support structure around you, you will certainly feel comfortable to be

yourself and perform your best from day one.

8 Diversity is at our core

Difference is a key strength of our firm as we all contribute to the culture. Here you will feel comfortable to not only be yourself, but to be heard. Our 'Dress for your day' policy gives you the flexibility to choose what you want to wear based on the work you do with your teams and clients. You can also take part in our employee-led diversity networks that promote cultural, disability, LGBTI and gender equality. We believe in creating a shared environment that challenges the status quo and brings our unique differences together.

9 Values drive us

We are proud to be a values based organisation. Our values remain at the core of who we are and we want them to be evident in everything we do. We speak up for what is right, even when it's the harder option.

- Our five values are:
- Reimagine the possible
 - Make a difference
 - Care
 - Work together
 - Act with integrity

10 Perks are also important

We know things like birthday leave, the ability to purchase up to an additional 12 weeks of annual leave, and 18 weeks paid parental leave makes working with us more enjoyable. We get it. Living your life to the fullest is just as important as investing in your career, that's why when you join us we strive to set you up for both!

Analytics

40





Experience Your New Possible



SAS is the leader in analytics.

Through innovative analytics, business intelligence and data management software and services, SAS helps customers at more than 83,000 sites to make data driven decisions faster.

As the leader in business analytics software and services, SAS transforms data into insights and allows you to discover new opportunities.

SAS has been ranked in the Great Place to Work® list of Australia's best 50 Employers for the last 7 years and has been Globally ranked in the top 10 year on year.

SAS helps customers to "transform their World"

SAS is a global company, helping thousands of customers across all industries to solve complex business problems. Our customers, use SAS Solutions with their data, to make better business decisions, such as help develop medical treatments faster or support conservation charities better protect

the world around us. SAS works with our customers to give them the "The Power to Know®", by making sense of the information available to them. Other examples include, assisting;

- Banks to detect fraudulent credit card transaction in real-time, thus improving their customers experience
- Sporting teams to report on player statistics, to better predict the games' result
- Energy companies predicting customer demand for energy, reducing the chance of a consumer experiencing bill shock
- Airlines to best manage and price flights, so as to give travelers the best information when and where they choose to travel
- Governments to best use citizen data to advise future programs and policies to benefit the community.

"We're committed to building the next generation of data-savvy professionals... Anyone who wants a good-paying, recession-proof skill set should consider a career in analytics." – Jim Goodnight, CEO of SAS



Craig Rodger, Data scientist

Describe your career with SAS:

I have worked at SAS on two distinct occasions, in two different countries on two continents. The experience the first time was so good it brought me back. I currently work as part of the sales team at SAS and work with the advanced analytics offerings. I have had the opportunity to be both part of executive management but also on the front line working with customers.

Why is SAS a Great place to work?

SAS has a truly unique culture. It was one of the original organisations to recognise that every day its most important assets walk out the door and only come back tomorrow if they feel valued and are enjoying their work. The culture is collaborative and goes out of its way to encourage curiosity and sharing.

1 Connecting with our customers, our purpose and our employees

SAS is the world leader in data analytics. For 41 years, SAS has provided businesses and government agencies around the world with solutions to give them The Power to Know®.

Our software helps organisations extract insight from data, enabling them to make better decisions. In a world of sensors everywhere, connected devices and phones in every pocket, data volumes are skyrocketing, which brings new challenges and opportunities.

To succeed in this digital age, organisations must find new ways to unlock the value in their data. This is where SAS comes in. With SAS analytics, companies and government agencies are making sense of their data faster and better than ever before.

2 Connecting with Talent

We want employees to be thrilled about choosing SAS. We want them to be excited the day they accept a job with us, at the end of their first day, their first year and even after 20 years. To find the right fit for SAS, we use a strategic recruitment model to attract and hire top talent. We strive to hire employees who will embrace our culture and company values. In fact it's as part of our recruitment process, where candidates are asked behavioural questions to demonstrate how they align to SAS' global values.

3 Connecting with Purpose to Inspire

Inspiration at SAS is cultivated through engaging employees in the benefits our business provides to the community and our customers that goes beyond providing technology solutions. SAS' purpose is "Enabling our customers to transform their worlds". As an organisation being able to deliver on this purpose provides our employees with enormous pride and inspiration. Understanding why we do what we do, reinforces this pride and continually strengthens employee engagement and commitment to SAS, our customer and delivering on our purpose.

4 Connecting with our employees through authentic, transparent communication

SAS has recognised that one of the areas that will increase both employee and

customer satisfaction is through effective communication. Employees are given many opportunities to be heard and to listen to management speak about the company strategy. Working for SAS, employees understand they are able to speak directly to the senior management. In fact SAS goes out of its way to create different forms of communications to accommodate different communication styles. There are a number of forums and initiatives that are designed to share information with employees and foster a culture of transparency. A priority at SAS is maintaining face-to-face updates and regular two-way communication channels, not just one way.

5 Connecting with employees by listening to all voices

SAS has many avenues for employees to communicate, provide feedback and talk to peer groups and leaders. Active communication; "better business conversations" are encouraged. SAS proactively seeks out the opinion of employees to actively make improvements. With employees located across Australia and New Zealand, we recognise that we need to stay connected with all employees, and so to facilitate this, we use many technologies to support this. From email and phone catch ups to video conferencing and Skype meetings, SAS employees are encouraged and supported to provide two-way communication.

6 Connecting with our Values and Recognising our Employees

SAS has extensive and diverse award programs that recognises employees across the business for their achievements, successes and demonstration of the SAS Values. At SAS, we understand the importance of rewarding and recognising employees, as this results in employees feeling valued, having a sense of pride in their work and enjoying celebrating the success of others.

7 Connecting employees with development to reach their potential

To support employee development, we have our Development initiative. This consists of interactive workshops that provide employees with the insights into why development is important,

self-assessments tools to determine what their strengths and interests are - which informs their development goals and an understanding of how they can create their development plan. To further complement the Development Workshops, SAS has partnered with an external talent management business who regularly meet with employees to provide advice on how to get the most out of their development plan.

8 Connecting Work and Family

SAS Australia supports its employees both within the workplace and outside, with a range of leave options, on-site services and health and wellbeing programs. SAS cares about employees' wellbeing as we know healthy employees tend to be happier and more productive employees. SAS is genuine about how it cares for our employees, which is demonstrated by our many and diverse programs.

9 Connecting with the community and our environment

SAS believes in sharing the success of the business – both through generous, equitable compensation and benefits for all employees and through donations of money, time and resources to vital causes like education, charities and community development. SAS endeavours to give to those charities that are in immediate need of donations, as well as to those that are close to the hearts of our employees.

10 Connecting SAS with Schools

SAS Curriculum Pathways was developed to help increase student achievement and support teachers in the classroom. Curriculum Pathways provides web-based curriculum resources in all core disciplines and is accessible via single sign-on through a variety of learning management systems.

SAS Curriculum Pathways encourages students to explore, experiment and learn. All lessons have measurable outcomes, requiring students to apply, evaluate or synthesize information. And SAS Curriculum Pathways provides simulations and learning activities that incorporate real data so that students can experience and understand real-world applications.

Mining, Energy & Resources

44 

46 

48 

50 





APA Group



APA Group (APA) is an ASX-listed energy infrastructure business with assets and operations across mainland Australia.

APA owns and/or operates over 15,000 kilometres of natural gas transmission pipelines, 27,000 kilometres of gas distribution pipelines, gas storage facilities, wind and solar farms, and power generation. We are Australia's largest transporter of natural gas, delivering approximately half of Australia's annual gas use.

Why would you want to work for APA?

Our people

Our 1600 people manage a wide range of activities including day-to-day operation and maintenance of APA's energy assets. Our people are also engaged in selling our services, continuing to build and improve our assets, complying with regulatory requirements, supporting the business, and the various other functions that help us deliver on our commitments.

Real opportunities & Role diversity

APA encourages and supports learning and development. We are leaders in our industry and provide a diverse range of learning experiences for those wanting to develop their skills. From maintaining and managing assets, to construction, project management and negotiating commercial deals; to apprentices, engineers, marketing and finance, administration and training — APA has an eclectic array of roles — the opportunities are varied and real.

Our values – STARS

Safe – we will maintain a safe environment and a professional workplace where staff work collaboratively, are valued and treated with respect.

Trustworthy – we act with honesty and integrity and accept individual and collective responsibility for the delivery of all business outcomes.

Adaptable – we continually respond and adapt to our changing environment by innovating, modifying our behaviour and continually improving our processes



and systems to take advantage of opportunities to enhance, improve and grow our business.

Results – we consistently meet our commitments and deliver excellent results to the benefit of our employees, customers, investors and the community.

Service – we are committed to high quality service delivery achieved through listening, understanding, anticipating and responding to our customer needs.

Community Involvement

APA cares about communities— we strive to:

- Build long-term strategic community relationships to maintain support and goodwill for APA's activities.
- Increase employee connection with local communities through sponsorships, employee volunteering and programs targeting vulnerable communities.

Some of the organisations and initiatives APA supports include The Clontarf Foundation, Cancer Council, Pink Ribbon, White Ribbon, Black Dog Institute and Movember.

1 Career progression

We know that you want to get ahead in your career. We provide training and development opportunities and courses, as well as room to move between departments.

2 Learning and development encouraged

We want you to learn and progress in your career, developing your skills and knowledge. We also welcome proactivity in seeking out opportunities for learning and development.

3 Community engagement

At APA, you'll have the opportunity to get involved with causes that make a difference.

4 Renewables (wind/solar farms)

Interested in alternative, sustainable energy sources? So are we. APA is looking to the future: we not only do gas, but own, and are building, renewable power generation, including wind and solar farms.

5 Growing company

Since 2000, we've grown from 6 to over 1600 employees, and the value of our assets we own and/or operate has grown from \$1.3 to \$20 billion. We have around \$1 billion of committed projects underway. This growth means there are plenty of employment opportunities.

6 Environment

Conserving the environment is high on APA's list of priorities. Our environment and sustainability officers ensure that we consider the environment in all projects, comply with emission reporting obligations and conserve and rehabilitate any land that we disturb.

7 Safety first

Your safety is our priority. We enforce this in everything we do and provide compliance and technical training so that you are equipped to keep you and your workmates safe.

8 National company

We work in cities, suburbs, country towns and in places that most Australians

have never heard of. Our job locations are Australia wide. You could have the opportunity to work at a location close to home or even take a leap interstate.

9 Gas

We all need it – we are Australia's largest natural gas infrastructure business and on the frontline of the nation's rapidly evolving energy industry. There is a good chance that APA had a part in delivering the gas that you use at home. Be a part of our journey as Australia's leading energy infrastructure business.

10 Australian Company

APA is an Australian-owned ASX Top 50 company.

For more information about your career with APA, head to www.apa.com.au



We are Orica, the global leader in mining and civil blasting

Orica is the largest provider of commercial explosives and innovative blasting systems to the mining and infrastructure markets, as well as being a 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.

The Orica Global Graduate Program

The Orica Graduate Program offers you the opportunity to build a global network and gain experience working with a world leading organisation in mining and civil blasting. We have Graduate Programs in Australia, Indonesia, Africa, Asia, Europe, Latin America and North America. These programs offer globally-consistent, engaging and diverse experience to develop engineering Graduates through a variety of carefully planned experiences to set you up for success. Our aim over the two year program is to maximise your exposure and development to ignite your journey in becoming a future leader of our organisation.

Satisfy your desire for diversity of work, professional development, real opportunities and real Responsibility through:

- Professional development workshops
- Facilitated online learning through pod or webinar sessions

- An external coach
- An internal mentor
- A nominated graduate buddy for peer-to-peer support
- Technical learning frameworks
- Career Frameworks
- Structured networking opportunities with the Orica senior leadership team
- Involvement in local community projects and the opportunity to be involved in our Graduate Sustainability Committee
- A graduate peer community across the globe.

Orica at a Glance

- The number 1 global supplier of commercial explosives
- More than 1000 Mobile Manufacturing Unites
- 1,500 blasts per day on customer sites
- 3.54 million tonnes of bulk explosives supplied annually.



Our Purpose

Orica's purpose is to make our customers successful, every day, all around the world. We take pride in operating safely, responsibly and sustainably. Together, these enable us to grow and create enduring value for our shareholders.

Our Strategy

We aim to be the trusted partner of choice for our customers, by creating, developing and delivering mining and civil blasting solutions that help them be more productive and manage their critical risks. We do this by bringing together the best people, high quality products, and services, safe, secure and reliable supply; and unmatched technology that creates value for our customers, today and tomorrow.



1 Safety is our priority. Always

The most important thing is that we all return home, safely, every day.

- We care and take accountability for everyone's safety and wellbeing, including our own.
- We recognise the risks we face in our work and follow all safety controls.
- We speak up when we see hazards or causes of potential harm.

2 We respect and value all

Our care for each other, our customers, communities and the environment builds trusted relationships.

- We treat everyone fairly, with dignity and we value diversity.
- We work with our local communities to contribute positively.
- We find ways to minimise our impact on the environment in all our actions.

3 Together we succeed

Collaboration makes us better, individually and collectively.

- We freely share information and ideas with our colleagues.
- We are a team. We take accountability and responsibility for our team's performance.
- We partner with our customers for a better understanding and result.

4 We act with integrity

We are open and honest, and we do what is right.

- We are transparent in all our communications.
- We always demonstrate ethical conduct and sustainable practices.
- We are trusted because we do what we say we will.

5 We are committed to excellence

We take accountability for our business and for delivering outstanding results.

- We bring our best effort every day and trust our colleagues to do the same.
- We understand our tasks and how we contribute to Orica's overall success.
- We look for ways to deliver higher performance

6 Global Reach

An Australian company with a global footprint, Orica has operations in more than 50 countries and customers in more than 100.

7 Our People

Orica has a diverse workforce of over 11,500 employees servicing customers across more than 100 countries. 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.

8 Wellbeing

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.

9 Environment

Orica understands that excellence in environmental performance is essential to ongoing business sustainability and support from local communities.

10 Research and Development

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 ground breaking technology to improve productivity and environmental

For more information go to www.orica.com



Discover BP

From the deep sea to the desert, from rigs to retail sites and research centres, at BP, we deliver light, heat and mobility solutions for a changing world.

We track, trade and deliver the world's energy in real time and we are involved in almost every aspect of the complex energy system that drives our world. Thanks to our reach and 75,000 incredible people, we are one of only a few companies equipped to deliver energy and mobility on a global scale. But we're more than a global energy business, we are also a retailer. We bring distinctive offers and rewards to our customers, opening fresh retail sites and introducing new, leading-edge technology to the market. We deliver the high-quality fuels and lubricants that take customers where they want to go – our brands span BP Ultimate, Castrol, Air BP and Shipping.

Our teams, both locally and globally, 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.



Find out more by visiting www.bp.com/grads/au or search **BP Careers**.



bp.com/grads/au

10 things you might not know about BP

1 BP is an integrated energy company

Being fully integrated means we engage in all aspects of the oil and gas supply chain, from exploring, producing, refining and trading through to distribution, marketing and sales.

2 Our career opportunities are broader than you may realise

A career at BP could see you working anywhere from sales, marketing or retail to finance or engineering. You can enter our business at any stage of your career – from intern or graduate level, right up to a senior level leader. There are plenty of opportunities to grow and develop a career at BP.

3 Connected to a global market

At BP, 75,000 team members in more than 70 countries around the globe work together to supply the energy that keeps our world moving. In Australia, we employ more than 5,700 employees, with operations in every state and territory and main offices in Melbourne, Sydney and Perth.

4 We developed Australia's first-ever fuel payment app

BPme enables BP customers to pay for their fuel from the comfort of their vehicle. By offering our customers a faster and easier way to fill up, we're using technology to revolutionise the way our customers refuel.

5 We're on our way to becoming Australia's leading fuels retailer

The BP brand shines brightly at roughly 1,400 service stations around the country. We've been operating in Australia for almost 100 years and we're proud of it! Our customers are at the heart of who we are and the decisions we make.

We are proud to employ more than 3,500 retail staff at our company-owned stores who deliver outstanding customer service to around 60 million customers every single year.

6 We operate Australia's largest oil refinery

Located in Perth, BP's Kwinana Refinery has provided quality and reliable fuels to Western Australia and beyond for more than 60 years. Kwinana is the largest and most modern Australian refinery. Operating a refinery of this scale and with such a high level of economic importance to the country has its challenges. This is why, at every step of what we do across BP, safety is our number one priority. Our guiding principles are designed to ensure that everyone who comes to work for BP returns home safely.

7 We're passionate about gender equality and diversity

We remain as committed as ever to building diversity of experience, perspective and gender in our business. Within Australia, approximately 42% of our employees are women, and more than 2.5% of our employees are Indigenous. BP is an inclusive place to work and diversity in all of its forms is both embraced and encouraged.

8 We care about our communities

BP strives to be a world-class operator, a responsible corporate citizen and a great employer. We believe we have a positive role to play in meeting growing energy demand around the world and we are committed to the communities in which we operate.

Every year, BP donates hundreds of thousands of dollars in funding and fuel to community organisations across Australia. Our employees also volunteer hundreds of hours of their time to our partner organisations. We take our partnerships seriously and we are committed to long-term, enduring relationships that have measurable community benefits. Our community initiatives range from reducing food waste at our retail stores through OzHarvest, creating opportunities for Aboriginal and Torres Strait Islander peoples via AIME and the University of Melbourne Business School, to funding breast cancer services in partnership with the McGrath Foundation and protecting Western Australia's coastal biodiversity and wildlife through Coastcare and Native ARC. BP also has a Reconciliation Action Plan (RAP) which supports the Indigenous community through

employment opportunities, educational partnerships, skills development and a commitment to buying products and services from Indigenous businesses.

9 Our company values are at the heart of everything we do

We care deeply about how we deliver energy to the world. A set of guiding principles influence everything we do and are designed to make us a safer, stronger and better company. These five shared values – safety, excellence, respect, courage and one team – convey what we believe, how we aim to behave and what we aspire to be as an organisation. We're serious about our commitment to ensuring that our people are always safe, respected and cared for at work. We're also dedicated to working together, as one team, to make a real difference in providing the energy that the world needs today and in the future.

10 Working with us

We're an exciting and evolving business and we employ a diverse range of people all over this great country. We offer paid summer internships and co-operative programmes for eligible students in their second last year of university, as well as graduate programmes for recent university graduates. Alternatively, you could kick-start your career with us as a barista or customer service representative in one of our many retail sites across Australia.

No matter where you work at BP, you'll be valued, included and respected. We'll provide you with ongoing support, opportunities to learn and develop, and we'll reward you for the great work you do.



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 copper and we also produce significant amounts of zinc, 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
- Las Bambas: an open pit copper mining operation in Peru.

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

prepare 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.



1 Our belief

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.

2 Our vision

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.

3 Our values

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.

4 Our major shareholder – China Minmetals Corporation

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.

5 Our approach to exploration

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.

6 Our responsibility for sustainability

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.

7 Our people

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.

8 Our people programs

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.

9 Training

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.

10 Incentives and benefits

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.

For more information on your career in mining, head to www.mmg.com

Hospitality

54

SOLOTEL

56



Together with Solotel

Being a part of the Solotel family means more than just landing a job, it's a journey. Whether you're starting in the kitchen, the bar, or wanting to move from one area of specialty to another – being a Solotel family member means helping each other grow, together.

The Solotel name means a lot in the hospitality industry. It brings with it over 60 years of collective experience between co-founders Bruce Solomon and Matt Moran, and along with them, a talented team who have built a fun, dynamic, innovative and exciting place to be. Our diverse portfolio of over 30 venues means more options and flexibility to grow; from cornerstones of the community, to fine dining and exclusive events, there's room for everyone to demonstrate their passion for delivering amazing experiences, and to discover what's possible when it comes to your potential.

Our career development program is as individual as you, and we mean it when we say we're committed to getting you to where you want to go, anything is possible! We believe that a team built on strength, support and expertise and who understand what hospitality really means, is one that goes the distance. So let's go the distance together!

For more information on a career with Solotel go to www.solotel.com.au/careers



1 We are family

Solotel started over 30 years ago as a family business – and as the family has grown over the years (now to over 1600 family members) these family values have only gotten stronger. Our people feel like they are a part of something, they have a voice, they matter and they know it.

2 Diversity rules

At the core of what we do every day at Solotel is maintaining a diversity of thought, attitude and ideas. This lives through our incredible people – ensuring we have a range of different people with different experiences, passions, ages and backgrounds – creating an environment where everyone is equal and afforded the chance to grow, progress and be recognised.

3 So. Much. Fun.

Our job is to bring fun to our guests - our currency is smiles, laughs and bringing a little sparkle to those around us. Fun is contagious and we never lose sight of making sure our fabulous staff also get to have fun! We know how to throw a good

staff party and you can enjoy front row tickets to our invite only events!

4 Learn the ropes

With our deluxe 'on the job training', industry leading apprenticeships, management trainee programs and much much more – we'll help you nail the skills, you just need to bring personality, drive & curiosity!

5 Great career ahead

Hospitality isn't only fun – those looking for true careers will find the building blocks at Solotel. With continuous development, training courses and career opportunities – those eager to make their mark in a growing industry will find what they need.

6 Choose your own adventure

Not sure what the magical future holds for you yet? Don't worry about it - with so many pathways in one business we can help you along the way to find what truly suits you, your passions and your personality.

7 Be inspired

Surround yourself and be inspired by our industry leading experts – enjoy mentorship and most importantly just being surrounded by great passionate people.

8 Balance matters

Our family values means we value family! Enjoy a balanced lifestyle that allows other things to still matter like family, friends, surfing, partying – whatever your jam is, we want you to have a life.

9 Variety is the spice of life

With over 30 unique venues (and counting) across Sydney & Brisbane, the options are endless – from quirky bars and community based pubs to iconic fine dining restaurants – you can find the space that suits you best.

10 Don't live in a box

We celebrate the individual – meaning we love the unique, the quirky and the creative – so enjoy a space where you can be true to who you are.



Merivale. New Day. Every Day!

From the beginning, The Hemmes family have been developing and operating pioneers of over 60 years within the hospitality industry – owning a growing portfolio of more than 60 vibrant restaurants, bars, pubs, hotels and event spaces across Sydney.

We're revolutionising the hospitality industry by driving change that's for the best – for our people, our customers and the industry. As one of the hospitality leader and employing over 3000 exceptional talented employees, we're able to offer new and exciting careers in a range of business areas, from front of house in all of our amazing venues, chefs to finance and HR, facilities, and IT.



For more information visit
www.merivale.com.au/careers



merivale.com.au/careers



1 New day. Every day.

Whether you are pumping out 1000's of canapes within Ivy Events or shaking a margarita at our Mexican Cantina, El Loco in Surry Hills, trust us, you will have a new day every day! Every working day will be unique with a mix of guests, product offerings and creative styling, you will never be bored.

2 Incredible career opportunities to grow, progress and work in multiple venues/roles

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 with a unique product, people and service style we can provide you with opportunities to work across a variety of different roles and venues.

3 Excellent training and development

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 chance to put their hand up and put themselves forward to learn something new from the hospitality industry's best. We are in the midst of a massive growth phase, which means our opportunities are endless.

4 Mentoring by the industry's best professionals

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, who will drive and challenge you, care for and mentor you and most importantly have fun with you and the team!

5 Work life balance and flexibility

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!

6 Great team culture and work environments

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 large we grow.

7 Generous discounts and staff benefits

Merivale are very generous with offering incredible discounts for staff across some of our most popular and well-known brands. Everyone who works for us is eligible, and it is a great chance to experience all of our delicious products in our beautiful venues.



8 Epic staff parties and social events

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 our teams 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 teams are individually recognised and rewarded with extraordinary prizes!

9 Be treated personally and like part of our family and not just a number

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.

10 Salaries and wages that are liberally supplemented by tips and service charges

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.

Specialised Property Services

60



Doing what you love is loving what you do. Real careers at Programmed.

Define yourself. Define your success. Do you want to unleash creativity, meet people, discover new experiences, develop skills, get qualified and enjoy work life balance? Then listen up.

We started as a paint service company 65 years ago with just one paint van and a few tradespeople on the brushes.

Today, we employ thousands of people whose skills include painting, signage, fit outs, landscaping, golf course and sports turf maintenance, audio visual, data communications, electrical, building project and civil works management.

This means that no matter what your passion, your ambition or goals, there's surely something here for you.

Potential roles for you include management positions, projects, trades, business development, administration, marketing, sales, finance, human resources, operations and many more.

Everywhere you go, there's a building, school or brand we've most probably worked on.

So, if you want a career that's really visible, a career you can be really proud of, join Programmed today.

Define yourself. Define your success.
www.programmed.com.au
1800 620 911

Quick facts

We employ **20,000+** PEOPLE

We service **10,000+** CUSTOMERS

Network of **100+** BRANCHES IN AUS AND NZ

We have **60+ years** OF OPERATING EXPERIENCE



What Programmed could mean to you.

1 Endless opportunities

We won't hesitate to help you find your niche. One size definitely does not fit all because everyone has different goals and objectives. So come join us, we want to see you succeed and love what you do.

2 Develop your career

We're open to change, and you should be too. Want to take a different career path? Great. We encourage employees to gain new experiences. You have full support in your individual journey. As you progress, we will assist you with training, mentoring, and maybe even further study.

3 An employer that understands

We strive to give you the freedom to change where, when and how you work, as you move through different stages of your life.

4 Everyone treated equally

No matter who you are, where you come from, your likes or passions, we welcome you. Drawing on the strengths of diversity makes us stronger.

Our commitment to diversity currently focuses on generational and cultural diversity, increasing Aboriginal and Torres

Strait Islanders' employment, providing opportunities to people with disabilities, and improving gender balance.

5 Feel safe at work

We want you to return home in the same state you arrived – injury free. We believe all injuries are preventable. Our Zero Harm culture ensures we're taking the right steps so that you, our customers and the environment is always safe.

6 All in the attitude

Our culture focuses on personal safety leadership, care and empathy and 'good old fashioned' customer service.

We value:

- Safety
- Teamwork
- Accountability
- Honesty and integrity
- Recognition and enjoyment

These fuel the way we work and provide us a shared lens to look at the way we fulfil our commitment to our customers and our employees.

7 Potential work industries

- Retail and commercial
- Education
- Manufacturing
- Defence
- Transport and logistics
- Mining, oil and gas
- Tourism and sport

- Government and infrastructure
- Health, aged and community care
- Utilities
- Business services
- Telecommunications
- Fast moving consumer goods (FMCG)

8 You could work here

- Some of our customers include:
- Melbourne Cricket Ground (MCG)
 - Western Australian Cricket Association (WACA) Ground
 - University of New South Wales
 - University of Adelaide
 - Australian National University
 - Anglo Australian Telescope
 - ANZ
 - Medibank
 - Brown Brothers
 - Domaine Chandon
 - Australian Unity
 - Baptistcare

9 Something to be excited about

Make a difference in a company that truly values thought leadership and gives you the freedom to make decisions. Doors are always open for ideas, perspectives and thoughts.

10 Get on board

Why not find out more and have all your questions answered? Visit programmed.com.au or call 1800 620 911.

Retail

64



76



66

sussan

78



68



80



70



72

coles

74

MYER





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 iconic Australian youth brand for all girls.

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.

Find us on:

Facebook

www.facebook.com/sportsgirl

Instagram

www.instagram.com/sportsgirl/

Twitter

twitter.com/Sportsgirl

Linked In

www.linkedin.com/company/sportsgirl

Snapchat

@sportsgirlsnap



sportsgirl.com.au/get-a-job

1 Are you a Sportsgirl?

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!

2 We support you

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, Visual merchandising, HR, Digital, 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.

3 Learn from the best

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.

4 It's all about you

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.

5 The authority on Australian style

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.

6 What's in it for you?

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

7 Supporting our community

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 \$2.8 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.

8 Get connected

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!

9 Developing Australian talent

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.

10 Apply for your dream job

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 and get ready to live your dreams!



Making fashion easy

Designed by women, for women, we are all about wearable, unpretentious fashion that feels great and looks amazing.

Recognised for our high level of quality and design, the iconic Sussan brand began in 1939 and now operates across Australia in 187 stores and online globally. We design meaningfully, edit carefully and obsess over every single detail to create seasonal collections of clothing, sleepwear, accessories and gifts.

With stylists on hand in every store, we combine fashion expertise with the desire to bring customers pieces that suit their lifestyle. 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.

Find us on:

Facebook
www.facebook.com/sussanfashion

Instagram
www.instagram.com/sussanfashion/

Linked In
www.linkedin.com/company/sussan-corporation

Pinterest
au.pinterest.com/sussanfashion/



sussan.com.au/sussan-careers

1 Inspiring culture

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.

2 Celebrating careers in fashion

Working in fashion is not just a job, it's a career! 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
- Digital
- Buying
- Planning
- IT
- HR
- Retail Operations
- Finance
- Visual Merchandising

3 Committed to our community

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 \$2 million.

4 Working hard and having fun

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.

5 Investing in your career

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 are also passionate about succession planning from within and 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.

6 Australian owned

Sussan is a privately owned Australian business that has been operating for 78 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 not only the best retail experience, but also career opportunities.

7 Unique team benefits

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.

8 Inspirational leaders

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.

9 A fabulous team

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, Buying, Planning 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.

10 Sussan Online

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 for future opportunities.



Start here, go anywhere

With origins dating back to 1988 when Founder Nigel Austin started selling denim jackets at a local market in Geelong, the Cotton On Group has grown to become one of Australia's largest value fashion retailers.

Since opening the doors to the first Cotton On store in 1991, the Group has grown to seven brands covering men's and women's apparel, childrenswear, footwear, stationery, giftware, sleepwear, activewear, teen and youth fashion as well as its philanthropic arm, the Cotton On Foundation.

In addition to its robust brand portfolio, the Group operates a network of over 1,500 stores in 19 countries, a thriving e-commerce platform and a team of 22,000 passionate people.

Headquartered out of Geelong, the Group's success has been underpinned by the world-class talent it has right across the world and it's through the business' investment in its peoples' learning and development that has allowed it to become the success it is today. Central to this is the lifeblood of our organisation and the Group's philanthropic arm, the Cotton On Foundation.

The Cotton On Group is committed to creating meaningful and long term careers for our people. We take great pride in our ability to attract and retain a strong and diverse workforce across many disciplines including planning, design, marketing, ecommerce, supply chain, visual merchandising, retail operations, store development, technology, innovation and management.

When you start here, you can go anywhere. So what are you waiting for? cottonongrouppcareers.com


cottonongrouppcareers.com

1 Our brands

The last 25 years has seen Cotton On Group expand to 7 brands including:

Cotton On – Cotton On delivers the trends of the moment (always with its own twist), and inspires customers to have fun with it and express their individual style.

Cotton On BODY – Cotton On BODY caters to a fun and healthy lifestyle, through the creation of fun products in intimates, sleepwear, swimwear and activewear.

Cotton On KIDS – A brand specifically created to cater for the littlest customers with its quirky, classic, confident and authentic fashion and apparel.

Rubi – A global footwear and accessories brand that translates the latest trends into ownable, obsession-worthy products at ultra-affordable prices.

Typo – Typo is the ultimate gifting and stationery destination. A unique, fun and affordable one-stop shop, housing quirky, vintage and irreverent gifts, techware, d cor and travel accessories.

Factorie – A global youth fashion brand which remixes the everyday to offer accessible street and casual fashion for girls and guys.

Supr  – Using a fast, bold approach we provide on point, trend-led product, providing an interactive on-trend world for a style aware global girl.

2 Our vision

Our vision is to be one of the most loved brands in the world. As a Group we believe in big ideas matched with a fierce will to bring them to life. We share a genuine belief in ourselves, each other and our ability to get things done. When we put our minds to something there's no stopping us. Today is full of opportunities and new ideas.

3 Our values

Ever better – We are on a journey of continuous improvement. It's not about being the first or the biggest, but about striving to be better at everything we do, every day.

Personal Leadership – We believe in personal accountability at every level; approaching our roles with clarity, confidence and true accountability.

People First – At the forefront of every decision we make we prioritise our team. As a close knit global family, we're in it together, ensuring we create amazing

experiences that have a positive impact on everyone we meet.

Keeping it real – We have a can-do, solutions focused mindset to business and we never forget we're here to serve our customers.

Fun – We're a fun, energetic team who thrive on adventure and have an optimistic view of the world.

Integrity – We aspire to always do the right thing and have a positive impact on the world, its who we are.

4 Retail is no longer just a job, it's a career

While retail can be a great start to your working life, a job in retail is no longer just a job, it's a career. And careers that start here, can go anywhere. Take Lisa Storey for example. Lisa started with us in an after school job working in store. She grew with Cotton On Group and became our first ever Area Manager. She then went on to roles as State Manager, National Manager, National Operations and eventually moved on to various roles in our Head Office. She is currently responsible for Communication and Engagement for our Group Learning and Development and has loved every step of her career journey with the Group #goals

5 Perks at Cotton On Group

In 2017 we were the only Australian Retailer identified by the Business of Fashion as one of the 'Best Companies to Work for in Fashion' due to our amazing Reward & Benefits offering.

Whether you are in store, head office or the distribution centre, all team members receive 50% off all our brands.

Imagine the shopping sprees! Some of our additional perks at Geelong head office include:

- Flexible working hours
- An amazing in house caf  with deliciously healthy meals
- Onsite osteopath, travel agent, beautician
- A fully functional gym armed with PT's and the latest equipment
- Did we mention you can bring your dog to work? Check out our instagram #dogsofcottonon

6 Our Culture

Here at the Cotton On Group our people are at the heart of everything we do. We are surrounded by great minds that inspire us, every single day. We are a close knit bunch who encourage and

support each other to achieve big things. We are committed to team work, having fun, creating a great vibe and helping our customers.

7 You Learning

COG Uni provides the development you need to improve your performance and reach your career goals. Choose your own adventure by selecting the learning opportunities that are relevant to you. From retail induction programs to round table discussions and online resources, you will find learning experiences to meet your needs.

8 Cotton On Foundation

The Cotton On Foundation is the philanthropic arm of the Cotton On Group. It is a central part of who and what we are and was officially established in 2007.

Here at the Cotton On Group it is our shared belief that we can make a difference to lives of everyone we touch, from our backyard to the world.

Our people are our No. 1 Cotton On Foundation ambassadors! From casual employees right through to senior management, all Cotton On Group employees generously and enthusiastically support and participate in all aspects of the Foundation.

www.cottononfoundation.org

9 Reward & Recognition

We take pride in recognizing the achievements of our team and offer many different rewards to our high performers.

These can vary from gift vouchers, celebrations at team meetings, travel interstate (sometimes even overseas!) and quarterly awards.

Our team can also be given the opportunity to visit Southern Uganda with Cotton On Foundation and witness the impact we are having through our work in Manny. Our road to 10,000 program sees us select passionate team members to visit Southern Uganda and discover more about what life is like there.

10 Fun and fast paced

A career with Cotton On Group will always be fun, fast paced and ever changing. With so many opportunities for growth and development, we genuinely believe that the opportunities here are endless.

Let's Go on a Journey



We're grounded, genuine and we love what we do. We boldly share our passion, and we're not afraid to tell it like it is with honesty, respect and empathy. We're open, determined and brave.

We're switched on – constantly exploring new technology, trends and customer benefits. We're quick-witted, and our energy levels are always up there.

We're not afraid to questions, we look for solutions where others wouldn't, we never settle for average.

We're progressive on social issues like equality and diversity. We actively encourage change to make the workplace and the world better for all.

Overview of Holden

The history of Holden dates back to 1856 in South Australia, the company produced

a variety of different products until later becoming the exclusive importer of General Motors products. Holden consists of our Port Melbourne headquarters, the epicentre of our operations, our Proving Ground facility, one of the few of its kind in Australia where our vehicles undergo rigorous testing to ensure they are ready for Australia's unique driving conditions, and our dealer network, over 200 representatives delivering our vehicles and services to Australia.

Where We're Going

For decades, Holden has been an iconic part of Australian life. Now, we're focusing on shaping an even brighter future so existing fans – and a whole new generation of drivers – can come with us. 2017 marks a significant time for Holden as we begin our exciting transition to a national sales company. Holden will leverage GM's global portfolio to provide the best cars for the Australian market.

Our commitment to providing Australians with a fantastic product and exceptional service is stronger than ever.

At Holden, we believe we have the culture necessary to succeed in this transition. Our people are bright, motivated and passionate about our brand. If you feel that you could be a part of our team, we would love for you to come on our journey.

We're inviting you to join us on this journey.



1 Careers

As we move into a new era of operations we are looking for talented individuals in a variety of areas of the business such as sales, marketing, finance, design and engineering.

One of the ways we offer people to experience our business is through our internship program. Our Internship Program is offered to students from all universities across a variety of different streams. Academic talent is not the defining factor of successful applicants and we look for a broad range of skills and experiences.

We've all heard the horror stories about internships making coffee and being stuck on dull filing assignments. You won't get that here at Holden. From day one, you'll be working on real projects with experienced teams – gaining invaluable exposure to the inner workings of a global business, and learning from real-world situations.

The program runs for 12-months, and yes, it's a paid position. You'll be integrated into our team including senior leaders and allocated a role specific to your goals and unique strengths.

2 Developing Our People

At Holden, we're as committed to developing your career as you are. We believe in the importance of allowing our people to be their best. That's why we offer a broad range of development opportunities at every stage of your career with Holden. From on-the-job training to world-class development workshops the possibilities to grow are endless.

Some of the examples of the development areas we offer our employees include:

- Career planning
- Personal brand and reputation
- Social media
- Networking

3 Culture

Our people are what make Holden a great company, and a great place to work. We want everyone that works in for our business to feel welcomed, respected and safe at work. To ensure this experience we train all our employees in areas such as diversity and safety and we have plenty of for superstar team members to be recognised for their achievements and to recognise others.

We have a shared commitment to achieving the best outcomes for our

business and our customers. That's why we have a culture where everyone is supported to be their best.

4 Benefits

Not only is Holden a great place to work, but we also provide our employees with a fantastic range of benefits. Our benefits include:

- Flexible working arrangements to help you achieve a balanced life
- Generous leave entitlements to help juggle family and personal responsibilities
- Special deals on owning or leasing a new car
- A broad range of corporate discounts
- Holden Active and wellness programs
- Employee Assistance Program
- Accelerate Career Development Centre

5 Diversity

Holden is driven to provide opportunities for everyone. Our customers are diverse so we believe our team should be too. We ensure our culture is inclusive and supportive of all people regardless of ethnicity, gender, LGBTI+ orientation and disability. We firmly believe that everyone has the right to be accepted for who they are and Holden is committed to providing a welcoming environment for all.

6 Flexibility

We employ a diverse range of people at Holden, they have different interests and different needs. That's why we are committed to providing a flexible workplace that allows our employees to achieve balance between work and life. We offer options such as flexible working hours and even the opportunity to work from home, because work is not somewhere you go, but something you do and achieve.

7 Community

Holden has a proud history of supporting Australia through a number of charitable endeavours. This includes our major partnership with the Leukaemia foundation, providing patients with safe and friendly transport to and from their treatment. We have also provided over \$5million to grassroots sporting clubs through our Home Ground Advantage initiative to provide Australia's athletes of tomorrow with the equipment and facilities they need to be their best.

8 Our Transition

It's never been a more exciting to time to join Holden as we make our transition from manufacturing to a national sales company. We have new goals, new projects and new possibilities and everyone in our team plays an important part on this journey. We're excited to be offering Australians a great range of world-class products

9 Well-being

The health and well-being of our employees is a top priority at Holden. We want our employees to feel their best both at work and at home. That's why we offer a great range of health benefits to our employees such as discount on medical insurance and gym memberships. Our Holden Active Program also provides employees with a great range of opportunities to improve their physical and mental well-being.

10 Vision

Our vision is to be Australia's best automotive company. We will do this by:

- Earning customers for life
- Building brand passion and loyalty
- Delivering world class products
- Collaborating as one team



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 106,000 Team Members and a combination of more than 2,400 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 opened his first store in the Melbourne suburb of Collingwood. The business was built on principles of providing value to Australian shoppers, giving families the products they need 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 long 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. Pathways include our two graduate programs, apprenticeships or direct entry to retail operations or support functions. 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



1 Career Pathways

With over 2,400 locations around Australia and a team of more than 106,000 people, across all brands, 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.

2 Rewards and Benefits

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.

3 Reward & Recognition

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 winners wearing a recognition pin in your local store. Saying thank you is another way of recognising contributions – we have a range of cards available so our Team Members can acknowledge their colleagues for making a difference. At Coles we are passionate about celebrating loyal service to Coles. You will be awarded special name badges featuring the years of loyal service, certificates, gift cards and an annual Loyal Service luncheon for specific anniversaries.

4 Better together

At Coles, we are committed to ensuring that our Team Members can come to work, be offered the same opportunities, perform at their best, be happy, healthy, and safe, and go home feeling accepted for who they are. We recognise that diversity of thought at all levels of the organisation will help us to continuously improve the way we serve our customers and communities and create bold and new ideas for the future.

5 Health & Safety

Health and safety is really important to us. We work actively to provide a safe

environment for our team and customers. Our wellbeing programs provide tips and advice for Team Members and their families to improve their mental and physical welfare.

Further, at Coles we work hard to create a unique and enjoyable workplace culture. An essential ingredient in our culture is our focus on caring for our team, and enabling Team Members to be the best they can be. We believe that it is our team that will make our business successful for a long time into the future. We know that the most engaged team are those who are happy and healthy both inside and outside of work.

6 Graduate Space

Coles offers two different graduate programs – the Operations Graduate Program and the Store Support Centre Graduate Program. Which program is right for you depends on whether you want to become a manager in one of our stores or sites all around Australia at the end of the program or whether you want to work in our Store Support Centre. Our operations program is based in our Supermarkets, Coles Express stores or our distribution centres. Either way, your landing role is only the start of your career with Coles – there is no limit to how far talented graduates can go!

Our graduate programs are accelerated leadership development programs with exciting, challenging and rewarding opportunities with real responsibility and accountability. The programs have a specifically designed curriculum and graduates are supported with ongoing training, coaching and a robust support network of leaders across the business, ensuring a challenging and rewarding two years.

7 Training & Development

At Coles we design, deliver and execute learning that inspires and supports every team member through each stage of their career journey with us. Our approach to development at Coles is to provide our team with the opportunities to succeed in all areas of the business. We deliver this through innovative on-the-job learning, industry recognised apprenticeships, mentoring from world-class retail leaders and formal training programs.

8 Community

Each year Coles supports national and local charities with fundraising, food donations and disaster relief. Last



year, our direct community contributions were \$55 million, with an additional \$8.9 million raised by customers, Team Members and suppliers.

9 Sustainability

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. In July 2017, Coles announced it would phase-out single use plastic bags from all stores nation-wide over the next year. The move will bring Coles stores in Queensland, New South Wales, Victoria and Western Australia in line with Tasmania, South Australia, the Northern Territory and the ACT, where Coles already complies with bans on single use bags.

10 Contact Us

If you are interested in finding out more about Coles, visit our website at colescareers.com.au where you can learn about us, express your interest or apply for a particular job. If you can't find what you are looking for on our website, contact us at colescareers.com.au/contact-us

LIVE YOUR LOVE

WRITE YOUR OWN STORY; BE PART OF OURS.



At Myer we love our people, our customers and our brands.

A great retail experience starts with brands and products that customers love. We are focused on bringing the love of shopping to life through inspiring shopping destinations, passionate people, and building wonderful experiences to create long lasting memories. From the moment customers enter our stores, we want to give them an experience like no other.

Myer is Australia's largest department store group with over 60 stores in some of the best locations in Australia. We also own apparel brands MARCS and David Lawrence and Australian womenswear designer brand sass & bide.

Our team members are at the very heart of Myer. With over 11,000 team members, Myer is one of the largest retail employers in Australia. We offer team

members a rewarding and exciting career path with many opportunities across our retail stores and support office. Our team members have the opportunity to learn about the retail industry, have access to exclusive discounts and offers, training and development and work in a fun, engaging and challenging environment.

Careers at Myer

We are always looking for talent for our stores, distribution centres and support office. Our passionate and diverse teams are the reason we love coming to work at Myer. Whether you are passionate about fashion, design, beauty, technology, numbers or people and the community, we have a career for you.

To explore opportunities in our stores and support office, please visit www.myer.com.au/careers



Ana Cannon, Allocation Analyst – Menswear

Fashion has always been a big part of my life. As a child, I would dress up and put on fashion parades for my family. From a young age, I knew I wanted a fashion career of some sort. I finished my degree and was lucky enough to land one of the five internship positions offered to RMIT students at Myer. I was over the moon when I found out.

At the present time, I am an allocation analyst in the menswear team. It's my job to analyse sales data and assist my buyer and planner in making decisions to benefit our business. My primary task is to determine what stock should be in which stores at any one time. I'm a very creative, visual person and was a tiny bit apprehensive about moving into the 'numbers' side of the business. However I wanted to challenge myself and I can honestly say it's been one of the most rewarding experiences I've had to date. I now have a deeper understanding of how the business trades and what levers I can pull to get a specific result.

I enjoy going to work, not only because I learn something new every day, but because of the people I work with. You don't have to look far to find somebody who will take an interest in you and if you're willing to work hard, give you every opportunity if you ask for it. The people I work with and for are like minded, hardworking, ambitious & intelligent... some of them have become my closest friends. If you enjoy what you do and who you do it with, you'll never work a day in your life.



1 Our brand

Life is too short not to be doing something that you love. With hundreds of different roles, from the highly analytical to the wildly creative, there's a career for everyone at Myer. One that allows each of our employees to write their own unique story, while helping to write the story of one of Australia's most loved brands.

2 Our culture

Our team are passionate, enthusiastic and friendly and together we're evolving to deliver the best possible shopping experience to our customers. Our values are part of our DNA, they define our culture and the way we work:

- Be passionate
- Delight your customer
- Be courageous
- Challenge yourself
- Do what's right
- Give something back; and
- We are family

3 Your benefits

We're passionate about providing a positive and supportive environment where our team members feel empowered to reach their full potential. In addition to great team member discounts on merchandise we also offer other benefits, including:

- Volunteer leave
- Lifestyle leave
- Flexible work hours
- Career progression & development
- Service recognition
- Myer 25 Year Club



4 Your development

Our Myer Academy offers a world-class digital learning experience with on-the-go learning modules about our brands and services that equip store team members with the skills to delight our customers.

We will work with you on a development plan to achieve your career aspirations, and, encourage you to make the most of on-the-job learning. You will have the opportunity to work on projects, take secondments, and attend our regular Masterclasses, as well as participate in other formal learning programs.

5 Our community

Giving back to the community is an integral part of our values and our culture. As an influential Australian retailer, we have a unique opportunity to make a positive social impact by enabling our team members, customers and suppliers to contribute to pressing social issues. Our community investment and partnerships are aligned with the theme of 'empowering and supporting women; strengthening families', with a focus on supporting women and children impacted by family violence.

6 Sustainability

Myer is committed to building a socially responsible business and integrating sustainability in our everyday business practice, for example, our five-star green star energy rated support office in Docklands, Melbourne.



7 Exciting career paths

With hundreds of different roles, from the highly analytical to the wildly creative, there's a career for everyone at Myer. Whether it be in our Stores, Support Office, or Distribution Centres, working at Myer means you are constantly in touch with terrific people, from co-workers to customers.

8 Inspiring brands

A great retail experience starts with brands and products that our customers love. Myer offers a diverse range of international and national brands, as well as our own exclusive brands, designed by our own in-house product developers.

9 Inspirational people

We're proud of our team members at Myer and love being able to recognise them for their exceptional work at our Regional and National Inspirational People Awards.

10 Live your love at Myer!

By taking the opportunity to join the Myer team, you will be working amongst a passionate and diverse team of people. Whether your dream is to specialise in a chosen field or to multi-skill across our business, we invite you to seize the opportunity, bring along your passion and love of retail, and start your career at Myer today!

To explore our career opportunities visit www.myer.com.au/careers



Kick start your Steinhoff Career

STEINHOFF is a multi-brand integrated retailer that manufactures, sources and retails, household goods and general merchandise operating in 30 countries across Europe, Africa and Austrasia and the United States.

The retail operations are positioned towards value consumer segments, providing customers with affordable products through the group's vertically integrated supply chain.

In Australia and NZ alone: 616 Stores, 9558 Employees.

Brands Include – Freedom, Snooze, Fantastic Furniture, Plush, Postie, Original Mattress Factory, Best and Less, Harris Scarfe and Debenhams.

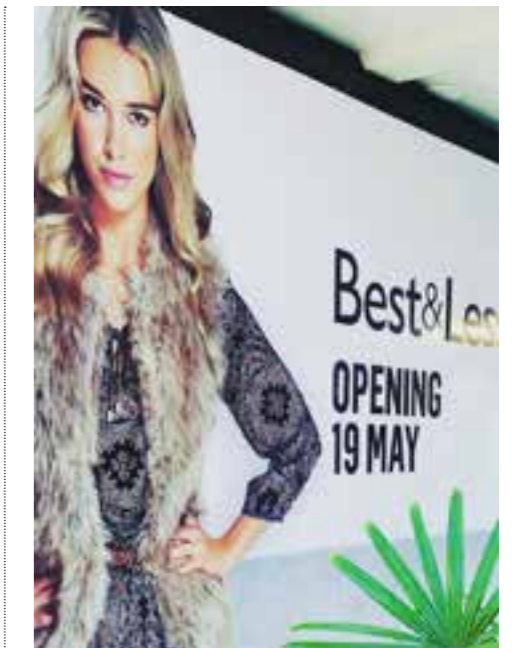
We offer variety of positions on all career levels in retail, manufacturing, sourcing and logistics and corporate services.

Steinhoff is proud to operate manufacturing facilities across Australia locally producing Sofas and Mattresses in 6 Australian factories, and operating supply chain solutions throughout Australia with 7 depots, 69500m² of warehousing and 100+ vehicles.

Kick start your Steinhoff Career and apply here:
steinhoffasiapacific.com.au/careers



steinhoffasiapacific.com.au/careers



1 Safety

The safety culture at Steinhoff is well embedded in our work practices.. Employees are empowered to join our safety journey and become safety ambassadors, attend safety training and best practice workshops across all areas of our businesses.

2 Rewarded

We believe in rewarding staff fairly for their individual and team contributions. Our people are paid a salary or wage in line with the market. As well there are opportunities to grow your salary with staff benefits and bonuses and commissions depending on your role.

3 Staff Discounts

Steinhoff offer an amazing staff discount program for all employees. The discount applies at iconic brands such as Freedom, Snooze, Fantastic Furniture, Plush, Original Mattress Factory, Best and Less and Harris Scarfe.

4 Career Development

We believe in development for all our people. At Steinhoff you will benefit from training programs covering retail skills, leadership or if your world is more specialised then a bespoke development plan can be designed for you.

5 Giving Back

Steinhoff is committed to improving the lives of those in need. The Steinhoff Extended Family program in Africa aims

to provide children affected by HIV/Aids with food, clothes, social services and, medical treatment. Our Australian brands have long standing relationships with local charities such as Children's Cancer Institute and the Starlight Foundation.

6 Environmentally Focused

At Steinhoff we are committed to proactively promoting awareness of environmental management and maintaining proper standards of environmental management in all of its operations. Where viable, we will minimise our use of water and energy, our emissions to air and water and contain our production of waste.

Our Values

STEINHOFF employees are proud of their companies and their work. Joining STEINHOFF means becoming a member of the family which share the following values:

7 We believe in trust

Steinhoff is a global group with powerful retail brands and is a trusted leader in the industry. Our reputation relies on how we do business, grow and develop our people and treat the communities in which we operate.

8 We believe in energy

Steinhoff's family culture is authentic, where people are energetic, 'real', transparent and genuine.

9 We believe in family

Steinhoff is a down-to-earth, pragmatic, family oriented organisation. It is a global company with a local feel. Team-work is what we stand for – where the family members will help each other in bad and good times.

10 We believe in entrepreneurship

Steinhoff offers everyone the opportunity to "make a difference". It creates a culture where people can make things happen and where there are opportunities for talent to grow.

Kick start your Steinhoff Career and apply here:
steinhoffasiapacific.com.au/careers

We make extraordinary happen everyday!



Scentre Group is the owner and operator of Westfield in Australia and New Zealand, developing, designing and constructing world-class retail, lifestyle, leisure and entertainment destinations.

We partner with the world's most well-known brands, alongside our home-grown entrepreneurs, creating extraordinary experiences for the millions of customers we welcome through the doors of our 39 centres every year.

Together, we're redefining retail, hospitality, leisure and entertainment experiences.

The physical retail environment is changing at an unprecedented pace; what was once a shopping centre is now a modern-day marketplace and contemporary lifestyle destination.

Despite this constant evolution and relentless pace of change, today our core purpose endures: to create extraordinary places that connect people and enrich our local communities – a common goal that inspires every decision we make as a business.

Career Experiences at Scentre Group

Our people are what make our company extraordinary. We have over 2700 team members based within our 39 centre across Australia NZ, and within our support office in Sydney.

Our diverse teams represent over 64 different professions, creating multiple career paths. When you join our team, you'll find infinite opportunities to push yourself and discover new ways to broaden your horizon. Some of the career opportunities within our business include:

- Design and Construction – interior and conceptual designers, architects, engineering and on site construction roles
- Customer Experience – Customer service, facilities, security and management roles
- Brand and Media Experience – Marketing, Digital, Media Sales and Operational roles
- Leasing and Retail Solutions – Sales, relationship management, legal and administration roles
- Development and Asset Management –

Development Executives opportunities
• Support Office – Project Management, HR, Finance, Legal, Risk and IT opportunities

Our exceptional new shopping malls and \$3B pipeline of upcoming centre redevelopment projects are testament to what happens when inspired thinking, diverse skills and an aspiration to leave a positive legacy come together.

Whole self, best self: Be you

Our workplace is anchored in a culture that encourages collaboration, curiosity and teamwork. Inclusiveness is at the heart of what we stand for. We embrace our differences in cultural identity, religion, gender, ethnicity, sexual orientation and ability.

Our goal is to ensure every member of our team feels comfortable and safe to "be me" in our workplace at all times – a commitment that is championed throughout all levels of our organisation. Whatever direction your career may take with us, you'll be encouraged to bring your whole self to work and find the right balance to thrive in career and life.



1 Passionate people
Most importantly, you'll connect with people who share a real desire to make extraordinary happen. We love what we do and are excited by the opportunity to shape the shopping experience of millions of people.

2 Exceptional career experiences
Our teams represent over 64 different career specialities, collaborating, sharing knowledge and encouraging the best ideas to come to the fore. We manage every aspect of our portfolio – from design, construction and development to leasing and retail solutions, asset management and marketing – providing you with a unique opportunity to develop an exceptional career like no other.

3 Approachable experts
You'll love being part of a team and thrive in our collaborative environment. We're the undisputed retail leader and shape the trend in retail in Australia and New Zealand.

4 Diversity is our strength
Beyond our differences in culture, religion, ethnicity and sexual orientation, for us, diversity also encompasses differences in background and life experiences. We value diversity of thought and different ways of seeing the world.

5 Realise your dreams
When you join our team, you're joining the industry leader. Our purpose is to create extraordinary places, connecting and enriching communities.

6 Our DNA
Our cultural values are the common language we share:

- We never give up
- We work together
- We leave a positive legacy
- We push the limits
- We act with integrity
- We act as an owner

7 Sustainability
For us, sustainability isn't just about the environment: it's about seeing everything we do through the eyes of

our people, retailers, customers and communities.

8 Innovation
If you enjoy the challenge of viewing the world from different perspectives and the pursuit of fresh ideas, you'll love working with us.

9 Flexibility
We embrace different ways of working: flexible arrangements, taking time off to be with family, pursue sport or hobbies, or simply manage life more effectively. We believe that all roles – regardless of level or location – can be undertaken with some form of flexibility.

10 Benefits
We know that being able to thrive in your life outside work means you'll also thrive in your career. Being healthy and happy is important for all of us and we offer a range of perks and benefits that support your wellbeing.





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.

If you are looking for a career that truly shines, visit our websites for more information.

www.prouds.com.au

www.anguscoote.com.au

www.goldmark.com.au

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 specialists!...We are Angus & Coote

Angus and 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 and always striving to help find the perfect item for the occasion.



1 Why shine with us?

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.

2 A culture that sparkles and shines!

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.

3 Continuous Learning

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.

4 Developing our People

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**

5 Shine Bright, and get noticed

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**

6 Diversity

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.

7 Benefits

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.

8 Shine closer to home

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 and 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**

9 We all sparkle in our own way

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.

10 Shine as part of our team!

If you are looking for a career that truly shines, visit our websites for more information.

www.prouds.com.au

www.anguscoote.com.au

www.goldmark.com.au

Legal

84



Do you want to make a difference and fight for fair?



About Us

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.

Programs

Junior Legal Assistant Program

Our Junior Legal Assistant Program has been developed to grow tertiary qualified graduates into highly skilled and knowledgeable Legal Assistants. The 12 month program provides a broad range of training designed to familiarise you with all aspects of plaintiff law and litigation practice. The program consists of 2 x 6 month rotations and provides you with an opportunity to develop a thorough understanding of two practice areas. The program encourages active participation and contribution, enabling you to be rewarded with excellent training opportunities, and to provide you with a real sense of accomplishment.

Seasonal Clerkship Program

The three week Seasonal Clerk program at Maurice Blackburn is offered to law students in their penultimate year of study and gives you the opportunity to experience what it's like to actually walk the talk in Australia's leading social justice firm. Applying to become a seasonal clerk at

Maurice Blackburn will expose you to some of Australia's leading legal minds and is the first step in a legal career which will make a genuine difference in people's lives.

Graduate Lawyer Program

Gaining entrance to the Graduate Program at Maurice Blackburn will see you getting real experience right away. Our graduates acquire well-rounded legal experience early in their career by working across various areas of practice, along with opportunities to participate in social justice cases, sustainability issues, the women's law section and our cultural diversity working group. You will work closely with senior lawyers and partners, and other internal and external experts, and be able to build lasting relationships through legal networking events

For more information, please visit:
www.mauriceblackburn.com.au/careers
twitter.com/WeFightForFair
www.facebook.com/MauriceBlackburnLawyers
au.linkedin.com/company/363310?trk=jobtocomp



mauriceblackburn.com.au/careers

1 We are Australia's leading Social Justice firm

For almost 100 years, Maurice Blackburn Lawyers has worked on cases of social significance. With 46 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.

2 We believe in our values

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.

3 We have won high profile Australian landmark cases

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.

4 We care about employee health and wellbeing

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.

5 We want to see our employees succeed

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.

6 We offer great employee benefits

We offer a wide range of benefits for our employees. These include a gym membership, Employee Added Extras (discounts on a variety of products and services), employee assistance program, as well as generous leave entitlements.

7 We are proud to support our local communities

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.

8 We value diversity

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.

9 We understand the importance of work-life balance

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.

10 We love our workplace culture

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.



Food & Beverage

88



90

**craveable
brands.**

92



94





Jobs that work for you

McDonald's Australia is a modern and progressive burger company that has been operating since 1971. We pride ourselves on providing quality, service, cleanliness and value to our customers.

85% of Australian restaurants are owned by local business people, with the remaining being company owned. We serve over one million customers every day, we provide employment opportunities to over 100,000 people and we partner with the local community to support groups and charities that make a difference to the lives of Australians.

McDonald's provides an unmatched opportunity for young people to learn skills that they can apply throughout their working lives. McDonald's invests more than \$40 million annually on training Crew, Managers and corporate employees, offering all of our employee's tremendous opportunities to gain the skills to forge a career within the McDonald's network or outside of it.



For more details on the roles available visit our website <https://apply.mcdonalds.com.au>



apply.mcdonalds.com.au

1 Skills for life

We make it a priority to train our employees not only on the physical aspects of working, like taking an order or creating a burger, but also on the skills for life like communication, team work, decision making, and problem solving in a fast-paced environment. We give our people lots of opportunities to continue their education and earn at the same time. Furthermore, employers Australia-wide respect the value of a McDonald's role on a resume and the skills and values an individual will have developed whilst working for us.

2 Nationally Recognised Training

McDonald's is a nationally recognised training organisation, and given our reach across Australia, in many communities we are the only training provider. This means that we pay you to earn a nationally recognised training qualification, from a Certificate II level right through to a Diploma. We're able to offer tremendous opportunities to help our people gain the skills they need to forge rewarding and exciting careers.

3 Jobs that work for you

At McDonald's we know many people want a job that fits around their life – whether they want time to study, to look after their family or just enjoy the things they love. That's why we believe in giving our people choice. We offer flexible schedules that let our people work the hours that suit them. We hire for attitude and team spirit, we don't expect people to come to us with lots of experience or qualifications as we support you to develop these skills in the classroom and on the job.

4 Enterprise Agreement

McDonald's has a national Enterprise Agreement covering all 955+ of our restaurants, which sets the pay and conditions for our 100,000+ employees. We're proud to provide industry leading pay rates, along with other exciting entitlements such as flexible hours for part-time employees and generous leave entitlements including additional community service leave.

5 Empowering our people

We want everyone who visits one of our restaurants to have a brilliant experience with us. We focus on empowering our people and giving them



the freedom to do what they do best. We look for Crew who are people oriented, so that they can create memorable customer experiences and we develop their skills so they have the confidence to be innovative and promote change.

6 Career Pathways

Our people are integral to the success of McDonald's and we promote an environment where our employees have the opportunity to grow their career in the way that they choose. There are a number of pathways that you can take, like working your way up through a variety of restaurant roles or securing a role in our corporate office in your field of expertise. McDonald's is such a diverse business and there are opportunities both locally and globally that you can reach.

7 Community

McDonald's restaurants are committed to contributing to the community in which it operates – whether this is by joining other restaurants to fund a major sponsorship, individually supporting their local youth sporting team or raising funds for Ronald McDonald House Charities (RMHC), which is at the heart of our organisation rmhc.org.au.

8 Respectful Workplace

McDonald's is Australia's largest employer of young people and we take

our responsibility seriously. A lot of people start their employment journey with us, so we believe it is incredibly important to provide a safe and inclusive environment for our people where they can be themselves. We promote a working environment that is respectful, responsible and professional, which is reflected by our partnership with the Alannah & Madeline Foundation where we became the first Company in Australia to be registered as an eSmart organisation. amf.org.au

9 Reward & Recognition

Being an employee comes with some great benefits. Our myBENEFITS program gives our employees access to instant product discounts and cash back offerings from over 350 retailers (like JB HIFI, Coles and Myer). All employees receive half price meals when on shift and 20% off Macca's anywhere in Australia.

10 Team Work

One of the key highlights of working at Macca's is the team environment that we foster. Speak to anyone who works at McDonald's and they will say that they have made amazing and lasting friendships. We want you to have fun, enjoy what you do and work together

For more details on the roles available visit our website <https://apply.mcdonalds.com.au>

craveable brands.



craveablebrands.com/careers

Job's you'll love

craveable brands. operates over 570 restaurants across 3 iconic Australian brands. Combined our restaurants hire over 12,500 employees and serve over 150,000 customers a day. It's safe to say we're cooking.

As the largest Australian owned quick service restaurant operator, craveable brands. extensive intellectual property focuses on restaurant operations, supply chain, franchising, IT, marketing, store design and construction, food innovation, and customer satisfaction.

Our three brands (Red Rooster, Oporto & Chicken Treat) are widely recognised and established in each of the markets in which they operate.



For more information visit www.craveablebrands.com/careers

1 Real Variety & Flexibility

Worried you'll be stuck on the same shift, in the same role, day to day? Don't be. We'll make sure you work on a number of different stations to keep things fresh

We also 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.

2 Our Values

We are proud of our culture in which each individual team member is encouraged to be passionate and contribute to the success of the company. Our Values underpin the way we do business; they are at the forefront when making decisions about and for the Company:

- We Win Together
- We Make a Difference
- We Are Open & Honest
- We are Customer Fanatics

3 Our Talent

Our people are the glue that hold the craveable house together. They work hard to ensure that our customers are served delicious food in exciting restaurants with exceptional service. So, it's important to us that we work just as hard to look after them. We have an incredibly diverse team across Australia and pride ourselves on being an Equal Opportunity Employer. We are consistently compliant with the Workplace Gender Equality Act requirements, supporting workplace equality for our more than 50% of female employees. Reflecting our commitment to diversity for all, craveable brands is a proud supporter of Australian Marriage Equality.

4 Our Footprint

Engaging in positive initiatives & partnering with our business community to reduce, reuse & recycle. Working with the Australian Packaging Covenant guided recycling initiatives, implementing on packaging consumer education, raising awareness in our network & working towards positive step change initiatives to leave a lighter footprint on our environment.

In the last 12 months Red Rooster has saved the CO2 Equivalent of 1,107,997Kg by recycling used oil. This is the equivalent of the electricity used for 1 year for approximately 140 homes.

5 Learning that matters

Learning pathways develop and unleash your potential! We engage our

team members in different learning methods and inspire you to be more, and have more. We know that your lives and careers are enriched through meaningful development and career experiences. We have a record of promoting and developing, both from within our restaurants and also bringing talent into the head office team to support our brands and franchisees.

6 How we say thank you

Across our brands, our Team Members are one of our most valuable assets. They make the difference every day with our customers and are the true champions of our quality. We recognise our team members through reward programs, discounts, career opportunities and most importantly... by always remembering to say thank you!

7 A message from our Red Rooster CEO...

At Red Rooster, our people's motto is 'We're for Real'. What that means is everything about us is authentic and genuine. From the high-quality food we serve, to the amazing people who work in our restaurants.

Not only is Red Rooster a fun and interesting place to work. It's somewhere you'll gain valuable skills like teamwork, communication skills, food preparation and customer experience, skills you'll be able to use for the rest of your life. And what's more, the opportunities to grow and develop are endless. Whether you want to be a Crew Trainer, Manager, Franchisee or even CEO, it's all within reach as long as you put in the hard yards. Don't believe me? I started as a 14-year-old kitchen hand.

If there's some advice I'd pass down, it would be that you shouldn't be afraid to get stuck in, ask for feedback, ask for advice and take the initiative to see what else you can learn. It'll only help you in the long run. But most of all, be prepared to work somewhere people look out for each other. We chip in to help each other when times are busy, then laugh and celebrate together. That's how family works, and I can't wait to welcome you to ours.

8 A message from our Oporto CEO...

People often ask me what 'Live Spicy' means. For me, it represents our personality. We're dynamic, ambitious and cool but always authentic and true to our roots. And that's exactly the kind of person we're looking for. Dynamic, ambitious,

authentic individuals.

Come just as you are, but come with a fire in your belly, ready to make an impact. In return, you'll get to work in a place where incredible people will always look out for you, and there really is no limit to how far you can go. Just ask anyone who's gone through our training pathways program. Whether you want to be a team member, a manager or a franchise owner, it's all within reach as long as you're willing to put the work in. You could even have my job one day (I'm not kidding).

Take a page out of our founder António Cerqueira's book. He didn't speak a word of English, all he had was a plan, a sense of adventure and an amazing gift for cooking delicious chicken. If there's one piece of advice I'd give to anyone thinking of starting a career at Oporto it would be just that. Be fearless, set yourself a personal plan and work towards it. Make the most of the training and education we offer, and you'll soon hit those goals.

9 A message from our Chicken Treat CEO...

Working at Chicken Treat is seriously fun – in fact, that's our motto!

To me, 'Seriously Fun' means taking pride in our work and having the freedom to be ourselves while we do it. Everyone here is serious about serving up great experiences for our customers. Our positive attitudes make them smile, and our delicious food keeps them coming back.

Chicken Treat's people are locals, and we're all great mates. That's part of what makes us so special. Our customers aren't just our customers – they're our neighbours and our friends. We're proud of our ties to Western Australia, and we represent that pride with energy every day.

Bring your unique, enthusiastic, collaborative attitude to a role at Chicken Treat, and see how being part of our close-knit team helps you grow. It always amazes me to see how our new-starters evolve in such a short time. Whether it's the people, the responsibilities, or the new skills you learn, something about your experience here will ignite your passion and build your confidence.

10 Which one of your brands sounds Craveable to you?

www.redrooster.com.au/careers/
www.oporto.com.au/careers/
careers.chickentreat.com.au/careers/
craveablebrands.com/careers



Creating a place where everyone can be the best they can be



Lion is one of the region's largest food and beverage companies, employing approximately 6,700 people across Australia and New Zealand.

With a proud history extending back to 1840, we market premium brands in the dairy, juice, soy, and various other beverage categories.

This diverse portfolio, produced across 31 sites, collectively generates revenues of around \$4.6 billion each year.

Lion is a company focused on long-term sustainable growth. We have a clear ten year strategy to extend our leadership in our beverage categories; transform our dairy and juice businesses and champion the nutritional credentials of our portfolio; and build our presence in high-value categories in targeted Asian markets.

To achieve this we invest in our core

strategic assets – our people, brands, production facilities and supply chain – to generate value for our customers and consumers.

In addition to direct employment, we make a significant contribution to the Australian and New Zealand economies. We are one of the region's largest purchasers of agricultural goods and an integral component of the retail, hospitality and tourism industries.

At Lion, we are committed to attracting and developing the best available talent. At the heart of our strategy is the belief that high levels of people engagement correlate strongly to business success.

That's why we make this promise to our people: we are committed to helping them be the best they can be, really make a difference, and have a great time doing it. We know if each and every one of them can enjoy that reality, they will go the extra mile for Lion and deliver fantastic results for our customers



and consumers.

We deliver on this people proposition through an unrelenting commitment to building an achievement culture – a workplace where the way we achieve success is as important as accomplishment itself.

We invest to develop accountable, authentic leaders who role model our way of doing things. And we want our people to enjoy all the benefits of our core purpose by achieving social, psychological and physical wellbeing and balance in their lives.

With these simple steps, we believe Lion has become one of our region's most sought after places to work.

At Lion, we believe culture can be measured and actively influenced. First and foremost, we believe a constructive, inclusive and achievement focussed culture delivers great experiences for the people Lion works with, underpinning business success over the long term.

1 Sustainability

Our environmental approach is governed by the simple mantra of 'reduce, reuse and recycle'. As a large manufacturer and purchaser of agricultural goods our priorities are reducing our water and energy usage and waste. We set clear public targets in our annual Sustainability Report and hold ourselves accountable to continual improvement.

2 Our Goodness Promise

Almost everything we make comes from the farm or orchard, and with the reach of Lion Dairy & Drinks portfolio of natural dairy and juice products, we can play a direct role in improving the choices and the health of families. In fact, the mission of the Lion business is to deliver more natural goodness to every person, every day and we are committed to doing this by putting nutrition at the heart of everything we do.

3 Our Contribution

Lion generates a total economic contribution to the Australian and New Zealand economies of around \$5.3 billion. This comprises \$2.43 billion of direct contribution, through employment, sourcing and other investments, with the remainder reflecting the significant value our business generates upstream in the agricultural sector and downstream in the retail, tourism, hospitality and transport industries.

We also make a major investment in sports and the arts through our sponsorship and marketing activities and pay well over a billion dollars in taxes to governments each year.

4 LionFlex

We're proud to offer flexible working options to meet the needs of our people. At Lion, we're committed to attracting and developing the best available talent. At the heart of our strategy is the belief that high levels of people engagement correlate strongly to business success. LionFlex enables our people to work in ways that support their lifestyle so they can balance career growth with the demands of life.

5 Achievement Culture

Our people strategy is focused on building an achievement culture. We're proud of the diverse range of backgrounds across Lion and by understanding everyone's differences

we can work to ensure that all of our people are highly engaged and achieving success every day.

We've been investing in our achievement culture for more than 20 years now and we're very proud that our most recent annual engagement survey saw overall engagement at 87%.

6 NextGen Lion

We are embarking on a huge project called NextGen Lion which involves implementing SAP as an enterprise system across Lion. This means that we will be working with cutting edge technologies and revolutionising how we interact with our customers and consumers.

7 Careers at Lion

Every day, millions of people wake up, refuel, celebrate and wind down with our iconic food and beverage brands. wLion has been the backdrop for these iconic household names trusted and loved by families and friends across Australia and New Zealand.

Every day, close to 7,000 people work, create, innovate and grow with a company that supports, encourages and empowers them to be the best they can be.

With Lion, you're set for life with a clear advantage to a great career of your choosing. Every day at Lion, you will work with great people and great brands. Whichever way you look at it, a Lion career is a great choice.

8 Gender Pay Equity

Lion also resolved gender pay differences after an internal analysis, peer-reviewed by Mercer, found a 3.2% average pay gap between male and female employees. We immediately took action to close it and keep it that way.

9 Grad Program

We have various grad programs available to finishing students across Australia. Some of these programs can involve opportunities to travel the country and do rotations a multiple facilities so that you can grads can learn all the ins and outs of our supply chain.

Grad programs can lead to long and successful careers at Lion with many people have been through the grad program over the last 20 years still with Lion today!

10 Science and Engineering at Lion

Whether you are interested in Mechanical, Electrical, Chemical, Microbiology or Mechatronics, there is something for you at Lion.

You can work with high speed packaging machinery, focus on quality or potentially specialise in processing some of our great products.

Automation is the future and there will be lots of opportunity for people interested in how we can work with the newest and most exciting technologies to bring our brands to life.





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 system with over 400 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.... <https://www.youtube.com/watch?v=JY5xT3l3e5w>

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 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 8,000 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

The opportunities are endless at The Coffee Club

With over 400 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 Samantha Reynolds

When I started working at The Coffee Club as a waiter in 2010, I never expected I'd end up in the Corporate Support Office. The transition from store to corporate is a fair jump but my experience has enabled me to dive right in.

Working in supply, I assist franchisees with delivery issues, and my first-hand store knowledge gives me the ability to relate and understand their needs. The Coffee Club was my first job and got me through high school and university; even as a junior team member I was treated with respect and given many opportunities to learn.

Within a year of starting I was trained as a barista, where I was given more responsibility – handling monies; making sure the orders that went out were correct and to a high quality; and making sure our customers left with smiles on their faces. This attention to detail transfers to my current role within the Supply Team, where I monitor stock and work with suppliers to rectify potential issues before they arise.

Accurate communication is crucial; something I learnt through communicating with customers in store. Work-based skills aren't the only thing I've taken away from The Coffee Club though – it also improved my confidence in my work and in myself.

My time working in stores provides many advantages in my new role and the support I've received during the transition has been second-to-none.



thecoffeeclub.com/careers

1 Varied Career Pathways

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.

2 We have an Industry leading, award winning training program

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.

3 Get more perks than just from caffeine

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.

4 You can earn national qualifications working for us

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!

5 We are socially responsible

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.

6 We are established, we are bigger than just a local coffee shop

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 400 locations, with 6,000 employees.

7 We don't only employ Baristas

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!

8 Our culture is well established

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.

9 Flexible working options

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.

10 We do the right thing by our employees

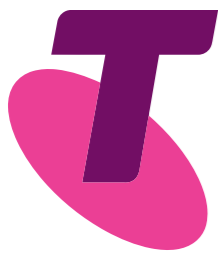
The Coffee Club formed an ongoing partnership with the Fair Work Ombudsman (FWO) through a Proactive Compliance Deed. What does this mean? We put our hand up to participate in self-audits and work with FWO to ensure we provide a compliant work environment to our employees.

Technology

98 

100 **myob**





Connect to a future created by you

Telstra is Australia's leading telecommunications and technology company, and with around 33,000 employees worldwide, we're creating a global footprint – and along with it, a world of opportunity.

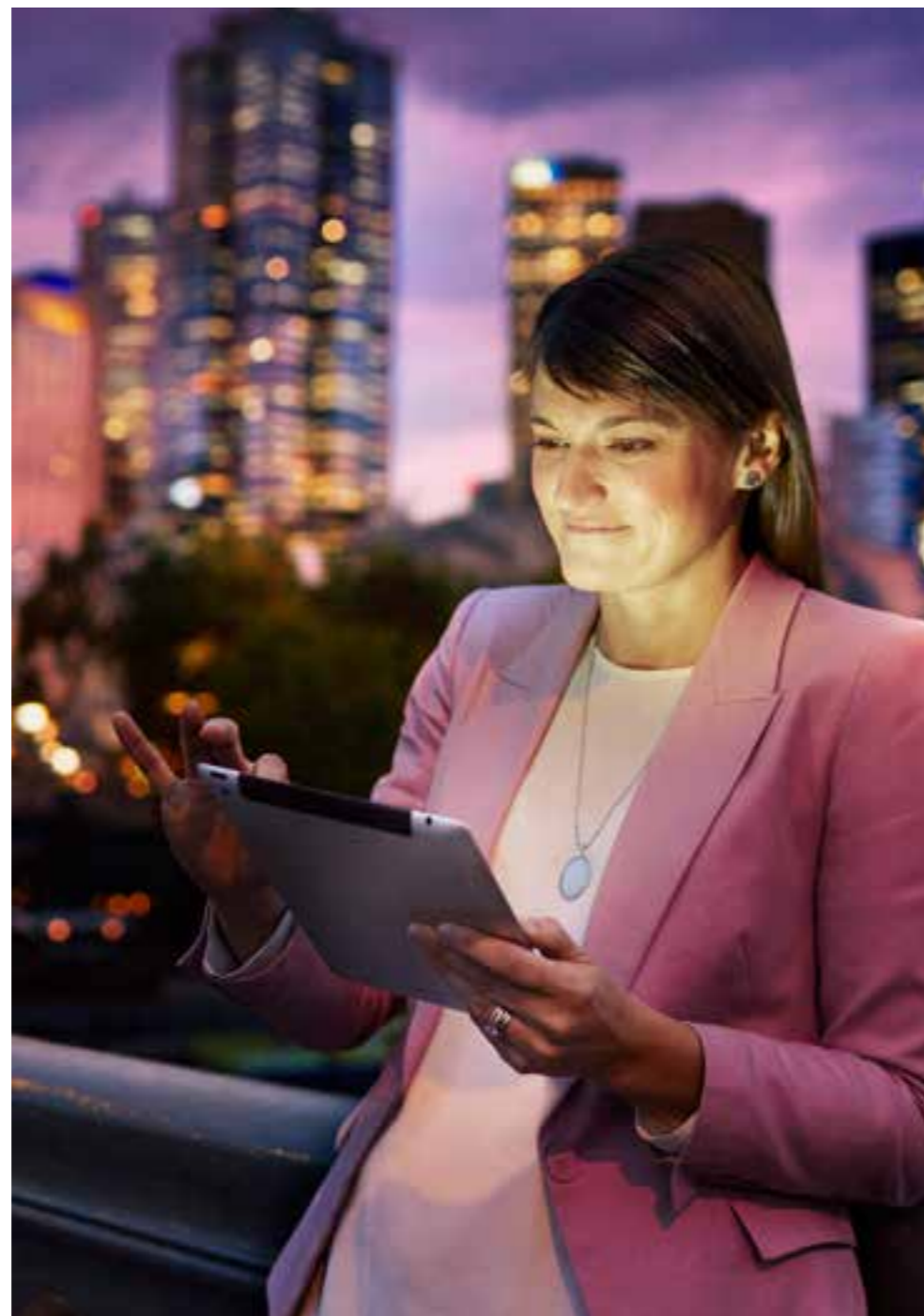
We're at the heart of technological change and we're helping to make it happen by empowering people to connect. Putting the customer at the heart of everything we do means we're making major innovations in technology and operations. And that's where our people come in – by innovating and collaborating 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. 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.

With a career at Telstra, you'll always be part of something bigger. For more information go to 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.

1 Grow your career

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.

2 Be an innovator

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.

3 Helping people

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.

4 Learning experiences

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.

5 Get with the program

Our Graduate Program offers 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.

6 Hands-on traineeships

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.

7 At your service

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.

8 It's our differences that make us unique

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.

9 Future Ways of Working

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 our roles.

10 Touching lives

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

This is MYOB

At MYOB, we help businesses succeed. It is a simple, but powerful vision that aligns everything we do.

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 1,400 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.

We are an employer of choice, and previously voted to be 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.

Employee Experience

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.
- 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 our engagement program "Your Voice Matters" as a means of boosting productivity and increasing retention.
- Creating fun and friendly workplaces by nurturing social connection via initiatives including Purple 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.

Future Talent

At MYOB we identify that the digital online eco system is constantly evolving. With new versions of technology, practices and platforms the importance of continuously developing our people is pivotal to the future of our business.

Our learning and development programs are sophisticated. We have partnered with Alain De Botton's School of Life to deliver an award-winning Learning Lab, a career development program that will help individuals progress both inside and outside of work.

From uplifting development with our current employees to growing our own talent we offer various programs such as our The MYOB Grad Program, and The DevelopHER Program. Both programs offer a mentorship group that consists of world class engineering coaches that are dedicated to unleashing the individuals' potential. At MYOB, coaching and empowering individuals is a part of our culture.

Come join us 10 reasons to choose MYOB

1 A great start to your career

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.

2 Recognised digital leaders

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.

3 Development from day one

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.

4 Feel right at home

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.

5 Creative inspiration on tap

We attract amazing speakers from the world's leading organisations to educate and inspire you to do your best work.

6 A chance to do good in the world

You'll have the chance to achieve extraordinary things for charities and social enterprises by participating in hackathons and community events.

7 Diversity & Belonging

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.

8 Start your career where your work matters

A world of opportunity awaits in our unique graduate program. You will learn how to design and develop real-world solutions for mobile, SAAS, e-commerce and the web. 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.

9 Life at MYOB

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, and career breaks.

Wellbeing We help our employees improve their overall wellbeing. Great office facilities encourage riding, running or walking to 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.

Celebrate We recognise and celebrate the achievements of our people.

Tech In addition to your company-provided tools, we've partnered with retailers 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.

10 Come as you are

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!



Public Services

104



106



108



110



112





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.



For further information on a range of police careers or to apply visit www.policecareer.vic.gov.au.

1 Recruiting now: police member

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 Duties 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.

2 Recruiting now: transit PSO

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.

3 A new role: PCO

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

4 What we offer

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.

5 Age restrictions

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.

6 Licence requirements

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.

7 Fitness requirements

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.

8 Get paid to train

You start your employment at the Victoria Police Academy, where you will be taught 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.

9 Should I apply?

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.

10 Find out more

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.



Working for V/Line



V/Line is Victoria's regional public transport operator.

Each year, V/Line carries over 19 million passengers and operates more than 88,000 train services.

With 3,520km of track extending out across Victoria, this makes V/Line Australia's largest regional passenger rail operator. And arguably Australia's fastest growing railway too.

Since 2004, customer journeys have increased from 6 million to 19 million a year. Even today, there are parts of the V/Line network with an annual passenger growth rate of 19%!

There's most definitely a real buzz around the place.

V/Line is a major employer with more than 50% of our 1,815 staff living and working in regional Victoria. We offer a work life balance which other employers can only aspire to.

Our passengers travel for work and leisure purposes.

Commuters are V/Line's most frequent travellers typically travelling for work and study. Passengers travelling for leisure purposes travel less-frequently to visit family and friends, for holidays and for days out to visit attractions or sporting events.

If you are accountable, respectful, have integrity and are bold enough to stand

up for what you believe in, joining V/Line will give you every chance to be your best.

The railways are truly a growth industry and it's an exciting time to be on this journey.

Operations

Our Operations team through the Service Delivery, Customer and Asset Management functions concentrate on the day-to-day operations of delivering an essential service for Victorians. These important functions work hand in hand to ensure a seamless experience for V/Line passengers.

The Service Delivery team through train driving, shunting, rostering, security and V/Line's Integrated Operations Centre safely deliver over 88,000 train services each year.

The Asset Management team look after V/Line's train fleet and maintenance of the railway lines while engineers play an important role in providing the specialised expertise needed to ensure best practice.

The Operations team also focus on planning for the future – developing and delivering the projects that will shape regional rail, V/Line and Victoria in years to come.

It's a team of diverse roles which provide enormous challenges and satisfying results.



Customer Service

Our Customer team is 100% focussed on providing excellent customer service for, you guessed it, our many passengers. V/Line frontline teams are service ambassadors and encourage constant customer engagement while supporting train performance and aiming for maximum customer satisfaction.

Our Conductors and Station staff are the face of V/Line for our passengers. If you have a passion for providing excellent customer service and a desire to travel around Victoria, then a V/Line Conductor could be the role for you. Or, you can service our passengers by living and working in regional Victoria as part of our customer service team who manage train stations.

V/Line's Head Office teams

The team at V/Line's HQ support our day-to-day operations through IT, finance, HR, Corporate Affairs, marketing, legal and safety. You will work with a group of dedicated people who are there to support you throughout your career.

At V/Line we are passionate about ensuring individuals and teams can be their best.



vline.com.au/careers

1 Growth

V/Line is experiencing a period of unprecedented growth. Not only are more people travelling with us, both the State and Federal Governments are committed to investing in significant projects to upgrade and expand the regional rail network to cater for continued population growth in Victoria.

2 Diversity

Diverse thinking is what makes a business innovative, dynamic and strong for the future. At V/Line we want the right people for each job so we have a skilled and diverse workforce that reflects the communities we serve. We are committed to a workplace where everyone can be their true self.

3 Destination Zero

The safety of staff and passengers is V/Line's number one priority and our Destination Zero program underpins our commitment. We operate in an environment of high-speed regional trains reaching speeds of 160 km/h and all our staff work towards zero rail and coach safety incidents, zero harm to people and zero damage to the environment.

4 Serving Victoria

V/Line is a Victorian State Government corporation. Working in collaboration with Transport for Victoria as well as many other government agencies and Ministerial offices, you'll be part of a



service which contributes to the economic development and prosperity of the state.

5 Apprentices and Graduates

Signal Maintenance Technicians have a passion for electronics and computer networking. They are responsible for carrying out the efficient and effective maintenance and renewals of signalling equipment and systems to ensure V/Line's train services run safely and on time. Apprentices require a minimum of a Certificate II in Electrotechnology and will continue their training with V/Line to achieve a Certificate III Electrotechnology. Graduate roles also exist in the areas of engineering including civil, electrical, structural and mechanical.

6 Highly sort after skills

Many parts of V/Line require specialised skills which are in hot demand nation-wide. Signalling engineers, timetable analysts, project engineers and network controllers are just some of the roles which are unique to the rail industry and are in short supply. You'll be supported with the best training and coaching to learn new skills.

7 Be Your Best

V/Line's vision is to be a modern, high performing railway and coach service for all. We encourage our people to be bold, be accountable and respectful. Creating a supportive and progressive organisational



culture is a key priority and allows everyone to be their best at V/Line.

8 Learning to Succeed

V/Line is committed to the continual education, professional development and skills development of our people. Whether it's building and refreshing technical capability, or participating in our Leadership development programs V/Line wants our people to be the best they can be.

9 Project Management

Project Managers are key to the success of the major rail projects V/Line is delivering and contributing to for the future. They are also critical in driving important projects that support the improvement and upgrades of the regional rail network for today's operations. If you are highly organised, passionate, enthusiastic and an excellent communicator this could be the area for you.

10 Community Outreach

Supporting the communities in which V/Line operates is a core part of doing business in regional Victoria. Whether it's supporting the development of grass-roots football in partnership with the AFL, volunteers undertaking beatification works at heritage-listed stations or offering disadvantaged young people cadetships across the business, our community program is unrivalled.



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 opportunity to go to the regional network. 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.



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

1 We value diversity

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 five well-established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the Disability Employee Network, the LGBTI Network, the Aboriginal and Torres Strait Islander Network, Cultural and Linguistically Diverse Employee Network.

2 We inspire you

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.

3 We support you

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 though 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.

4 We invest in your development

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.

5 We reward you

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.

6 We embrace flexibility

Our department values the ability to work the way that is most effective for you. As a part of the 'Working Your Way' program that integrates new initiatives in property, IT and HR policy to explore different ways of working, PM&C is seeking to stimulate innovation, collaboration and thought leadership via more flexible work environments. This means helping our people choose where and how they work, and offering a range of standard flexible working options including the option to change work hours, patterns or place of work.

7 We promote mobility

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.

8 We have offices around the country

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.

9 We offer Graduate & Internship opportunities

Our Graduate Programme is designed to give our graduates a broad scope

of the work we do in the Department. Graduates undertake rotations within the main groups of PM&C and a rotation in one of our regional offices.

Our Internships run for 10 weeks commencing in late November. Interns complete meaningful, relevant work and are exposed to some great networks and skill development.

10 We offer opportunities to Indigenous Australians

PM&C participates in the Indigenous Australian Government Development Programme (IAGDP) and the Indigenous Apprenticeship Programme (IAP) which are whole-of-government entry-level programmes that combine ongoing employment with structured learning and aim to increase the representation of Indigenous Australians working in the Australian government.



Transform Victoria: Careers with the State Government

Are you passionate about giving back to your community? Do you want to learn valuable skillsets that will further your career and the lives of Victorians now and into the future? We offer transformative employment opportunities to help you gain what you need in order for you, and Victoria, to succeed in years to come.

What we do

At the Victorian Government, we serve Victorians by delivering valuable services, providing evidence-based advice to policy makers, and developing innovative solutions for tackling challenging issues in a constantly changing environment. We work directly with communities and experts to find the best solutions in many sectors, including healthcare, education, transport and infrastructure, environment, energy, and much more.

Who we look for

We are looking for inspiring and creative people to join us in building a brighter future for Victoria. Regardless of your background, we welcome any well-rounded, high achieving individuals who want to make a difference in Victoria.

Why the Victorian Government

We recruit the best by providing a rich and dynamic workplace that places people first. We value work-life balance, diversity and inclusion of people from all walks of life, as well as the positive impact we make to the lives of Victorians. The Victorian Government was recognised as one of Australia's most attractive employers at the 2017 Randstad Awards, where it was awarded second place among private and public organisations.



Here are a few of the reasons why the Victorian Government is a great place for you:

1 Busting the public sector myth

We are much more than policy wonks and desk workers. Our people are inspirational, energetic and charitable individuals who want to make a positive difference. We employ everyone from a to z. Everyone can bring their unique skillsets to the public sector, all of which are valued and contribute to the Victorian Government's diverse, inclusive and high performing workforce.

2 Choose your own fulfilling adventure

- Choose your own career path. Our team members learn the skills they need to progress upward and move across different departments and agencies to gain experience in the field.
- Our **Graduate Recruitment and Development Scheme (GRADS)** is a 12-month program where you can learn, develop, apply and maximise your soft and technical skills within three different departments.
 - Our **Youth Employment Scheme (YES)** and **Youth Cadetship Scheme (YCS)** offer Victorians aged 15 to 24 who face employment barriers paid work experience to develop skills and gain qualifications. Not ready for the commitment but want to know what government is like? We have **student and volunteer placements** as well.
 - Department of Justice and Regulation has a **Professional Services Graduate Stream** for those who are interested in pursuing a career in criminal justice.
 - Interested in putting your university knowledge to the test? Our **internships and work experience** opportunities give you the opportunity to build your technical skills.

- Ready to start your career? We have other entry-level **general employment** opportunities for you.

3 Be rewarded

Benefits include study assistance, salary packaging, comprehensive leave provisions, and career development initiatives.

4 Develop capabilities for the future

We are dedicated to helping you grow personally and professionally. From training courses to conferences, you will build a wide range of expertise from project management and data analysis to communication, problem solving and leadership.

5 Build technical skills

Are you a STEM graduate? The Department of Environment, Land, Water and Planning offers a two-year **Science Graduate Program** that trains and develops you in science, natural resource management, agriculture, ecology, conservation, planning and related fields. Interested in economics or accounting and finance? We have special **GRADS** streams for you.

6 Set yourself up for success

We offer coaching and mentoring programs, learning and development courses, networking opportunities and much more – all of which will give you the best chance to succeed in your career.

7 Balance your life and your work

We value work-life balance. All Victorian Government departments are committed to All Roles Flex, an initiative designed to make sure you have a meaningful level of influence over when, where and how you work.

8 Make a difference in your community

Want a career that gives back to the community? Our work touches the lives of every Victorian and aims to create a better future for generations to come.

9 Bring your whole self to work

We value and respect everyone's perspectives, insights and opinions. We encourage people from diverse backgrounds, ages, cultures, genders, religions, and sexual orientation to join the Victorian Government. This is why we have support networks to champion diversity and inclusivity. These include:

- **The Victorian Public Sector Pride Network (VPSPN)**, which champions LGBTI inclusion and equality in the workplace.
- **Aboriginal Employment Strategies and Staff Networks**, which provide a culturally safe place for Aboriginal staff to connect and develop.
- **The Victorian Public Sector Network for People with Disabilities**, which represents the needs, interests, and concerns of our team members with lived experience of disability to ensure fair and equitable treatment.

Our differences, regardless of whether they are visible or not, are what makes us better equipped to serve our community.

10 Our values drive us

Public sector values are at the heart of everything that we do. They are: Responsiveness, Integrity, Impartiality, Accountability, Respect, Leadership, and Human Rights.

For more information, visit www.careers.vic.gov.au.

Connecting people and places for a growing Melbourne

Metro Trains Melbourne operates the metropolitan rail network in our most liveable city.

Melbourne's rail network is one of the most extensive above ground urban systems in the world. We employ over 5200 people who play a pivotal role in operating 15 lines, 218 railway stations and 200+ trains across more than 800 kilometres of track. The Metro train fleet covers over 45 million kilometres every year, servicing more than 230 million passenger journeys to all parts of the city.

At Metro, we strive to run Melbourne's growing railway with continuous improvement in safety, punctuality, reliability and customer service. We believe in making the everyday journey better by giving passengers an accessible, resilient and integrated public transport service in which they can have confidence. Our vision is built on a culture of care for our passengers and their communities. By investing in the development of our people, we have built a capable and diverse workforce that has the skills to deliver exceptional service to our passengers.

We also partner with both the government and private enterprise to improve and expand the rail network. It's an exciting time to be working in rail, as the State has committed to improving Victoria's transport system with unprecedented investment across a series of major capital projects. These projects are the cornerstone of transforming Melbourne's rail network and include:

- Metro Tunnel Project which is one of the largest public transport projects ever undertaken in Australia
 - Removal of 50 level crossings across Melbourne's rail network
 - Upgrade to the Cranbourne-Pakenham line
 - Introduction of next-generation High Capacity Metro Trains
 - Delivery of High Capacity Signalling to improve the frequency of services
- Metro will continue to support the



State as a trusted partner in operating, maintaining and upgrading the rail network into the future, with career opportunities across a broad range of fields...

Assets and Systems

A career path in assets and systems 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, rolling stock (trains), signalling systems, operating control systems and information communication technology. Career opportunities within Asset and Systems include electrical, mechanical, signal, structural, civil and reliability engineers, track supervisors, works leaders, rail overhead and track apprenticeships and traineeships, train maintainers, fleet managers, rolling stock safety supervisors and a variety of information technology roles.

Project Management

Project management is one of the fastest-growing professions. It is about making things happen in a planned and coordinated way. If you can think broadly and strategically, if you are highly organised, if you are good at getting things done and handling multiple tasks at once, then a career in project management or engineering can be a very rewarding choice.

Operations

The Operations team is responsible for managing train services, network security, surveillance and resilience, authorised officers, operational planning, maintaining our punctuality performance and more. This involves working in some of Melbourne's busiest railway stations and handling issues at the front line of our operations. If you are a great communicator and enjoy working with people, you should certainly consider a career in Operations.

Metro HQ

Metro HQ is home to a cohesive team working across multiple functions including executive management, finance, procurement, strategy, planning, human resources, legal, communications, business development, safety, environment, engineering and marketing. Everyone shares a passion for what they do and there is a diverse range of careers available for people with the right qualifications. Examples include human resource business partners, commercial and contract lawyers, accountants, procurement specialists, environmental managers, safety investigators, marketing and brand managers. Who knows, you might even set out on the journey to Chief Executive Officer.



At Metro, there are many factors that set us apart from other employers...

1 Moving to a Metro

Melbourne has one of the most extensive urban railway networks in the world and we are focused on creating a high-capacity, high frequency 'metro system' that keeps the city moving. As Melbourne continues to grow, we are determined to work with the State to increase service frequencies, improve punctuality and deliver excellent passenger service.

2 Making every minute count

Making every minute count ensures that we deliver reliable and safe services to millions of our passengers every year. Whether it is 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.

3 MetroSafe

Metro takes a no-compromise approach to safety. It is vital that our passengers, employees and contractors remain safe whenever they find themselves in the rail environment. We adopt a 360-degree approach to safety management, meaning that we look at safety from every angle, every day.

4 Impressive shareholders

We are backed by three world-class companies in MTR Corporation, John Holland and UGL Rail. This enables us to

tap into a wealth of global experience in rail and construction. We have the ability to exchange expertise, learnings and innovations with leading rail operators. We can access the global innovation exchange forum and the specific expertise of our partner railways, who collectively move over 3.5 billion passengers annually.

5 Metro Academy

The Metro Academy is a key component in our ability to prepare employees for the challenges of the future. Having built a \$3.5 million state-of-the-art training facility at South Kensington, we are delivering carefully targeted rail training programs across multiple railway disciplines. Developing and building the capability of our people is central to everything we do here at Metro. That's why we deliver over 20,000 hours of training every month and have awarded over 2,500 vocational education qualifications to date. In 2016, Metro was presented with the Employer Award for Apprentice Development at the Victorian State Training Awards. This recognised the innovative training methodology used with our electrical and signalling apprentices as they built and wired the interlocking system in the simulated track and signal area at our Metro Academy training facility. Metro also received the 2016 Large Employer of the Year at both the Victorian and National level, with the Australian Training Awards representing the pinnacle of achievement in the vocational education and training sector.

6 Diversity and inclusion

Metro is committed to improving our employee value proposition by being recognised as the leader and champion in diversity and inclusion within the Victorian public transport and rail industry. We aim to be an inclusive and progressive organisation that maximises capability through capitalising on our diverse workforce. Our Diversity and Inclusion framework is focused on increasing gender diversity in non-traditional trades, technical careers and across the business. We are providing employment opportunities in our socially responsible employment programs and enhancing career opportunities at entry level for Aboriginal and Torres Strait Islanders.

7 Get rolling on a great journey

Innovative engineering is the key to the future of public transport as we move

towards a high-frequency, high-capacity rail system. We require highly skilled teams to maintain the reliability of the train fleet. Metro's rolling stock engineers ensure that every one of the 45 million kilometres travelled each year leave our passengers with a smooth and reliable travel experience.

8 Highly valued specialists

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 our signalling and electrical networks delivers capabilities 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.

9 Building the future

The unprecedented investment that the State has made in investing in public transport provides new and exciting career opportunities. If you enjoy the challenge of delivering maximum value through the best rail solutions, there are career opportunities within our Innovation and Transformation team and across the other areas within Metro.

10 Staying in control

Metro's train control centre is the heartbeat of the network. The team safely transports around 400,000 passengers to their destinations every day. 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. The train control centre can be thought of as 'air traffic control' for trains. If you thrive under pressure, this can provide an exhilarating career.



Transport & Logistics

116



118



Be a Journey Maker



At Transdev, we believe public transport plays an important part in how a city comes to life. Our day-to-day work influences our families, friends and future generations where they live, work and play.

Whatever your role is at Transdev, you contribute to improving the mobility of our customers, and the positive impact this can have on their lives, their community and our environment.

With a global network of 83,000 colleagues in 19 countries, our customer and client focus, commitment to innovation and provision of safe travel lies at the heart of our success and continued growth.

To support this growth, we look to the dedication, pride and passion of our

people, and the camaraderie of our teams on the ground. In return we offer diverse career experiences in an evolving industry that's moving faster than ever before. Transdev is the world's largest multi-modal public transport operator.

Our operations

At Transdev we are a community moving communities.

In New South Wales, we proudly operate the iconic Harbour City Ferry services, numerous bus routes, on demand shuttles and the light rail network.

In Victoria, 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 Western Australia we have our largest bus operations responsible for the free

Perth Cat services as well as local bus routes. In the Northern Territory, our joint venture Buslink VIVO provides coach services to the resource sector. In New Zealand, we have proudly operated the Auckland rail service since 2004 and also operate the Greater Wellington Metlink train network.

Pathways for Journey Makers

We offer a variety of pathways to join Transdev, including:

- Apprenticeships and Traineeships
- Internship
- Graduate Program

For more information contact careers@transdev.com.au



transdev.com.au/careers

1 Be a Journey Maker

Journey Makers are people who make trips memorable. They share their spirit, personality and enthusiasm with everyone they encounter. They're the people who ease the stresses of travel, make you smile after a long day and go the extra mile to make your journey hassle free.

2 Community

Transdev is at the heart of keeping communities moving. We connect families, friends, and future generations where they live, work and play, and help to move them around daily in ways that reduce the impact on our environment. But beyond this, we are a community of drivers, operators and professionals; a work family whose aim is to create world-class public transport journeys for our customers.

3 Pride

We pride ourselves in leading the way in public transport through the collaboration of our teams and a shared commitment to excellence in all that we do. So whether it is a driver going the extra mile for a customer, or the teams who help make our journeys safer, our people gain satisfaction from making a difference to the lives of customers by providing the best public transport experience.

4 Technology

We aim to be a pioneer in public transport with an exciting mix of new technology and forward-thinking customer focus. In order to drive the future of public transport, we will continue to adapt our service offering and innovate with new tools and systems. We look to our people to challenge the status quo, and push the boundaries on what is possible in the public transport sector. By doing so we continue to provide a safe, reliable and efficient service that our customers and partners trust.

5 Success

We help move hundreds of thousands of customers safely, day in day out, around Australia and New Zealand. Our success relies on the commitment and efforts of our people, all working together as part of a winning team. It's this commitment to creating excellent customer and client experiences, providing efficient multi-modal transport operations and fostering a supportive work culture that drives our success.

6 Global

Transdev is a truly global network of over 83,000 colleagues working on public transport systems in 19 countries around the world. We combine international experience and expertise in transport operations with local knowledge for the benefit of the communities we serve.

Meet some of our Journey Makers

7 Ajenta, Environmental Specialist

"We work with a variety of organisations and individuals. It requires flexibility, and good people skills." **Ajenta, Environmental Specialist**

8 Matt, Diesel Mechanic

"I'm part of a supportive team from all different walks of life. The mentoring I've had has been fantastic". **Matt, Diesel Mechanic.**

9 Chloe, Projects Coordinator

"My work's always in the public eye. I feel like I'm really contributing to building a more accessible city." **Chloe, Projects Coordinator**

10 Chris, Senior Ferry Master

"I've been supported personally and recognised professionally. Ever since, I knew this was where I wanted to work". **Chris, Senior Ferry Master**





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.

With over 125 years' experience, Toll Group, proudly part of Japan Post, operates an extensive global logistics network across 1,200 locations in more than 50 countries. Our 40,000 employees provide a diverse range of transport and logistics solutions covering road, air, sea and rail to help our customers best meet their global supply chain needs.

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

three main aspects of the business that we call our divisions.

- **Global Logistics** operates state-of-the-art warehouses and transportation throughout the Asia Pacific region. We manage the needs of many big brands and corporations, providing total logistics solutions to the oil and gas, energy, mining, chemicals and coal industries.
- **Global Forwarding** sends freight around the world by sea and air. We purchase space on board freighter ships and aeroplanes, and clear customs to ensure we get our customers' goods from A to B reliably and on-time.
- **Global Express** is the express delivery service of the business, with dedicated couriers to move eCommerce deliveries, important documents, and other critical supplies and products quickly and securely.

We also have our **Group Operational Services** – a hub of common and shared services including linehaul, equipment, people, property, and procurement, with end-to-end visibility and management of our key assets.

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 young people to work in our offices or in professional roles. This includes administration, human resources, legal, finance, marketing, IT, sales, business development, property, planning, environment, insurance, risk... the list goes on!

For more information go to www.tollgroup.com

1 Work for the biggest logistics company in the Asia Pacific

Being big means we have lots of opportunities available. If you want to combine travel or 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.

2 We've got hundreds of different roles

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.

3 The logistics industry is going places

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.

4 You can build your career at Toll

2017 saw the launch of the Toll Global Graduate Program. Designed to help build our future talent, the program offers recently qualified graduates a two-year development program based across six rotations. That's six different areas of the business our graduates gain experience in before moving into a post program role. We want graduates from Logistics and Supply Chain, Management, Commerce and Engineering backgrounds who have a passion to build their careers in Logistics.

5 We're one (very) big family

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.

6 We love technology and innovation

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.



7 You can balance your work and life

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. If you study after work, play sport or need to look after children, we can help you plan your work so your life is balanced. We also offer lots of opportunities to get involved in sporting teams, social events and community activities.

8 We care about our environment

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.

9 Your safety is really important to us

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.

10 Get rewarded for a positive contribution

We want the best for our people, and we want the best to work with us. We recognise the contribution our people make, and reward positive behaviours and performance with competitive benefits and conditions. There are also plenty of opportunities to explore different parts of the business, or climb the career ladder as you develop your skills and experience, if that's what you want.





Airlines

122

Jetstar 



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.

Did you know?

Jetstar has 131 aircraft, over 7,600 team members and airlines in Australia, Singapore, Vietnam and Japan. As one of the largest low-fares airline brands in the Asia Pacific region, we've flown more than 230 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.

Want to find out more about hitting the runway for a career at Jetstar? Visit www.jetstar.com/au/en/careers/



jetstar.com/au/en/careers/



So why choose Jetstar?

1 We're part of something bigger

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.

2 We are one team and passionate about enjoyment

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.

3 We believe in rewarding our team members

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.

4 We're a diverse and inclusive workplace

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.

5 We'll support your career development

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.

6 We support our local communities

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\$1million to local charities.

7 We care about your wellbeing

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.

8 Challenging and meaningful work

We love to be challenged through rewarding and interesting work. Our team members thrive when learning and developing new skills and we embrace innovation, collaboration, growth and change.

9 Our Customers

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.

10 Safety is our priority

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.

Banking, Insurance & Finance

126  MACQUARIE BANK

128  CommonwealthBank

130 Allianz 

132  AON

134  ANZ

136  RACV

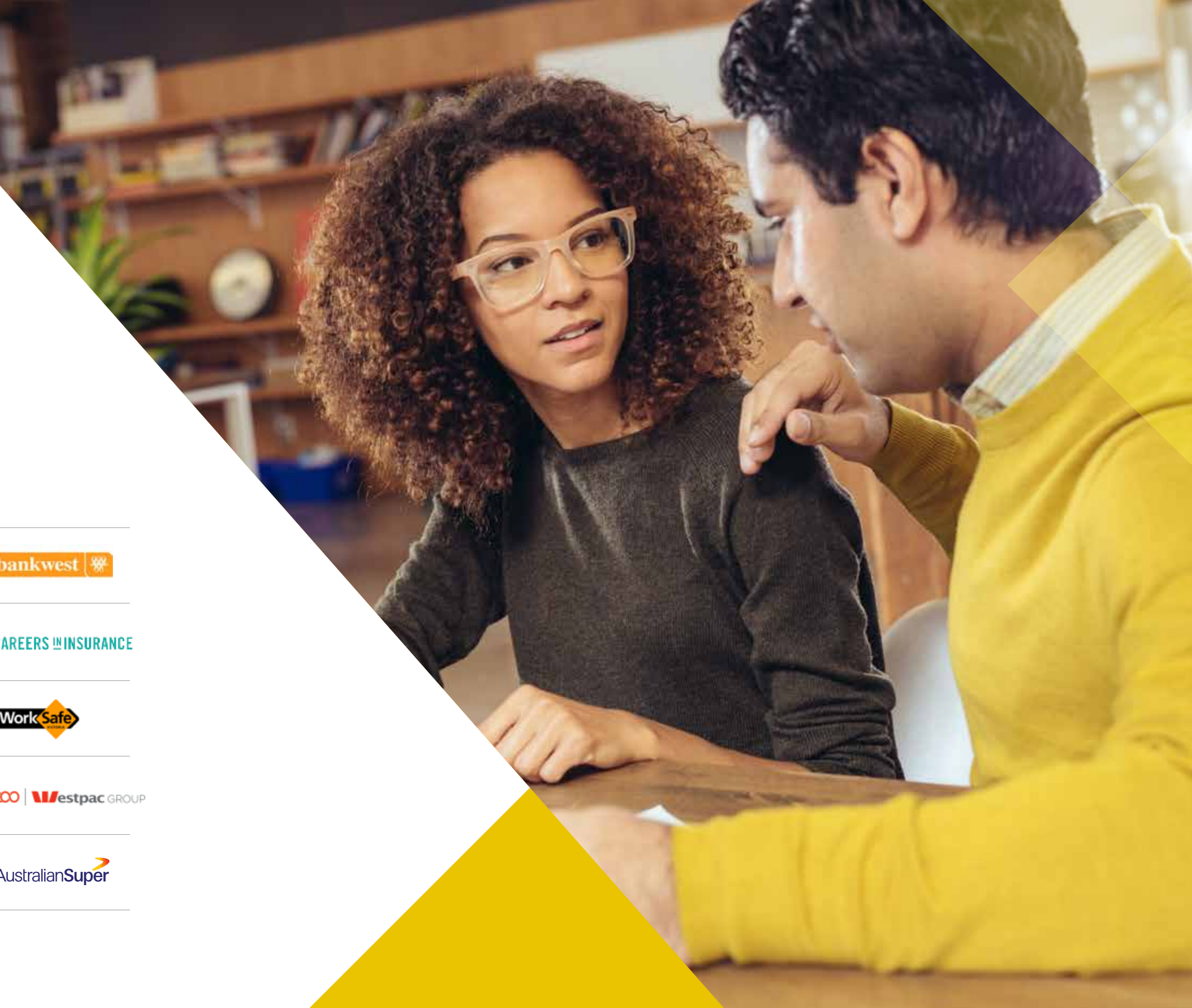
138  bankwest

140 CAREERS IN INSURANCE

142  WorkSafe

144 200 |  Westpac GROUP

146 AustralianSuper 



Own your future



Who are we?

Macquarie Group is a global financial services provider with offices in 27 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.

- **Opportunity:** We seek to identify and realise opportunity, respecting different ways of thinking and the contribution of others. We encourage innovation, ingenuity and entrepreneurial spirit. We support our people to achieve and succeed, and value the opportunity to be part of the Macquarie team.
- **Accountability:** With opportunity, comes accountability. We are accountable for all our actions and never compromise our standards. We make decisions we are proud of.

- **Integrity:** We always act honestly and fairly, honour our promises and have the courage to speak up when we make a mistake or see something that doesn't seem right. In doing so, we earn the trust of our clients, colleagues, community and shareholders through the quality of our work and our high ethical standards.

Our 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.

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 \$A300 million among approximately 3,500 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. In FY17, more than 50,000 hours were contributed to the community by Macquarie staff.

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.



Why join us?

At Macquarie, we're always looking for people who share our drive for innovation, ideas and excellence. We are instinctively entrepreneurial. Ambitious in Nature. Determined to succeed. Here are 10 reasons why you should consider a career at Macquarie.

1 Structured internship and graduate programs

Every year at Macquarie, we offer a range of graduate and internship positions across our business and service groups. Sitting side-by-side with business leaders, graduates and interns have the opportunity to work on live projects and transactions from day one. Our programs offer on-the-job training, access to a range of external and internal courses, and the chance to build a wide business network.

2 Flat non-hierarchical structure

At Macquarie, we have a very flat non-hierarchical structure. This structure opens up access to unique opportunities, including being able to sit beside and work with senior business leaders, and own your own work.

"The great thing about Macquarie is the relatively flat structure which means you get to work closely with very experienced and knowledgeable staff. It's up to you to own it!" Dillon

3 Entrepreneurial culture

Innovation and entrepreneurship is in our DNA. We pride ourselves on thinking a little bit differently and have the sources to successfully execute ideas across a diverse range of industries. At Macquarie, you'll get the opportunity to exercise your entrepreneurial flair and ingenuity.

4 Quality of the people

At Macquarie, you'll work with high-calibre, talented, and motivated individuals. Our people are ambitious and driven, but also genuine, open and approachable. At Macquarie, you'll work with and learn from the best.

5 Breadth of global opportunities

A career at Macquarie can take you anywhere. With five distinct business operations spanning banking, financial advisory, investment and funds management services, there are many different diverse careers available to you.

Our international presence also 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.

6 Continuous learning and development

At Macquarie, we value the continuous development and growth of our employees. Every person at Macquarie is offered comprehensive access to a range of informal and formal learning opportunities, including on-the-job training, formal workshops, and online learning modules. You can pick and choose which sessions you attend and design a learning and development plan tailored to your needs.

7 Teamwork and support networks

Macquarie recognises the importance of employee networks and the rich resources that can be generated and brought to both employees and the organisation through relationship-building and exchange of ideas. We currently have Employee Network groups for LGBT employees and allies, gender equality and those that speak different languages. If you are interested in establishing an employee network group, you have the freedom and support to do so.

8 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 postgraduate studies.

9 Workplace benefits

Macquarie offers a wide range of benefits to its permanent employees ranging from a vast health and wellness package, retail benefits and offers, financial and insurance, and travel and commuting. Our award winning offices are built to enhance the well-being of our employees by incorporating open spaces and portable spaces, thereby enabling staff to better connect and collaborate.

10 Diversity and Inclusion

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.





Start your career with Australia's largest bank

At CommBank we're focused on securing the financial wellbeing of people, businesses and communities.

With more than 15 million customers in 13 countries worldwide, we're the largest Australian bank. We keep our customers at the heart of everything we do and are driven to deliver seamless experiences, in smart, innovative ways. Our 52,000 people are able to bring their different backgrounds and unique perspectives to our collaborative environment, and are supported to share ideas, initiatives, talent and energy. Being such a large and diverse organisation CommBank is a place of opportunity, where your skills can take you in unexpected directions and you can achieve great things.

A career at CommBank is much more than just working as a teller in a branch. Along with our many retail roles you can find exciting opportunities everywhere from software engineering and analytics, to marketing and finance. Looking to go to Uni? Our Graduate Program is the perfect place to kick start your career after study. Maybe you're after an entry level opportunity straight from school? If you're passionate about great customer service then a role in our retail team could be perfect. So no matter where you see yourself in the future, you can be pretty sure you'll find a role that's right for you.

For more information on your career at Commonwealth Bank, head to commbank.com.au/careers



1 Make an impact

Regardless of where you work within CommBank, you'll understand the impact that your work, initiative, talent and ideas have. You'll know where you fit in the big picture.

2 Values

We live and breathe our values of integrity, accountability, collaboration, excellence and service every day. Guided by our vision and values, we've built our culture and are inspired to deliver even better outcomes for all our customers.

3 You can be you

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

4 Opportunities

With 13 business areas within CommBank and 52 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

5 Training and development

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

6 Innovation

We're always looking for ways to do things differently. We've been responsible for many Australian firsts in banking. From our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

7 Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities to nice-to-haves, you'll get a wide range of discounts from our business customers.

8 Community commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value.

We also have a staff community fund and volunteering days at our partner charities.

9 Bright minds

Regardless of your role at CommBank you'll be working with and learning from some of the brightest minds in Australia and across the globe.

10 Award winning employer

We've been recognised with a wide range of employer awards, including:

- **AWEI Gold Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2017
- **LinkedIn Top Companies** 4th most in demand employer, *LinkedIn*, 2017
- **Pride In Diversity's Australian Workplace Equality Index** Top Ten Employer, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2017
- **Job Advisor Coolest Companies, 2016:** 5th in Finance, 4th in Diversity, 13th in Tech, *Job Advisor*
- **GradAustralia** Top 100 Graduate Employers 2017, Top 100 Intern Employers 2017

For those who dare to

Be challenged by the variety of the insurance business. Develop skills and networks. Open up career horizons.

About Allianz

Allianz Australia Insurance Limited is one of Australia's largest general insurers and employs over 4,500 employees.

We globally insure the majority of Global Fortune 500 companies and is ranked number one insurer in Dow Jones Sustainability Index.

We have been awarded Large General Insurance Company of the Year 2017 (ANZIIF Australian Insurance Industry Awards), Employer of Choice for Women 2009-2013 (EOWA) and Employer of Choice for Gender Equality 2016 (WGEA).

Here is your home, students.



Dare to explore Allianz

140,000 + PEOPLE
work for Allianz across
70+ COUNTRIES

Allianz supports
CROSS-FUNCTIONAL
and
REGIONAL
career paths

Allianz
CARES
about the well-being of
its employees and
SUPPORTS
families

We insure major
Hollywood and Bollywood
MOVIE PRODUCTIONS

Allianz provides a
safety net to more than
17 MILLION PEOPLE
in Asia, Africa and South
America through its
microinsurance offers

We pioneer innovative
insurance solutions such as
CYBER AND SPACE INSURANCE

Are we a perfect match?

- You have ideally completed your basic studies with excellent grades.
- You have excellent command of English (written and spoken).
- You have proven versatility through extra-curricular activities.
- You have strong analytical skills.
- You are able to work independently and as part of a team.
- You have strong verbal and written communication skills.
- You have a structured work approach and good organisational skills.
- You strive for excellent results.
- You have innovative ideas and like to challenge the status quo.
- You are able to take initiative and work efficiently to tight deadlines.
- You are a team player.
- You believe in the power of diversity.

Allianz offers career opportunities to graduates and school leavers in a diverse range of roles.

Seena's story



The Allianz Graduate Program has allowed Seena to accelerate her learning and gain exposure to senior management through networking opportunities.

"The work environment here is great. You don't have to leave your personality at the door. Bringing a fresh perspective as a graduate is valued as greatly as experience."

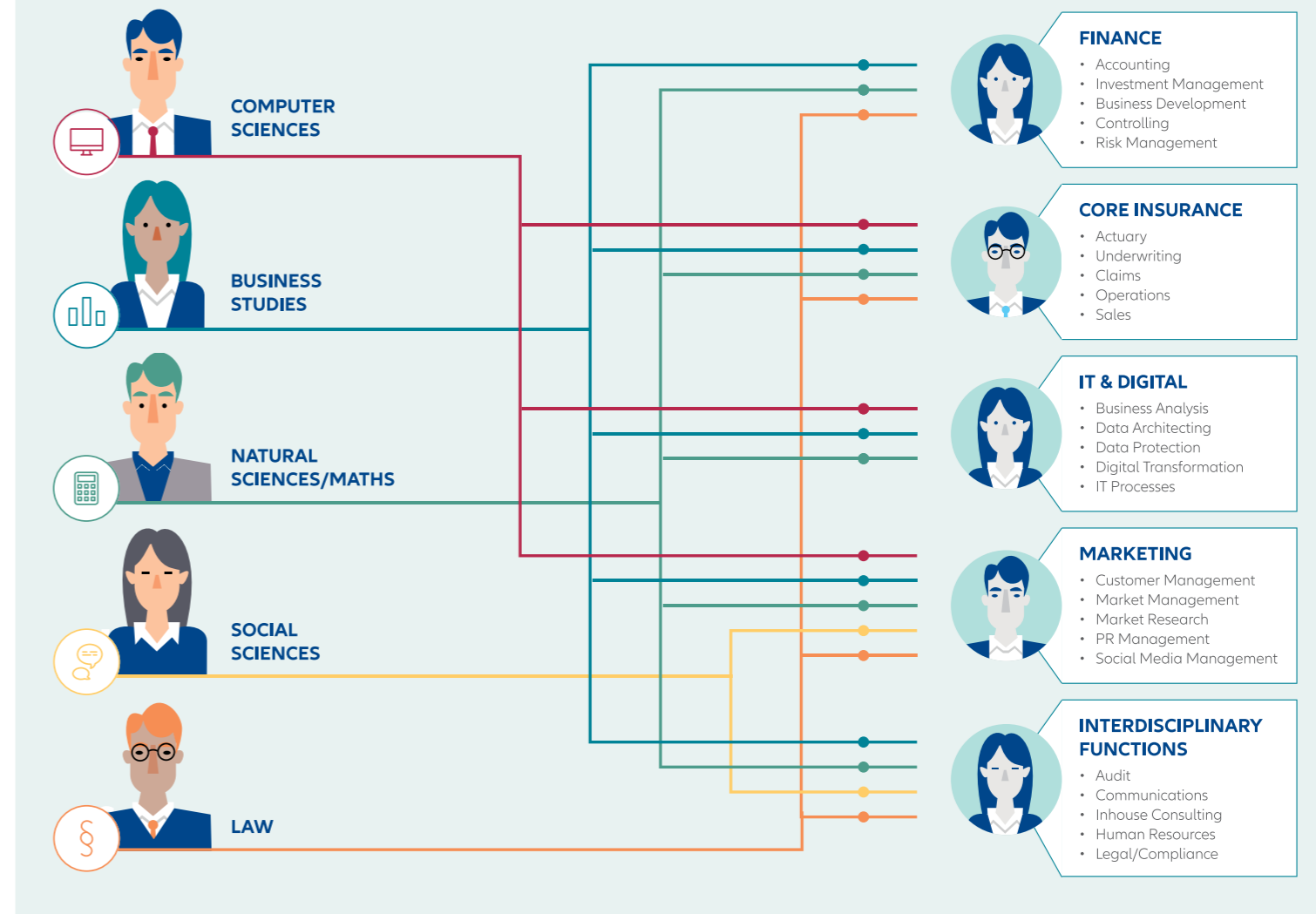
Kristen's story



Kristen has been immersed into her Graduate Program rotations and gained broad exposure to different divisions.

"One of the best things about working with Allianz is the opportunities for professional development. It is great to work for a dynamic global organisation with a wide range of career pathways and limitless options."

We offer a wide variety of tasks at our Allianz Australia head office in Sydney and across Australia



1 Award Winning Employer

Employer of choice for Gender Equality, Australia's Large General Insurance Company of the year.

2 Welcoming culture

Work with people from all different backgrounds and experiences.

3 Opportunities to grow

Focussed on growing talent from within with the support of structured learning and career pathway programs.

4 Challenging tasks

We offer challenging work and many opportunities for you to grow your career with us.

5 Support to succeed

Be part of a company that works well together to go further.

6 Digital by default

We want to become a completely digitalised company.

7 Certainty and Strength

Join a dynamic worldwide insurer who is growing from strength to strength.

8 Structured programs for young talent

We offer structured career pathways for those entering the workforce through Graduate Programs, Internships and entry level roles.

9 In the community

We actively support the RSPCA, Cancer Council and Starlight foundation. We have major partnerships with Australian Paralympic Committee and Settlement Services International.

10 Attractive Employee Benefits

We offer many rewarding benefits for work and life.

If you dare, there's an opportunity for you at allianz.com.au/careers.



AON – Empower Results

What do we do?

Aon is a leading global professional services firm providing a broad range of risk, retirement and health 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.

With 50,000 colleagues in 120 countries, we can empower results for clients by using our data and analytics to deliver insights that reduce volatility and improve performance.

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.

At Aon you'll work with the best people in the business—people who inspire each other by sharing knowledge and ideas, working together to achieve excellence, and taking pride in their work.

Aon – a Gaelic word meaning "Oneness" – is central to Aon's being. We aim to be the world's most responsive, client-focused insurance and consulting services company. We rely on our people to make that happen and through support, interdependence, innovation and problem solving together we make an impact every day.

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.



It's our mission: We are driven to empower economic and human possibility for clients, colleagues and communities around the world. These aren't just words at Aon. It's an increasingly volatile world, and our work is about creating greater security, stability and opportunity for our clients and their people.

It's our clients: At Aon, everything starts with the client. The Aon Client Promise sets the foundation for trusted client relationships. We put listening to our client's needs and understanding their goals at the heart of everything we do.

It's our colleagues. Being a part of Aon means having opportunities to make a difference - whether you support a local organization, serve a large global account or support colleagues who support clients. Join Aon, and you'll find many moments when you know you've done something worthwhile.

In our inclusive culture, everyone has opportunities for growth and development. We know that leveraging the diverse cultures, backgrounds, and experiences of our colleagues improves work quality, fosters innovation, and enhances results.



1 The Brand

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.

2 What is Aon?

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.

3 Industry expertise – risk and people

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.

4 We act locally with global strength

With close to 1,800 employees, we are the largest organisation of our kind in Australia. Globally we have an employee base of 50,000 people working across

120 countries. With such a large presence, there are many opportunities to grow.

5 Big and Small – 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.

6 Diversity and a world of opportunity

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.

7 Learning and Development opportunities

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.

8 Our values

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.

9 Empowering economic and human possibility – 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.

10 Start your career with us

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 and follow Aon Australia on Twitter and LinkedIn





A career at ANZ – a great place to grow

Creating a better, more balanced world

Since opening as the Bank of Australasia in the 1830s our purpose has remained clear: to help shape a world where people and communities thrive. That's why we strive to create a balanced, sustainable economy in which everyone can take part and build a better life.

We believe that the value of banking is not measured in dollars and cents. Its true worth lies in the relationships built by connecting people and businesses. It's about unlocking opportunities that empower the community to transform and grow.

Today, our history and experience merges with innovation. There are more facets to what we do than ever before, but everything is underpinned by the same values we've always had: integrity, collaboration, accountability, respect and excellence.

As part of our team, you'll experience these values first-hand as we help you develop a banking career that's rewarding, flexible and inclusive.

Career opportunities

We understand that talent comes in many forms, so we're proud to offer a range of opportunities across many different disciplines. We're exploring new and better ways to progress the business with energy and enthusiasm and have adopted new ways of working across the organisation. These new ways of working are designed to reduce hierarchy, increase collaboration and help us to respond to customers much faster.

Connected by integrity and clarity of strategy, there is a real sense of excitement about the future. The possibilities are endless. 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.



Apart from being one of Australia's top graduate employers, we offer entry level roles across our network, as well as School-based traineeships and internships to help you build your experience and develop your skills. At ANZ, 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.

A truly inclusive workplace

Here at ANZ, we believe that a vibrant, diverse and inclusive workplace is a stronger one. By sharing our backgrounds, perspectives and experiences, we can forge meaningful relationships that facilitate innovation and successful business decisions.

ANZ is culturally diverse with employees from more than 200 different backgrounds. We're proud to be an Employer of Choice for Gender Equality by the Workplace Gender Equality

Agency, and named 2017 Employer of the Year by the Australian Workplace Equality Index for Lesbian, Gay, Bisexual, Transgendered and Intersex employees. Through our Reconciliation Action Plan and Accessibility and Inclusion Plan, we're committed to meeting significant targets for the employment of Indigenous Australians and people with disabilities.

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 by supporting growth, adaptability and discovery in our people.



1 Opportunities for every life stage

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. We also have specific recruitment programs focused on Indigenous employment, refugees and for people with a disability. In a rapidly changing world, the opportunity to learn and grow is more important than ever. We're proud to provide ongoing learning opportunities to our people that foster their curiosity and a network of support to help them succeed.

2 Bring your whole self to work

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.

3 The flexibility to be your best

We understand that the nature of work is evolving. As an employee of ANZ, we're committed to giving you every opportunity to build and develop your career by creating a flexible and inclusive workplace. ANZ offers flexible start and finish times, job sharing, lifestyle leave, part-time work, flexible workspaces and working remotely. This allows our employees to better service to our customers and allows our staff time to spend doing the other things that are important to them. Hear from some of our employees about their experience.

Jack's Story <http://www.anz.com/Documents/mp4/jack-story.mp4>
Darren's Story <http://www.anz.com/Documents/mp4/darren-story.mp4>
Rebecca's Story <http://www.anz.com/Documents/mp4/rebecca-story.mp4>

4 We'll help you to progress

In a rapidly changing world, the opportunity to learn is more important than ever. We're proud to provide ongoing learning opportunities to our people that foster their curiosity and help them succeed. As an organisation, we encourage experimenting, creativity and calculated risk-taking. Together, these things promote adaptability, growth and discovery in our people.

Our people are encouraged to lead by example, creating a workplace where learning happens through:

- Experience – On-the-job experiences, shadowing and mentoring
- Education & Training – formal learning, including online and face-to-face
- Exposure – project opportunities/secondments, collaborating with other teams
- Environment & Infrastructure – ongoing coaching from your manager and your peers.

5 Work for a socially responsible bank

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. 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 purpose to help shape a world where people and communities thrive.

6 Broaden your perspective

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 and support the growth of our people.

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.

7 Get social with us

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.

8 ANZ offers a range of rewards

Your contribution will be recognised with a range of financial and career benefits that rank among the best, including:

- Competitive salary package
- flexible working arrangements, lifestyle leave, career breaks
- health and wellbeing programs
- discounts on ANZ products and services
- salary sacrifice benefits such as car parking and superannuation contributions
- a range of discounts on non-ANZ products and services.

9 Global Focus

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 perspective and reach.

10 Where do I sign up?

For more information about what ANZ can do for you and your career, and to explore the endless opportunities, visit www.anz.com/careers or follow us on Facebook, Twitter, Instagram, YouTube or LinkedIn.





Where do you see yourself?

Our Organisation

RACV is a proud Australian organisation with a long and distinguished history. We are a successful mutual enterprise, centred on providing valued products and services to our members and caring for our members and their communities.

Our business is diverse, having grown from primarily providing motoring services to Victorian members to today where we offer careers in hospitality, leisure, finance, insurance, home services, motoring and mobility products and services, travel and tourism, salary packaging and retail. We have expanded through several of these businesses to other parts of Australia.

RACV also offers diverse roles in a range of professional business support and corporate services including people and culture, finance, information technology and telecommunications, e-business, business and asset management, marketing and public affairs.



For more information go to www.racv.com.au/about-racv/our-people/work-at-racv.

1 Why work at RACV

RACV strives to be the employer of choice: we understand that people want to work for an organisation that provides much more than just a job, with RACV the sky is the limit.

2 How we work

RACV is moving its headquarters to Bourke Street in the city in late 2017. As part of the move, a new workplace design will be implemented to support RACV's future ways of working.

Our new head office will develop a space that will better support flexibility, collaboration and innovation and enable staff to work together in a more inspiring, healthier and sustainable workplace.

3 Lifestyle discounts

RACV offers our employees significant discounts on insurance, home, car and travel products as well as staff pricing at any of RACV's eight resorts. You also receive free roadside assistance membership after three months.

4 Community

RACV supports members and the community with volunteering opportunities and offering employees one paid volunteer day a year. Employees can also contribute to RACV's Community Foundation.

5 Diversity

At RACV, we believe in cultivating a diverse workforce for our future. We support people from all walks of life regardless of ethnicity, religious beliefs, age or sexual orientation and support equal employment opportunities for everyone.

6 Career development

RACV advocates building capable and confident employees via options such as in-house learning and development opportunities, external learning courses, secondment opportunities and the Educational Assistance Program.

7 Health and wellbeing

RACV supports good health and wellbeing with free annual health initiatives such as the employee eye policy and flu vaccinations, as well as access to our Employee Assistance Program and annual fitness events.



8 Work-life integration

RACV offers access to a variety of Flexible Working Arrangements in order to contribute to greater personal wellbeing and performance such as part time work, flexi-hours and purchased leave.

9 Graduate Program information

RACV's Graduate Program aims to provide graduates with a range of skills and experiences in a professional environment, to assist them in advancing their career at RACV.

They will complete three rotations over 18 months across various departments.

Each Graduate is assigned to a senior manager that will mentor them, offering on-going guidance, and ensuring a smooth transition from University life to full time employment.

"I felt like I was depended upon and the work was meaningful" (Max Massingham, 2016 RACV Graduate)

10 A word from our staff

Derrick Dicker, Manager Home Innovation

"RACV is exactly what a business ought to be – deeply focused on protecting members and strengthening Victoria's community. It's the perfect blend of culture and challenge to try and make the world a better place. We all search for purpose in our work – and our life – and RACV offers this in spades. I've been fortunate to have worked across many varied projects – locally, nationally and internationally – across the global network of auto clubs that are like 'family!'"

Alexandra Lacy, MCC Consultant

"I have been working for RACV for just over 1 year now in the member contact centre and what a fun and exciting year it has been! I enjoy delivering the best possible member experience and love that the RACV working environment is so fast moving with many changes and opportunities arising each day. Never has there been a better time to be an advocate for such a diverse and reputable brand."

What working at Bankwest offers you



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. We have a long history, first opening our doors over 120 years ago. We've now grown to be a market leader in our home state of WA, with operations right across Australia and are part of one of the world's leading financial institutions in the Commonwealth Bank Group.

Our unique brand of banking begins with exceptional people. We throw ourselves at challenges with drive and enthusiasm, building great friendships and collaborations as we go. We burn brightest when we harness our diverse

strengths, bringing different perspectives and ideas to every task. We always remain true to our values, honouring the trust of our customers, work colleagues and communities who rely on us.

So if you share our passion for people and have the drive to make a difference, get in touch. By joining us, you'll get to grow your career in a positive, collaborative environment, and make a difference not only to the business, but the community as well. You'll even get to take two days off to help a cause that matters to you.

We strive for flexibility so you can achieve that coveted work life balance. Because who says carving out a career needs to carve into your personal life? We'll help you build your career in work hours, so you can get back to the un-career stuff after hours.

A career at Bankwest is much more than just working as a teller in a branch. Along with our many retail roles you can

find exciting opportunities everywhere from software engineering and analytics, to marketing and finance. Looking to go to Uni? Our Graduate Program is the perfect place to kick start your career after study. Maybe you're after an entry level opportunity straight from school? If you're passionate about great customer service then a role in our retail team could be perfect. So no matter where you see yourself in the future, you can be pretty sure you'll find a role that's right for you.

- So where will you make a difference?
- Our Graduate Programs
 - IT Services
 - Retail Banking
 - Risk Management and Finance
 - Business and Corporate Banking
 - Strategy and Communications
 - Human Resources
 - Products & Marketing

We're driven to make a difference



1 Make an impact
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.

2 Opportunities to grow
There is plenty of opportunity to grow in an innovative environment that fosters collaboration and creative thinking.

3 Our values drive our culture
Our values are what we stand for, what we believe in and support how we interact with our customers and colleagues.

4 We take ownership
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.

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

6 Community engagement
At Bankwest, we're proud to support local groups, schools, sporting clubs and emergency service organisations through our award-winning colleague volunteering and community grants programs.

7 Benefits
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.

8 Work life balance
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.

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

10 Award-winning employer
Bank of the Year and Gold accreditation for workplace equality are just two awards in 2017 celebrating our contribution to the community and how we support our employees.

For more information and to apply visit bankwest.com.au/careers



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 on 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 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.



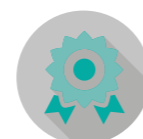
\$12.6 BILLION
value to the New Zealand
ECONOMY



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

For more information on your career in insurance, head to www.careersininsurance.com.au



careersininsurance.com.au

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

1 Looking to work straight out of high school?

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.

2 Arts and humanities

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.

3 Marketing and Communications

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.

4 Law

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.

5 Economics, actuarial studies and mathematics

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.

6 Science

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.

7 Finance and accounting

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.

8 Commerce and business

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.

9 Languages

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.

10 Information technology

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



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 are in Melbourne but will be relocating to Geelong in 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

1 Work you can believe in

WorkSafe makes a valuable contribution to the Victorian community, making workplaces safer and providing support for injured workers and their families.

2 We are a values driven organisation

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 embrace them in the way we work.

3 A diverse range of roles

There is a vast range of roles at WorkSafe with our people working across many professional areas. To support the work done by health and safety and insurance 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, innovation and administration.

4 Career development

WorkSafe has a comprehensive approach to learning and development, catering for employees at all levels and roles.

5 Your health and wellbeing is a priority

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 fitness programs, health checks, subsidies for gym memberships and health insurance discounts.

6 Flexible work options

We have a flexible work policy designed to assist employees in achieving work/life balance and personal success.

7 Good pay and benefits

We offer competitive salaries and an extensive program of employee benefits to ensure our workforce is happy, engaged and appropriately rewarded.

8 Strong reputable brand

WorkSafe is a strong brand in the Victorian community. People recognise and value the work we do.

9 We listen to our employees

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. It's important we listen as our people make WorkSafe great. The results, and what we will do in response, are published each year.

10 We are a sociable and friendly place to work

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.



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. 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?
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.



1 A world of opportunity

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?

2 Our vision

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.

3 It's your career

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.

4 Our communities

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.

5 Celebrating and encouraging diversity

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.

6 Some of the great benefits

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

7 Continuous learning

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.

8 Moving towards your next step

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.

9 Work that can suit your lifestyle

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.

10 A foundation for leadership

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.

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 withdraw it until you retire.

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 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 opened 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



\$119 billion worth of super savings



2.1 million members



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!

1 Career possibilities

Whether you want to become the next gun investment professional, a digital guru, a marketing whiz, an awesome account manager or even 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 www.australiansuper.com – for more information.

2 Life at AustralianSuper

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.

3 When you grow, we grow

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, structured career development programs. Your success is our success!

4 It's all about balance

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.

5 What we do really matters

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.

6 Diversity & Equal Employment Opportunities

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.

7 Unique opportunities

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!

8 Sustainability and community

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.

9 We have fun!

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.

10 Check us out

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? Check us out on LinkedIn, Facebook, Twitter, YouTube, & our website www.australiansuper.com



Specialised Service Solutions

150 **SPOTLESS**
Integrated Facilities Services

152 **KENNARDS HIRE**
Make your job EASIER!

Spotless creates an environment that realises the potential of our people

Spotless is a great Australian success story. With a staff force of 36,000, we provide integrated facility management services that create added efficiencies for businesses everywhere.

You'll find us in metropolitan, regional and remote areas across Australia; 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: asset services, building maintenance, catering, 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.

By choosing to work with Spotless you'll take part in dynamic and exciting experiences. You will be rewarded with job satisfaction and learn valuable skills - all whilst 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 our 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 expanding Indigenous employment program



- We are 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 ... 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 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 skilled and talented people through a combination of developing our existing in-house 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.

Apprenticeships and traineeships have been offered at Spotless since 1984 and today we employ almost 500 trainees through our National Training Program. The program offers eligible employees a nationally recognised qualification by combining on-the-job knowledge with training in the workplace.

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

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 and allows every person to contribute, grow and thrive. We are committed to the recruitment, development and retention of highly skilled and talented people.

1 Why join us

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. You can find Spotless people working in places as diverse as airline lounges, major sporting venues, city offices and army barracks. From Christchurch to Perth, and Auckland to the Pilbara, wherever we are, we are always doing a job that needs to be done.

2 Our culture

Spotless puts people first and understands that working together we achieve more 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 ourselves.

3 Flexible hours

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, part-time and casual employment opportunities are available.

4 Life experience

Working with Spotless will provide 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.

5 Diversity

At Spotless we understand the importance of cultural diversity and offer employment opportunities to people of all walks of life. Spotless encourages fairness and mutual respect among our workforce.

6 Training and development

Learning and development of our employees is important for our business. Experiences obtained on the job are supported by our internal training programs. Traineeships and apprenticeships, including school based traineeships, 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.

7 Be part of a great team

We take pride in our supportive and friendly work places. Our success is driven by our relationships with our people and customers.

8 Social responsibility

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, and funding community projects.

9 Indigenous engagement

Our Indigenous Engagement Program is committed to improving employment opportunities and the retention of Aboriginal and Torres Strait Islander people throughout our business. We are proud of our steadily increasing participation of Aboriginal and Torres Strait Islander people in our workforce. Our Indigenous Engagement Team provides support and mentoring to assist with transition into the workplace and career progression. For more information please contact us via indigenoucareers@spotless.com.au

10 Career opportunities

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.

Interested in joining our team? Visit www.spotless.com/careers



The future is bright

Who are Kennards Hire?

It was 1948. Living in the small rural town of Bathurst (200 km west of Sydney, NSW) Walter Kennard owned a small rural supply and machinery business, W. Kennard & Company. When a customer asked if they could borrow a new Lightburn concrete mixer rather than buy one, Wally said, "I won't lend it to you, but I'll hire it to you."

And so the journey began.

From rural NSW beginnings to the Sydney big smoke, Kennards Hire is now an iconic Australian multi-generational business, with almost 170 branches across Australia and New Zealand. As Australia's #1 family-owned hire business, Kennards Hire is the premium supplier of high quality hire equipment.

From DIY, through small-to-medium projects and large-scale construction sites, our job is to make our customers' job easy by providing the best equipment hire solutions.



Kennards Hire "Day in a Life" staff profile: Stan Rocznik, Branch Manager



Stan Rocznik joined the Kennards Hire family in 2013, after spending seventeen years working as a butcher. When Stan saw a job listing for a trainee manager position at Kennards Hire, he jumped at the chance to embark on a new career!

Once he landed the role, Stan spent the first few months in the service bay where he learnt how to clean and maintain the equipment. He also got to try out all the hire gear, which he reckons was good fun.

Stan says he felt like a member of the Kennards Hire family as soon as he came on-board.

Staff training and development

From the service bay, Stan moved on to the counter for customer service training. Being a friendly and approachable guy, coupled with his experience in the butcher's shop, Stan flew through this part of his training and then shifted his focus to management training.

Kennards Hire helped Stan learn the skills he required to manage daily operations and supported him in reaching his full potential as a skilled and productive Branch Manager. Having completed a few dozen training courses over the last four years, Stan

describes how he has grown as both an employee and a person, and how much he's enjoyed every opportunity to learn and develop at Kennards Hire. Stan describes his team as a well-oiled machine.

One Family

Quoting one of the company values, "One Family," Stan explains how he immediately felt like a part of the Kennards Hire family when he joined. He describes his team as a cohesive unit, whereby everyone knows and owns their role and the team is very respectful and supportive of one another.

Every Customer a Raving Fan

Stan loves his job and if he had to choose one part of the job that's his favourite, he would say it's interacting with his customers. Stan says that he gets a great deal of satisfaction when customers return to the branch after completing a job and tell him that the equipment performed to their highest expectations. Whether it's a genie lift, concrete grinder, or generator, Stan gets a kick out of providing the best equipment to make his customers job easy! Stan loves his job and says, seeing his customers happy is the most satisfying part.

The future is bright

Stan is excited about the future with Kennards Hire and he's in it for the long haul, aspiring to move up to an area manager position in the future.

On a personal note, Stan talks with pride about the piece of land he owns, where he lives with his wife of nearly 12 years and their two kids. When he's not at work you'll either find him chilling out at home with the family, or tearing through the bush on his trail bike.

Stan is an awesome example of the kind of person that you will work with at Kennards Hire and he has summed up quite nicely, how great the culture is and the extent of training, support and development you get when you work here!

1 Our People, Our Family
Inspired by our family owned roots, all of our people at Kennards Hire are part of the family unit - we all care for one other and treat each other with respect and trust, like family do. Throughout the business our people work together and support each other; when things are busy everyone gets amongst it (even the CEO!) and we celebrate success, together. One in, all in.

2 Values-driven Business
At Kennards Hire we walk the talk; our values are apparent in everything we do, from **One Family**, to being **Fair Dinkum**, ensuring that **Every Customer a Raving Fan** and always **Taking Hire Higher** - continuously looking for ways to improve on what we do and the service and equipment we provide.

3 Staff Development is part of everyday
At Kennards Hire we also greatly value our staff and their growth, so we place a huge emphasis on training and development. We provide our staff with a variety of training in customer service, equipment, leadership and safety. We have recently launched a new online learning management system that makes training easily accessible to all our staff.

4 Promoting from within
We prefer to promote from within, and at Kennards Hire, you will often see employees work their way up through the company from an entry-level position to senior management. For every employee in our branch network a clear career path exists and we are developing a competency-based learning framework that will accelerate the growth and development of our people throughout their career with Kennards Hire.

5 We teach you everything you need to know
People often think that you need to have a lot of knowledge and experience with hire equipment to get a job with us, but that is not the case at all. We are always looking to hire new people into our business to teach them about our equipment and help them grow their career with us - all you need is a positive attitude and an interest in customer service to get you started.

6 Leaders in our industry with accolades to prove it

- In 1964, Andy and Neville Kennard joined the American Rental Association (ARA), among the earliest international members
- In 1967, Neville Kennard founded the Hire Association of NSW
- In 2003, Andy Kennard was inducted into the ARA Hall of Fame
- In 2014, Kennards Hire was inducted into the Family Business Australia Hall of Fame and awarded the Distinguished Family Business Award
- Hire & Rental Industry Association Hire Company of the Year - 2001, 2008 and 2014

7 Innovative Thinking & Industry Firsts
Our people constantly look for new and innovative ways to do business and we are always challenging convention in order to take the Hire industry higher - it's part of our DNA! We have led the industry with:

- **QR codes:** Introduced in 2013, customers simply scan an equipment tag (with an enabled smart phone or tablet) and they can access: service history certifications, operating manuals, risk assessments, safety checks, user guides, videos, maintenance schedules and other vital information.
- **First Online Hire Website:** Our new website, launched in 2016 is an industry game-changer! It's the first live hire site available to the Australian and New Zealand market, whereby customers can now hire all items online and easily collected from a branch or delivered to site. The website also enables online payment and access to invoices and statements.
- **Product innovation:** Throughout our history we've tried, tested, learnt, adapted and grown. That's led us to being first-to-market with many new products. We work with our suppliers to customise products, but it's not unusual for us to design and build them ourselves and introduce them to the market.

8 Giving Back to the Community
Kennards Hire contributes to the community through our involvement in many charity initiatives that help children. Over the past 18 years, our annual Kennards for Kids Charity

Campaign has raised funds and awareness for some very well-deserving charitable organisations throughout Australia and New Zealand. The primary focus' is helping children overcome difficulties particularly in relation to education and to assist talented youth maximise their potential.

9 Giving back to our people
We offer our people job security, variety in their work, as well as ongoing training and development opportunities. To add to this, we also give back to our staff with fantastic benefits including weekend allowance, profit share bonus, up to 5 weeks Annual Leave after 3 years' service and 10.5% superannuation after 5 years' service. At Kennards Hire, you also get access to one of Australia's biggest tool sheds!

10 70 years on and we're still going strong
Next year, Kennards Hire will be celebrating 70 years since we first started doing business! We have come a long way since 1948, and we expect to be around for a long time to come - Kennards Hire is built upon the principle of sustainable generational growth so that it will be around for Kennards' generations to come!



To start your career with Kennards, head to www.kennards.com.au

Agribusiness

156



158



160



Grow your career



Our people are the foundations of the Costa business.

About Us

Operating for over 100 years, today Costa employs more than 6000 people at the peak of the harvest season and across more than 50 sites around Australia. The Costa Group is one of Australia's leading growers, marketers, suppliers and distributors of fresh produce to the domestic and export markets. Our core product categories include:

- Berries
- Mushrooms
- Tomatoes
- Citrus
- Table Grapes
- Avocados

Additionally, our Costa Farms and Logistics division is where we provide logistics and supply chain solutions to

the FMCG (fast moving consumable goods), Retail sectors and provide wholesale and market services.

We are passionate about what we do

From the seeds that we sow, to the produce that we handpick from trees and vines, every step in our farming process is geared towards ensuring that Australians can enjoy the freshest, ripest fruits and vegetables all year round. We are passionate people and work incredibly hard to keep improving the quality of our produce and the service we provide to our customers.

Our people are central to ensuring we can deliver this. As well as the care we have for our produce, we nurture our people and invest in ongoing research & development to continue to deliver the very best product on the market.



Jessica White – Shed Supervisor, Banana Category

My family owned a large banana farm in Tully and I have grown up working during my school holidays on the farm. This allowed me to develop my skills over time which led to achieving the role as a Supervisor after graduating from High School.

Unfortunately we sold our farm and as I found passion in my role as Supervisor, I decided to continue my career in the banana industry.

I have worked for Costa Banana for the past 6 months. During this time I have been offered multiple opportunities to ensure I fulfil the Supervisor's Role to the best of my ability and this has allowed me to gain further experience and qualifications, such as obtaining a Forklift Licence and participating in leadership courses.

As I am one of the youngest staff members in a management position the training and mentoring that I have received from Costa Banana has been extremely valuable.

I thoroughly enjoy the opportunities that I have had and look forward to the challenges ahead to further my development.



Top 10 reasons to work at Costa

1 Our People

The values embraced by the people at Costa stem from our early beginnings where the Costa Family upon starting with a small fruit shop set the example of People First principles. Our core values which drive our business are:

PASSION We have the energy and enthusiasm to challenge the status quo
DETERMINATION We act decisively and urgently

ACCOUNTABILITY We focus on outcomes and deliver on commitments
SINCERITY We act boldly in an open, honest and responsible manner

RESPECT We treat others as we expect to be treated in attitude, communication and personal safety

People First is a genuine commitment and it influences everything we do from research & development to harvest and post-harvest practices and our commitment to safety in our workplaces.

2 Ripe with Opportunities

With operations spread across Australia, you can choose from a wide range of exciting career opportunities. From farming and agriculture, to supply chain, operations, business management, sales and marketing, finance and IT, we have a career to suit you!

3 Innovation

The face of farming is changing and it is exciting! Researchers across the globe are developing the tools and techniques they think will dominate farming practices in the next decade. At Costa we are always looking for ways to do things differently – we invest in continual research and development across farming practices, variety improvement, sustainability practices and pest management. This provides some unique opportunities. We are constantly on the lookout for people like you who have the energy and enthusiasm to challenge the status quo.

4 Grow with us

There are plenty of opportunities to develop within the group. Through various professional development programs, new challenges and projects, leadership programs and exposure to national expertise, we empower you to thrive and achieve your personal and professional goals.

5 Safety

The wellbeing, health and safety of our people is very important to us. Our comprehensive safety standards make Costa an industry leader and we're proud that employees have a genuine commitment to safety which is embedded in every aspect of our business. Everyone is encouraged to contribute suggestions for improvement and be committed to the safety of one another.

6 Celebrating Diversity

Respect is a core value at Costa. We pride ourselves on an inclusive workforce that not only accepts each individual's differences but embraces their strengths. By choosing a career with Costa, you will join the rich diversity of a national network of talented, passionate and experienced people that are able to offer unique contributions, capabilities and perspectives.

7 Community

Costa operates in more than 30 rural and regional communities across Australia. We are proud of the positive relationships we have formed and are committed to support our local communities. Whether it is sponsoring local sporting clubs, providing fresh produce to groups and charities, or working with educational institutions to promote careers in horticulture, you are the main link between our business and these local communities. Through our employees, we can play an ongoing and positive role in the economic and social sustainability of these communities.

Meet Our People

8 Jack Mooney, Nursery Manager, Tomato Category



I graduated from the University of New England with a Bachelor of Rural Science with honours specialising in tomato grafting. I have been with Costas since

December 2014 and was promoted to the Nursery manager in February 2016. As the Nursery Manager I oversee the propagation of 750,000 grafted tomato seedlings each year. This includes everything from; seeding, grafting, transplanting, growing and delivery to onsite glasshouses and third party

growers. I am passionate about intensive food production. I enjoy being part of the Costa Team due to the dynamic work environment and emphasis on investment into emerging technologies.

9 Nick Muller Farm Manager, Citrus Category



I am a Farm Manager in the Costa Citrus Category, based at the Solora Farm in South Australia. I was born in Loxton, South Australia and attended Loxton High

school, after which I obtained my diploma in Horticulture. As a kid I grew up on our family's fruit block, when my father sold the family farm, I started working for Solora. I come from a family of fruit growers, which paved the way for me to become one as well. It's just a great lifestyle - I love working outdoors! I also enjoy working with other people and the variety of work that comes with it. My motto for life is always put in 110%, work hard and never give up!

10 Ellie Saadati, Quality Assurance Project Officer, Mushroom Category



I grew up in the Middle East and migrated with my husband to Australia in 2013 on a student visa.

I have a Bachelor of Agricultural Engineering, and then went on to complete my Masters of Agriculture at the University of New England in New South Wales, while working at Costa Tomato Category. I then moved to Victoria and commenced work with Costa Mushroom Category in Mernda as a Quality Assurance Project Officer. I have been given the opportunity to work on a pest management project which consists of researching how to control sciaridae flies. I love working at Costa and I am grateful for the support they have shown me and opportunities given to me. They are my Australian family.

For more information about your career with Costa go to www.costagroup.com.au



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

"Elders as a company has developed a strong team-oriented environment nationally over a long period of time. This feeling of being part of the pink shirt team allows any new-starter the opportunity to get themselves established in a very supportive environment. The pink shirts are iconic in Australia and they stand-out whether in the paddock, at a field day, or at an industry event. Being recognised by them in association with being experts in their field helps to build confidence with the customer and encourage them to trust and value the support and advice we can offer them."

Josh Squibb, Agronomist

"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

For more information visit 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.

1 Livestock sales

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.

2 Wool sales

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.

3 Farm supplies sales

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.

4 Agronomy

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.

5 Banking

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.

6 Real estate

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.

7 Traineeships

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.



8 Graduates

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.

9 International agribusiness opportunities

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.

10 More than just rural services

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.

Our Story-Your Opportunity



Landmark is the nation's leading agribusiness, employing over 1,500 people across 400 locations across Australia. Building on a proud history of serving our nation's rural community for more than a century, we play a key role in helping to feed the nation.

A career in Agriculture is like none other, everyday our employee's partner with our customers to help them improve their business and ensure their long term success. We are problem solvers, marketers, commercial partners, innovators and trusted advisors.

The Landmark brand is a diverse as it is broad with job opportunities ranging from traineeships through to senior roles. Our vast rural footprint of locations caters for professionals in a range of different roles.

- Agronomy
- Livestock
- Wool
- Insurance

- Finance
- Merchandise (Chemical, Fertiliser and Animal health)
- Administration
- Management
- Real Estate

However the opportunities at Landmark don't end in rural areas. For professionals who have an affinity with Rural Australia and/or a passion for feeding the world sustainably, we have roles in capital cities in most states of Australia. These roles provide critical support in areas such as:

- Accounting
- Information Technology
- Safety
- Human Resources & Payroll
- Administration
- Procurement
- Manufacturing

At Landmark we are proud to have some of the best and brightest in Agriculture work for us and their passion, energy and knowledge makes us who we are. We work hard, look after each other and celebrate our successes. Are you ready to join us?

"I love working for Landmark. It is a professional company with a well-known and valued brand in the community. I have found it to be a place where employee well-being and safety is highly regarded and supported and where I am treated with respect. We are encouraged to promote our ideas and where our honest feedback is valued..."

Bill Mullins, Branch Manager

"I started my career with Landmark in 2017, as a Graduate Agronomist. In the job I continue to learn new things from work colleagues on a day to day basis. I have been given the opportunity to attend various courses, seminars and field days that assists me in both the theory and practical aspects of agronomy and been exposed to other people within the company of similar age and interests with whom I regularly keep in contact. I feel privileged to have been given this opportunity to start my career with this great company Landmark."

Max Ridley ,Graduate Agronomist

1 Security

Landmark has been proud to be in rural Australia for over 160 years and we intend to stay. Backed by our overseas parent company, Nutrien, our business is one of the biggest in the world with a significant presence in Canada, North America, South America, Europe and Australia.

Many of our staff have had successful careers with Landmark spanning 20 plus years. If you are looking for a company that has a history of longevity, that is the leading agribusiness in Australia and is part of one of the largest agricultural organisation in the world we can provide that and more.

2 Variety

The roles at Landmark are diverse and plentiful, there is plenty of variety in the roles in our business and we encourage people who have initiative and a passion for an area to explore it. In all our locations we work as a team, and that can involve stepping outside of your normal daily tasks to assist in other big activities and events that occur from time to time. Examples include clearing sales, livestock processing and field days to name just a few.

3 Career Development

If you have a desire to progress your career we are an organisation that encourages you. From technical training in specialist areas to skill development and leadership training, we provide employees with opportunities to come together and learn from each other as well as undertaking specific development for individual needs.

Having an overseas parent allows many of our employees to attend study trips overseas to increase their knowledge and bring back new idea to their customers.

4 Diversity

At Landmark, we celebrate and value the contributions of all our employees without exception. The differences in our employee's background, gender, ethnicity and lifestyles add to a diversity of thinking that only enhances our business and the value our customers received from working with us. We are committed to continue to enhance our business by developing all employees equally and ensuring we provide an environment that sets everyone up for a successful career.

5 Culture

Our talented, hardworking employees are the core of our success, so we work equally hard to show them our appreciation in return. Building a team culture and sharing in the successes of that, is core to who we are and why we are so successful. Our shared values of Customer service excellence, Accountability, Integrity, Leadership and ability to embrace change are at the core of how we treat each other, our customer and supplies, and is at the heart of who we are. Our size also allows us to offer our employees access to a number of employees benefits from company cars, uniform allowance, discounted insurances, accessing discounted travel, an additional public holiday, flu vaccinations and access to free counselling and support to name a few.

6 Safety

Safety at Landmark is defined by our three key principles which are when doing a task or activity to "do it safely or not at all", "there is always time to do it safely" and to "care for each other's health, safety, and security". We provide our teams with the best plant and equipment and training to help them remain fit and healthy. Safety for us doesn't just mean physical safety but also supporting employee mental health challenges as well and we work hard to support our team during life's down times as well as when times are good. We provide access to free services for employees and their families to provide the emotional support they need.

7 Flexibility

We have many options for flexibility at Landmark, we don't "clock in and clock out" each day but trust our employees to do what is required to meet the business

expectations. We offer a number of options for flexible working including purchasing additional annual leave, part time work, the ability to work from home or via mobile devices while out with clients.

8 Innovation

Landmark is at the forefront of bringing new technologies and ideas to our customers. Leveraging the scale and breath of the international business we form a part of, Landmark has exclusive products with new technologies to sustainably grow our customers businesses, is providing new financing options to the market, and is embracing the role of technology in farming.

9 We feed the world

There is few more important industries to work in than Agriculture and food production. Every person, every day relies on our industry to survive. It is anticipated that by 2050 we will need to grow double the amount of food on the same amount of land to feed the world. This will only be achieved with the success and growth of agriculture. Far from the doom and gloom stories promoted in the past, agriculture plays an important role in the economy, is a vibrant, growing and critical industry and presents enormous opportunities for jobs.

10 Community

We are proud to be an active part of the communities we work and live in. Every year landmark teams donate hours, money and energy to local and national causes ranging from the local bowls club to country fire authorities, Red Cross emergency responses and local schools with work experience. We couldn't be prouder of the role our staff play in the community.



Sports & Entertainment

164



Racing Victoria





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.

1 Why work in racing?

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.

2 One of Victoria's largest industry employers

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.

3 An exciting and strongly supported sport

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 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.

4 Diverse career options and pathways

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.

5 Passionate people

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 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.

6 A major player in the global sports and entertainment market

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.

7 A flexible and rewarding environment

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.

8 Ongoing learning and development opportunities

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.

9 A love of the thoroughbred

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.

10 Want to know more?

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



Defence Force

 NAVY  ARMY  AIR FORCE

168 Australian Defence Force

174 Skills & Trade

170 Aviation

176 Education

172 Engineering





Careers that offer more

Today's Australian Defence Force (ADF) is a modern, people-focused organisation.

We offer more than 200 roles across a wide range of trades and professions. There are career options to suit people with broad ranging backgrounds, skill levels and interests. It's fair to say that almost every Australian student could find a career that suits them in the Navy, Army or Air Force.

In the Navy, Army or Air Force, you will enjoy much more than just stimulating and rewarding work. The package of benefits on offer to every member is hard to match in the civilian world. You will enjoy:

Career and lifestyle benefits:

- World-class training and professional development
- Sponsored degree courses and ongoing education
- Job security in a supportive team environment
- Unique experiences and opportunities to travel
- An excellent work/life balance
- Getting paid to stay fit and healthy
- Flexible working conditions
- Paid maternity and paternity leave
- Enduring friendships

Financial benefits:

- Attractive pay plus allowances
- Generous superannuation
- Free dental and medical care
- Subsidised accommodation
- Free sports and fitness facilities

How to Apply

Across the Navy, Army and Air Force you have over 200 roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online:

defencejobs.gov.au



AUSTRALIAN DEFENCE FORCE ENTRY PATHWAYS	
There are several ways to join the Navy, Army or Air Force. The one you choose will depend on your qualifications, experience and the role you're applying for.	
WHERE ARE YOU AT?	ENTRY PATHWAYS
Planning to finish school at Year 10	
1	<ul style="list-style-type: none"> • Ready to start earning a wage • No particular career plans or leanings • Possibly interested in one of the Services GENERAL ENTRY Service-specific entry-level roles such as Boatswain's Mate, Infantry Soldier or Airbase Protection.
2	<ul style="list-style-type: none"> • Keen to get a good job • Practical, resourceful and ambitious • Interested in learning a trade GENERAL ENTRY Civilian-equivalent trade and technical roles such as Marine Technician, Carpenter or Motor Mechanic.
Planning to finish school at Year 12	
3	<ul style="list-style-type: none"> • Considering a 'professional' career in the arts, business, computing, engineering, science or technology GENERAL ENTRY Service-specific entry-level roles such as Boatswain's Mate, Rifleman or Airbase Protection.
4	<ul style="list-style-type: none"> • Thinking about getting an interesting temporary job before uni or work ADF GAP YEAR An experience of the Navy, Army or Air Force with just one year's commitment.
5	<ul style="list-style-type: none"> • Already interested in a job with the Navy, Army or Air Force • Wary of the commitment
6	<ul style="list-style-type: none"> • Happy to get a good job that doesn't require a degree • Interested in learning a trade GENERAL ENTRY Civilian-equivalent trade and technical roles such as Aviation Technician, Electrician or Mechanic.
7	<ul style="list-style-type: none"> • Happy to get a good job that doesn't require a degree • Wanting to learn management and leadership skills OFFICER ENTRY Service-specific leadership roles such as Maritime Warfare Officer, General Service Officer and Air Control Officer.
8	<ul style="list-style-type: none"> • Considering a 'professional' career in allied health, accounting, business, commerce, dentistry, economics, engineering, finance, HR, law, medical science, medicine or pharmacy. DEFENCE UNIVERSITY SPONSORSHIP Apply for a role in the ADF whilst studying for a degree at any accredited university in Australia, while enjoying a salary and remaining HELP debt paid.
YOU CAN ALSO CHOOSE TO JOIN THE NAVY, ARMY OR AIR FORCE IN A PART-TIME RESERVE CAPACITY.	



defencejobs.gov.au



1 A World-Class Career

The ADF offers excellent career opportunities across a multitude of trades, professions and military-specific roles. ADF members enjoy well-defined career paths, exciting working environments, and opportunities to travel.

2 Training

ADF personnel never stop learning. From military training and trade apprenticeships, to university study and leadership and management training. A career in the ADF provides opportunities to fulfil your potential in every way.

3 Education

The ADF is a great place to learn new trades and professions, and there are a range of opportunities for students including Reserve Service and graduate career offerings. You'll be paid while earning a degree at the ADFA or through the Defence University Sponsorship at an Australian university of your choice.

4 Job Variety

The ADF offers more than 200 roles across a broad variety of trades, professions and military-specific positions.

5 Career Growth

ADF members are given ongoing opportunities for career development. Specialist courses prepare them for expanded roles, and promotion courses help them achieve higher rank.

6 Opportunities & Challenges

The Navy, Army and Air Force are tasked with the defence of our nation, our

people, our values and our way of life. In the Australian Defence Force you get to help communities and support International operations. Our service men and women make a real difference both at home and abroad. The ADF will prepare you to lead, bring out your best qualities, and equip you to respond to and take on challenges.

7 Entry Methods

Visit defencejobs.gov.au to learn about the numerous avenues of entry into an ADF career. There is an option to suit most skills levels and interests.

8 Life in the ADF

There's so much more to life in the ADF, with great pay and benefits, stimulating work opportunities, plenty of travel, lifelong friendships and state of the art sport and leisure facilities.

9 Health and Fitness

Because the ADF expects its personnel to remain fit for operation purposes, sporting activities are incorporated into their normal working day. Just about every sport you can think of runs a social or competitive club. You could even have the opportunity to represent the ADF in your sport internationally.

10 Pay and Entitlements

You'll earn a good salary from day one, as you learn to be your best. Your salary package is comprehensive including a generous superannuation and a variety of special allowances.

ADF Gap Year

The ADF Gap Year program gives you the chance to experience an exciting and rewarding 12-month role in the Navy, Army or Air Force. It's a unique opportunity to get a feel for a career in the ADF, without committing to a longer period.

In a Gap Year role you will:

- Earn a good salary
- Learn practical and leadership skills
- Enjoy a healthy and varied lifestyle
- Have opportunities to travel within Australia
- Get fit and choose from numerous sports
- Meet new people and make great friends

All that plus additional financial benefits such as generous superannuation, free medical and dental care, subsidised food and accommodation, and access to sports clubs and fitness facilities.

Roles available

The jobs offered vary year by year but can include opportunities in:

- Administration
- Airbase protection
- Combat roles
- General duties
- Logistics and transport

The best parts are the diversity, the people, and the equipment we work on.

Robin, Air Force Fitter & Turner





Aviation careers that offer more



From Navy, Army and Air Force pilots, to the support crew whose technical expertise keeps our aircraft airworthy and their crews safe, the Australian Defence Force (ADF) offers a broad range of aviation roles.

In some positions the work can be similar to that carried out in comparable civilian roles. However, in the ADF it's likely to be much more varied and rewarding, and you'll have the satisfaction of working with the ADF's formidable military aircraft.

Choose from a Variety of Roles

No other employer can offer you the range of aviation career opportunities the ADF can, along with a dynamic workplace and a unique lifestyle. You can work in the cockpit, in the hangar, or in support, in areas such as:

- Aerospace engineering and technical maintenance
- Air traffic control
- Cargo management
- Ground crew
- Life support fitting and maintenance
- Piloting
- Surveillance and intelligence
- Tactical warfare management

Receive Fully-Paid Training

Navy, Army and Air Force pilots are paid to learn to fly.

Technicians and engineers receive world-class training in their specialisation, and work with the latest tools and technology in well-equipped workshops.

All personnel, including support team members, enjoy ongoing professional development and opportunities for advancement.

Work with Advanced Technology

Our state-of-the-art aircraft fall into five broad categories, reflecting their multiple

uses and the career avenues available to you.

- Mobility aircraft such as the C-17 Globemaster III - used to transport personnel, equipment, supplies, vehicles and fuel.
- Surveillance and control aircraft such as the E-7A Wedgetail - used for gathering intelligence, battle management and search and rescue.
- Strike aircraft such as the F/A-18F Super Hornet - one of the fastest and most manoeuvrable aircraft in our skies.
- Helicopters such as the MRH-90 Taipan – used by the Navy and Army for combat, transport and search and rescue.
- Unmanned Aerial Vehicles such as the Shadow 200 – used by the Army for surveillance.

Be a Part of Something Bigger

In the ADF you'll be a member of a uniquely supportive community enjoying amazing experiences, variety, travel and enduring friendships, while contributing to the defence of Australia.

You'll be given the opportunity to acquire both vocational and life skills.

How to Apply

Across the Navy, Army and Air Force you have over 20 aviation roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: defencejobs.gov.au/jobs/Aviation



defencejobs.gov.au/jobs/Aviation



Rewarding work with advanced military aircraft is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.

1 Get a great pay package

You'll earn a good salary from day one, plus a comprehensive package that includes generous superannuation and a variety of allowances.

2 Work with the latest technology

In a technical or engineering role, you'll work at the leading edge of technology, using some of the best tools available in well-equipped facilities.

3 Benefit from personal and professional development

The ADF will invest heavily in your education and training, helping you reach your full potential. You never stop learning in an ADF aviation role.

4 Get involved in humanitarian and disaster relief work

At times of need you may get involved with assisting communities affected by conflict or natural disasters within Australia and overseas. Our people find this part of their work rewarding.

5 Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon have mates across Australia and even overseas.

6 Be paid to stay fit

On most bases you'll find gyms, courts and pools, along with teams you can join covering codes from netball to rugby. Many other activities are available through special interest clubs too, such as sailing, diving, fishing, water skiing and gliding.

7 Receive free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if you purchase a home where you are posted.

8 Travel across Australia and overseas

Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

9 Enjoy excellent leisure facilities

In your spare time you'll be able to kick back and unwind in your 'mess', enjoying good food, special events and activities. Or head out to discover what's available locally.

10 Experience a good work life balance

In most roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family.

Major Genevieve Rueger

Major Genevieve Rueger is a Helicopter Pilot in the Australian Army. She fell in love with Aviation when she was 13 years old, watching a Westpac Rescue helicopter land on her school oval. Genevieve would complete a similar landing at her school, some years later, after joining the Australian Defence Force (ADF).

In her current role at Defence Force Recruiting, Genevieve mentors women interested in pursuing ADF careers. She shares the high and low lights of her ADF career; equipping others with the information and advice they need to succeed and helping them to hit the ground running when they enter the ADF workforce.

Genevieve has always chosen the road less travelled. She now believes that the word 'failure' is given too much power and it is better to see it as a learning opportunity. Her can do attitude has seen her take up many exciting opportunities during her time with the ADF. Genevieve has enjoyed working with elite soldiers in the Special Forces as a Blackhawk helicopter pilot, and been named on the South Australian Women's Honour Roll for services to the ADF and the South Australian civil and veteran population. She is a leader in the ADF and the Australian community.





Engineering careers that offer more

As a Navy, Army or Air Force engineer you'll work at the peak of your profession, on formidable military assets such as warships, weapons, tanks, fighter aircraft and all the systems that control them. You can join fully degree qualified, or have all or part of your university fees paid for by the Australian Defence Force (ADF).

Choose from a variety of disciplines

No other employer can offer you the range of engineering career opportunities the ADF can, along with a dynamic workplace and a unique lifestyle. The areas you could work on include:

- Aerospace engineering - maintaining the structure and systems of advanced fighter, transport or surveillance aircraft, or helicopters.
- Civil engineering - planning and building temporary airfields and facilities, and maintaining military infrastructure.
- Electrical and electronics engineering - involved in technical areas ranging from vehicle electrics to sophisticated weapon systems.
- Marine engineering - working on warships, submarines and landing craft.

Work at the Leading Edge

On the ground, in the air and at sea, Navy, Army and Air Force engineers enjoy the satisfaction of working with some of the world's most sophisticated hardware and technology.

The tools and equipment you use will be among the best available and you'll work in modern, well-resourced facilities in charge of fully-trained teams of support technicians.

Be Paid to Gain a Degree

You can join the ADF straight from Year 12, acquiring an engineering degree and military skills at the Australian Defence Force Academy near Canberra. You'll earn a salary while studying, then graduate with a degree from the University of New South Wales, with no HELP debt.

If you are already studying for an engineering degree at an Australian university, you can apply for Defence University Sponsorship. This pays for you to complete your degree and covers your remaining course fees.

Either way, with a subsidised degree you'll go straight into a rewarding engineering role with your choice of Service.

Acquire Management Skills

Once on base in your exciting new job, the first thing you'll receive is world-class management and leadership training, preparing you to lead Navy, Army or Air Force personnel.

Then throughout your career, you may be given opportunities for further study, specialisation and diversification, with the costs covered by the ADF.

Make Sure You Have What We Need

If you are joining from school or later in life without degree qualifications, you'll generally need to have completed Year 12 with passes in English, Maths and Science subjects.

Be a Part of Something Bigger

In the ADF you'll be a member of a uniquely supportive community enjoying amazing experiences, variety, travel and lifelong friendships, while contributing to the defence of Australia.

You'll be given the opportunity to acquire both vocational and life skills, and put them to use on the world stage.

How many civilian engineering jobs can promise all that?

Join the Way you Want To

With many roles, you can join having completed Year 10 with passes in English and Maths and for some jobs, Science. Others require completion of Year 12. Full details are available on defencejobs.com.au.

Engineering positions require a relevant degree. You can bring one with you, or apply for a place at the Australian Defence Force Academy near Canberra. Here you'll study for a University of New South Wales degree, receive military training, earn a salary while learning, and graduate with no HELP debt.

If you are already studying for an engineering degree at an Australian university, you can apply for Defence University Sponsorship. This pays you to complete your degree and covers your remaining course fees.

How to Apply

Across the Navy, Army and Air Force you have over 20 engineering roles to choose from.

You'll find all the details on our website, where you can apply for your ideal job online: defencejobs.gov.au



defencejobs.gov.au/jobs/engineering



Rewarding work maintaining and repairing advanced military aircraft, warships, weapons, vehicles, systems or infrastructure is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.

1 Get a great pay package

You'll earn a good salary from day one, plus a comprehensive package that includes generous superannuation and a variety of allowances.

2 Work with the latest technology

You and your team will work at the leading edge of technology, using some of the best tools available in well-equipped facilities.

3 Benefit from personal and professional development

The ADF will invest heavily in your education and training, helping you reach your full potential. You never stop learning in an ADF engineering role.

4 Get involved in humanitarian and disaster relief work

At times of need you may get involved with assisting communities affected by conflict or natural disasters within Australia and overseas. Navy, Army and Air Force engineers find this part of their work rewarding.

5 Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon

have mates across Australia and even overseas.

6 Be paid to stay fit

On most bases you'll find gyms, courts and pools, along with teams you can join covering codes from netball to rugby. Many other activities which may be available through special interest clubs too, such as sailing, diving, fishing, water skiing and gliding.

7 Receive free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if you purchase a home where you are posted.

8 Travel across Australia and overseas

Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

9 Enjoy excellent leisure facilities

In your spare time you'll be able to kick back and unwind in your 'mess', enjoying good food, special events and activities. Or head out to discover what's available locally.

10 Experience a good work life balance

In most engineering roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family.

Lieutenant Commander Aditi Khanna

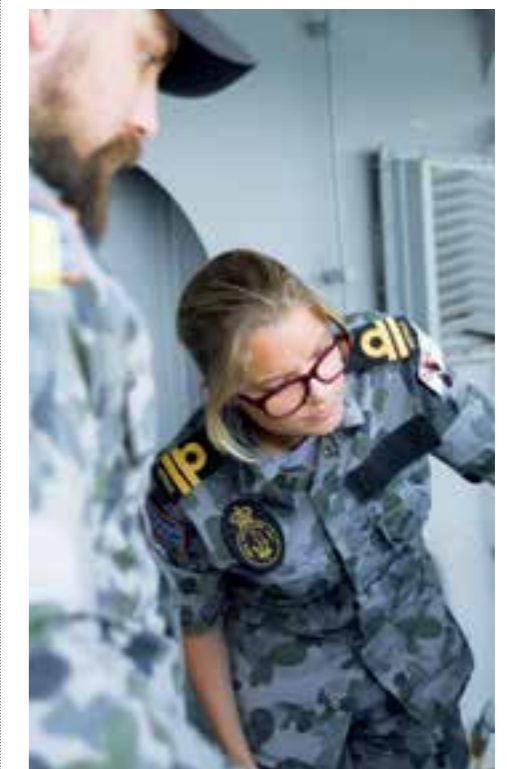
Lieutenant Commander Aditi (Dee) Khanna is currently the Head of the Marine Engineering Department on HMAS Canberra; one of the Navy's most sophisticated and largest ships.

Born in India, Dee's interest in a Navy career was sparked by a week's sailing on the Young Endeavour. The people and adventures experienced on the youth development program opened her eyes to the opportunities available through an engineering career with the Navy. She applied exactly one week later, commenced the New Officer Entry Course (NEOC) for Navy officers, and then started her engineering degree at the Australian Defence Force Academy.

A standout achievement from her 13 year career was stepping up to the role of Acting Engineer on the frigate HMAS Stuart shortly after becoming qualified.

Dee's future aspiration is to one day work overseas in a representational job as an Engineering or Technical Advisor to Australian Diplomats; or as the lead on a major naval acquisition project.

Dee said in the ADF you benefit from the support of mentors who help you develop.





Trade careers that offer more



You'll find an extraordinary variety of trade opportunities in the Navy, Army and Air Force. From electronics, mechanics and carpentry to cooking and plumbing, every role comes with job security, a dynamic lifestyle, good pay and a great team environment.

Enjoy a job with a difference

Like every major community, the Australian Defence Force (ADF) needs tradespeople to maintain infrastructure, vehicles, appliances, electrical systems, plumbing and much more. But, the work environment is more varied and exciting than in a civilian trade environment. Imagine running a kitchen that's travelling at 20 knots beneath the surface of the Pacific; or fine tuning the power plant of a 62 tonne tank; or providing the runway lights for a temporary airfield overseas.

Work at the leading edge

Choose a technical role and the ships, vehicles, aircraft or control systems you work on will be some of the most technologically advanced in the world today. Set your sights on a Science, Technology, Engineering or Maths related job and you could be awarded a Surface Pro tablet through the Defence Technical Scholarship.

Receive fully-paid training

If you're starting your trade career from scratch, you'll benefit from world-class training from experts in your field. Better still, you'll receive a salary while you learn and gain qualifications that benefit you for life. If you're looking for exciting new avenues for your skills and qualifications, you'll benefit from access to the latest tools and equipment and work in modern, well resourced facilities.

Be a part of something bigger

In the ADF you'll be a member of a uniquely supportive community enjoying amazing experiences, variety, travel and enduring friendships, while contributing to the defence of Australia. You'll be given the opportunity to acquire both vocational and life skills.

How to Apply

Across the Navy, Army and Air Force you have over 200 roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: defencejobs.gov.au/jobs/trades



defencejobs.gov.au/jobs/trades

Rewarding work and industry-recognised trade training is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.

1 Get a great pay package

You'll earn a good salary from day one, plus a comprehensive package that includes generous superannuation and a variety of allowances.

2 Work with the latest technology

In a technical role you'll work at the leading edge of technology on advanced military systems, weapons, ships, vehicles or aircraft.

3 Benefit from personal and professional development

The ADF will invest heavily in your education and training, helping you reach your full potential. The trade qualifications on offer are recognised throughout civilian industry.

4 Get involved in humanitarian and disaster relief work

At times of need you may get involved with assisting communities affected by conflict or natural disasters within Australia and overseas. Our sailors, soldiers, airmen and airwomen find this part of their work rewarding.

5 Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon have mates across Australia and even overseas.

6 Be paid to stay fit

On most bases you'll find gyms, courts and pools, along with teams you can join covering codes from netball to rugby. Many other activities which may be available through special interest clubs too, such as sailing, diving, fishing, water skiing and gliding.

7 Receive free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if you purchase a home where you are posted.

8 Travel across Australia and overseas

Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

9 Enjoy excellent leisure facilities

In your spare time you'll be able to kick back and unwind in your 'mess', enjoying good food, special events and activities. Or head out to discover what's available locally.

10 Experience a good work life balance

In many trade roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family.

Petty Officer Bianca Ridley

Petty Officer Bianca Ridley joined the Royal Australian Navy in 2001, seeking an exciting career that would take her far beyond the typical office environment. Bianca enlisted as a Marine Technician. In her role, Bianca operates, maintains and repairs the ship's machinery, gas turbines, diesel engines, ventilation as well as power generation and distribution. Marine Technicians work in both sea-going and shore-based environments. The decision to apply for a trade role came from listening to the stories of her brother and cousin who are also serving in the Navy.

Working in a trade role has allowed Bianca to enjoy high tempo sea-going postings including being deployed on Operation Resolute, conducting border protection operations off the north coast of Australia.

Bianca's current posting at Defence Force Recruiting enables her to educate job seekers on the exciting trade roles available in the ADF. Her Navy career has enabled her to interact with people from all walks of life and offered her an adventure. She has had the opportunity to make lifelong friends, build on her skills and see new places – all while getting paid a great salary.





Australian Defence Force Academy

Forged from a unique partnership between the ADF and the University of New South Wales (UNSW), the Australian Defence Force Academy (ADFA) in Canberra offers world-class degrees undertaken in parallel with military and leadership training.

- ADFA gives you the opportunity to:
- Acquire the skills and knowledge to become an ADF officer
 - Receive leadership training
 - Gain a world-class UNSW degree without incurring HELP debt
 - Be paid a salary while they study
 - Receive training that sets them up for life
 - Have an important job to go straight into upon graduation
 - Make friends for life
- All that plus financial benefits such as free medical and dental care, subsidised food and accommodation, and access to sports clubs and fitness facilities.

Degrees offered

- ADFA offers a variety of degrees, all of which lead directly to roles in the Navy, Army or Air Force.
- Bachelor of Arts
 - Bachelor of Business
 - Bachelor of Computing and Cyber Security
 - Bachelor of Engineering
 - Aeronautical Engineering
 - Civil Engineering
 - Electrical Engineering
 - Mechanical Engineering
 - Bachelor of Science
 - Bachelor of Technology
 - Technology (Aeronautical Engineering)
 - Technology (Aviation)

Applications

Applying for ADFA is a competitive, dual application process that can take up to 12 months. It's preferable you apply in Year 11, but you can still apply in Year 12.

Degrees that qualify

Any degree that qualifies students for an officer role can qualify for sponsorship. It must be undertaken at an Australian university accredited by the ADF.

- Accounting
- Applied Science in Medical Imaging
- Business
- Dentistry
- Commerce
- Economics
- Engineering (numerous disciplines)
- Environmental Health
- Finance
- Human Resource Management
- Law
- Management
- Medical Science
- Medicine (Ugrad and Pgrad)
- Pharmacy
- Physiotherapy
- Psychology (Honours)

Applications

To apply for sponsorship of the degree they are currently studying, students must first apply for a job in the ADF and go through the standard application process (applying online or at a Recruiting Centre). Applications for DUS can only be submitted following the completion of at least one semester.

* From the point the sponsorship is approved, the ADF will pay the HELP fees up to the Commonwealth Supported Place amount. With double degrees, only the eligible sponsored degree units will be paid for.



Defence University Sponsorship

Defence University Sponsorship (DUS) encourages students who are undertaking a degree at an Australian university, to apply for an officer role in the Navy, Army or Air Force.

If accepted for sponsorship, in return for committing to military service on graduation (called a 'return of service obligation'), students will have their remaining course fees paid and receive a salary whilst completing their studies.

DUS gives students the opportunity to:

- Study at the accredited university of their choice in Australia
 - Complete their degree with remaining HELP debt paid*
 - Receive a salary while still studying
 - Receive one to four weeks of leadership training each year
 - Go straight into a job upon graduation with job security
- All that plus financial benefits such as free medical and dental care, a textbook allowance and subsidised accommodation.

- A unique education that prepares you for the future.
- Access to sports clubs and excellent facilities.
- Free medical services and dental care.
- Subsidised food and accommodation.
- A starting salary of \$48,000 plus generous Superannuation.
- No Higher Education Loan Program (HELP) fees.



What's ADFA Really Like?

- 1 Study**
Study in modern buildings equipped with the best academic and training facilities available.
- 2 Work out**
Work out and be paid to keep fit in our world-class gyms and pool.
- 3 Activities**
Participate in any court sport or footy code; and row, sail, climb, or fence too. Test your military skills with the Weapons Training Simulation System (WTSS), or tackle an over-water military obstacle course.
- 4 Socialise**
Socialise with likeminded people from across the Services on and off campus.
- 5 Head out**
Head out and discover the restaurants, museums, bars and entertainment of Canberra.
- 6 Hang out**
Hang out in accommodation recreation areas with TV, snack facilities, BBQs and more.
- 7 Eat well**
Eat well in the Academy Cadet's Mess and catch up with your mates.
- 8 Relax**
Relax in your own comfortable room, sharing a bathroom and laundry with just three other cadets.
- 9 Unique benefits**
Whilst studying at ADFA you will enjoy unique benefits such as getting paid to study, free medical and dental, subsidised food and accommodation, having your degree paid for and a guaranteed job on graduation.
- 10 What's next?**
Visit defencejobs.gov.au/adfa to learn more about the roles, lifestyle opportunities and rewards available at ADFA.



The friends you make here, you'll have forever.

Jordynne, Army Cadet Officer



Integrated services

180  **Wilson**



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.

If you are interested in joining us, please visit our careers site at employment.wilsongroupau.com



What makes Wilson different?

1 Our Group

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.

2 Our Vision

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.

3 Our Mission

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.

4 Our Culture

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.

5 Our Objectives

- 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.

6 Our Approach

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.

7 Our Diversity

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.

8 Our Engagement

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.

9 Our Community

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

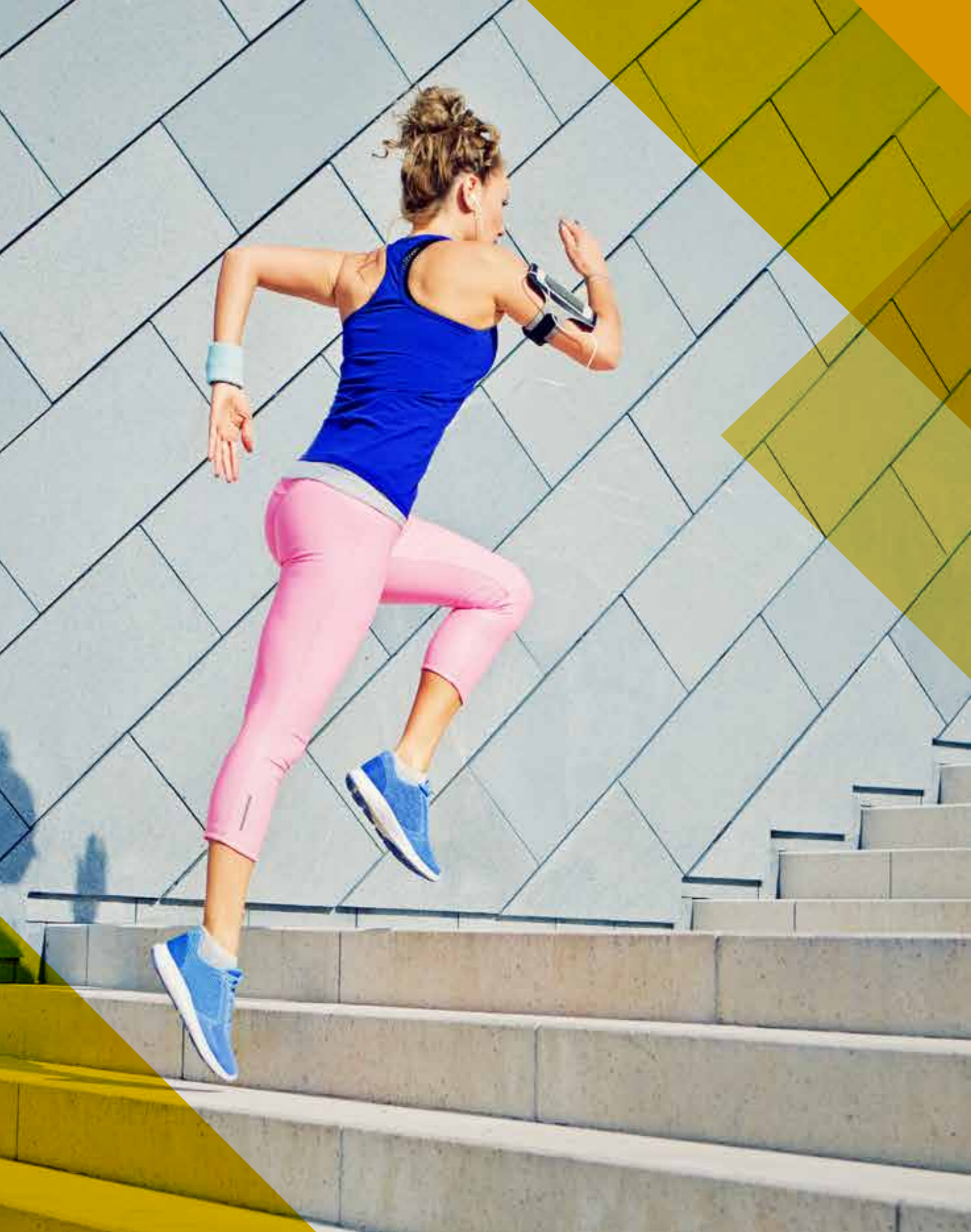
10 Our Future

If you think you'd like to be a part of our future, find out more about us and visit wilsongroupau.com

Health & Fitness

184 Australian Unity 

186  Fitness First



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.

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 a 176 year old company.

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.

Home Care 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. 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.

Better together Australian Unity

At our world class wellness precincts in Carlton, Glen Waverley, Mornington and Vermont, we practice our Better Together® approach to aged care. 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.

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 Australian Unity 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.

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: recruit@australianunity.com.au



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

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.

2 Work with us around Australia

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.

3 Flexible working conditions

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.

4 Challenging and rewarding careers

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.

5 Ongoing professional development

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.

6 Friendly, warm and supportive environment

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.

7 Professional and dedicated work culture

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.

8 Employee benefits to help you thrive

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.

9 Work for a leading employer

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.

10 A stable future

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 multidisciplinary workforce and training options means that you can add to your skill-set and experience over time.





Fitness First



careers.fitnessfirst.com.au

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.

For more information go to careers.fitnessfirst.com.au

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 for 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 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 though 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



STEM

190



192



194



196



198



200



202





About NAB



NAB is Australia's largest business bank. We work with small, medium and large businesses to help them start, run and grow.

For more than 150 years, we've been helping our customers with their money. Today, we have more than 35,000 people serving 10 million customers at more than 800 locations in Australia, New Zealand and around the world. We know that to be Australia and New Zealand's most respected bank, we need to be good with money and we need to be just as good with people, too. We have built our business on understanding our customers and supporting them. We fund some of the most important infrastructure in our communities – including schools, hospitals and roads.

Science, Mathematics and Information Technology (IT) skills are not just core to the largest growth job cluster in Australia—digital literacy and IT-related enterprise skills—are fundamental to a growing percentage of the market for

roles with the strongest future prospects. We continue to see STEM, and specifically IT-related, skills as core to economic growth, and yet the numbers of digital natives choosing IT studies and IT-related careers is in decline.

NAB has a long history of supporting innovative and collaborative programs in the education sector such as "Schools First" and, more recently, "\$20 Boss". A number of NAB leaders have participated in Victoria State Government's "Principal For A Day" (PFAD) program over a number of years. Meanwhile, NAB's award-winning Connecting Women

Women In Technology (WIT) program continues to set a benchmark for leadership in making a difference for women's professional development and growth at NAB and in the broader IT community. Off the back of a relationship initially developed through PFAD in September 2015, NAB has explored the opportunity to broaden the long term pipeline of talent into the IT industry.

NAB has developed the IT@Work program in collaboration with students and teachers from participating schools.

The overarching goal of our program is to broaden the pipeline of talent into the IT industry and particularly into tertiary education, and graduate or equivalent entry into the workplace.

This is achieved by:

- providing work immersion experiences that showcase what happens behind the scenes to solve real-world problems through technology
- introducing students to people whose own IT careers and experiences illustrate the depth and breadth of opportunities and possible pathways into different IT-related jobs and careers
- demonstrating the importance of soft skills—such as creativity, collaboration and team-based problem-solving—in designing and delivering technology solutions
- supporting teachers and career advisors with practical and up-to-date information on IT skills in the workplace and associated study and career opportunities for students



nab.com.au/about-us/careers

1 Unlocking your ambition.

Our employees are all at different stages of their lives. Some are building their careers. Others are considering starting a family. And some are thinking about transitioning into retirement. But they all have one thing in common – the freedom to embrace those life stages, knowing that NAB will support them through their journey. If you are building your career, NAB has the programs and support needed to have a strong and sustainable career. From informal and formal development programs, to mentors and sponsors, And if you are starting with us through our Graduate Program you'll have the opportunity to do real work, accelerate your development and build networks that last a lifetime.

2 NAB Labs. Innovation comes from having an open mindset.

We need to continue to challenge ourselves to think differently about how we can deliver a great customer experience every time. At NAB, we want to do our best to understand our customers and design our products using a customer-centric approach. We use Human-Centred Design and Design Thinking to enhance the customer experience by solving problems that matter to them because it's about more than money. We believe in challenging ourselves, our business, and

our industry. Established in February 2015, NAB Labs brings to life the infrastructure, capabilities and talent of the organisation to allow disruptive innovation to go to market quickly and efficiently to 'change the way the bank changes' so that customers feel it, employees believe it, and the market sees it.

3 Fixed Income, Currencies and Commodities (FICC) summer internships.

For the past four years, our Corporate & Institutional division has hosted a six week summer internship program for STEM students. Students are involved in a number of learning experiences to deepen their understanding of coding, abstract thinking and mathematical 'inner analytics'

4 Industry Based Learning (IBL) Program (Technology).

This program runs in our Technology division, for either six or 12 months, providing talented technology university students with a permanent role or eligibility to apply for NAB's Graduate Program in many cases

5 Women in Technology (WIT).

This initiative was launched as a Diversity and Inclusion employee resource group in 2014 with an aim to create sustainable

change for women in technology and to support NAB as an employer of choice, not just for women, but for women in technology. WIT is led from within NAB Technology and is connected with NAB's People Team to ensure thorough governance and alignment of activities. As one of the largest technology teams in Melbourne, NAB plays a leadership role in this sector.

6 Girl Geek in Residence.

NAB has welcomed Sarah Moran, CEO of Girl Geek Academy to join us for an 'in-residence' program. Since joining in NAB in early 2017 Sarah has convened many exciting initiatives including #SheHacks, a hackathon where women are invited to learn new skills, test new business ideas and meet new people to build the internet with. The win: win in this is that Sarah is helping NAB make our WIT program world class

7 A partnership with Australia's leading education providers.

In the coming months, NAB aims to strengthen existing relationships with top Australian universities, polytechnics and alternative education providers to actively seek out talent in the STEM disciplines earlier than our competitors, building relationships with students in their first year of university study, and in some cases even earlier

8 United.

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.

9 Respected.

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.

10 Learn more.

To find out more, please visit www.nab.com.au/about-us/careers





We're committed to building the next generation of data-savvy professionals



Starting a career with SAS

SAS Australia offers 3 entry level programs which will enable you to join SAS and pursue a career in either Consulting, Pre Sales, Sales or Technical Support. They are the SAS Graduate Program, the SAS Pre Sales Academy and the SAS Sales Academy.

The SAS Graduate Program kicks off with the Graduate Bootcamp and provides online and face-to-face training and is followed by the opportunity to work in three customer facing departments - Technical Support, Consulting and Pre-Sales. This provides you with a solid understanding of the SAS business and an opportunity to put your new skills into practice. The department rotations also refine your SAS technical skills and your customer engagement experiences.

The SAS Pre Sales Academy starts with an intensive training program based in the SAS head office in North Carolina, America. The academy training covers extensive and in depth knowledge of SAS software and solutions. This will cover both SAS and open source

technologies as well as presentation skills. On completion, you will return to the Pre Sales team in SAS Australia and have 2 years of structured mentoring in your role to best enable your success.

The SAS Sales Academy starts with an intensive training program based in the SAS head office in North Carolina, America. The academy training includes all you need to know about how to sell SAS software and solutions. On completion, you will return to the Sales team in SAS Australia and have 2 years of structured mentoring in your role to best enable your success.

What does a successful candidate look like?

The SAS graduate and academy positions are exciting opportunities for both students and SAS. For the student, the program provides extensive training and an opportunity to gain real world experience. For SAS, the program introduces new talent into the business. These are fun and educational experiences to help build strong

foundations for your future career.

So what describes a successful candidate? SAS is looking for smart and inquisitive individuals who push the boundaries of what you can achieve with technology and help transform the world of our customers, through the innovative use of analytics. You need to be:

Tech Savvy – experienced with programming languages and/or tools

Data Savvy – experienced with exploring and analysing data

Passionate – understands the importance of data analytics and the impact smart thinking plays in the world

Tenacious – takes every activity as an opportunity to learn and apply new thinking

Study areas – has studied a degree containing STEM subjects e.g.; statistics, analytics, actuarial studies, technology, mathematics, engineering, business etc.

Communication – demonstrates strong communication verbal and written skills

Resourceful – demonstrates an ability to explore and self-source information, and independently learn and apply this learning.

1 Alok Dave – Associate Technical Consultant



My first year as a graduate focussed on gaining in-depth knowledge of SAS technologies ranging from Base SAS Programming

to deploying and administering sophisticated data analytics and cleansing tools. Upon completion of my training, I undertook rotations in various departments including technical support, consulting, and pre-sales before moving into my permanent role in consulting.

2 Anita Duong – Senior Associate Technical Consultant



Let me begin by saying SAS is amazing! This is my third year at SAS and each day is different with a new set of challenges to tackle. As a consultant, I've had the opportunity to work as Customer Due Diligence Lead on project for a leading Australian bank achieving a successful delivery and very happy client. I love all aspects of SAS from the work challenges to the fun teambuilding activities and many social events.

3 Blake Handson – Associate Technical Consultant



At the completion of my degree, data analytics was the most interesting topic, I really appreciated that the possibilities were limitless; you could help to cure a disease or even predict the future- that's pretty cool. I'm looking forward to working on the client site and applying the skills and knowledge learnt during the training boot camps and department rotations. I'm a proud SAS graduate because I work for a company that develops the most advanced, cutting-edge analytics software in the world.

4 Daniel Ngai – Associate Technical Consultant

At SAS, I am responsible for implementing SAS data solutions at customer sites to enable them to solve their business problems. My tasks are



data centric, mainly involved with data manipulation, joins and cleansing. My days involve either being on customer site or being in the office preparing

for the next project. My degree had no relation to programming or data, the most important thing to have is an analytical mindset and the willingness to learn.

5 Jesse Leopold – Associate Technical Consultant



Within minutes of starting my Graduate role, I was learning about one of the many solutions SAS offers to its customers, it became clear that I was

going to learn a lot. I feel very fortunate to have the opportunity to learn and work in an organisation such as SAS; a leader in its field, and a huge part of the big data revolution. SAS is focused on empowering people and organisations, through knowledge and insight, and I'm proud that I am a part of that.

6 Kris Avila – Technical Consultant



As a technical consultant, what is cool about this job is working with different SAS solutions, team members, customers and projects. This

job also brings the satisfaction of contributing something tangible to the real world and being able to see it being used by various businesses on a daily basis. When we aren't on project, we have the opportunity to explore, train, and obtain SAS certifications for free.

7 Mark Wan – Associate Technical Consultant



The SAS Graduate Program ensures we become technically proficient within the first few months and are ready to enter our rotations into; Tech Support, Consulting and Presales.

I'm really excited to see how analytics and other solutions can be translated into action and have tangible results.

Learning analytical skills from the leader of analytics is like learning soccer from Cristiano Ronaldo or learning to be a Jedi from Yoda. It is an insanely exciting and unique opportunity that does not come every day.

8 Shan Datta – Associate Technical Consultant



At SAS, we get to work with the absolute latest in technology to provide analytics solutions for varied business problems. A recent project I worked

on was for a big 4 bank to provide greater security for their customers by taking action against money laundering. The coolest part is that there is no one single solution to a problem and you can collaborate with people with diverse skills and expertise.

9 Tyler Sidwell – Associate Account Executive



The Sales Graduate Program is one of the most valuable experiences I have ever encountered. We had 6 months of training at the Global Head

Office in Cary, North Carolina with the opportunity to learn from some of the most intelligent people in the software analytics industry. Thirty-Four sales graduates from all over the world attended the academy. Being able to share this fantastic experience with them all was priceless. I am confident that the variety of skills I developed at the academy will allow me to succeed in my sales career at SAS.

10 Reasons to join SAS

- SAS is the global leader in analytics solutions
- SAS is the largest privately owned software company in the world
- Ranked No.3 – BRW Great Place to Work Survey – Globally
- Ranked No.21 – Great Place to Work Survey – Australia
- Gain broad industry exposure
- Experience cutting edge technology
- Work within a fun and collaborative team
- Receive SAS Training for FREE
- FREE Breakfast and snacks in the office
- SAS is the largest corporate consumer of MnMs – 22 tonne per year.

It's all about what's inside!



Aristocrat Leisure Limited is an ASX 50 listed company and one of the world's leading providers of gaming solutions.

Since our humble beginnings in 1953, we've been driven by a desire to create the world's greatest gaming experience, every day. We offer a diverse range of products and services, including electronic gaming machines, social, web and mobile based gaming and casino management systems.

At Aristocrat, we believe people are the heart of our business and the talent behind our success, which is why we're committed to attracting the best

people and building a high-performance workforce.

Our people love working at Aristocrat and it's not hard to see why:

- Room to grow
- Space to get creative
- Flexible work arrangements
- Access to all our best games
- Not to mention collaborating with the industry's most brilliant minds.

It's all in a day's work at Aristocrat!

If you're ready to launch your career, there's no better place to do so than with us! We know that great talent leads to great success, so we've developed a world-class graduate program that

will give you the grounding you need to become a technical guru or a future leader of our organisation – or maybe even both!

If you are looking for global opportunities, Aristocrat operates in over 90 countries around the world with a team, who deliver outstanding results by pushing the boundaries of innovation, creativity and technology, so what are you waiting for?

For more information on your career at Aristocrat, head to www.aristocrat.com/careers-culture

Hear from our employees What's the coolest thing about your job?

1 Atara Avidan Shachar, Senior Software Engineer



• It combines everything I love: math, software, art, fun and games.
• The variety of people I work with (software engineers, producers, artists, mathematicians, QA).

2 Nicole Hargreaves, Marketing Coordinator (former Marketing Grad)



Over the year I have worked at Aristocrat the coolest thing about the job is being exposed to high level strategy. Ultimately I want to end up in a position of leadership and being exposed to strategic thinking is invaluable to my career. It is great to understand the process it takes to pull together a strategy and to understand the business goals and vision.

3 Bo Yang Zhang, Graduate Software Engineer



Software is the discipline that binds together all the fundamental elements of a game, right from different video animations and sounds to the game mathematics that run under the hood. It is truly amazing to see the raw components come together and manifest into an amazing game.

Moreover, Aristocrat is home to some of the most talented individuals in the gaming industry and the opportunity to work alongside them allows me to grow. As a graduate at Aristocrat, senior members within the business are committed to ensure that you have everything you need to develop and are always happy to lend a hand.

4 Chloe Berry, Marketing Graduate



Getting to work on several different projects. So, one day you could be helping to plan for a tradeshow, and the next day you could be doing research for

competitor intelligence. You never get bored, as there is always something new and exciting to do.

5 Ahsan Saad, Graduate Electrical Engineer



Engineers can be very cut and dry. It's just the nature of the profession. Or so I thought. Saying that I was pleasantly surprised by the Engineering

team at Aristocrat would be a huge understatement. When you can approach anyone on your team with 10+ years of experience with a puzzled expression and expect to have a solution of your problem every time almost instantly, you know you're part of something special.

I could tinker with electronics at any job but the coolest part of my job at Aristocrat is grabbing a coffee with some of the guys in my electrical engineering team which is an absolute joy any day of the week.

3 pieces of advice for yourself when you were a student...

6 Claire Mileto-Senior Games Designer



• Speak up! You don't have to know everything about a topic or issue to have valuable input.
• Don't limit yourself in thinking there is only one thing you can do. I started out my maths degree thinking that I would probably work in insurance but ended up in a highly creative role in a unique industry.
• Keep going with STEM. Our jobs of the future will be in these fields, so don't limit yourself by thinking you aren't good enough.

7 Jackson Liang, IT Graduate



• Stop eating so much junk food, eat some healthy bananas or vitamin C enriched fruits like an orange perhaps!
• Study hard but don't kill yourself, you fail in uni does not mean you fail in life.
• Should have played pool more. It gets very competitive here!

8 Jeremy Pollicina, Finance Graduate



• Make the most of your time at University, if there's subjects or interests you have utilise the opportunity you have to make the most of the learning experience, if you're interested in something you'll enjoy studying it.

• Speak to university lecturers and workers from the industry you want to work in, make use of their expertise and knowledge to help you better understand what lies ahead and what you can be doing to prepare yourself for your future career prospects.
• Make the most of internships and potential overseas work opportunities, they are valuable learning experiences which can help assist in your decision making process if you're unsure of what you may want to do, but are also very valuable when it comes to applying for entry-level jobs.

9 Emily Chew, Graduate Illustrator



• It's okay to not know where your first job is coming from after uni.
• Your portfolio doesn't have to be a perfect reflection of your potential employer's style.
• Keep doing what you're passionate about in your spare time.

10 Ben K, Associate Product Manager (former Marketing Grad)



• Opportunities do not appear, they must be sought out in order to further differentiate yourself, learn new skills and show that you have the drive and initiative to step out of your comfort zone for employers.
• There are times when things may not go your way, however persevere through this and eventually something will appear that will work out in your favour and benefit you.
• Networking is one of the most important aspects of graduating, it allows you to keep in touch with people from different industries and to help look for jobs regardless of what the role may be, even if it differs from what you desire to do.



Start your career with Australia's largest bank



STEM

As an organisation we are constantly implementing new and exciting solutions, and we encourage our people to look towards the future. We know that many of the jobs that are around today won't be around in 20 years. So CommBank has committed to supporting STEM (Science, Technology, Engineering and Mathematics) to prepare you for a fast changing career path and make sure you have the knowledge to adapt. We value the ability to think critically, challenge the status quo and partner with a variety of businesses, from farming to pharmaceuticals. Studying STEM provides a unique opportunity to understand, explore and engage with the world, and build a diverse set of skills.

Our people are creative and solve interesting and challenging problems. They include technologists, engineers,

design thinkers and data scientists (modern-day detectives using computers, data, mathematics and statistics), working collaboratively on projects that make a difference. As well as developing the latest banking technology, we invent, build, design, and co-create in our Innovation Lab to deliver insights that help our customers, businesses and communities discover new paths forward together.

We have partnered with the Australian Technology Network of Universities (ATN) and host students in our Innovation Lab to do testing, research and development using cutting edge technologies, including Chip, a humanoid robot owned by the Bank and the only one of its kind in the Southern Hemisphere.

We support programs to develop capabilities amongst women in the sciences, technology, engineering and

mathematics (STEM industries), helping them to expand their career options. Studying STEM provides a unique opportunity to understand, explore and engage with the world, and build a diverse set of skills.

What Our People Say

"I have been challenged in new ways and learnt to solve problems with a whole artillery of tools. Being exposed to the process of design thinking has revolutionised not only the way I solve problems but also the way I define them."

Caitlin Manzo (Bachelor of Vision Science) – Innovation Lab intern and forthcoming 2018 CommBank Graduate



commbank.com.au/careers



1 Make an impact

Regardless of where you work within CommBank, you'll understand the impact that your work, initiative, talent and ideas have. You'll know where you fit in the big picture.

2 Values

We live and breathe our values of integrity, accountability, collaboration, excellence and service every day. Guided by our vision and values, we've built our culture and are inspired to deliver even better outcomes for all our customers.

3 You can be you

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

4 Opportunities

With 13 business areas within CommBank and 52 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

5 Training and development

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

6 Innovation

We're always looking for ways to do things differently. We've been responsible for many Australian firsts in banking. From our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

7 Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities to nice-to-haves, you'll get a wide range of discounts from our business customers.

8 Community commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value.

We also have a staff community fund and volunteering days at our partner charities.

9 Bright minds

Regardless of your role at CommBank you'll be working with and learning from some of the brightest minds in Australia and across the globe.

10 Award winning employer

We've been recognised with a wide range of employer awards, including:

- **AWEI Gold Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index* (AWEI), 2017
- **LinkedIn Top Companies** 4th most in demand employer, *LinkedIn*, 2017
- **Pride In Diversity's Australian Workplace Equality Index** Top Ten Employer, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2017
- **Job Advisor Coolest Companies, 2016:** 5th in Finance, 4th in Diversity, 13th in Tech, *Job Advisor*
- **GradAustralia** Top 100 Graduate Employers 2017, Top 100 Intern Employers 2017



Holden

Make an impact



At Holden, we are looking towards a bright future of innovation for all the mobility solutions that we offer. In order to continue our proud history as global leader in areas such as design and engineering we need to make STEM fields a critical focus area over the coming years.

Our parent company, General Motors, serves 125 countries with over 10 million vehicles sold in 2016, this means a General Motors vehicle is sold every 8.33 seconds. The demand for our vehicles is high because we are recognised as industry leaders in quality, safety and technology. And our technologies are not only developed to provide the best

experience for our customers but the best solutions for the community, General Motors has been granted more clean-energy patents than anybody else over the past decade.

Every day we work hard to earn customers for life by building brands that inspire passion and loyalty not only through breakthrough technologies but also by serving and improving the communities in which we live and work around the world.

General Motors Supports STEM Fields

Our support for STEM comes right from the top. General Motors CEO Mary Barra has been a vocal advocate for supporting young people wanting to pursue careers in STEM fields, especially those groups who are under-represented in the area.

General Motors already sponsors a number of partners and Holden is looking to build similar partnerships.

Make an Impact

If you feel that you are the right person to help us create new solutions for our customers and the community we would love for you to come join us. We offer a variety of paths to enter a career with GM Holden such as Internships and Graduate Programs.

To find out more go to www.holden.com.au/about/careers



holden.com.au/about/careers

1 A Global Trendsetter

There is a spirit of creativity and transformation ingrained in General Motors. We rewrote the rules on how a car could be designed, taking cars from mass-produced machines to beautiful concepts, designed to push limitations both aesthetically and in performance. General Motors Holden has an extensive history of developing an extraordinary range of concept cars, setting the curve for design and technology. Our cars continue to exceed expectations and influence the entire industry to take new directions.

2 Why STEM Matters

STEM occupations have the fastest growth rate of all employment opportunities. By 2020, scientific and technical services is projected to be the second largest employment sector in Australia. This is reflected here at Holden, with extensive opportunities in STEM careers over the coming years. Our growing business areas include engineering, design and IT.

We also offer our employees in STEM fields at Holden the opportunity to work globally. Many of our engineers have experienced development opportunities and careers in the US and other General Motors' locations.

3 Technology at Holden

We are proud to be a leader in the development and implementation of technology in the automotive industry. In our vehicles, this means continuous innovation in safety, accessories, entertainment, alternative fuels and even self-driving capability. A great example of our recent technological achievements is our Active Safety System – Monitoring on-road dynamics up to 200 times per second, this includes detecting speed, driving conditions and the environment. Our Active Safety System has allowed our vehicles to reach new heights of self-awareness, automatically changing speed, rotation and engaging collision alerts and automatic braking systems.

4 Technology in Design

Our Port Melbourne office is home to one of General Motors' most advanced design studios. We work across a wide range of vehicles including production cars, advanced designs (the cars you may see in 10 years time), and the concept cars that are designed to revolutionise the industry.

The design process is the perfect blend of creativity and technology. Hand drawn

sketches are turned into 3D models by our digital sculptors through a variety of software. These models are then turned into clay sculptures that are refined by hand to complete the initial computer generations. Then our 3D scanners transition the model back into the digital world where Studio Engineers further assess the fine intricacies and how the model will work in a real car.

5 OnStar

OnStar is a revolutionary new telematics (a fancy way of saying communications) system for vehicles. The introduction of OnStar into vehicles gives people a driving experience that they have never had before. The OnStar system is designed to keep customers completely connected whilst driving, this means better in-car entertainment, safety and even diagnostics on what's happening inside the vehicle.

OnStar began in the US and is now being released globally. For us this means growth in IT areas such as App Development, Systems Analysts, Data Services Engineers and even Cybersecurity.

6 The Proving Ground

The Holden Proving Ground is among the most extensive automotive proving grounds in the world, full of advanced technical facilities, such as scientific laboratories used to measure vehicle performance, emissions and fuel economy as well as workshops where vehicles are calibrated and tuned to meet stringent local and international regulations and Holden test specifications. It also contains 44 km of durability test roads, designed to push a car to its limits.

Large areas of natural wetlands and bushland make the Proving Ground a beautifully unique place to work, combining advanced technology with nature. Where else can you look outside your office window and see kangaroos and wallabies whilst solving complex engineering tasks? Or see a wedge-tailed eagle fly overhead as you test drive a prototype vehicle? The Proving Ground offers the opportunities of a corporate career coupled with a country landscape.

The work at the Proving Ground is hands on, innovative and creative. There are opportunities to influence future Holden products, run validation tests on pre-production vehicles and work alongside field experts during an exciting and progressive time for the automotive industry.

7 People of STEM

This technical workplace is populated by a diverse group of people, from engineers and technicians to logistics managers, events managers and many others in between. The employees are intelligent, talented and team focused, working together to generate the best solution. This is all part of the workplace culture at Holden. Everyone is happy to share their wisdom, leading to a supportive environment which encourages learning and personal growth.

Employees are given a diverse range of work and responsibilities, no two days are the same. Holden is a part of a global company, so there are opportunities for employees to work overseas, progress their career and redefine their role. The possibilities are endless with GM Holden.

8 Women Leaders in STEM

At Holden, STEM is for everyone, and all who want to pursue STEM fields as a career are given the opportunity to do so. We are not only committed to ensuring that everyone has an equal opportunity to enter our organisation but also that when they are part of our team they have opportunities to grow and reach their goals. One of General Motors' greatest success stories is Pam Fletcher, Pam joined the company in 2008 as chief engineer for the Chevrolet Volt propulsion system, within just 3 years she was promoted to Executive Chief Engineer of Autonomous and Electrified vehicles. This means she has the opportunity to innovate the entire automotive industry.

9 Diversification of Product

GM Holden has long been recognised for producing high-performing V6 and V8 sedans, the Commodore has been the favoured car of many Australian's throughout our history. But times are changing, and so must our products. Our customers want a wider range of vehicles, with different features. This means a new world of opportunity to explore different technologies.

10 Holden in 5 Years

We're already working on the vehicles that will be on the roads 5 years from now. Technology in the automotive industry is evolving so rapidly and the possibilities for innovation are endless, with new opportunities for performance, connectivity, energy and autonomy. Imagine the projects you could be working on with us in the future.

Where could your STEM degree take you at Macquarie?



Why do we value STEM students?

At Macquarie, we know that diversity of thought drives our success as an organisation. This means that we want to want to make sure we recruit, develop and retain people with different experiences, backgrounds, skills and perspectives, including people from a background in science, technology, engineering and maths (STEM).

Coming from a non-finance background, STEM graduates bring diverse and unique perspectives to the table, and have a number of transferable skills and capabilities that are vital to our success as an organisation, including active learning, critical thinking, and complex, creative problem-solving skills. At Macquarie, we recognise and understand the significant value STEM graduates bring to our different operating and support groups.



Case Study: Vianna Pan

Vianna Pan majored in mathematics at the University of New South Wales and is now an Associate in the Quantitative Applications Division of the Risk Management Group. We recently sat down with Vianna to ask her about her maths background and how she uses her maths degree in her current role.

Did you enjoy maths at high school?

My interest in maths started in year 11 and 12 where I was doing 4-unit maths. I had the most engaging and passionate teacher who really inspired me to want to learn more about maths, which is what I chose to study at university.

Why did you decide to apply for Macquarie's Quantitative Application Division?

The Quantitative Applications Division has some of the most talented quants in Australia, so I was excited about the opportunity to work with the best. I wanted to stretch myself and use my analytical, programming and mathematical skills.

How do you use your maths degree in your current role?

A maths degree provides you with many skills that are directly transferable to roles at Macquarie – things like statistical analysis, programming and being able to apply logical thinking. Since joining Macquarie, I have had the opportunity to apply theoretical mathematical concepts in a practical way, and that is very satisfying.



Get to know us

Hear from our employees who have a science, technology, engineering or maths background reflect on their STEM background and time at Macquarie.

Science

1 Kris, Analyst, Commodities and Global Markets



"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."

2 Luke, Associate, Corporate Operations Group (Human Resources)



"I studied Science and Psychology at university. During my internship at Macquarie, I was able to use my skills in psychology and data analytics to analyse results of global surveys and present recommendations back to the business. I was given the opportunity to have a voice and take ownership of tasks on big projects from day one. Even as a student, people treated me like a colleague and asked me for my perspective."

Technology

3 Minjee, Associate, Corporate Operations Group (Technology)



"I studied Computer Science at university and during my internship at Macquarie I helped implement a cyber awareness program. I was involved in everything from creating education materials for our developers, to writing scripts to help automate processes."

4 Hai, Associate Director, Corporate Operations Group (Technology)



"I studied a Bachelor of IT at the University of Technology Sydney. Beyond having a good understanding of

technology, make sure you spend the time to develop your communication skills. Don't underestimate how important this is, I believe it is the one skill that can set you apart from others."

5 Sudin, Senior Associate, Corporate Operations Group (Technology)



As part of the graduate program I am rotating through different parts of the Technology division – 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.

Engineering

6 Ben, Associate, Macquarie Capital



"I started out at Macquarie Capital after completing a double degree in Chemical Engineering and Commerce at the University of Melbourne, and whilst finance wasn't a common career choice for engineering students, I think it's suited me and my particular way of thinking really well. Macquarie Capital is very supportive of my volunteering endeavours, and I was sent up to Cape York, Queensland to work for a non-profit Indigenous organisation for three months. The experience was challenging yet unforgettable, and I was able to help out meaningfully in the schools."



7 Marcella, Division Director, Risk Management 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."

8 Kieren, Analyst, Macquarie Capital



"During my internship at Macquarie, I worked on several projects where by engineering background armed me with valuable problem solving skills.

Whilst I don't have a background in finance, my team were more than willing to help me learn along the way"

Maths

9 Asha, Division Director, Financial Management Group



"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."

10 Clint, Analyst, Risk 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."

If you are interested in becoming part of the Macquarie Group team, please visit our site at macquarie.com/careers

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.

For more information go to cochlear.com/careers/grads



1 We have a mission

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.

2 Our promise

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

3 We have strong values

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.

4 We are unique in Australia

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.

5 We embrace quality

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.

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

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.

7 We do real work with real meaning

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.

8 We grow by helping our people grow

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.

9 We want you to be the best you can be

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.

10 We provide benefits for individuals

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.



Women

206  **sussan**

208 

210 

212 

214 
VICTORIA POLICE

216 **MULTIPLEX**
Built to outperform.

218 

220 

222 
Commonwealth Bank

224 
Relationships creating success

226  **Holden**

228 200 | **Westpac** GROUP

230  **LION**

232 **coles**

234 

236 

238 
Make your job *EASIER!*

240 
PROGRAMMEG

242  **Holcim**

244 

246  AUSTRALIAN
CONSTRUCTORS
ASSOCIATION

248 
Australian Government
Department of the Prime Minister and Cabinet

250 **TOLL**

252 
SCENTRE
GROUP
Member of the Westfield Group

254  **transdev**
MOBILITY INSPIRED BY YOU

256  **Fulton Hogan**

258 

260  **Wilson**



SUSSAN



sportsgirl.com.au/get-a-job
sussan.com.au/sussan-careers

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 full-time, part-time, 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 planners, buyers, visual merchandisers, graphic designers, planners, buyers, store managers, human resources and finance roles.

The fashion and retail industry is dynamic and always changing. 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.



1 Catherine Hayes, EA to General Manager

I have been working at Sussan for nearly 2 years supporting the General Manager. One of the perks of being an Executive Assistant is I can work in any industry which has allowed me to experience so many different environments which has led me to working at Sussan. After coming from a finance and technology background I have really found myself at home working at a fashion/retail brand surrounded by like-minded people. Each day is different and I get to see all aspects of the business which is a great learning experience.

2 Leah Morgan, Business Manager

I began my career with Sportsgirl 9 years ago, working through several stores before reaching my dream role as Business Manager. My responsibilities include people management and training as well as driving sales and overseeing retail operations across 12 stores. While challenging at times, I love that each day is different from the next- on Monday I may be recruiting and by Friday completing visual merchandising training. Working with a brand that supports, motivates and inspires you each day is why the past near-decade has flown by.

3 Georgia Christo, Buying Assistant

My career in fashion started back in Adelaide almost 10 years ago working at Sportsgirl as a sales assistant, while studying a Bachelor of Commerce. I then went on to do further study in Arts majoring in Editing and Publishing where I was fortunate enough to accomplish some incredible internships. From here I decided to make the move to Melbourne to study my Masters at RMIT while still working with Sportsgirl, and then everything in my career fell into place. After 6 months I was lucky enough to land a job at Sussan as an Admin Assistant in Sleepwear. From there I moved over to Apparel Buying where I now work as an Assistant for Cut & Sew. Everyday my role brings new challenges and experiences; from supporting the buyer in product development to researching overseas trends.

4 Jessica Murrell, Accessories Planner

I have worked here at Sussan for almost 5 years now. I began as Apparel Planning Assistant and have been lucky enough to progress through a number of

different roles within the Planning team, eventually I moved into my current role of Accessories Planner. Working in the Fashion Industry has always been my dream career path. Working in Planning allows me to work closely with the Buyers in building our product range and ensuring we have appropriate stock quantities to achieve our sales. I feel extremely grateful to work for such great brand like Sussan that not only offers so much opportunity for growth and learning but is filled with so many inspiring and successful leaders.

5 Holly Densley-Walker, Group Recruitment Coordinator

I joined Sussan 4 years ago as Part Time Sales Supervisor whilst completing a Bachelor of Applied Science (Psychology) at RMIT. Going to work every day was a pleasure. Following, I was lucky enough to be offered a role in head office as the State Recruitment Coordinator for Victoria and ACT. Like stores, the office was so warm and inviting; filled with hard working, like minded individuals. I have since stepped into my role as the Group Recruitment Coordinator. As I recruit for all head office roles within Sussan and Sportsgirl as well as overseeing recruitment in the stores for both businesses, I have great exposure to variety of departments, managers and areas of the business. I am forever grateful that the Sussan Group has bought me on a journey in my career.

6 Cassie Palinkas, PR & Events Coordinator

My role spans across PR, events, local marketing activity and shoot production. I love what I do as I have exposure to so many facets of Sportsgirl, a continuously evolving iconic heritage brand, and because I collaborate with a range of incredibly passionate and creative specialists on a day-to-day basis. The culture at Sportsgirl is vibrant and the team is made up of inspiring individuals who work hard, care for one another and have loads of fun along the way. I have been able to accomplish so much with the help of the amazing team and I am excited to see where my role takes me.

7 Lauren Harrison, Trainee Finance Manager

Following the completion of a Bachelor of Commerce, majoring in Accounting and further study in completing a Grad

8 Anna Lee, Trainee Buyer

Ever since I was little, I knew I wanted to work in the fashion retail industry! I have loved Sportsgirl from a young age, and began my Sportsgirl journey on the shop floor. After completing my Commerce degree, I was lucky enough to have landed a role as Buying Assistant at Head Office. From there, I moved into my current role of Trainee Buyer. I love both the creative and analytical side of the role, and how each day is different, presenting me with various challenges and opportunities. I work in an inspiring and nurturing environment with an exceptionally talented team who make my job so enjoyable each day!

9 Emily George, VM State Manager

I joined Sportsgirl as a sales team member whilst studying visual merchandising at RMIT University. Once I had completed my studies I was lucky enough to work my way through various in-store VM roles, before joining the state team and then moving into my current position. I lead a small team of creative individuals to inspire and motivate store teams in visual merchandising, providing VM communications, training and support to all stores within the state. I love the variety in my job role, it's fast paced and every day is a new challenge.

10 Evelyn Anastaopoulos, Digital Manager

This is my sixth year working at Sussan. Starting as the Ecommerce Assistant, I'm currently the Digital & Ecommerce Manager responsible for our ecommerce store, email program, online marketing and social media channels. We are a small team, which means my role is really diverse and allows me to work across creative and technical industries, which I love! With lots of opportunities to develop your career along with an excellent culture, Sussan really is a great place to work.



Rewarding careers that offer more



Across every one of our 200+ roles, the Australian Defence Force (ADF) offers excellent career opportunities for women. We champion gender equality and provide a supportive working environment where enduring friendships are made.

Enjoy career equality

In the ADF you'll enjoy equal pay, training, vocational development and promotion opportunities. Career advancement and rewards are based on potential, effort and achievement.

Flexible career options and policies enable ADF members to pursue their careers and their desire to raise a family.

Choose from over 200 roles

The Australian Defence Force has career options to suit women with broad ranging backgrounds, skill levels and interest. There are opportunities for women of all

ages and from every walk of life. From trade and technical to management and leadership positions, the Navy, Army and Air Force offer career options that are hard to match in the civilian world.

Receive fully-paid training

Whether you're joining straight from school, or are looking for exciting new avenues for your skills and qualifications, you'll receive world-class training in the ADF from experts in your field.

Fitness training will also be an integral part of your job, as in many roles you'll need to be fit enough to carry out your duties effectively.

The fitness required to join the Navy, Army and Air Force is within most people's capability and the priority of our assessors and trainers is to help you succeed.

Get support for family needs

ADF parents are given the support to manage their family commitments without detriment to their careers. This includes flexible working arrangements, maternity/paternity leave and 'on hold'



career options.

We also provide substantial housing subsidies that may assist you with childcare and schooling requirements. There is also leave and financial assistance to help with home moves as well as partner employment assistance and programs for settling into a new community.

Become a member of a dynamic community

The ADF is a modern, enlightened and forward-focused employer.

When you join the Navy, Army or Air Force you'll become a member of a community that enjoys amazing experiences, variety and travel, while contributing to the defence of Australia.

You'll be given the opportunity to acquire both vocational and life skills.

How to Apply

Across the Navy, Army and Air Force you have over 200 roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: defencejobs.gov.au



Rewarding work with equal opportunities for training and career advancement is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.

1 Tailored options

If you are concerned about the number of years you have to commit to, a one or two-year role in the Navy, Army or Air Force could be for you.

The Army offers a seven week pre-conditioning course for women to assist in meeting the physical fitness assessment standard. The Army Physical Condition Program is physically challenging and mentally demanding course that prepares course members to commence the Army Recruit Course.

2 Be supported

Post enlistment the Australian Defence Force offers a number of women's development programs including mentoring, networking and leadership development opportunities.

3 Get a great pay package

You'll earn a good salary from day one, which will match that of your male counterparts, plus a comprehensive package that includes generous superannuation and a variety of allowances.

4 Experience a good work life balance

In most roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family. Even when you're working away from home, your days will usually be structured to balance work time with relaxation.

5 Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon have mates across Australia and even overseas.

6 Benefit from personal and professional development

The ADF will invest heavily in your education and training, helping you reach your full potential. You never stop learning in the ADF and opportunities for advancement are strictly gender neutral.

7 Receive free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if you purchase a home where you are posted.

8 Be paid to stay fit

On most bases you'll find gyms, courts and pools, along with teams you can join covering codes from netball to sevens rugby. Many other activities may be available through special interest clubs too, such as sailing, diving, water skiing and gliding.

9 Get involved in humanitarian and disaster relief work

At times of need you may get involved with assisting communities affected by conflict or natural disasters within Australia and overseas. Many women in the ADF find this part of their work particularly rewarding.

10 Travel across Australia and overseas

Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

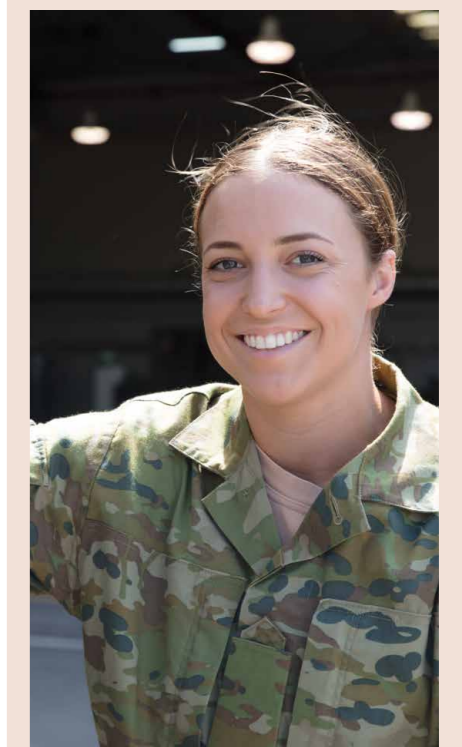
Private Rylee Tyers

Brisbane local, Private Rylee Tyers, has been a Cargo Specialist in the Army for two years. Her decision to join the Australian Army was influenced by her older sister who loved her nine years serving.

She says she became a Cargo Specialist entirely by chance. It was the only priority role advertised when Rylee decided to give it a go. She loves the role and as somebody who likes to be challenged, becoming a Cargo Specialist proved a good choice.

Rylee is part of a team responsible for keeping supplies on the move and ensuring they are delivered when and where they are needed. It is important and exciting work that is critical to both exercises and operations. The many courses and qualifications available through her role has meant since joining she has continuously increased her range of capability and, as a result, she has matured as a person.

Rylee says the invaluable friendships she has made and the opportunities to continue to grow in her responsibilities in her field mean she doesn't look back. The Army enables her to get outside and experience new things at home and in the field.



PwC

We see difference as a key strength, as we all contribute to our culture.

We think everyone deserves opportunity. However, the reality is that Australian women, and women in general, are still having to fight for equal career opportunities on a broader scale. This is why we've taken a leading position to make sure the playing fields are level for all.

We're aware of the gender leadership gap, and we're set on closing it. Together, we've created an environment that doesn't simply embrace women, it helps them to succeed, so that they're primed for future leadership. It's only the start and we're continuing to fight for equality – both inside and outside of our offices!

We see difference as a key strength of our firm, regardless of what that difference is. 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. We encourage people and teams to have a go at trying new things and challenging the status quo. Our Diversity & 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.

Our Symmetry Alliance

Symmetry is an exciting initiative we stated in Consulting in 2011, and has now been 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 our internal community and our client organisations, to grow their networks and support each other, as well as raising awareness more broadly around the benefits of diversity.



INFORMATION

If you're interested in becoming part of our community, please visit our careers site at pwc.com.au/careers

How has PwC empowered you as a woman in your career?

1 Caroline Fazzolari – Brand Consultant, Markets



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.

2 Emily Smith – Manager, Values, Vision & Strategy



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.

3 Caroline Russell – Accountant, Assurance Base Camp



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.

4 Marisa Grieco – Senior Consultant, Consulting



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.

5 Beverley To – Solicitor, Legal



PwC has supported numerous opportunities to drive my professional and personal growth, including opportunities to be involved in matters that are complex, intellectually.

6 Hanna Cheung – Relationship Manager, Human Capital



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.

7 Michelle Mazza – Senior Consulting, Private Clients



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.

8 Megan Fitzgerald – Partner, Private Clients



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.

9 Lynn Koh – Director, Tax & Legal



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.

10 Nicola Auricht – Relationship Manager, Campus Recruitment



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.



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 five 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 27 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, LGBTI, Families & Carers, Heritage & Culture, Wellness, Veterans, and First Australians
- 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?

Macquarie's ongoing commitment to achieving gender balance at all levels of the organisation is demonstrated by the year on year increase in female representation across Macquarie's total workforce as well as at the Board, Executive Committee, Division Head and Senior Executive levels.

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 health screenings, seminars focusing on nutrition/ positive psychology/ health, sessions for graduates on psychological wellbeing, flu vaccinations, dietician consultations and confidential counselling services.

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

1 Jen, Associate Director, Commodities and Global Markets



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.

2 Joanna, Analyst, Macquarie Capital



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!

3 Kavita, Senior Vice President, Macquarie Capital



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.

4 Lucy, Executive, Financial Management Group



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.

5 Shelley, Executive, Corporate and Asset Finance Group



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.

6 Janice, Analyst, Risk Management Group



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.

7 Alison, Agricultural Trader, Commodities and Global Markets



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.

8 Jacqueline, Analyst, Banking and Financial Services



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.

9 Marie, Executive, Macquarie Asset Management



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.

10 Learn more

To find out more please visit www.macquarie.com/diversity





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 2017, Victoria Police proudly celebrated 100 years of women serving in policing 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.

For further information on a range of police careers or to apply visit www.policecareer.vic.gov.au.



1 What we are looking for

Victoria Police is looking for applicants who have a high level of integrity, are community-minded, empathetic, solution-oriented, driven and adaptable to change.

2 Help to create a bright future

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.

3 Become the best version of yourself

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.

4 Never stop learning

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.

5 Be led, get mentored and form great relationships

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.

6 Get a balanced life

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.

7 Fitness requirements

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.

8 Age and height requirements

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.

9 Should I apply?

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.

10 Find out more

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.

MULTIPLEX

Built to outperform.

216

Construction - a great industry for women to be part of



In the past, the construction industry was undoubtedly male-dominated. However, times have changed.

Construction is now a more inclusive industry and it provides great opportunities for personal and professional growth for both women and men.

If you are looking for a career that will keep you interested, offer national and international opportunities, be team based, is diverse and will give you plenty of opportunity to learn and progress, then Multiplex may be just right for you.

At Multiplex we create tailored solutions for flexibility, learning and development and global mobility.

Working flexibly

We are now transforming the nature of work on site, bringing flexibility in a sustainable way.

We are progressively implementing flexibility on all our projects and our employees are feeling the change. Flexibility allows our employees to strike a better balance between personal and work commitments, including being able to spend more time with family and friends, whilst continuing to have a challenging and rewarding career here.

Growing your career with us

At Multiplex we are committed to providing women with sustainable and flexible careers through a supportive work environment right from the start of your career with us.

Regular check ins with managers and leaders ensure you have a clearly defined career and development plan, providing you with exciting experiences and the opportunity to learn new skills and progress your career. We have so many different roles here, in areas such as engineering, contracts management, estimating,

design, project management and site supervision, to name a few.

Global opportunities

Working with Multiplex can take you around the globe and opportunities for career and personal growth are endless – we operate across Australia nationally as well as internationally, with offices in the UK, the Middle East, Canada and India.

Strong focus on women at Multiplex

Specifically for women we offer networking opportunities with peers and other women in the construction industry, targeted development, programs for mums, and our recruitment approach ensures we give women every opportunity to join us. We have seen a 50% increase in the number of females starting in our graduate programme in the past 3 years!



multiplexcareers.global

217

1 Nicole, Graduate

What was your first job in the Construction industry?



My first job in the construction industry was with Multiplex on the Beach Hotel which I have been on since the first day we received keys to the site and I am currently still on and will complete. It's a 35 storey residential high-rise which is worth 70 million on the Gold Coast.

2 Tracey, Senior Project Engineer

What development opportunities have you been given in your role?



I have been fortunate to have been offered a number of diverse opportunities with Multiplex including Design Management on Brookfield Place Tower 1 & 2, working within the Engineering & Infrastructure division of the business on Mundaring Water Treatment Plant and Senior Project Engineer on the Roy Hill Accommodation Village, also time developing tendering experience with the New Business team. Being flexible and open to working within different environments and in various roles has helped broaden my skills and experiences to a point where I feel comfortable contributing in a broader range of capacities.

3 Michaela, Assistant Project Manager

What has been your highlight so far working at Multiplex?



There have been many! Every time I finish a project, I honestly think that it was a highlight in my career. It's extremely rewarding working with a team to deliver a project particularly when you are involved from the start through all of the challenges, the highs and the lows. From a personal perspective, I do have to say that the biggest highlight to date was the opportunity I was given when I won the John Roberts scholarship a few years ago. The people I got to meet, places I visited, exposure, networks and everything I learnt, both professionally and personally, was absolutely amazing.

4 Lavanya, Site Supervisor

What attracted you to working at Multiplex?



I grew up in Dubai during a period where construction was at an all-time high where it's iconic skyline as we know it today was being built. At the time there

were a few major players in Dubai's construction industry with Multiplex being one of them. It was always a dream to be involved in a process where I could make a difference to the skyline. I moved to Melbourne where I distinctly remember looking through a public viewing hole in one of the hoardings of Upper West Side Tower 1 project. Coincidentally this incident happened when I was still up in the air in terms of my career path. It was then I decided I wanted to work for Multiplex because I saw the level of professionalism that the staff operated with. Their global presence was also a key factor for me as I felt that there would be a plenty of opportunities not only in Victoria, but interstate and overseas. This holds true as I can now proudly say I've had the opportunity of working in Dubai, Melbourne and the Gold Coast.

5 Rae, Project Engineer

What attracted you to working at Multiplex?



I was attracted to Multiplex because of the people. I have been in the industry long enough now to realise that the people you work with make or break the project, plus you are around them more than you are home so it's preferable to like them. I was recruited to Multiplex by a close friend who I had worked with for the best part of 3 years. I knew he shared my opinion of needing a good team and had similar criteria so when he told me the immediate team and the extended team in head office were ones I had to work with I had to listen.

6 Grace, Graduate

What advice would you give to a school leaver who wanted to get into the Construction industry?



My advice would be to get into the field as soon as possible, even if it is a few weeks of work experience. University is great for the theory and it gives you a good understanding of the industry, but ultimately you learn the most on the job from your mentors and peers. The knowledge you gain in a mere week working on site will solidify and expand the technical practises you learn at University.

7 Melanie, Design Manager

Why did you choose to study Architecture at University?



Through school, I'd always loved a variety of subjects from maths and science to art and metalwork; so when I had to

decide on a University course I wanted to find something that was a mixture of my creative side but still made good use of the logical left side of my brain. I had hoped Architecture would tick these boxes, but it didn't quite balance the two evenly and was a little too much on the creative side for me. However, being a flexible degree it opened the door to a career in construction, which suits me a lot more. Despite never quite reaching 5' I've recently retired my heels and am loving my new steel caps! It's quite an experience watching a design come to life out on site and problem solving on the fly to help it come together.

8 Lainie, Contracts Manager

What do you enjoy best about your role?



The best thing about my job as a Contracts Manager is the people I engage with every day. The diversity of roles required to bring a design and construct contact to fruition mean that I communicate with clients and their representatives, design consultants, subcontractors and internal people. And dealing with everyone's competing interests, including my own, is always interesting.

9 Natalie, Site Engineer

How would you describe the work environment in Construction?



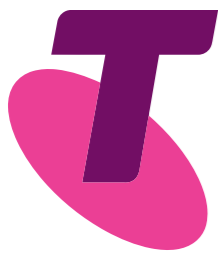
The work environment in Construction is diverse and varied. There are many colourful personalities that you will encounter during your day, which always keeps it interesting and stimulating. The camaraderie of the Project team is one of the best things about my role. The end of day banter is second to none.

10 Amy, Project Manager

What qualities do you think are important for someone to succeed in this industry?



Integrity and perseverance. Our industry can be hard work, we rely on so many individuals to complete their tasks. You have to have a temperament that can sustain high pressure situations and still 'steer the boat' in the right direction. Project culture starts from the top! And perseverance – never give up. There's always a way, and where there isn't you have to be prepared to have those hard conversations.



Telstra – a place to belong

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.



With a career at Telstra, you'll always be part of something bigger. For more information go to careers.telstra.com



1 It's our differences that make us unique

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.

2 Grow your career

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.

3 Supportive connections

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.

4 All Roles Flex

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.

5 Leadership matters

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.

6 Committed to diversity and inclusion

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.

7 Building networks

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.

8 Supporting women in business

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.

9 Awards we're proud of

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.

10 Learning experiences

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.



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

"Elders as a company has developed a strong team-oriented environment nationally over a long period of time. This feeling of being part of the pink shirt team allows any new-starter the opportunity to get themselves established in a very supportive environment. The pink shirts are iconic in Australia and they stand-out whether in the paddock, at a field day, or at an industry event. Being recognised by them in association with being experts in their field helps to build confidence with the customer and encourage them to trust and value the support and advice we can offer them."

Josh Squibb, Agronomist

"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

For more information visit elders.com.au



Women in agribusiness – 10 reasons to work for Elders

1 Strong values

"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**

2 Supportive environment

"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**

3 Development opportunities

"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**

4 Rewarding role

"I love being able to help farmers, being outdoors and there is always something new to learn. The appreciation a farmer shows you when you have helped them is one of best indicators that you are doing a good job" **Diana George, Agronomist, Ballarat VIC**

5 Pride

"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**

6 Unique Opportunities

"I was seeking a challenging career to further my knowledge and love for the wool industry and live closer to the family farm." **Tegan Falkner, District Wool Manager, SA**

7 Adding value to industry

"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**

8 Career progression

"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**

9 Innovation

"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**

10 Flexibility

"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." **Kim Lim, business development manager, Adelaide, SA**



Start your career with Australia's largest bank



Gender Diversity Targets

In 2010, CommBank set – and met – an aspirational gender diversity target: increasing the representation of women in executive management roles to 35% by December 2014. We achieved this goal through a disciplined approach to gender equality, including embedding the target in senior executives' key performance indicators. We have since set a firm goal of at least 40% of women in executive management roles by 2020.

We take a multi-pronged approach to gender diversity that includes:

- tackling the impact of bias in the workplace
- ensuring that women transitioning into and out of parental leave are supported
- supporting the development of women through career resiliency, mentoring and sponsorship
- encouraging our employees' success through best practice policies, leave options and flexible work.

One successful initiative has been the launch of Women Can, an online internal platform that connects women across the Group's 1000 locations, showcases senior women role models through short videos, and provides easy access to resources and tools available to women that can help them navigate and balance their careers and personal responsibilities. We also provide a leadership program, Springboard, which has more than 600 women participating in a flexibly delivered format to reach participants across locations in Australia, Asia, UK and the US.

CommBank fully embraces the empowerment of women and other diverse communities, through implementing sustainable procurement practices. Through our "Women in Focus" banking and advice programs we also provide valuable support for women-owned businesses and female entrepreneurs. This work is core to our

work driving and influencing change within business and the community in Australia – a responsibility we take very seriously.

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



1 Make an impact

Regardless of where you work within CommBank, you'll understand the impact that your work, initiative, talent and ideas have. You'll know where you fit in the big picture.

2 Values

We live and breathe our values of integrity, accountability, collaboration, excellence and service every day. Guided by our vision and values, we've built our culture and are inspired to deliver even better outcomes for all our customers.

3 You can be you

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

4 Opportunities

With 13 business areas within CommBank and 52 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

5 Training and development

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

6 Innovation

We're always looking for ways to do things differently. We've been responsible for many Australian firsts in banking. From our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

7 Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities to nice-to-haves, you'll get a wide range of discounts from our business customers.

8 Community commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value.

We also have a staff community fund and volunteering days at our partner charities.

9 Bright minds

Regardless of your role at CommBank you'll be working with and learning from some of the brightest minds in Australia and across the globe.

10 Award winning employer

We've been recognised with a wide range of employer awards, including:

- **AWEI Gold Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2017
- **LinkedIn Top Companies** 4th most in demand employer, *LinkedIn*, 2017
- **Pride In Diversity's Australian Workplace Equality Index** Top Ten Employer, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2017
- **Job Advisor Coolest Companies, 2016:** 5th in Finance, 4th in Diversity, 13th in Tech, *Job Advisor*
- **GradAustralia** Top 100 Graduate Employers 2017, Top 100 Intern Employers 2017

Be your best

Downer is committed to creating a diverse and inclusive culture that promotes the skills and insights of its entire workforce irrespective of their gender, ethnicity, ability, age or sexual orientation.

Our gender focus

At Downer, we recognise that diversity initiatives that focus on equal opportunities will contribute to greater employee engagement, productivity and help retain and attract best talent. This requires a consistent focus on sourcing, development and retention strategies which have a particular focus on gender.



Case Study 1: Female participation in the mining industry – Jacquiline Bowsher (Trainee Leading Hand)

Earlier this year the Downer team at Roy Hill appointed Jacquiline Bowsher to the role of Trainee Leading Hand. Jacqui joined Downer in 2012 and has worked at both the Christmas Creek and Roy Hill operations as a Mobile Plant Operator.

When senior management offered Jacqui the opportunity to become a trainee Leading Hand, she accepted with great enthusiasm and passion not only to become a successful mining Leading Hand but also to become an advocate for women in the mining industry.

To support her development and continuous learning, Jacqui is mentored by the operation's existing Supervisors, Superintendents and senior management. She will also have a clear pathway drawn up to ensure she is getting the best education and knowledge to help her succeed in her role.



Case Study 2: Learning in Action – Teagan Smith (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 fantastic. 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 have 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 (in 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 within the Company.

9. What do you love to do when you're not working?

I love to travel, play sports, surf and snowboard.



1 Life and work

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.

2 Professional development

Ongoing professional development is important for all Downer employees to ensure that our people and their capabilities grow with the business. Our focus on development is designed to ensure that we deliver maximum value to our customers and the services we provide.

3 Diversity & inclusion

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 our Diversity and Inclusion Policy which is available to view on our website.

4 Variety & experience

Downer operates in several, key Australian industries. This allows our female employees to pursue opportunities and experiences outside stereotypical 'female' roles. Our female employees work in various roles, across a variety of sites across Australia so, if it's a particular job you're after, chances are we'll have it.

5 Corporate citizenship

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 Australian Literacy & Numeracy Foundation's (ALNF) Walls of Hands Appeal, Jawun, Blackwater Police-Citizens Youth Club, The Smith Family, Federation University and Wandering Warriors.

6 Apprentice & graduate programs

At Downer we provide our female apprentices with an invaluable stepping stone into the industry and an opportunity to learn in a technologically advanced environment. Downer's graduate programs ensures 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.

7 Culture committed to safety

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.

8 Downer benefits

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.

9 Leadership Mentoring Program

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.

10 Be your best now

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 and join us on LinkedIn to keep up to date with opportunities across Australia.

We're Proudly Driving Diversity

We talk a lot about possibilities at Holden. What can we do better? How can we think bigger? Or be more relevant and engaging with our products, service and culture? And most of all, what can we do to make sure Holden is a great brand that all Australian's can relate to?

Our different nationalities, viewpoints, languages, experience levels and life stories reflect that of contemporary Australia. This means we're well placed to listen and learn, so we can earn our place as Australia's most iconic car company.

In one sense, Holden is a microcosm of Australia – one of the most diverse nations in the world. And that's why we're so passionate about things like gender parity, LGBT+ rights, and Indigenous, cross-generational and disability issues.

People are the key to our success at Holden, that's why we offer a culture that is inclusive, offering new opportunities and career pathways to all. That means creating a workplace in which women are supported, empowered and encouraged to not only succeed, but to define for themselves exactly what success looks like - in our offices, our plants and our dealerships.

For more information on your career at Holden construction, go to www.holden.com.au/about/careers


holden.com.au/diversity

1 50/50 within 5 Years

Holden is committed to achieving a gender-balanced workforce over the next 5 years. This means creating a workplace in which women are supported, empowered and encouraged to not only succeed, but to define for themselves exactly what success looks like – in our offices, our facilities and our dealerships. We're making great progress on the journey. We welcome female applicants in all areas of our business, which means we are receiving more female applicants and hiring more females than ever before. And given women influence over 80% of car purchases around the world, it makes good business sense to focus on our female buyers and hire female employees. So there's that, but it's also just the right thing to do.

2 Women in Leadership

We're already opening up new opportunities for women at senior levels. General Motors' CEO, Mary Barra – a globally influential role model – is a constant reminder that breaking barriers is everyone's responsibility. When Barra was asked what she wanted young women to take away from her success story in an interview with the Today show she said "That they can do or be anything they want". We want all women to feel this way, and we believe that we have a work culture that allows women to live this message.

3 Getting Rid of the Pay Gap

In Australia the gender pay gap currently sits at 16% and it hasn't changed over the past 20 years. It's unfair, it's unethical, and it's not who we are. That's why at Holden, we have explicit policies and processes in place to ensure equity across job roles. An example of how we've achieved this is including employees who are on parental leave in talent and pay reviews.

4 Community

We're playing our part in promoting positive role models for women particularly in areas such as professional sport so we can challenge outdated concepts surrounding gender roles and stereotypes. We're doing this through our sponsorship of the Collingwood Magpies women's AFL team and netball team.



5 We're for our Customers

"87 per cent of women feel misunderstood by the car industry", a figure that told us that changes needed to be made to the way we market and sell our vehicles. In a modern Holden advert you will see more women driving vehicles and greater diversity. The future of our dealerships is female, and we're encouraging women to join our marketing and sales teams.

6 Jessica, IT Business Analyst Intern



"In January this year, I commenced my role as an IT Analyst Intern at Holden. I am currently working in the Dealer Systems and Product Development functions, and have also been given the opportunity to explore other areas of the business such as Maven and other workplace initiatives. My team and my managers have been very flexible with me and have been very supportive of my interests inside and outside the workplace."

7 Sanuji, GM Holden Sales Graduate



"GM Holden has a fantastic work culture that is genuinely supportive of all its employees. I feel lucky to work in an environment with people who are open to my ideas and be surrounded by managers, other team members and an allocated mentor who continually inspire and motivate me to be the best I can be."

8 Jess, Lead Engineer

"After I completed my masters I joined Holden as a graduate. I have



progressed from my graduate role to a senior engineer, then a specialist engineer and I am now a Lead Engineer. The work in the calibration group is very technical, challenging and rewarding. You get to work on lots of interesting products that are sold globally. There is a strong link between the work I do and the impact it has on the driveability, emissions and fuel economy of the vehicle. The people I work with are fantastic and are key in making GMH a place I am proud to work."

9 Jenny, Design Manager

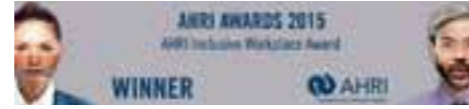


"Throughout the stages of my career, I have had the opportunity and privilege of working with other GM Design studios and brands from around the world. Holden has supported me with my requests for flexible working arrangements, finding the balance between work and my evolving family requirements with part time work and flexible hours."

10 Jo, Global Talent Acquisition Project Lead



"After returning to work from my first period of parental leave, I moved into a regional position for General Motors (GM) managing recruitment teams across Asia Pacific including Holden. Working as part of a global team sees me interact with colleagues from countries all around the world. I get up every day excited and proud to be part of a company that strives to be the best whilst still making the care, support and development of their employees an absolute priority."



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.



1 First for Women

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.

2 Be supported by our Women of Westpac

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.

3 Connecting our Youth

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.

4 Work that can suit your lifestyle

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% of our employees already utilising out marketleading flexibility policies to accommodate their changing lifestyle requirements.

5 It's your career

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.

6 Leadership programs

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.

7 Some of the great benefits

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.

8 Our communities

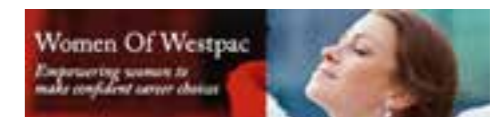
You can play a major role in creating great futures for our communities. Willingness to lend a hand is a part of our culture. There are options to volunteer in local communities, either individually or as part of a team and it's made even easier to give back as you'll be supported with paid leave for 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!

9 Awards and recognition

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.

10 Continuous learning

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.





Creating a place where everyone can be the best they can be

People come to Lion with very different backgrounds and experiences and it's important to us that everyone has the opportunity to be the best they can be, really make a difference and have a great time doing it. An inclusive and diverse workplace not only means people feel valued, it helps build an innovative and externally connected Lion.

Our Inclusion & Diversity strategy focuses on: Inclusive culture; Gender Equity; Cultural Diversity & Age diversity.

Lion is one of the region's largest food and beverage companies, employing approximately 6,700 people across Australia and New Zealand. With a proud history extending back to 1840, we market premium brands in the dairy, juice, soy, and various other beverage categories.

This diverse portfolio, produced across 31 sites, collectively generates revenues of around \$4.6 billion each year.

Lion is a company focused on long-term sustainable growth. We have a clear ten year strategy to extend our leadership in our beverage categories; transform our dairy and juice businesses and champion the nutritional credentials of our portfolio; and build our presence in high-value categories in targeted Asian markets.

To achieve this we invest in our core strategic assets – our people, brands, production facilities and supply chain – to generate value for our customers and consumers.

In addition to direct employment, we make a significant contribution to the Australian and New Zealand economies. We are one of the region's largest purchasers of agricultural goods and an integral component of the retail, hospitality and tourism industries.

At Lion, we are committed to attracting and developing the best available talent. At the heart of our strategy is the belief that high levels of people engagement correlate strongly to business success.

That's why we make this promise to our people: we are committed to helping them be the best they can be, really make a difference, and have a great time doing it. We know if each and every one of them can enjoy that reality, they will go the extra mile for Lion and deliver fantastic results for our customers and consumers.

We deliver on this people proposition through an unrelenting commitment to building an achievement culture – a workplace where the way we achieve success is as important as accomplishment itself.

We invest to develop accountable, authentic leaders who role model our way of doing things. And we want our people to enjoy all the benefits of our core purpose by achieving social, psychological and physical wellbeing and balance in their lives.

With these simple steps, we believe Lion has become one of our region's most sought after places to work.

At Lion, we believe culture can be measured and actively influenced. First and foremost, we believe a constructive, inclusive and achievement focussed culture delivers great experiences for the people Lion works with, underpinning business success over the long term.



The advice that I would give to any women entering Supply Chain now is to be true to yourself, be courageous and have a voice on all issues that are important to you.

Irene Bell – Site Director

1 Gender Pay Equity

Lion also resolved gender pay differences after an internal analysis, peer-reviewed by Mercer, found a 3.2% average pay gap between male and female employees. We immediately took action to close it and keep it that way.

2 Inclusive Culture

We've created a place where you can really be yourself. For us it's not only about the visible differences such as gender, age and cultural background. Our people bring with them different experiences, skills and perspectives. It's that diversity of thought that challenges our thinking, sparks breakthrough ideas and news ways of working.

3 Equality

A level playing field for all our people helps them to be their best. We have worked hard to identify and remove any gender pay gap. We have a range of policies and programs that support our men and women from flexible work through to our Women at Lion program. In 2015, we publicly supported Marriage Equality in Australia.

4 Our Partnerships

We have teamed up with some great external partners who support us to continue to build an inclusive and diverse workforce and workplace.

DCA – Lion is a corporate member of Diversity Council Australia a non profit leading advisor on Inclusion & Diversity in workplaces.

NAWO – Lion is a corporate partner of National Association of Women in Operations the peak body championing women in operations.

5 LionFlex

We're proud to offer flexible working options to meet the needs of our people. At Lion, we're committed to attracting and developing the best available talent. At the heart of our strategy is the belief that high levels of people engagement correlate strongly to business success.

LionFlex enables our people to work in ways that support their lifestyle so they can balance career growth with the demands of life.

6 Grad Program

We have various grad programs available to finishing students across Australia. Some of these programs



can involve opportunities to travel the country and do rotations a multiple facilities so that you can grads can learn all the ins and outs of our supply chain. Grad programs can lead to long and successful careers at Lion with many people have been through the grad program over the last 20 years still with Lion today!

7 Science and Engineering at Lion

Whether you are interested in Mechanical, Electrical, Chemical, Microbiology or Mechatronics, there is something for you at Lion. You can work with high speed packaging machinery, focus on quality or potentially specialise in processing some of our great products. Automation is the future and there will be lots of opportunity for people interested in how we can work with the newest and most exciting technologies to bring our brands to life.

8 Our Goodness Promise

Almost everything we make comes from the farm or orchard, and with the reach of Lion Dairy & Drinks portfolio of natural dairy and juice products, we can play a direct role in improving the choices and the health of families. In

fact, the mission of the Lion business is to deliver more natural goodness to every person, every day and we are committed to doing this by putting nutrition at the heart of everything we do.

9 Careers at Lion

Every day, millions of people wake up, refuel, celebrate and wind down with our iconic food and beverage brands. Lion has been the backdrop for these iconic household names trusted and loved by families and friends across Australia and New Zealand.

Every day, close to 7,000 people work, create, innovate and grow with a company that supports, encourages and empowers them to be the best they can be.

With Lion, you're set for life with a clear advantage to a great career of your choosing. Every day at Lion, you will work with great people and great brands. Whichever way you look at it, a Lion career is a great choice.

10 Information

If you are interested in becoming part of the Lion team, please visit our careers site at lionco.com/people-careers

Gender Balance

At Coles, we're passionate about empowering all our Team Members to access and enjoy the same opportunities, regardless of gender.

We know that a gender diverse workforce is linked to improved organisational performance, attracting and retaining talent and building a better understanding of our customer's needs.

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 Team Members as they look to build their careers; levelling the playing field to ensure that our systems and process provide equal opportunity for all Team Members and nurturing talent to give Team Members the platform to grow and develop.

Creating an inclusive workplace is a key priority at Coles. As part of working towards this goal, we are focused on:

- Empowering and supporting our Team Members to work flexibly
- Supporting working families through a number of initiatives such as the Coles Paid Parental Leave Scheme and Coles School Holidays Program, which operates out of our Store Support Centre in Melbourne and provides discounts for Team Members accessing OSHclub Children Holiday Vacation Care Programs
- LGBTI inclusion in the workplace
- Creating an accessible place to work and shop for our Team Members and customers
- Cultivating a deeper understanding of Aboriginal and Torres Strait Islander culture in our everyday business and mutual respect among all Coles Team Members



Gender Balance

Information

If you are interested in becoming part of the Coles team, please visit our careers site at colescareers.com.au



1 Cathi Scarce – General Manager Operations, Coles Liquor



I started with Coles in 1992 as a Delicatessen Manager. Since then I have had the opportunity to progress through a number of

leadership roles including Store Manager, Regional Manager and State Manager for supermarkets. 2 years ago I took on the role of leading 4800 Team Members around Australia for Coles Liquor. We serve over a million customers a week and the many roles I have had at Coles has helped me to support my team in delivering a great customer experience. I am also the sponsor of Gender Balance, and am passionate about ensuring all our Team Members are provided with equal opportunity to build great careers at Coles.

2 Nikala Busse – General Manager IT – Supermarkets & Logistics



I joined Coles a little over 5 years ago and have worked in Technology across a variety of roles and parts of our

business. In my current role I am responsible for technology applications in our Supermarkets, Distribution Centres and Transport functions, all with the aim of making sure our customer have a great experience in store and our Team Members have the right technology support. What I enjoy most about my role is that I get to work with our Team Members to find ways to continually improve the shopping experience for the millions of customers we serve every week.

3 Fiona Freeman – Regional Manager, Supermarket Operations



As a Regional Manager I am a Leader of 10 Stores, 60 Managers and over 700 Team Members. I have full accountability of ensuring

we are creating a customer-first culture, a safe working environment, identifying future talent, developing and coaching managers and supporting the team to achieve our objectives. I joined Coles in 2016 and love coaching and working with my teams to deliver exceptional quality, availability and standards for our customers and creating an environment that our team love to work in.

4 Ami Jay – Finance Manager Operations

When I joined the Coles Finance team in 2013 I supported our property team in helping to



evaluate all our new store proposals for Supermarkets, Liquor and Coles Express. Today I work in the Central Operations finance team who are

responsible for key activities which help drive our business forward. The exciting things my team get to be a part of include co-ordinating the budget process for all our operational costs nationally and completing store budgets for our 800+ stores. What I love about Coles is the incredibly passionate people and the opportunities are endless.

5 Heidi Begala – Category Manager In Store Cake & Patisserie Goods



I started on the Coles Graduate Program in 2015, in Buying and Trading. On the program I managed a variety of categories, where

my experience across Fresh Produce, Deli and Homecare equipped me with the fundamental skills to becoming a Category Manager. I now manage the In-Store Cake & Patisserie Goods Category in the Bakery Business Unit. I am responsible for delivering a customer-centric cake strategy that delivers innovation, quality and value to our customers. What I enjoy most is working closely with our suppliers to build sustainable, long-term strategic partnerships that are commercially rewarding for both businesses, and that also enable us to offer our customers market leading products, at a market leading price.

6 Amber Collins – General Manager Brand and Media



Coles has given me the most extraordinary experiences over my 7 years here. Having come from a traditional Marketing and Advertising background

my skill base has now broadened to include competencies such as product development and digital expertise. Now as GM of Brand and Media I enjoy one of the most exciting jobs in the country managing our sponsorships, media, advertising and brand direction.

7 Sophie Wood – Strategic Project Manager (Previous Graduate)



My journey with Coles began in stores as part of our operations team. Since then, I have been fortunate to have worked across a number of other

teams including Supply Chain, Central Operations, People and Culture and most

recently, Coles Online. What I love about Coles is the opportunity to move around our huge organisation; it means you never stop learning, and you get to work with fantastic Team Members across our business.

8 Laura Minahan – Organisational Development Program Manager



My career with Coles began 4 years ago when I joined as Store support manager. Since then I have had many opportunities and great experiences. I was

appointed to run our flagship store in Coburg North which I ran for two years and was responsible for the day to day operations of a multi-million dollar business and a team of 220! I have moved into our People and Culture team as the Emerging Talent Manager, where I look after our graduate programs. I have 400 graduates across the country! I love the people I interact with in my role and watching our graduates and team grow into successful roles. The best thing about Coles is the development opportunities that are available to you and that you can continually grow your career and develop yourself.

9 Kelly Rodwell – Caretaking Store Manager (Previous Graduate)



I started with Coles two years ago on the Coles Graduate Program. Within this time I have gained a lot of exposure across multiple stores and first hand

when it comes to the daily operations of running a store. The training Coles provided gave me the knowledge to further develop my skills in the business to become a store manager. What I enjoy most is working with my team to provide customers with a great experience each and every time they shop.

10 Hayley Eames – Head of Organisational Development



I joined Coles as the Head of People Strategy almost 2 years ago. When I was hired, I was pregnant with my second baby and went on maternity leave

just 6 months later. Initially, I was nervous about going on leave so soon but I couldn't have been made to feel more comfortable by my Manager and team throughout the process. Upon return my role was expanded considerably. I was made the Head of Organisation Development responsible for Leadership, Talent, Performance, Diversity & Inclusion, Engagement, Recognition & Celebration, and our Emerging Talent (Graduate & Intern) Programs.



Gender Equality at NAB



With some 35,000 employees, more than 10 million customers globally and half a million shareholders, we have a responsibility to our people – and to the whole Australian community – to make equality a reality.

It is about supporting our customers, over half of whom are women, in their work and personal lives. And it's about supporting our people – again, over half of whom are women, to perform at their best in meaningful roles that make our customers lives better.

Inclusion and gender equality starts with our leaders

And it's a responsibility that our leaders take very seriously, as is demonstrated through the roles they play in the community.

Leading from the top, NAB CEO, Andrew Thorburn is a proud member of Male Champions of Change (2015 coalition). Since joining Andrew has continued to take action to advance

gender equality not only within NAB but also within the community. He also retains his position as a Workplace Gender Equality Agency's Pay Equity Ambassador, which started in September 2014.

BNZ CEO Anthony Healy commenced his role as the Co-Chair for NZ Champions for Change, launched in November 2015. This initiative brings together a group of New Zealand CEOs and Chairs from across the public and private sectors who are committed to raising the value of diversity and inclusion within their organisations and implement strategies to actively promote the concept amongst peers.

We also have a Diversity & Inclusion Steering Committee led by two Executive Leadership Team members. The Committee provides a voice for inclusion at NAB and removes barriers that might get in the way of equality. It has senior representation from each business area.

Driving equality at NAB

We're lucky to have incredibly talented, driven and inspiring women working for us here at NAB. But hiring women has never been about 'making up the numbers'. It's been about finding the right people



for the right roles, and making sure the women who work for us have the support and encouragement to reach their full potential.

No matter which stage of their career or their lives they're at, our women are enabled to perform and reach their full potential. And we have a range of targeted programs and practices in place to break down the barriers, and give women the platform to reach their full potential.

We continue to bring social change to the community - recognising that the need for gender equality stretches beyond the walls of our organisation. And we're just as driven to bring about change on a social level. Whether it is through our sponsorship of women's leagues within Australia's favourite sports, or playing an active role in raising awareness and providing critical support to see the end of domestic and family violence in the community.

And as a Workplace Gender Equality Agency Employer of Choice for Gender Equality, we're proud of the level of gender equality we have throughout the company - from the local branches, right through to the executive teams and board members.



nab.com.au/about-us/careers

1 Starting with us

The financial services industry is full of hard-working, talented women and men. We want to be an organisation that doesn't just attract, retain and develop the best people – but makes everyone feel included and valued as well. So we've made sure our recruitment process is as fair and open as possible. Our commitment is:

- All people at NAB are able to work flexibly. The right option depends on a balance between the needs of the customer, the business, the team and the individual
- Employees on parental leave (paid and unpaid) are considered for a promotion or any job vacancies
- All interview panels, for both internal and external candidates, will be conducted by both male and female employees in similar positions of authority where possible
- Every management role that's advertised strives to have a minimum of 40% female representation on shortlists, regardless of whether they're sourced internally or externally
- We review our recruitment systems and processes regularly to keep bias out of the framework.

2 Supporting you to succeed

Career development programs for women are offered at all different stages in their careers. From building self-awareness, career clarity and confidence, right through to developing a personal brand, breaking down self-limiting mindsets and leveraging networks, all of the programs have career progression at their core.

3 Supporting capable women into leadership positions

We're passionate about supporting capable women into leadership positions at NAB – and making sure both men and women know exactly why it's so important. Connecting Women, our employee-led resource group, helps to engage our people – so that female leaders are as successful as possible. With chapters in all major states and our global offices, Connecting Women strives to create an inclusive workplace where women can grow their careers as leaders in NAB.

And we're serious about being an employer of choice – not just for women, but for women in technology. We have a dedicated Connecting Women employee-led resource group dedicated to Women in Technology. We're actively introducing

new initiatives to support women throughout their technology career, with opportunities to develop, experience, connect and contribute to the community.

4 Providing flexibility

We're focused on creating a flexible working environment to accommodate the diverse needs of our customers and our people because we know it leads to higher productivity, and enables our people to live in a way that accommodates their personal lifestyle needs.

We recognise that everyone is different. That's why we continue to offer a wide range of flexible working options, including job sharing, working from home, flexible start and finish times, and extended leave. The right option depends on a balance between the needs of the customer, the business, the team and the individual.

5 Your remuneration

We're just as committed to breaking down the barriers to equal pay between men and women as we are to offering equitable remuneration that's consistent with the market and performance framework. At NAB, we regularly review gender pay equity.

- We're committed to:
- Managing our gender representation at all levels
 - Conducting regular reviews of similar roles and the organisation as a whole
 - Setting variable reward targets for gender consistency and alignment
 - Making sure any annual remuneration recommendations for specific roles are kept gender neutral
 - Looking into any performance outcomes on a yearly basis to spot any potential gender bias.

6 Supporting every footballer's dreams

We're supporting footy at all levels – from the little tacklers at NAB AFL Auskick clinics, to the heroes of the game. Through the NAB AFL Rising Stars Program we're backing tomorrow's legends, expanding possibilities for players during the NAB AFL Trade Period and this year we've helped make history with the NAB AFL Women's competition.

7 Meaningful community contributions

As a significant Australian employer, we have a responsibility – and a platform – to tackle the big issues that impact our people, customers and the

community and to bring about real change in the areas of financial inclusion and resilience, social cohesion and environmental wellbeing. At the heart of our approach to Corporate Responsibility is to make a positive and sustainable impact on the lives of our customers, people, shareholders, communities, and on the environment in which we operate. This includes contributing \$48.8M in community investment in 2016 which includes the value our people contributed to the community through 23,000 volunteer days, helping 440,000+ Australians with small loans in partnership with Good Shepherd Microfinance, and building the diversity of our workplace through our Indigenous employment and African Australian Inclusion Program.

8 Sustainable change through innovation

As one of Australia's leading financial organisations, we have a real opportunity to find innovative new ways to promote gender equality in the workplace. Which is one of the key reasons we launched Australia's first Social Bond (Gender Equality). NAB Social Bond (Gender Equality) are fixed income obligations of NAB that offer investors the opportunity to make a Socially Responsible Investment – by helping to finance companies that are cited by the Workplace Gender Equality Agency as Employer's of Choice for Gender Equality.

9 Your benefits

We believe the little extras can make a big difference in helping you meet your unique needs and ambitions. We provide access to a large number of exclusive employee benefits that'll support you both personally and professionally.

Benefits range from banking and financial services discounts, salary packaging, environmentally sustainability benefits, discounts for entertainment, clothing, for the home, gift cards, shopping, technology, travel, dining and more.

10 Employer of Choice

We've been recognised as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency. We are proud to achieve this recognition as a demonstration of our continued drive and commitment to achieving gender equality.

Put your career on the right track

Melbourne is Australia's fastest growing city – a city which is becoming increasingly reliant on public transport networks.

We currently deliver more than 14,000 services a week and move around 400,000 passengers a day across 15 lines. We are committed to creating one of the best engineered railways in the world. We understand that we are no longer a traditional suburban railway, we are on a journey to a modern integrated transport system.

Metro is dedicated to ensuring that it has the most skilled and driven people, with every employee playing a leading role in transforming the future of Melbourne's railway. Our recruitment strategy is based around equality and attracting a 50/50 balance of both men and women applying for jobs. This means embracing the diverse skills, experience and expertise that women bring to the workplace. Our right balance recruitment process has also followed the trend of challenging tradition. This strategy has seen an enriched talent pool become available when filling new roles from trainees to senior leaders.

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, we have quickly left this rational behind and we are now committed to better reflecting our passenger base and the communities in which they live.

To date, 23% of Metro's 5,200 person strong workforce is female and this continues to climb with every recruitment campaign. In the past 12 months, a growing proportion of all our new recruits were female. This female influence is apparent across all areas of the business from asset and systems, operations,



stations and projects. Trends indicate that while men traditionally apply for railway jobs, most women may never have considered a career in rail before. More than half of our entire passenger service roles are held by women.

In the past 12 months women in management roles have increased from 70 to 108, while our total gender profile has grown from 400 to 1150 across 7 years. Metro strives to nurture career development opportunities for all of its employees and once you become part of the team, multiple fulfilling and diverse career paths can open up. We have established a Diversity and Inclusive Council that has representation from all divisions of the business. The Council tracks and fosters diversity at a local level in every division. Flexible working arrangements, working from home, part time and job share employment arrangements are also available.

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 are available to those employees with an appetite for success and a desire for shaping the future. We also have a Metro Pathway

Community Partnership Program that includes hosting 'Girl Only' Trades and a Technical Services Taster Day for school students. We also have structured workplace learning and school-based apprenticeships for Year 10-12 females, as well as internship programs. We have also established school partnerships that have enabled us to task Year 9 & 10 girls to identify strategies that would grow an interest in engineering amongst the student body. To help lift the profile of rail among female students, we have sponsored a chair in Engineering at RMIT.

To optimise our workforce, it is essential for our leaders to anticipate and respond to changing workforce and business needs as well as market demands. In recognising this need, we have invested in leadership development across multiple levels of the business. Our flagship programs focus on educating leaders in the behaviours and competencies that support achievement of business excellence, innovation, continuous improvement and change. Metro is a finalist in the Australian Institute Of Human Resources Awards for our excellent leadership programs, evidence that we are determined to improve the capabilities of our people no matter what the role.



There are many examples of personal success across the business...

1 Depot Train Driver Manager

Deb started as a training officer at Metro and became our first female Depot Train Driver Manager. She brings a valuable mix of leadership experience and hands-on delivery to the job. She is candid about herself and admits that she does not exactly fit the traditional mould for a Depot Train Driver Manager, but is willing to break the mould and become a trend setter.

2 Rolling Stock Team Leader

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.

3 Senior Strategic Analyst

Jennifer began her career as a graduate engineer rotating through Rolling Stock, Engineering, Projects, Assets and Systems. She researched and deployed real-time rail temperature monitoring technology, greatly improving the safety and punctuality of the network during extreme weather events. She is now enjoying her new role as Senior Strategic Analyst in our Innovation and Transformation Division.

4 Senior Team Leader – Authorised Officers

Kavita arrived from India in 1994 with a Master's degree in Economics. She was one of the first female Authorised Officers and progressed to Crew Leader and then became Team Leader. She is now a Senior Team Leader and is one of the most experienced, respected and awarded employees in the company.

5 Graduate

Victoria is an enthusiastic participant in our graduate program, making the most of the course's rotational structure. She likes Metro's graduate program as it gives participants the independence to become confident decision makers. So far, she has worked in Rolling Stock, Projects, Infrastructure and Track. Her

favourite rotation to date has been Projects, where she was a site engineer and project managed the building of structures including a retaining wall on the rail network.

6 Track Supervisor

Lara leads a gang of track workers responsible for maintaining the integrity of more than 800 kilometres of track running through 218 railway stations. Lara's team helps to ensure that we deliver reliable and safe services to millions of passengers each year. These passengers can count on Metro to get them where they want to go, when they want to go.

7 Scheduling Officer

Amanda is one of the scheduling officers helping to timetable the 14,000+ train services we deliver each week. As demand increases and more trains are brought into service, Amanda and her colleagues will play a key role in the move to a high-capacity railway.

8 Train Driver

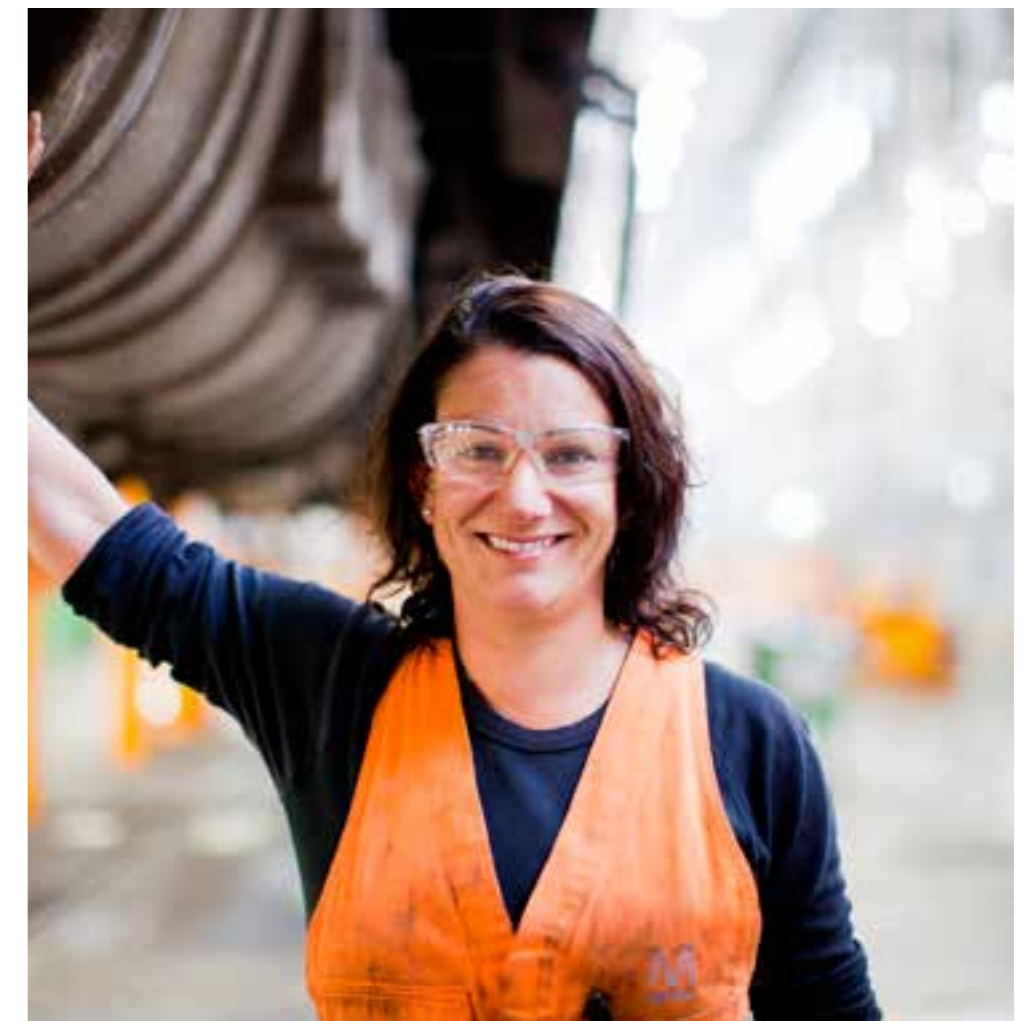
Lyndal is a train driver, her third major job change in her career journey. It's a job that she loves. Lyndal is in control of more than 240 tonnes of train, providing comfortable and reliable transport to get passengers where they want to go safely and on time.

9 Stationmaster

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 focussed on delivering exceptional passenger service for thousands of passengers, helping to ensure that hundreds of services remain on time each day – a responsibility taken very seriously and carried out with great dedication.

10 Learn More

To find out more, please visit www.metrotrains.com.au/careers



The future is bright

Kennards Hire is an Australian family-owned and operated company that has been in the equipment hire industry for almost 70 years. We have over 170 sites and branches across Australia and New Zealand. Our diverse product range extends from general hire equipment for the home renovator and professional tradesperson to specialist equipment and heavy machinery used on some of the largest civil infrastructure and commercial construction projects. This combination of general and specialist equipment allows us to service DIY, trade and large construction customer segments alike.

Our company is built on sound values that promote honesty, fairness, a family vibe, and innovation. Our employee culture is at the heart of our journey and our 'One Family' is core to our success. We believe we are only as good as our people and have a range of incentives in place to help our employees develop their careers and deliver true job satisfaction. We are proud that 35% of our employees have been with us for over five years.

Kennards Hire Core Values

- Fair Dinkum – if we say we'll do something, we'll do it.
- Every Customer a Raving Fan – we just want to help.
- Taking Hire Higher – we are always looking for ways to innovate.
- One Family – we care for our mates and treat each other like family.

Our goal is to be 'The Best Hire Company in the World', to be at the forefront of the industry in terms of standards, services and customer care. To help us achieve this, we provide all our people with opportunities to learn, develop, and go further than they ever thought possible.

To start your career with Kennards, head to www.kennards.com.au



1 Clementine Holman, Digital Marketing Specialist



I started with Kennards Hire in October 2016 as the Social & Digital Customer Service Agent in the Customer Service Centre. In August 2017, a newly created role came up in the Marketing team as the new Digital Marketing Specialist and I've always had a passion for what makes someone tick in the digital universe so, I applied and got the gig. My job is create content and post across our social media and digital channels, as well as checking and responding to comments we get from our followers. I figure out what works and what doesn't in our social media sphere and liaise with different agencies on how to publicise our marketing campaigns digitally.

2 Manelle Merhi, Head of Marketing



I started with Kennards Hire fresh out of university as a Marketing Assistant. I fell in love with the Kennards Hire culture - the family feel, the people, the fair dinkum attitude, and the lack of hierarchy and red tape. Any idea was an idea worth exploring, and I felt like the nature of working at Kennards Hire was one of inclusiveness and support. This really allowed me to develop and grow my role within the company from a Marketing Assistant through to National Marketing Coordinator, Brand & Culture Manager and finally as the Head of Marketing leading a team of 10 plus talented marketers and graphic designers.

3 Lisa Von Buren, People & Culture Manager



I joined Kennards Hire in early 2017 as the People & Culture Manager. Working for Kennards Hire has been a great step in my career especially due to its growth and strength in the market place. My role is to be a business partner and support our Managers with employee management decisions to help them build capability in their area. I love working at Kennards Hire because of the down to earth and

supportive culture. Regardless of the department you are working with, there is no hierarchy in terms of collaboration and feedback and the whole feeling of genuine respect for each other is great.

4 Melinda Milczarek, Credit Manager



I started with Kennards Hire in 2009 as a Collection Officer, and since then have held a number of positions including Team Leader, Supervisor and, since 2012, Group Credit Manager. I have taken part in various development programs and have successfully completed a Certificate - Credit Management and a Diploma of Management. I have been able to develop my team, and myself believing that we are all empowered to "Make things Happen"!

5 Jo-Anne Atherton, National Payroll Manager



Kennards Hire acquired the company I was working for in September 1995. For three years, I worked in the branch network before a position I was interested in payroll became available. Nineteen 19 years on, I am the National Payroll Manager, responsible for the payroll requirements of over 1,400 employees across Australia and New Zealand. Being in my position, I often see the opportunities that are available for advancement within Kennards Hire.

6 Sumudu Akmeemana, Senior Purchasing Officer



I have been with Kennards Hire for over four years. I work in the Procurement team and manage the Purchasing of all assets for Kennards Hire across Australia and New Zealand, working closely with Operations and our branch network. It is never a dull day.

7 Venesa Watson, Commercial Analyst

I joined Kennards Hire in 2013 as a Management Accountant in the Finance Department, I've since moved into the Commercial Team as a Commercial Analyst. The different roles I've held has



allowed me to understand a broad range of different areas of the business. My current role sees me working on projects that require analytical research to understand our customers and provide value to Kennards Hire by looking at data in new ways. The people in Kennards Hire and the dynamic of the company is fantastic!

8 Fiona Brown, Area Manager



I started with Kennards Hire nineteen years ago. Family is important to me and as a family owned business I felt part of the extended Kennards Hire family from day one. The training available to all employees helped me progress along my career path to where I am today - in my dream job as an Area Manager looking after nine branches. In these different roles, I have had the opportunity to attain several degrees, and a Diploma in Management.

9 Samantha Macansch, Chief Financial Officer



I joined Kennards Hire in August 2017 as Chief Financial Officer. I am responsible for the overall financial and strategic management of the company, as well as delivering on our long term goals as a commercial partner by providing information, analysis, positive challenge and decision making support. Building relationships across the business and collaborating together to solve problems and progress opportunities is very rewarding.

10 Angela Zarafetas, Branch Manager



I have worked for Kennards Hire for 25 years, starting as a Hire Controller and allowed the opportunity to take on other positions such as accounts receivables and collection officer. With amazing support from the management team which invested in my training and development I am now the Branch Manager for Girraween, which is the largest Kennards Branch across the business.



"A diverse team makes better decisions"

Chris Sutherland, Programmed Managing Director

We're advocates for gender equality and opportunity. We want women to make up half our workforce – not just in some roles, but at all levels.

In our industry consisting mainly of construction, electrical and agriculture, generally less than 25% are women. But where people see small numbers, we at Programmed see Opportunity. With a capital O.

And we're not just saying it. Each day we see new opportunities unfold for women in our teams, particularly trade teams – painters, gardeners, electricians. Opportunities for leadership, for new skills, for following passions and discovering real joy in working with an ever expanding list of customers and industries.

Because we've seen first-hand the real differences women bring to a job, our leaders really focus on supporting females in all sorts of ways. They want you to learn, grow, and above all, be excited each day by what you do.

It's true. Just see what the women we've featured say.

So love what you do, and do what you love... with a company that doesn't just celebrate diversity, but also celebrates you.

Define yourself. Define your success.
www.programmed.com.au
 1800 620 911



Meet some of our female Programmed employees.

1 Terri Hosking, Executive General Manager



Programmed opens many career doors. Our people are encouraged and supported to learn new skills and explore different career paths.

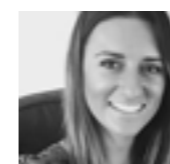
As the Executive General Manager, I feel the key to the success of our business is the focus we place on safety, work life balance and the value of creating a diverse, inclusive workplace.

2 Deb Graham, Business Development Manager



As a Business Development Manager, I introduce new customers to our company, I love the challenge involved with developing opportunities. I always saw myself working with people and building relationships, Programmed allows me to do that every single day.

3 Jacinta Brideson, Digital Marketing Coordinator



I've had a fantastic journey as a Digital Marketing Coordinator at Programmed. I support the salespeople on a state and national level with marketing campaigns, lead generation and customer experience. Being involved in a wide variety of projects is a great experience. There's always something new on the go.

4 Valerie Lee, Project Manager



Programmed quickly erased my doubts of working for a big organisation by introducing me to an inclusive and encouraging environment. As a Project Manager there is never a dull moment, I am required to manage multiple projects at any given time, ensuring that all are completed on time and on budget. It's a fast paced and challenging position but I am grateful that I work with a supportive team.

5 Cherrie Benson, Fully Qualified Painter



Previously I worked in retail but I was looking for more of a career so got into painting, something that really sparked my interest.

I completed my apprenticeship with Programmed and was offered a full time position. I was thrilled! One of the best things about my job at Programmed is always having a variety of things to paint and colours to use. It's a whole lot of fun.

6 Korinda Riddington, Grounds Team Leader



One of the reasons I got into grounds is job satisfaction. You could get to the property in the morning and it's a mess, then at the end of the day it looks perfect and you can take pride in the fact you did that. Before Programmed, I worked in an office for four years but this is far more satisfying. Programmed are the best.

7 Emily Mendoza, First Year Electrical Apprentice



During my electrical apprenticeship, I've gained skills and knowledge that will last the rest of my life. Some of my responsibilities include, installing power points, electrical cables, telephone numbers and Wi-Fi access points. Programmed is really supportive, and has been there for me with whatever I need. I feel very welcomed in my team.

8 Carly Armstrong, Executive General Manager Finance



Being a part of a large company provides the opportunity to be involved in various projects and gain experience in different areas, as well as having the chance to develop my career. Most recently, I progressed to the role of Executive General Manager, Finance. My role is to support the business by providing financial leadership and oversight of the finance function.

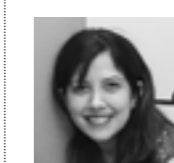


9 Julia Soldaini, Human Resources Advisor



I have experienced great career growth with Programmed. After coming back from maternity leave, I was able to progress to a Human Resources Advisor role working part time in a supportive team. Being a working mother, I love the flexibility and care that Programmed provides me and the fact that being part time is in no way a barrier to career progression.

10 Krystle Lewis, CRM Manager/Analyst



Within a year of working at Programmed, I was appointed to be the CRM Systems Manager. I provide advice and roll out operational processes as well as manage the customer relationship management system. At Programmed I have the opportunity to voice and action my ideas and initiatives. They have supported me with the flexibility to care for my son while fulfilling career goals.

Subscribe to Programmed Property Services on YouTube to watch our Women In Trades videos!

Local Pathway, Global Opportunities

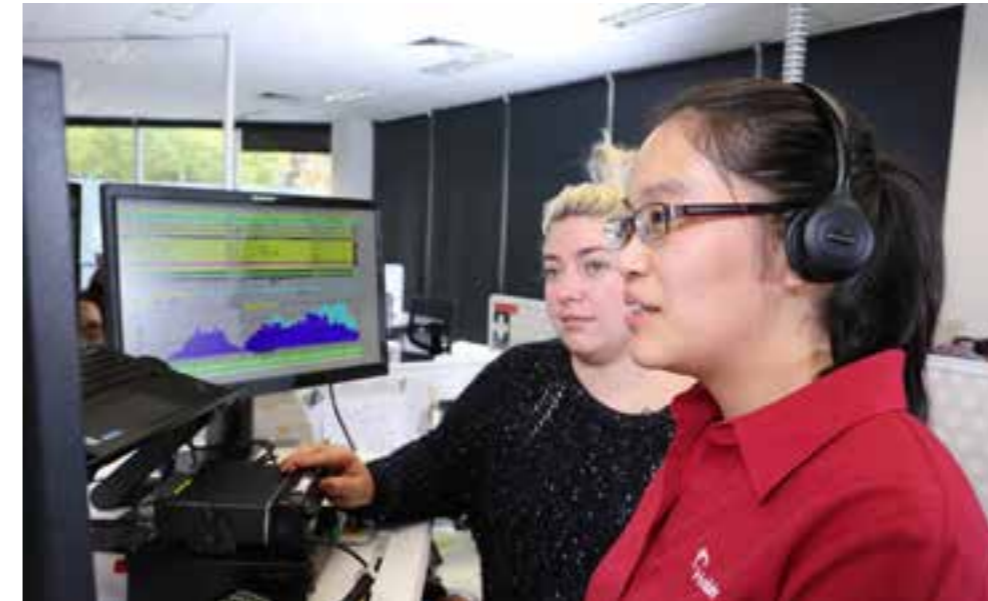
At Holcim, we believe a diverse and inclusive workplace drives sustainability, innovation and high performance.

In a historically male industry mirrored in our organisation, Holcim have made gender diversity a specific focus area and to help drive this forward, we created the Women's Task Force in 2016. The Women's Task Force aims to look at ways to increase female participation rates across our workforce.

With a set of clear initiatives, the Women's Task Force is progressing well which includes achieving Endorsed Employer for Women status

- Some of the key achievements include:
- Providing workshops and networking opportunities for women at Holcim to participate in Hosting Diversity Days throughout the business
 - Improving imagery and communication voice used internally and externally
 - Approving capital funds to improve facilities for females in operations
 - Introducing a women's range of industrial workwear and personal protective equipment
 - Changes to the Parental Leave Policy to include: superannuation contributions to all female employees on unpaid parental leave for up to 52 weeks, 5 days Holcim Paid Paternity Leave and a Return to Work Bonus (4 weeks pay) for female employees payable 6 months after returning to pre-parental leave position.

For more information on your career at Holcim, go to holcim.com.au/careers



1 Safety is our number one priority

Safety is our overarching value and we believe in visible leadership and personal accountability for Safety at all levels and throughout our organization.

2 Proud history with an exciting future

With a heritage based in the well-known Readymix and Humes brands, Holcim has over 100 years' experience in Australia. Holcim is a market leader who is proud of its past and traditions while also looking forward to the challenges ahead.

3 Committed to social responsibility and sustainability

Holcim is proud to be an industry leader in safety and environmental sustainability while we are committed to being a good member of the communities we live and work in. Our 2030 plan: 'Building Tomorrow' not only outlines our ambitions but also sets strong global and local targets.

4 Focus on research and development

Our research and development is driven by the needs of our customers, who face today's major challenges. Together with our partners and customers, our best-in-class R&D teams develop the most innovative products, solutions, and services, as well as advanced manufacturing processes.

5 Work on landmark projects

Holcim supplies materials to some of the largest and most complex infrastructure, mining and construction projects across Australia, helping to build for today and the future.

6 Great people working together

Holcim fosters a positive culture and values based workplace environment. We focus on ensuring our employees enjoy a work life balance that allows people to both perform at their best but also realise their aspirations outside of work. This is facilitated by our investment in the tools and technology required.

7 Empowering our people

Holcim is committed to providing an inclusive workplace for all. With a focus on developing women within our organisation, Holcim has built a strong support network within the business and a maternity leave policy that incorporates additional Superannuation contributions and a return to work bonus.

8 Endless career paths

With three different business units and a wide range of corporate functions, Holcim offers a variety of pathways. With opportunities across our concrete, aggregates and precast businesses as well as international possibilities within the wider LafargeHolcim Group, Holcim is well placed to provide a fulfilling career.

9 We invest in you

Offering both formal and informal training opportunities, Holcim is committed to growing you and your skill sets. Having created our own internal programs as well as having access to recognised external diploma, degree and post-graduate courses your professional development will be well supported.

10 We seek ways to reward you for your efforts

Holcim looks to reward employees in a variety of ways. For certain roles these rewards can include extra Superannuation contributions, sales incentives, annual bonuses and vehicles. Further to this Holcim extends a number of our corporate partnerships to employees which can facilitate better rates for airfares, accommodation, health insurance and other services.





Everyone plays a part



There are technical teams who develop the software, sales and presales present solutions to customers showcasing how SAS can solve their challenges, consulting delivers the solutions, which are then supported by the technical support team. Marketing, HR, Contracts, Legal, Finance and Admin divisions all enable the business to run smoothly. SAS employees all have different skills to suit their roles within the business, but all SAS employees share a passion for how SAS can transform the world of their customers and that of the wider community through data and analytics

Women at SAS

SAS is an Equal Opportunity Employer and hires people based on their skills. SAS offers training and advancement to all employees, often promoting people from within the company and encourages employees to move between business units throughout their careers. There is female representation across all business units with women employed in positions ranging from Graduates to Senior Vice Presidents, with representation on the Executive Board.

Data for Good – Analytics helping humanity

SAS is proud to be part of the Data for Good movement, which encourages using data in meaningful ways to solve humanitarian issues around poverty, health, human rights, education and the environment. Some examples include using analytics to transform mental health research for the Black Dog Institute and in transforming social welfare for the New Zealand Ministry of Social Development.



Reena Denise,
Senior Manager,
Talent Acquisition,
Asia Pacific

Tell us about your career at SAS?

I started with SAS in 2012 as a contractor to implement a Talent Acquisition (TA) strategy for ANZ and 6 months later, SAS created a full time position for me to support South Asia. With proven success in reducing hiring costs and increasing quality in talent at SAS, my role organically expanded across Asia Pacific and I now lead a team of 6 across the region.

What advice would you give to young girls in following their career aspirations?

From personal experience, I would say that at this age you are beginning to find and create your personal brand, so embrace risks and challenges as you will learn from it. Travel and experience abundantly from it. Be resilient. Know the difference between your friends and frenemies; get rid of the baggage and surround yourself with people who are positive, inspiring and bring the best out of you.

1 Alison Monet – Senior Corporate Services Manager



My journey with SAS started 17 years ago, as an Administrative Services Supervisor. Since then, SAS has supported my career

and self-development by providing ongoing internal training, leadership and mentoring. My role has grown, leading me to where I am today, a Senior Corporate Services Manager. Currently, I manage the entire administration function including; project management of office refurbishment, new designs, construction and relocations across ANZ. I enjoy the diversity as both my analytical and creative sides are equally nurtured.

2 Lottie Schuijff – Associate Account Executive



Having interned at SAS during University, I applied for a graduate position and was hired as the first Sales Academy representative

for Australia. As a sales representative, I articulate the value of analytics to our customers and to convince them why it is a journey worth taking with us. My role involves a lot of prospecting, social selling, calling, meeting people and growing the SAS footprint in existing customers through business development. The best thing about my job is working closely with my customer every day. Taking the time to get to know someone and becoming that trusted advisor is really important to me.

3 Elizabeth Si – Associate Account Executive



Earlier this year, I was in America undertaking the Global Sales Academy graduate program learning from domain experts, undertaking

practical training and networking with my peers. Having completed six months of training, my responsibilities now include; researching opportunities, following up on leads and building and maintaining relationships with SAS customers. I love working with the people at SAS, uncovering insights through data analytics, delivering results to customers and meeting their needs. I enjoy using my skills to help customers overcome their challenges.

4 Danielle Simiana – Associate Technical Consultant



After graduating in 2016, I was eager to kick-start my career and explore what was out there in "the real world". I researched

different companies and SAS stood out as an industry leader in analytics. SAS is an amazing community of intelligent individuals driven by innovation, I'm excited to be a part of the team and contribute in my own way. The SAS graduate program is an educational process fostering creativity and in turn generating inspiration and innovation. In the short time, I have been at SAS, I've already been given so many opportunities to learn and grow. I'm proud to be a part of the SAS team which welcomed me so warmly and encourages me to be better.

5 Annelies Tjetjep – Customer Success Manager



I joined SAS 12 years ago and currently work as the Customer Success Manager helping organisations achieve their potential through

better use of SAS analytics. This role is responsible for creating, managing and executing programs of customer activities that include awareness events, enablement workshops, value development and collaboration. As a chapter head and guest lecturer of the "Institute of Analytics Professionals of Australia", I play an active role in evangelising analytics in the present and future.

6 Catherine Brighton – Operations Manager for ANZ Consulting



Primarily, I work alongside the Consulting Director to take care of the consulting business from a strategic direction as well as the detailed

daily running. My role provides a lot of variety and is rewarding as I get to work alongside a lot of talented people in consulting. I have been at SAS for 17 years in a variety of roles such as; Bids, Project Management, and Consulting Management. I love what I do but mainly

I love the people I work with as well as what SAS stands for – which is transforming our customer's world.

7 Star Wang – Regional Talent Acquisition Specialist – APAC



I joined SAS seven months ago and in my role I look after all of the recruitment for sales and marketing positions across the Asia Pacific

region. I am very passionate about what I do at SAS because I can see the impact that my work makes to the business by hiring the right talent for our teams. I most enjoy speaking to various talented people every day including my fascinating colleagues and candidates.

8 Uli Scheuble – NSW Consulting Manager



During my first, 14 year, tenure with SAS I had the opportunity to work on three continents and in 5 different customer facing functions growing from

a Technical Support Specialist to Head of Asia Pacific Professional Services. After a break to start a family, I have been back for 4 years, heading up the NSW Consulting team. Every day is interesting, working with major organizations across a variety of industries and delivering high quality business solutions.

9 Danielle De Amicis – Marketing Manager



I've been with SAS for just over two years, commencing as the Field Marketing Manager for ANZ and now lead the entire ANZ marketing

function. I'm responsible for the overall marketing strategy, planning and execution of all marketing activities.

10 Selena Kim – Senior Accounting Coordinator



Working at SAS is THE best! I joined in May 2016 and it is my responsibility to look after Accounts Payable. I enjoy coming to work every day

because SAS has Great Culture, excellent benefits and great teamwork.

Build your career. Get into construction!



Build Your Career is an industry driven initiative offering information for students, apprentices, parents and Careers Advisers about career opportunities in the construction industry.

Build Your Career is supported by the nation's leading construction and infrastructure contracting companies.

What is the Construction Industry?

Construction is one of Australia's largest industries, employing over 1 million people (or 9% of the total Australian workforce) across various industry subsectors. It is the third largest contributor to national GDP and is an industry which is set to grow as Australia continues to expand.

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 construction 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 is an inclusive one that 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.

Individuals like you are embracing their potential to learn, lead and deliver projects which are essential to providing for the future of Australia.

Do you have doubts that this industry is for you? Check out real life stories of young adults who are building and enjoying their careers in construction at:

www.buildyourcareer.com.au



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, occupational 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.



For more information on your career in construction, head to www.buildyourcareer.com.au

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

1 Your career your way

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.

2 Benefits of an apprenticeship and traineeship

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.

3 It's for everyone

The construction industry is inclusive, offering opportunities for everyone.

4 Focus on safety

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.

5 Continuous development

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.

6 I built that

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.

7 A world of opportunity

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.

8 Practical skills

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!

9 Stability

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

10 Innovation & technology

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.





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 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.

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.



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

1 We value diversity

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 five well-established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the Disability Employee Network, the LGBTI Network, the Aboriginal and Torres Strait Islander Network, Cultural and Linguistically Diverse Employee Network.

2 We inspire you

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.

3 We support you

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.

4 We invest in your development

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.

5 We reward you

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.

6 We embrace flexibility

Our department values the ability to work the way that is most effective for you. As a part of the 'Working Your Way' program that integrates new initiatives in property, IT and HR policy to explore different ways of working, PM&C is seeking to stimulate innovation, collaboration and thought leadership via more flexible work environments. This means helping our people choose where and how they work, and offering a range of standard flexible working options including the option to change work hours, patterns or place of work.

7 We promote mobility

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.

8 We have offices around the country

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.

9 We offer Graduate & Internship opportunities

Our Graduate Programme is designed to give our graduates a broad scope of the work we do in the Department. Graduates undertake rotations within



the main groups of PM&C and a rotation in one of our regional offices.

Our Internships run for 10 weeks commencing in late November. Interns complete meaningful, relevant work and are exposed to some great networks and skill development.

10 We offer opportunities to Indigenous Australians

PM&C participates in the Indigenous Australian Government Development Programme (IAGDP) and the Indigenous Apprenticeship Programme (IAP) which are whole-of-government entry-level programmes that combine ongoing employment with structured learning and aim to increase the representation of Indigenous Australians working in the Australian government.





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 five 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.

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 three main aspects of the business that we call our divisions.

- **Global Logistics** operates state-of-the-art warehouses and transportation throughout the Asia Pacific region. We manage the needs of many big brands and corporations, providing total logistics solutions to the oil and gas, energy, mining, chemicals and coal industries.
- **Global Forwarding** sends freight around the world by sea and air. We purchase space on board freighter ships and aeroplanes, and clear customs to ensure we get our customers' goods from A to B reliably and on-time.
- **Global Express** is the express delivery service of the business, with dedicated couriers to move eCommerce deliveries, important documents, and other critical supplies and products quickly and securely.

We also have our **Group Operational Services** – a hub of common and shared services including linehaul, equipment, people, property, and procurement, with end-to-end visibility and management of our key assets.

Meet some women working at Toll

Anita, Supervisor – Hobart, Global Express



"I've been with Toll for nearly seven years having started as a subcontractor, before working in customer service, freight solutions and now as a supervisor. Working at Toll offers an incredible range of opportunities which means I am continually challenged. I also have an exceptional team. We have a great mix of women and men here in our depot, sharing a love of food and celebrating various occasions which makes for a great team morale."

Melissa, Warehouse Operative, 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

1 World of opportunities

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.

2 We take your safety seriously

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.

3 Do something different

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 or diesel mechanics to truck drivers and operations managers.

4 Develop your skills on the job

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.

5 An empowered workplace culture

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.

6 Room to move

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.

7 Friendly and supportive team culture

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.

8 Our entrepreneurial spirit

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.

9 Shape a global company

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.

10 You can balance your work and life

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. If you study after work, play sport or need to look after children, we can help you plan your work so your life is balanced.



Make extraordinary happen

Scentre Group is the owner and operator of Westfield in Australia and New Zealand, developing, designing and constructing world-class retail, lifestyle, leisure and entertainment destinations.

We partner with the world's most well-known brands, alongside our home-grown entrepreneurs, creating extraordinary experiences for the millions of customers we welcome through the doors of our 39 centres every year.

We believe that delivering extraordinary business outcomes necessitates difference, and inclusiveness is at the heart of our culture. We embrace our differences in cultural identity, religion, gender, ethnicity, sexual orientation and ability. Whatever direction your career may take you with us, you'll be encouraged to bring your whole self to work and find the right balance to thrive in career and life.

Our workplace is anchored in a culture that encourages collaboration, curiosity and teamwork. Our understanding that every role can be flexible, parental leave policy, health and wellness programs, LGBTI community, Parents Connect initiative, Women's Connect Forum and mentoring for our high-potential women all contribute to an environment where everyone feels welcome and supported to be the best version of themselves.

We also think it's imperative that our workforce reflects the diverse communities in which we operate. With over 70 per cent of our customers being women, increasing the female representation throughout our organisation has always been important to us. Today, over 50 per cent of our workforce are women and we offer industry-leading policies, guidelines and practices to ensure our people can reach their full potential.



scentregroup.com/careers

1 Getting the balance right

"I've recently been appointed Brand Experience Manager for SA and I've been with Scentre Group seven years now. I started as a Marketing Executive at Marion on a maternity parental leave contract and was quickly made permanent which was really exciting, and then was promoted to be a Marketing Manager. During my seven years I have also got married and taken time off to have a baby, so I've really grown up here! I work four days a week, Monday to Thursday, which is an amazing balance for my family. What I would say to anyone considering their own flexible work options is that anything is possible." **Lucy Andolfatto, Regional Brand Experience Manager, Westfield Marion**

2 Diversity is our strength

Our teams represent over 64 different career specialities, collaborating, sharing knowledge and encouraging the best ideas to come to the fore. You'll learn from the best, and be challenged and inspired by the passion and drive of those around you. Beyond our differences in culture, religion, ethnicity and sexual orientation, for us, diversity also encompasses differences in background and life experiences.

3 Realise your dreams

"I've had tremendous professional growth in my 10 years with Scentre Group, just by putting myself forward for opportunities. I've worked in finance roles across National Shop Openings, Leasing, Design & Construction and Developments. Each role has been a building block to the next and I feel so fortunate for these opportunities because it's allowed me to work with and learn from so many talented people and understand the business more holistically. Even though I'm still on my career journey, I'm proud to be able to show my daughter Katia Rose (who's now three) and other women what can be achieved by building resilience and the confidence to embrace any challenge." **Sharyn Mikhael, Group Planning Manager**

4 Our DNA

Our cultural values are the common language we share:

- We never give up
- We work together
- We leave a positive legacy
- We push the limits
- We act with integrity
- We act as an owner



5 Diversity and Inclusion

"I believe you can achieve anything you want to; the only limitation is yourself. Scentre Group is proactively on the path - throughout the organisation we're striving to build and sustain a culture of inclusion and innovation. We are encouraged to rethink old processes such as recruitment, succession planning, and talent development to ensure there is a non-biased and consistent process to identify, develop, and advance leaders in the organisation. I'm proud to be part of such a successful, smart company that understands the importance of having greater representation of women on its board." **Tonya Carter, General Manager NZ, Leasing & Retail Solutions**

6 Sustainability

For us, sustainability isn't just about the environment: it's about seeing everything we do through the eyes of our people, retailers, customers and communities.

7 Be challenged and inspired

"The moment I joined Scentre Group was the time I had to be bold for change, and it was one of the best decisions I ever made. I started in 2014 in the Management Executive Program and it's been the most amazing rollercoaster, fun and challenging; today I'm managing one of the largest shopping malls in Australia. It's amazing to work in a business that's moving swiftly toward gender equality at all levels. And we're not just talking about it; we're doing it. By showing that promotions are given on merit, as opposed to anything else, it shows that

the equality commitment is real within the business. To see women across our organisation that my daughters can look at and see that women can do anything really excites me." **Gemma Williams, Centre Manager, Westfield Chatswood**

8 Innovation

If you enjoy the challenge of viewing the world from different perspectives and the pursuit of fresh ideas, you'll love working with us. You'll find infinite opportunities to push yourself and discover new ways to broaden your career experiences. Most importantly, you'll connect with people who share a real desire to make extraordinary happen.

9 'All Roles Flex'

We embrace different ways of working: flexible arrangements, taking time off to be with family, pursue sport or hobbies, or simply manage life more effectively. We believe that all roles - regardless of level or location - can be undertaken with some form of flexibility.

10 Passionate people; exceptional career experiences

We manage every aspect of our portfolio - from design, construction and development to leasing and retail solutions, asset management and marketing - ensuring that our Westfield centres constantly meet the highest expectations of today's retailers and consumers.

Be a Journey Maker



At Transdev, we believe public transport plays an important part in how a city comes to life. Our day-to-day work influences our families, friends and future generations where they live, work and play.

Whatever your role is at Transdev, you contribute to improving the mobility of our customers, and the positive impact this can have on their lives, their community and our environment.

With a global network of 83,000 colleagues in 19 countries, our customer and client focus, commitment to innovation and provision of safe travel lies at the heart of our success and continued growth.

To support this growth, we look to

the dedication, pride and passion of our people, and the camaraderie of our teams on the ground. In return we offer diverse career experiences in an evolving industry that's moving faster than ever before. Transdev is the world's largest multi-modal public transport operator.

Our operations

Transdev is the region's leading multi-modal passenger transport provider. More than 145 million customer journeys a year are made in Australia and New Zealand on its train, bus, coach, ferry, and light rail operations.

In partnership with local governments, public authorities and private companies, over 5,800 Transdev Journey Makers deliver services in Brisbane, Darwin, Melbourne, Perth, Sydney, Auckland and Wellington for the commuter and resources sectors.

Our diversity targets

We are a community moving communities. We have set ambitious targets, and challenged our industry to follow our lead, ensuring our team reflects the diversity of the communities we serve.

- 50% appointment of women into our workforce by 2022
- 40% appointment of candidates under 35 by 2022

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 Executives. There are no boundaries for careers for women in Transdev.

For more information contact careers@transdev.com.au



Meet our Journey Makers

1 Ajenta, Environmental Specialist

"We work with a variety of organisations and individuals. It requires flexibility, and good people skills."

2 Kathy, General Manager Group Corporate Affairs and Communications

"There are few industries where you have the opportunity to make a positive impact on so many people every day. I love coming to work, and getting so much energy from my team and our people who are passionate about shaping our growing cities."

3 Dee-Anna, Train Manager

"I'm keen to progress further. There is an expectation at the company to learn and understand technology, and

it's exciting because we know it benefits both our colleagues and customers. There are so many great people from different backgrounds and so many potential career pathways ahead. Now my foot is in the door, who knows where I'll go next."

4 Chloe, Projects Coordinator

"My work's always in the public eye. I feel like I'm really contributing to building a more accessible city."

5 Emily, Corporate Counsel

"It's my job to keep one of the world's biggest public transport operators up to date. I feel I'm really making an impact."

6 Dusica, Customer Feedback Officer

"It may look like I contribute in a small way, but I make a big difference to my community."

7 Hannah, Lead Depot Bus Driver

"Passengers tell me how nice it is to see a female bus driver. I'm proud to play a role in moving millions of customers safely, reliably and on time."

8 Robyn, Finance Manager

"It's an exciting time for a business that's open-minded to change."

9 Mel, Learning and Development Manager

"It means a lot to me that I'm now involved with such a community-driven organisation."

10 Michelle, Business Support Manager

"There's a high level of diversity, responsibility and initiative required in my work. But I also get the flexibility to give back to my community too."



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 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.

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, Sustainability & Environment Advisor



My role at Fulton Hogan promises something different everyday. Sustainability is a relatively new concept in construction, so it's an exciting and challenging area to be a part of. Driving positive social, economic and environmental outcomes on a project means that I'm involved in all areas of work, from project setup and management to project delivery and community relations. I really enjoy working in an area where I can have a direct and positive impact on the project, as well as the wider community and environment, in keeping with Fulton Hogan values.

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.

4 Collette Dowd, Senior 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, Regional Quality, Environment and Communications Manager



Working at Fulton Hogan 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 Emma Lucas, Graduate Engineer



I always enjoyed Maths, physics and science at school and chose to study engineering because I like the diversity of the work and problem solving. What really stood out for me with Fulton Hogan was their vertically integrated business model, which means you can get to experience the whole picture, from making the product, through design and construction. Even though it's such a big company, it's still family based and has an open door policy. This is reflected throughout the company, everyone is so friendly, willing to help and invested in your progress.

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 Manager



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, Project 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.

APA Group



APA Group (APA) is Australia's leading energy infrastructure business. Our 15,000 kilometres of natural gas pipelines connect sources of supply and markets across mainland Australia.

We operate and maintain networks connecting 1.3 million Australian homes and businesses to the benefits of natural gas. And we own or have interests in gas storage facilities, gas-fired power stations, and solar and wind farms.

We own and/or operate over \$20 billion of energy assets and deliver half the nation's natural gas usage. APA is an ASX Top 50 company.

We've achieved this through our people. Over one-quarter of our employees are women working in various disciplines across the country.

Whilst traditionally the energy and gas sectors have been male dominated, APA is committed achieving greater participation of women in our workforce.

Real Opportunities & Role Diversity

APA encourages and supports learning and development. We are leaders in our industry and provide a diverse range of learning experiences for those wanting to develop their skills. From maintaining and managing assets, to construction, project management and negotiating commercial deals; to apprentices, engineers, marketing and finance, administration and training — APA has an eclectic array of roles — the opportunities are varied and real.

Growth

Whether you're an apprentice, engineer or management accountant — or something completely different — there are lots of opportunities for women to join APA to grow 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 so they can pursue further studies and scholarship programs abroad.

Innovation

Energy market dynamics shift quickly, so agility and adaptability are essential to respond to change, particularly for our customers. 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 differences as strengths to be shared through collaboration, and we encourage new ideas and fresh perspectives to be put forward to improve our decision-making and drive our success.

A day in the life of

Jess – Learning Solutions Developer

"I feel very lucky to have been offered the opportunity to work with APA. I recently graduated from university with a Bachelor of Design (Digital Media Design) and did not even realise that an energy company would have a role suited for me. APA is a large company that is focused on internal training and development. My role involves developing learning modules — sourcing information, sometimes dry and functional, then transforming it into an interesting video or an interactive module. The people at APA are encouraging, friendly, approachable and happy to offer help when you need it. I'm lucky to work in a metro office which has unlimited tea, coffee, chai lattes and adjustable sit/stand desks! Getting a job at APA has taken me in a direction I never predicted, allowing me to use the skills I learnt at uni. I plan to do further study in the design area but am now also interested in exploring the design learning and development area to progress in my career with APA."

Cassie – Sustainability Advisor

"I chose a career at APA because I could see the company was growing on a large scale. The new company structure and the forming of an environmental team, plus the investments made in renewable energy assets and increasing focus on environmental compliance, particularly, appealed to me. My role at APA entails providing guidance and advice in all matters related to environmental issues for the APA-operated Victorian and New South Wales assets and activities. What I love most is that every single day is different and exciting! One day I could be evaluating environment sensitive water crossing, heritage protected areas or assisting with pipeline vegetation clearing; and then the next I am calculating emissions data or rolling out environmental awareness training across both states. I am also very fortunate to work in an incredible, supportive team that makes working not only productive but enjoyable! APA supports and encourages further study and career progression. In the future, I want to be a leader in the environment space. I'm currently studying my Master's in Urban Planning and Environment, made easier with APA's flexible working arrangements; learning skills I can bring to my current and future roles with APA."

1 Community engagement

At APA, you'll have the opportunity to get involved with causes that make a difference.

"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

2 Learning and development encouraged

We want you to continue to learn and progress in your career and provide opportunities to develop your skills and knowledge. We also welcome proactivity in seeking out opportunities for learning and development.

"Working at APA has allowed me to continue in my chosen career of engineering, a field where you don't see many women, but one which APA encourages women to consider as a career path. I work as a Project Engineering Manager, and I lead a multi-discipline team of engineers to meet the design scope, specifications, budget and schedule of projects being implemented by APA."

Ai Ling – Project Engineering Manager

3 National company

We work in cities, suburbs, country towns and in places that most Australians have never heard of. Our job locations are Australia wide. You could have the opportunity to work at a location close to home or even take a leap interstate.

4 Environment

Conserving the environment is high on APA's list of priorities. Our environment and sustainability officers ensure that we consider the environment in all projects, comply with emission reporting obligations and conserve and rehabilitate any land that we disturb.

"APA provides endless opportunities for those who are willing to put their hand up and get involved. Our size and geographic coverage allows us to offer a wide variety of job opportunities across the length and breadth of Australia." **Kerryanne – General Manager, Transmission Division**

5 Career progression

We know that you want to get ahead in your career. APA has lots of opportunities for career progression. We provide training and development

opportunities and courses, as well as room to move between departments.

"Working for APA has given me the opportunity to be part of a large company in a growing industry. As Senior Legal Counsel at APA, I'm asked to assist with a diverse range of matters, from advising on large projects — from pipelines to wind farms to solar farms — to advising on new commercial deals and everyday stay-in-business activities." **Jodie – Senior Legal Counsel**

6 Renewables

Interested in alternative, sustainable energy sources? So are we. APA is looking to the future: we not only do gas, but own, and are building, renewable power generation, including wind and solar farms.

7 Gender is no barrier

"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**

8 Investing in the future

"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." **Suma – Legal Counsel**

9 Safety is number one

"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**

10 Endless opportunities

"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**

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.
- **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.

You can take a look at the various roles that Wilson has available by visiting employment.wilsongroupau.com

An introduction to inspirational women who are in senior leadership positions at Wilson.

1 Lara Donnini

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. The diverse and broad nature of our business has provided me with many excellent professional and career progression opportunities. 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.

To date, my experience with the Wilson Group has been extremely satisfying and rewarding.

2 Angela Houston

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.

3 Sally Steel

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.

The opportunity to work with great people who have a vast knowledge and skill base allows me to further develop and perform.

4 Chevelle Millhouse

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 have access to many talented people and industry leaders which provides a foundation for my own self-development.

5 Laura McEvoy

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.

With a team of 10, we work to make parking smart and simple to use by designing online booking systems and apps. 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.

6 Ramona Cruz

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.

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.

7 Heidi D'Elton

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 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.

8 Kim Zampaglione

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.

9 Karen Berryman

As National Operations Manager for Wilson Health, I'm responsible for driving a culture of tolerance and equality in the business.

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.

10 Bridie Thomas

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 enjoy the challenges the role provides and the fact that it's about influencing outcomes that will deliver value to our customers and employees.

Disability

264



266



268



270



272





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.

For further information on a range of police careers or to apply visit 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.



1 Our values

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.

2 Committed to diversity and inclusion

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.

3 Walk in their shoes program

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.

4 Inclusive and supportive workplace

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.

5 Be led, get mentored and form great relationships

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.

6 Workplace flexibility

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.

7 Leave and benefits

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, 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.

8 Become the best version of yourself

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.

9 Variety of jobs

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.

10 Help your community

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.



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 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.

Our Support

The Department recognises that diversity and inclusion is everyone's responsibility and is committed to providing sustainable career pathways for people with disability. We are a Gold member of the Australian Network on Disability (AND) and our goal is to position PM&C as an employer of choice for people with disability.

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 to assist in equal opportunity across our workforce.

As a government agency we also embrace the 'Recruitability' scheme, where job applicants with disability who opt-in to the scheme and meet the minimum requirements the role are advanced to a further stage in the selection process.

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

1 We value diversity

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 five well-established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the Disability Employee Network, the LGBTI Network, the Aboriginal and Torres Strait Islander Network, Cultural and Linguistically Diverse Employee Network.

2 We inspire you

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.

3 We support you

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 though 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.

4 We invest in your development

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.

5 We reward you

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.

6 We embrace flexibility

Our department values the ability to work the way that is most effective for you. As a part of the 'Working Your Way' program that integrates new initiatives in property, IT and HR policy to explore different ways of working, PM&C is seeking to stimulate innovation, collaboration and thought leadership via more flexible work environments. This means helping our people choose where and how they work, and offering a range of standard flexible working options including the option to change work hours, patterns or place of work.



7 We promote mobility

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.

8 We have offices around the country

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.

9 We offer Graduate & Internship opportunities

Our Graduate Programme is designed to give our graduates a broad scope of the work we do in the Department. Graduates undertake rotations within the main groups of PM&C and a rotation in one of our regional offices.

Our Internships run for 10 weeks commencing in late November. Interns complete meaningful, relevant work and are exposed to some great networks and skill development.

10 We offer opportunities to Indigenous Australians

PM&C participates in the Indigenous Australian Government Development Programme (IAGDP) and the Indigenous Apprenticeship Programme (IAP) which are whole-of-government entry-level programmes that combine ongoing employment with structured learning and aim to increase the representation of Indigenous Australians working in the Australian government.





Start your career with Australia's largest bank



Accessibility and Inclusion

We endeavour to support our people and customers with disability. Our latest Accessibility and Inclusion plan has been lodged with the Australian Human Rights Commission.

The Accessibility and Inclusion plan provides a framework for improving customer access to our services and an accessible and inclusive work environment for people with disability. It is overseen by our Group Diversity team, who work closely with subject-matter experts and the business leaders who are responsible and accountable for implementing the plan.

Through the Accessibility and Inclusion Plan, we have a clear plan to continue raising awareness, improving access to financial services and employment opportunities and tapping into our networks and partnerships to support our work.

We also work with the Australian Network on Disability and a broad cross-

section of disability organisations to improve support to our current employees and improve accessibility to career opportunities for potential employees. We actively support managers who have a team member with disability or who wish to recruit someone with disability, and will continue to raise awareness of our inclusive work culture amongst our employees and customers through the Accessibility and Inclusion plan

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



1 Make an impact

Regardless of where you work within CommBank, you'll understand the impact that your work, initiative, talent and ideas have. You'll know where you fit in the big picture.

2 Values

We live and breathe our values of integrity, accountability, collaboration, excellence and service every day. Guided by our vision and values, we've built our culture and are inspired to deliver even better outcomes for all our customers.

3 You can be you

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

4 Opportunities

With 13 business areas within CommBank and 52 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

5 Training and development

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

6 Innovation

We're always looking for ways to do things differently. We've been responsible for many Australian firsts in banking. From our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

7 Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities to nice-to-haves, you'll get a wide range of discounts from our business customers.

8 Community commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value.

We also have a staff community fund and volunteering days at our partner charities.

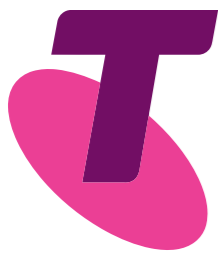
9 Bright minds

Regardless of your role at CommBank you'll be working with and learning from some of the brightest minds in Australia and across the globe.

10 Award winning employer

We've been recognised with a wide range of employer awards, including:

- **AWEI Gold Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2017
- **LinkedIn Top Companies** 4th most in demand employer, *LinkedIn*, 2017
- **Pride In Diversity's Australian Workplace Equality Index** Top Ten Employer, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2017
- **Job Advisor Coolest Companies, 2016:** 5th in Finance, 4th in Diversity, 13th in Tech, *Job Advisor*
- **GradAustralia** Top 100 Graduate Employers 2017, Top 100 Intern Employers 2017



Telstra – a place to belong

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.

With a career at Telstra, you'll always be part of something bigger. For more information go to 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.

1 Grow your career
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.

2 Recruitment support
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.

3 Access all areas
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.

4 Supportive connections
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.

5 Living our values
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 a disability.

6 Having your say
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.

7 Learning experiences
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.

8 Part of a team
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, we can achieve great things.

9 Be an innovator
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.

10 Helping people
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

Our purpose is to shape a world where people and communities thrive. It's a big ambition, and we are committed to applying our purpose to make a difference for our business and society.

Our future workforce requires leaders with who will be curious, create shared clarity, empower people, connect with empathy and grow people selflessly. Diversity and inclusion are considered to be integral to the success of this transformation.

We operate in 34 markets across Australia, New Zealand, Asia Pacific, Europe, America and the Middle East.; we are one of the fifth largest companies in Australia and number one bank in New Zealand 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 the customer needs of those with a disability, their carers and families. Our commitment to attracting, including and helping people with a disability to progress is reflected in our 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.
- 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 our employees 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 towards people with a disability in the community.

Our 2016-2018 Disability Action Plan outlines 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 at any time
- Implementing accessibility standards in product design
- 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. We believe that everyone has the opportunity to learn and progress with us, regardless of age, caring responsibilities, cultural identity, disability, gender, gender expression and identity, ethnicity, education, family and relationship status, sexual orientation, religious beliefs and/or socioeconomic background.

For more information on accessibility at ANZ, please visit: <http://www.anz.com/about-us/corporate-sustainability/employees/diversity-inclusion/accessibility/>



1 A career

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.

2 Join our inclusive and diverse organisation

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 Accessibility and Inclusion Plan 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% in 2016.

3 Flexibility for 'anyone for any reason'

We are committed to enabling every role to be worked flexibly across ANZ. We offer a range of informal and formal flexible working practices including Part time, flexible location, flexible hours, job sharing and breaks from work.

4 ANZ Networks

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.

5 PACE Mentoring Program

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.

6 Simon Giddings experience (Customer Service Consultant, Australia)

"Before I was employed by ANZ, I was not at all confident that I would be able to provide a secure future for my family", he said. "Not only am I now confident that I can do so, but I would say ANZ and its staff have dealt with me with utmost respect and total support. That is why I try hard to do the same for our staff and our customers." Simon is completely blind and was employed through the Abilities Program.

7 Jenny Rickit's experience (Customer Service Consultant, ANZ Wellington)



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 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.

8 Stuart Minotti's experience (Marketing Leader, ANZ Melbourne)

Stuart has cerebral palsy, a physical disability that affects the way he moves. Stuart joined the ANZ Grad program 8 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."



9 Sam Byrne's experience (Project Business Analyst, ANZ Melbourne)

"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."



10 How do I apply?

For more information about what ANZ can do for you and your career, and to explore the endless opportunities, visit www.anz.com/careers or follow us on Facebook, Twitter or LinkedIn.

LGBTI





CommonwealthBank


commbank.com.au/careers

Start your career with Australia's largest bank



LGBTIQ inclusion

We want to build an inclusive workplace that is free from bullying, harassment and discrimination for all our people. Everyone should feel safe and comfortable to be themselves at work. Unity, our lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) and allies employee network, was formed in 2012 to help create and maintain an inclusive workplace for LGBTIQ staff free from bullying, harassment and discrimination. Unity has had great success in raising LGBTIQ awareness, with networks established in every Australian state, as well as in London and Auckland.

Group-wide initiatives to support LGBTIQ diversity

- Establishment of comprehensive LGBTIQ resources hub helps our people navigate the many policies, tools and resources available to support them
- Champion and Ally training being progressively rolled out across Australia
- Completion of HR policy review to ensure neutral language used that does not discriminate based on sexual orientation, gender identity, or gender expression

- Diversity and inclusion resources to include Transitioning in the Workplace guide, Coming Out Guide and Intersex Guide
- LGBTIQ FAQs and support for leaders with LGBTIQ questions
- Unity social events and community 'learning' lunches in all major geographies
- Partnerships/Sponsorships/Fundraising for LGBTIQ organisations, events, organisations, events, or individuals such as World AIDS Day, Wear it Purple, IDAHOT Day
- Monthly Unity e-newsletter and frequent updates on our Unity Yammer Group.

In early 2016, we were pleased to announce we would be sponsoring The Pinnacle Foundation for a further three years. The Pinnacle Foundation is Australia's only national organisation supporting marginalised and disadvantaged LGBTIQ students.

Students aged 16-24 are provided with financial support to help them achieve their goals, whether they're furthering their education at university, TAFE or completing high school. Each student is also paired with a Pinnacle mentor who guides and supports them through their

journey to success. Each year until 2018, we will provide up to eight CommBank scholarships to successful Pinnacle Foundation applicants.

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.

1 Make an impact

Regardless of where you work within CommBank, you'll understand the impact that your work, initiative, talent and ideas have. You'll know where you fit in the big picture.

2 Values

We live and breathe our values of integrity, accountability, collaboration, excellence and service every day. Guided by our vision and values, we've built our culture and are inspired to deliver even better outcomes for all our customers.

3 You can be you

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

4 Opportunities

With 13 business areas within CommBank and 52 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

5 Training and development

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

6 Innovation

We're always looking for ways to do things differently. We've been responsible for many Australian firsts in banking. From our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

7 Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities to nice-to-haves, you'll get a wide range of discounts from our business customers.

8 Community commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value.

We also have a staff community fund and volunteering days at our partner charities.

9 Bright minds

Regardless of your role at CommBank you'll be working with and learning from some of the brightest minds in Australia and across the globe.

10 Award winning employer

We've been recognised with a wide range of employer awards, including:

- **AWEI Gold Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2017
- **LinkedIn Top Companies** 4th most in demand employer, *LinkedIn*, 2017
- **Pride In Diversity's Australian Workplace Equality Index** Top Ten Employer, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2017
- **Job Advisor Coolest Companies, 2016:** 5th in Finance, 4th in Diversity, 13th in Tech, *Job Advisor*
- **GradAustralia** Top 100 Graduate Employers 2017, Top 100 Intern Employers 2017

LGBTI

At Coles, it is important that we continue to ensure that we are building a safe and supportive working environment for all Team Members, regardless of age, disability, race, gender identity, sexual orientation or background. Where Team Members can come to work, perform at their best, be happy, healthy and safe, and go home feeling accepted for who they are.

Coles' LGBTI (Lesbian, Gay, Bisexual, Transgender, and Intersex) committee, Pride at Coles, are focussed on creating a supportive work environment and building great careers for all Team Members by driving awareness and education on important LGBTI topics.

Some other great initiatives that we are focused on at Coles to ensure that we support and encourage a diverse and inclusion workplace include:

- Empowering and supporting our Team Members to work flexibly
- Supporting working families through a number of initiatives such as the Coles Paid Parental Leave Scheme and Coles

School Holidays Program (operates out of our Store Support Centre in Melbourne and provides discounts for Team Members accessing OSHClub Children Holiday Vacation Care Programs

- Promoting Gender Balance across all levels and functions within our organisation
- Creating an accessible place to work and shop for our Team Members and customers
- Cultivating a deeper understanding of Aboriginal and Torres Strait Islander culture in our everyday business and mutual respect among all Coles Team Members



Information

If you are interested in becoming part of the Coles team, please visit our careers site at colescareers.com.au



1 Led from the top by David Brewster, Coles Legal Director and our Pride at Coles Sponsor. David's support and sponsorship has seen us achieve some key initiatives regarding LGBTI in the workplace in a short period of time.

2 Creating connections between Team Members through our Pride at Coles network. This committee started as a grassroots effort in 2015 and was formally brought into our Diversity strategy at Coles in 2016. Team members can reach out directly to the committee to share ideas, learn more, or for peer to peer support.

3 Our partnership with Pride in Diversity allows us access to leaders in LGBTI inclusion in the workplace. Pride in Diversity helps us to challenge and shape our strategy to ensure that we continue to support our Team Members through key initiatives and training.

4 Establishing an ally network for Team Members to show their support and commitment to LGBTI inclusion in the workplace. In our Store Support Centre, Team Members can choose to wear a Pride pin on their lanyard and are encouraged to attend both internal and external events.

5 Supporting Team Members through the development of our Gender Affirmation and Transition at Coles Guidelines which aim to raise awareness within Coles about our transgender community as well as provide information, tools and resources to assist all Coles Team Members gain a greater understanding of how they can support or be supported throughout this journey. The guidelines are part of Coles' commitment to providing a safe, stimulating and encouraging environment for all Team Members.

6 Information and resources readily available via our intranet site, providing education on key LGBTI topics such as Pride in Diversity's **Let's Talk Gender** publication, **key LGBTI terminology and definitions** and contact details on where Team Members and line managers can go for further information or support.

7 Supporting our communities through two key events in 2017: **Melbourne's Midsumma Festival** in January 2017 and **International Day Against Homophobia and Transphobia and Biphobia (IDAHOT)** on 17 May 2017. At the Midsumma Carnival, the Coles Food Truck handed out ice-cream and rainbow cake to festival goers. In addition, over 80 Team Members and family marched under a Coles banner at the Midsumma Pride March. For IDAHOT, Team Members across Coles Express and Coles Liquor decorated their store with purple balloons and posters to raise awareness of gender diversity and equality.

8 Recognised as LGBTI inclusive workplace through the Australian Workplace Equality Index (AWEI) submission. In our inaugural year,

Coles received Bronze status which is awarded to organisations that are active in LGBTI inclusion.

9 Collaboration with other organisations at Pride in Diversity roundtable events throughout the year as well as attending the annual Pride in Practice Conference. This is a great opportunity to hear from other leaders and industries on key initiatives that are making a difference to Team Members and customers.

10 Giving Team Members a voice to shape our Diversity and Inclusion brand and strategy through various feedback channels at Coles to ensure that we are delivering initiatives that our Team Members are telling us will make a difference.



MACQUARIE
BANK
macquarie.com/careers

Pride@Macquarie

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

We also 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, and provides opportunities for our people to raise their awareness and celebrate year-round internal events, including IDAHOT, Wear it Purple, Mardi Gras and many more.

We have seen tremendous growth in activity, engagement and expansion 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 since 2015.



If you are interested in becoming part of the Macquarie Group team, please visit our site at macquarie.com/careers

1 Meet our members – Colm

"The Pride@Macquarie network was one of the main factors for me choosing to work with Macquarie. Having arrived to a brand new city and country I wanted to work with a company that not only supported me for who I am but embraced diversity and this is what Macquarie does best. Pride@Macquarie has helped me grow personally and has also given me great opportunities to be a part of something bigger and contribute to the workplace"

2 Meet our members – Nick

"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."

3 Meet our executives – Greg Ward, Group Head of Banking and Financial Services

"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."

4 Meet our allies – Hazel

"I couldn't bring my whole self to work every day without being able to advocate for LGBTI equality. At Macquarie I feel I am not only able to act as an individual ally but that I am part of a network of colleagues who share the same passion for diversity and inclusion. Together, and supported by Macquarie, we have been able to affect change larger than any of us had thought possible as individuals and make a real difference to the lives of our people and the community more broadly. This is why I am proud to work at Macquarie."

5 Meet our allies – Chris

"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.

Being part of the Pride@Macquarie group as an ally is a fantastic privilege.

It provides me with a safe way to broaden my own knowledge on inclusion and Pride topics – and helps me understand the best way I can support the community and also encourage others to do the same."

6 Our Partnerships

We maintain strong connections with community associations and external partnerships supporting the expansion of their education and outreach programs, including Pride in Diversity, Pride in Sport and Rainbow Families. We tailor our support to ensure we are sharing our expertise and making a difference.

7 Our Networks

Our Australian employee network group 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.

8 Your Resources

Through our internal social media platform, Workplace by Facebook, 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 cofounding members of Australia's LGBTI Interbank Networking Forum and all our people policies and processes are inclusive of LGBTI individuals and their family including our Employee Assistance Program, our events and activities.

9 Your Opportunities

All our Australian people have access to our LGBTI Awareness training, LGBTI Allies training and our events. Our flexible work environment as well as support for further study and study leave ensures all people feel empowered to own their career and achieve their career and personal goals.

10 Your Career

Macquarie offers internship and graduate opportunities as well as a broad range of inclusion programs and sponsorship opportunities to all our people. You can expect a rewarding and challenging career in an environment that encourages ownership, diversity and entrepreneurial endeavor.



Bring your whole self to work



Scentre Group is the owner and operator of Westfield in Australia and New Zealand, developing, designing and constructing world-class retail, lifestyle, leisure and entertainment destinations.

We partner with the world's most well-known brands, alongside our home-grown entrepreneurs, creating extraordinary experiences for the millions of customers we welcome through the doors of our 39 centres every year.

We believe that delivering extraordinary business outcomes necessitates difference and inclusiveness is at the heart of our culture. We embrace our differences in cultural identity, religion, gender, ethnicity, sexual orientation and ability. Whatever direction your career may take you with us, you'll be encouraged to bring your whole self to work and find the right balance to thrive in career and life.

Our goal is to ensure every member of the Scentre Group team feels comfortable and safe to "be me" in our workplace at all times – a commitment that is championed throughout all levels of our organisation.

Left, Right and Scentre

Over the past twelve months, our Left, Right & Scentre support network has stewarded substantial growth in activity, education and awareness of LGBTI inclusion. The network's aim is to provide support, endorsement and advocacy for our LGBTI community, working in conjunction with our Diversity & Inclusion Council. It's an opportunity for our passionate team members to lead the change, with a year-round calendar of educational workshops and events including IDAHOT and Wear it Purple, Mardi Gras and more.

Our 200+ team of LGBTI Allies continues to expand, sharing important messages of acceptance and understanding, and actively developing our culture of inclusion.

Chris's story

Chris Zerial, Retail Manager at Westfield Bondi Junction is a member of our Diversity & Inclusion Committee and leads our Left Right & Scentre network. "I've been at Scentre Group for four and half years and was in the closet for about three of those. When I was in the closet at work it was just so stressful. It impacted my whole life because it's not just the time you spend at work that you're covering. If I was out on the weekend and I saw a retailer or someone

from work, I'd want to suddenly let go of my partner's hand.

I believe that your comfort level and desire to be out in the workplace stems from many other experiences a person has had previously. How your family reacts, how your friends react, and also what other organisations you've worked in.

The reason I chose to stay very firmly in the closet when I first joined Scentre Group was probably my experience at prior workplaces where I wouldn't have felt safe. I thought that coming out would negatively impact my career.

A bit later, I started doing a unit for my MBA which was about managing people and I also heard Alan Joyce speak about it around that time, and I thought: if I want to be a leader in any sense of the word, then I need to be myself. And if I can't be myself at Scentre Group, then Scentre Group isn't the right place for me.

So, I decided to be out at work. In the space of 12 months, I went from being this really closeted guy at work to leading the LGBTI Working Group, organising allies and developing plans for the company's journey and probably the complete opposite of 'in the closet'.

We're very early on in our journey of supporting the LGBTI Community but we've already made amazing progress. We already have over 200 Allies who have reached out and said "we want to support this community"; and we're here with our hearts and our arms open."



1 Whole self, best self

"Everyone has the right to be proud of who they are and embrace their individuality. I'm so proud of the progress Scentre Group has made over the past year to support our LGBTI community, particularly our wonderful Allies. My goal is for everyone at Scentre Group to feel comfortable and safe to be themselves in our workplace." **Greg Miles, Chief Operating Officer**

2 Leadership matters

"We don't tolerate workplace discrimination against age, gender, sexual orientation, race, state of mind, politics, religion or anything else. The invaluable work our team is doing to create greater understanding and ensure we have a truly inclusive, unbiased workplace – whether at our Support Office, in our shopping centres or on our construction sites – goes to the heart of what our organisation represents." **Ian Irving, Director Design and Construction**

3 Connecting and enriching our LGBTI Community

Our 'Left, Right and Scentre' network brings together like-minded individuals who champion acceptance and provide support, endorsement and advocacy of the LGBTI Plan and agenda.

4 Diversity is our strength

Our teams represent over 64 different career specialities, collaborating, sharing knowledge and encouraging the best ideas to come to the fore. You'll learn from the best, and be challenged and inspired by the passion and drive of those around you. Beyond our differences in culture, religion, ethnicity and sexual orientation, for us, diversity also encompasses differences in background and life experiences.

5 Realise your dreams

When you join our team, you're joining the industry leader. Our purpose is to create extraordinary places, connecting and enriching communities.

6 Our DNA

Our cultural values are the common language we share:

- We never give up
- We work together
- We leave a positive legacy
- We push the limits
- We act with integrity
- We act as an owner

7 Sustainability

For us, sustainability isn't just about the environment: it's about seeing everything we do through the eyes of

our people, retailers, customers and communities.

8 Innovation

If you enjoy the challenge of viewing the world from different perspectives and the pursuit of fresh ideas, you'll love working with us. You'll find infinite opportunities to push yourself and discover new ways to broaden your career experiences. Most importantly, you'll connect with people who share a real desire to make extraordinary happen.

9 Flexibility

We embrace different ways of working: flexible arrangements, taking time off to be with family, pursue sport or hobbies, or simply manage life more effectively. We believe that all roles – regardless of level or location – can be undertaken with some form of flexibility.

10 Passionate people; exceptional career experiences

We manage every aspect of our portfolio - from design, construction and development to leasing and retail solutions, asset management and marketing - ensuring that our Westfield centres constantly meet the highest expectations of today's retailers and consumers.



Where a career is more than money



For more than 150 years, we've been helping our customers with their money.

Today, we have more than 35,000 people serving 10 million customers at more than 800 locations in Australia, New Zealand and around the world. We have built our business on understanding our customers and supporting them. We aim to take the hard work out of banking.

As Australia's largest business bank, we work with small, medium and large businesses to help them start, run and grow. We fund some of the most important infrastructure in our communities – including schools, hospitals and roads. And we do it in a way that's responsible, inclusive and innovative.

We know that to be Australia and New Zealand's most respected bank, we need to be good with money.

And we need to be just as good with people, too.

At NAB, inclusion is in our DNA. It's fundamental to our culture.

We believe in people with ideas and dreams, and we want you to achieve your aspirations. At NAB, we work together to deliver exceptional outcomes that push the limits of expectations. Our passion about creating value and exceeding our customers' expectations means we're constantly striving to redefine our standards of excellence.

Room to be yourself

Our employees' unique backgrounds, capabilities and life experiences continue to give us value. Embracing their differences builds productivity, engages our people and drives innovation for our

customers. It also allows us to better serve the community and drive sustainable and satisfactory shareholder returns. Every day, thousands of people come to work for us. And each time they walk through the doors, we want them to know how valued they are.

That's why we're committed to continue building a workplace that's as diverse as it's dynamic. The qualities that make each of our people unique aren't just embraced – they're valued. Because we know that when you feel completely comfortable in your own skin, you can fully realise your potential.

This spirit of diversity and inclusion is more than just an idea or a goal. It's a huge part of who we are.

So regardless of your gender, your age, ability or your background, there's room for you to realise your potential at NAB. And importantly, there's room to be yourself.

1 A place where inclusion matters

Promoting an inclusive culture is at the core of our Diversity and Inclusion Strategy – and regardless of your ethnicity, sexual orientation, gender, or any disabilities, anyone is welcome in our workplace. To us, inclusion means encouraging our people to be at their best and making sure they feel valued – not only for the great work they do, but for the qualities that make them unique. We're always working to make sure this inclusive culture doesn't just exist, but that it provides a platform for our people to thrive. And that the things that make us different are celebrated.

2 Providing flexibility

We're focused on creating a flexible working environment to accommodate the diverse needs of our customers and our people because we know it leads to higher productivity, and enables our people to live in a way that accommodates their personal lifestyle needs. We recognise that everyone is different. That's why we continue to offer a wide range of flexible working options, including job sharing, working from home, flexible start and finish times, and extended leave. The right option depends on a balance between the needs of the customer, the business, the team and the individual.

3 Unlocking your ambition

Our employees are all at different stages of their lives. Some are building their careers. Others are considering starting a family. And some are thinking about transitioning into retirement. But they all have one thing in common – the freedom to embrace those life stages, knowing that NAB will support them through their journey. If you are building your career, NAB has the programs and support needed to have a strong and sustainable career. From informal and formal development programs, to mentors and sponsors, NAB offers a variety of measures to enable you to grow your career. And if you are starting with us through our Graduate Program you'll have the opportunity to do real work, accelerate your development and build networks that last a lifetime.

4 Out and Proud

We're creating a culture where our Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) employees aren't

defined by their sexual orientation, or their gender identity. We've always taken pride in being a company that supports people for who they are, no matter what their sexual orientation. Our Pride@NAB employee resource group provides a support network for our employees who identify as LGBTI and continue to raise awareness across the organisation. And we're just as committed to supporting the wider LGBTI community too.

5 Supporting and engaging employees with accessibility needs

We want to create an inclusive culture so that our people thrive and differences are celebrated. We're committed to the wellbeing of our people, and educating them about the importance of considering people's accessibility needs. NABility, our employee-led resource group, support NAB to be inclusive for our employees, customers and communities by looking beyond disability to ability. NABility focus on creating the environment to support and engage employees with accessibility needs and drive awareness, education and understanding.

6 Improving accessibility for our people and customers

NAB has an unreserved respect for others, including those who identify as living with disability. We believe a culture of inclusion builds innovation, fresh thinking and an appreciation of differences. Our Accessibility Action Plan is a big part of our inclusive culture and our vision to continually improve accessibility for our people and customers. We want to make it easy for customers with accessibility needs to do business with us, no matter how they choose to interact with us. You can read more about this and our commitment to our people, customers and communities on nab.com.au

7 Supporting capable women into leadership positions

We're passionate about supporting capable women into leadership positions at NAB – and making sure both men and women know exactly why it's so important. Connecting Women, our employee-led resource group, helps to engage our people – so that female leaders are as successful as possible.

With chapters in all major states and our global offices, Connecting Women strives to create an inclusive workplace where women can grow their careers as leaders in NAB.

8 Meaningful community contributions

As a significant Australian employer, we have a responsibility – and a platform – to tackle the big issues that impact our people, customers and the community and to bring about real change in the areas of financial inclusion and resilience, social cohesion and environmental wellbeing. At the heart of our approach to Corporate Responsibility is to make a positive and sustainable impact on the lives of our customers, people, shareholders, communities, and on the environment in which we operate.

9 Embracing cultural difference

By embracing individual differences, we will reflect the customers we serve and the communities in which we operate. Recognising that different community groups experience barriers to gaining meaningful corporate employment, NAB has created specific pathway programs for Indigenous and African Australians.

We are proud to have a range of programs designed to bring Indigenous Australians into our workforce, building real jobs and providing us with the next generation of leaders.

And since 2009, NAB has partnered with Jesuit Social Services to deliver the African-Australian Inclusion Program. The program is a professional program for skilled African-Australians, providing six month paid meaningful work experience in Australia.

10 Learn more

To find out more, visit www.nab.com.au/about-us/careers/working-at-nab/diversity-and-inclusion

GLEE@PwC Community



Diversity is imperative to business in a competitive market, both in terms of employee and client attraction and retention.

We've created our own diversity strategy that 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 highlight, both for our people and in the market, that we are an inclusive employer.

INFORMATION

If you are interested in becoming part of our community, please visit our careers site at pwc.com.au/careers



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!'



1 Proud to support you

We're the only organisation to have been awarded the honour of being named as Australia's top employer for workplace support for the LGBTIQ community. And we're proud of it. We believe in creating a shared environment that challenges the status quo, and brings our unique difference together to solve problems that matter.

2 Passion meets purpose

We all want to engage in work that fulfils us with a sense of purpose. This means something different to everyone. The important thing to us is that you feel motivated by the opportunity to blend your passions and interests with your work. We believe that everything we do must be driven by our human spirit – our collective creativity, authenticity and difference. This is why we've fostered an environment that will encourage you to ignite your individuality and tap into your passions. As we share in a number of community and charity partnerships, you will have opportunities to contribute to the relationships and issues you identify with most.

3 GLEE

The Glee@PwC community is a collective of like-minded individuals who come together to champion diversity within the organisation, and is open to everyone to join.

4 Values drive us

We are proud to be a values based organisation. Our values remain at the core of who we are and we want them to be evident in everything we do. We speak up for what is right, even when it's the harder option.

Our five values are:

- Reimagine the possible
- Make a difference
- Care
- Work together
- Act with integrity

5 Diversity is at our core

Difference is a key strength of our firm as well all contribute to the culture. Here you will feel comfortable to not



only be yourself, but to be heard. Our 'Dress for your day' policy gives you the flexibility to choose what you want to wear based on the work you do with your teams and clients. You can also take part in our employee-led diversity networks that promote cultural, disability, LGBTI and gender equality. We believe in creating a shared environment that challenges the status quo and brings our unique differences together.

6 Flex how you work

Innovation is at the core of our client work and, just as importantly, so is providing you with the flexibility you need to flourish. Our tech solutions mean that you can work anytime, anywhere whether that's in the office, at home, or from a cafe – it's your choice! Also our casual dress policy means you have the freedom to coordinate your outfit with the type of work you'll be doing. We trust you to work in a way that best suits your needs, and provide you with the tools and movement to do so.

7 You can make an impact

We have a dedicated team driving firm wide Corporate Responsibility initiatives. All of our people are encouraged to get involved in these activities and as part of our commitment to social relevance, every employee is granted two days of volunteer leave per year, with flexibility for additional leave when applying your business skills.

8 Guiding you to success

As someone new to the firm you'll 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. With a genuine support structure around you, you will certainly feel comfortable to be yourself and perform your best from day one.

9 You are our future

Identifying emerging talent is paramount to our growth. After all, you are the foundation for business longevity and success. Yes, we search for students from varied academic backgrounds but that's not all! Degree or no degree, we seek bright, passionate and like-minded individuals who can join us in embracing the ever changing business landscape. We know many of you will become our future leaders and we're dedicated to investing in your development, both professionally and personally. We want our future to be one that fosters equal opportunity, from more female leaders to greater team diversity, and we're committed to making it happen!

10 Hiring from all degree backgrounds

We hire people from all degrees, including science, technology, engineering, maths, medicine, arts, business, communications, psychology, and law – just to name a few. The type of work we do is so diverse, but what binds us together is creative problem solving. It is all about how you approach a problem and how you collaborate with your team members to solve it. So regardless of your degree background, we'll provide the training to get you up to speed in the business area you join.



The importance of bringing your whole-self to work

ANZ provides banking and financial products and services to 10 million retail and business customers in 34 markets across Australia, New Zealand, Asia Pacific, Europe, America and the Middle East.

We are one of the fifth largest companies in Australia and number one bank in New Zealand by market capitalisation and across the board our purpose has remained clear: to help shape a world where people and communities thrive.

LGBTI Inclusion

Wherever ANZ operates we want to ensure we attract and develop the best people for the role. One of the ways we achieve this is through employee led networks such as the ANZ Pride Network. With a purpose to Shape and connect our world so everyone can embrace their authentic selves and thrive the Pride Network has 4 strategic priorities;

- Provide personalised support and resources
- Educate our staff and communities
- Deliver tangible benefits to members and non-members
- Drive initiatives at an organisational level

ANZ's Pride Network promotes diversity, inclusion and respect for the bank's staff and customers worldwide, by supporting and engaging our people, their family and friends and the LGBTI community.

Supporting our Staff

With more than 2000 members globally ANZ is proud to have an LGBTI and supporters network. Formed in 2007 and formalised in 2013, the aim of the network is to be a voice, contact point and support for LGBTI Employees and Allies through active engagement through internal and external activities supporting the community.



Supporting the LGBTI Community

ANZ is also the principal sponsor of the Sydney Gay and Lesbian Mardi Gras and in 2017 we reaffirmed our commitment by renewing our sponsorship for another 3 years. For more than a decade, ANZ has supported and promoted the LGBTI community through public displays of commitment such as GAYTM's, GAYNZ branches as well as our most recent "Hold Tight" Campaign.

Improving our policies

The Pride Network actively works with the Talent & Culture and Diversity & Inclusion teams to review and improve policy and procedures for all aspects of the LGBTI community. In 2017, ANZ supported an employee in affirming their gender identity; Corey was the first person at ANZ to formally affirm their non-binary gender identity. Corey explains the role the network has had in their affirmation: "The support I received from the ANZ Pride Network was amazing. My entire department of over 100 people were provided with facilitated training on gender and my gender affirmation. Throughout the process I was in control of the approach and now I am able to bring my whole self to work for the first time".

Flexible working

Whether you are a single, an LGBTI parent or caring for a sick partner, ANZ allows for flexible working arrangements as long as these are agreed with your line manager. This means that in circumstances where you are the only person able to care for a child, or partner, you can adjust your work arrangements to ensure you are able to meet both commitments inside and outside of work.

Recognition as an employer of choice

ANZ receives formal recognition for workplace inclusion through Australian Workplace Equality Index AWEI (Australia), Rainbow Tick (NZ), and Community in Business Benchmarking (Hong Kong).

In Australia in 2017, ANZ was recognised as Employer of the Year, Gold Employer and for Transgender Inclusion.

ANZ has a proud history of supporting diversity and inclusion across our business as well as in the communities in which we operate. We know this generates creativity and innovation, critical to opening up new markets and business opportunities as well as for attracting the best talent.

1 A career with ANZ

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 were awarded as AWEI Employer of the Year in 2017 demonstrating our commitment to be leaders in the area of LGBTI inclusion.

2 A truly inclusive and diverse organisation

Being a truly inclusive, diverse and flexible workplace we believe that everyone has the opportunity to learn and progress with us, regardless of age, caring responsibilities, cultural identity, disability, gender, gender expression and identity, ethnicity, education, family and relationship status, sexual orientation, religious beliefs and/or socioeconomic background.

3 Bring your whole self to work

ANZ values an engaged, diverse 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.

4 Flexibility for 'anyone for any reason'

We are committed to enabling every role to be worked flexibly across ANZ. ANZ's flexible work options include: flexible work locations, job share, informal ad-hoc arrangements, part time work, flexible hours, flexible start and finish times and different types of personal leave. Flexible arrangements agreed may be a regular ongoing arrangement or informal short term arrangements depending on your needs and is agreed by your line manager.

5 ANZ Pride Network

ANZ is proud to have an LGBTI (Lesbian, Gay, Bi-sexual, Transgender, Intersex) network available to our employees. The Pride Network is run by volunteers who donate their free time. The Pride Network has been in



place since 2007 and aims to be a voice, contact point and support mechanism for LGBTI people as well as heterosexual and cisgender allies. We aim to increase diversity, inclusion and respect through active engagement of our people across the globe. We run big events such as Mardi Gras and Transgender Awareness Week as well as many other smaller awareness raising events throughout the year.

6 ANZ Pride Network Focus Groups

As a member of the ANZ Pride Network individuals are able to join a number of focus groups where there is a specific focus on increasing awareness, inclusion and equality for all our rainbow communities. These groups are able to take a targeted approach improve the level of understanding within the ANZ Community through their deeper understanding of the individual challenges faced by these individuals.

7 Mardi Gras

ANZ is proud to have been a major sponsor for over 10 years now of Australia's largest celebration of diversity, inclusion and love. The Sydney Gay & Lesbian Mardi Gras has grown from a community gay pride event, to one of the largest gay and lesbian festivals in the world. Mardi Gras has a proud history of highlighting and fostering rights and equality for LGBTI individuals and communities. There will be a month of high quality arts, sporting and social events including Fair Day, the world famous parade and party.

8 Gender Affirmation Support

Enabling inclusion amongst our people is important and gender affirmation (transition) is an area for which we are committed to providing support for our people. The Pride Network developed in line with best practice a full suite of materials creating a clear supportive process where the individual affirming their gender is in full control. This enables the creation of an environment and culture where individuals affirming their gender feel safe, included and fully supported. In 2017, we had two individuals successfully affirm their gender through this process.

9 LGBTI Jobs

ANZ is proud to be associated with LGBTI Jobs Australia's national LGBTI job board dedicated to assisting all graduates and jobseekers connect with organisations actively engaged in LGBTI inclusion initiatives. We encourage people from all walks of life to apply for the advertised roles. You may not identify as part of the rainbow family but simply want to work in a more inclusive and understanding work culture.

10 For more information and how to apply

For more information about what ANZ can do for you and your career, and to explore the endless opportunities, visit www.anz.com/careers or follow us on Facebook, Twitter, Instagram, YouTube or LinkedIn.



Telstra – a place to belong

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.

With a career at Telstra, you'll always be part of something bigger. For more information go to 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 (LGBT+) 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.

1 Our people say: Leadership matters

"As a Telstra Executive LGBT+ 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, Customer Management and Sales, Global Enterprise and Services.

2 Supportive connections

We have many employee networks where you can build relationships and influence, learn and support each other. These includes our Spectrum network, which is one way our LGBT+ employees and allies connect, both inside and outside Telstra, to promote a positive and inclusive workplace.

3 Grow your career

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.

4 Learning experiences

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.

5 What our people say: Be empowered!

"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

6 An inclusive workplace

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.

7 Awards we're proud of

We're a founding member of Pride in Diversity, an employer support program dedicated to improving the health and wellbeing of LGBT+ people by reducing exclusion, invisibility, homophobia and stigma in the workplace.

8 Part of a team

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.

9 Be an innovator

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.

10 Helping people

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.



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 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 IDAHOBIT 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.



dpmc.gov.au/work-for-us



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

1 We value diversity

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 five well-established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the Disability Employee Network, the LGBTI Network, the Aboriginal and Torres Strait Islander Network, Cultural and Linguistically Diverse Employee Network.

2 We inspire you

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.

3 We support you

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.

4 We invest in your development

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.

5 We reward you

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.

6 We embrace flexibility

Our department values the ability to work the way that is most effective for you. As a part of the 'Working Your Way' program that integrates new initiatives in property, IT and HR policy to explore different ways of working, PM&C is seeking to stimulate innovation, collaboration and thought leadership via more flexible work environments. This means helping our people choose where and how they work, and offering a range of standard flexible working options including the option to change work hours, patterns or place of work.

7 We promote mobility

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.

8 We have offices around the country

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.

9 We offer Graduate & Internship opportunities

Our Graduate Programme is designed to give our graduates a broad scope of the work we do in the Department. Graduates undertake rotations within the main groups of PM&C and a rotation in one of our regional offices.

Our Internships run for 10 weeks commencing in late November. Interns complete meaningful, relevant work and are exposed to some great networks and skill development.

10 We offer opportunities to Indigenous Australians

PM&C participates in the Indigenous Australian Government Development Programme (IAGDP) and the Indigenous Apprenticeship Programme (IAP) which are whole-of-government entry-level programmes that combine ongoing employment with structured learning and aim to increase the representation of Indigenous Australians working in the Australian government.



Aboriginal & Torres Strait Islander

296



310



298



312



300



314



302



316



304



318



306



320

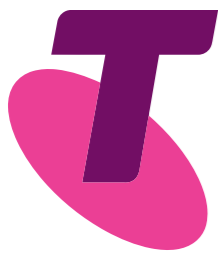


308



322





Telstra – a place to belong

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.

With a career at Telstra, you'll always be part of something bigger. For more information go to careers.telstra.com



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.

1 A place to belong

When you join Telstra it's like an extension of your 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.

2 Grow your career

We're committed to increasing Indigenous employment opportunities and we work with a range of partners – both inside and outside of Telstra – to make it happen. Our careers partnerships and programs include full-time traineeships, school-based traineeships, a 10-day retail work experience program, and Indigenous internship programs.

3 Help to apply

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.



4 Learning experiences

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.

5 The differences that make us unique

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.

6 All Roles Flex

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 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.

7 Flexible leaders

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.

8 Connecting cultures

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.

9 Thriving in a digital world

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.

10 Touching lives

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.

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 career opportunities 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



1 Aboriginal & Torres Strait Islander Plan

The vision of the Coles Aboriginal and Torres Strait Islander is to ensure our teams represent the communities we serve, cultivating a deeper understanding of Aboriginal and Torres Strait Island culture and mutual respect amongst all Coles team members.

2 Indigenous Employment

Coles is one of the largest corporate employers of Indigenous Australians, with over 3,100 team members across the country, up from 65 in 2010. We have a dedicated Indigenous Affairs team that works with job seekers and our hiring managers to drive great employment outcomes.



3 Pre-Employment Training

Coles' First Steps employment program is designed to provide additional support to Indigenous job seekers who are entering the workforce for the first time. The training, which is linked to a guaranteed job upon completion, covers personal development, the retail environment, customer service requirements and on-the-job work experience.

4 Inclusive Environment

Coles prides itself on employing people from all different backgrounds and cultures. Over 500 of our Department Managers, Store Managers and senior leaders completed Indigenous cultural diversity training in 2017, ensuring we create the right environment to allow our team members to flourish.



5 Ongoing Support

Our state based Indigenous Advisors provide ongoing coaching and support to Indigenous Team Members, helping them to overcome challenges and maximise job and career opportunities. All Indigenous team members joining Coles have access to the Indigenous Advisors.

6 Career Development

Coles builds great careers for team members like Timothy Mayrhans, who is a qualified butcher at Coles Chinatown in Broome. Timothy started his career at Coles in 2004 in the meat department as a meat wrapper. Soon after he was offered the opportunity to commence a butcher's apprenticeship and is now a qualified butcher.

"It's like one big family here really, it's a great atmosphere, everyone's friendly and I've got an extremely supportive team. It doesn't matter who you are or where you are from, there are always opportunities to develop here at Coles."

7 Indigenous Leadership

Coles has over 160 Indigenous team members in leadership positions across our supermarkets, liquor and convenience outlets, including 24 Store Managers.



8 Award Winning

Our Indigenous employment program has won a number of awards, including the Australian Human Rights Commission's 'Human Rights Business Award'. 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.

9 Indigenous Suppliers

Coles has existing relationships with over 30 Indigenous suppliers and supports a large number of Indigenous farmers as part of our supply chain. We are also the largest supporter and distributor of native bush foods in Australia.



10 Community Involvement

Coles supports numerous Indigenous community organisations and initiatives, including Melbourne University Indigenous Eye Health Unit Trachoma Health Promotion, via the donation of 7,000 hygiene packs to 57 remote Indigenous communities to support the elimination of blinding trachoma.



Celebrating Indigenous Success

National Australia Bank Group is a financial services organisation with over 12,700,000 customers and 35,000 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 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 – 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.



nab.com.au/about-us/careers/trainee-programs/indigenous-traineeships



1 Raising the Bar

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.

2 Our journey

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 2017 and we are committed to seeing this number continue to grow.

3 Employment pathways

Our Indigenous employment program provides opportunities and pathways for talented Indigenous Australians who want to pursue a career in financial services.

4 How our traineeships work

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.

5 United

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.

6 Learning and development

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.

7 Community relationships

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.

8 Cultural awareness

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.

9 Respected

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.

10 Want to know more

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.





Rewarding careers that offer more



Aboriginal and Torres Strait Islander people have served in the Australian Defence Force (ADF) for over 100 years, making a difference both in Australia and abroad.

In the ADF talent is nurtured and leadership opportunities are open to all with the capacity and drive to seek them. You'll continue a strong tradition of Aboriginal and Torres Strait Islander service in the ADF by becoming a respected member of the team.

Choose the Ideal Role

A wide variety of civilian jobs have their equivalent in the ADF, from administration, trade and logistics roles to engineering, flying and healthcare. Choose a 'hands-on', team orientated role, or become a leader, managing a team and making critical decisions.

Across the ADF there are also flexible roles in the Reserves for those who want to learn new skills and give something back to their community. This includes coastal patrol and surveillance positions for those living in remote areas.

Be a Part of Something Bigger

As you serve your country and community, your abilities will be nurtured. You'll receive world-class training and have the opportunity to earn qualifications.

The Australian Defence Force will train you to make the most of your own natural abilities; prepare you to lead and bring out your best qualities; and equip you to respond to and take on challenges.

Join a Diverse Community

The Navy, Army and Air Force offer supportive team environments that embrace cultural, social and workforce diversity.

When you join the ADF you'll become a member of a friendly community enjoying amazing experiences, variety, travel and enduring friendships, while contributing to the defence of Australia.

Pre-Recruitment Opportunities

Pre-recruitment courses are available if you want help to build or enhance your skills, knowledge and experience so that you can apply for a full-time career in the



Australian Defence Force. Defence offers a six-week pre-recruitment course and a five-month residential course.

Culture and Community

The ADF has a strong Indigenous community that includes liaison officers, mentors and an Aboriginal and Torres Strait Islander network. These mentors and network are important support mechanisms that you can tap into while you're away from your elders and community.

Tailored Entry Options

- Recruit When Ready - for those who have shown us they have what it takes, and are keen to get a job in the Army as soon as possible.
- Recruit to Area - for those who need to serve in the Army near a specific location, for reasons such as family commitments.

How to Apply

Across the Navy, Army and Air Force you have over 200 roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: defencejobs.gov.au



Rewarding work with equal opportunities for training and career advancement is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.

1 Choose from a variety of roles

The Australian Defence Force has career options to suit people with broad ranging backgrounds, skill levels and interest. There are opportunities for people of all ages and from every walk of life. From trade and technical to management and leadership positions, the Navy, Army and Air Force offer career options that are hard to match in the civilian world.

We offer flexible Reserve roles to those wanting to learn new skills and give something back to their community, including coastal patrol and surveillance positions for people living in remote communities.

2 Receive a great pay package

You'll earn a good salary from day one, along with a comprehensive package that includes generous superannuation and a variety of allowances. Plus, you'll enjoy job security

3 Get assistance with achieving your potential

The ADF offers alternative entry pathways to selected Indigenous Australians who demonstrate potential but do not yet meet the required entry standards. The programs are designed to help you develop your skills, confidence and fitness. The Army also offers flexible entry pathways, so you may be able to serve near a specific location, or start at a time that suits you.

4 Experience a good work life balance

In most roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family. Even when you're working away from home, your days will usually be structured to balance work time with relaxation.

5 Be a member of a friendly and supportive network

The Defence Aboriginal and Torres Strait Islander Network plan local community events and mentor and support members throughout their careers.

6 Receive world-class training and education

The ADF will invest heavily in your professional development. You'll receive expert training in your trade or profession and the opportunity to gain qualifications fully or partly-funded by the ADF.

7 Enjoy free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if purchasing a home in your posted location.

8 Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon have mates across Australia and even overseas.

9 Benefit from personal development

In the Navy, Army or Air Force, you'll be encouraged to develop leadership qualities, confidence, resilience and fitness, preparing you for the next stage of your career.

10 Travel across Australia and overseas

Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

Sergeant Coomara Munro

Sergeant Coomara Munro has had a long, successful career with the Australian Defence Force (ADF) including several overseas deployments since joining in March 2003. Coomara and his family belong to the Gumabaynggirr peoples from the pacific coast of New South Wales.

Family played a large role in Coomara's decision to join the ADF, particularly his Nan. He always had an inherent interest in electronics, spending his childhood tinkering with TVs and VCRs, while running around in a set of fatigues (camouflage uniforms). This, and his love of the outdoors and physical training, sparked his aspirations of becoming an Air Defence Guard with the Royal Australian Air Force.

Coomara has deployed to the Middle East and Asia, where he enjoyed meeting the locals. He's had the opportunity to lead as a section commander at RAAF Base Amberley and he's had the opportunity to contribute to the future of the ADF as a career counsellor within Defence Force Recruiting. He is currently posted to Australia's Federation Guard in Canberra, a tri-service unit that conducts ceremonial drill and activities domestically and internationally.

Coomara appreciates the opportunities an ADF career offers to develop him as a leader and to represent his community with pride.



Build your career. Get into construction!

Build Your Career is an industry driven initiative offering information for students, apprentices, parents and Careers Advisers about career opportunities in the construction industry.

Build Your Career is supported by the nation's leading construction and infrastructure contracting companies.

What is the Construction Industry?

Construction is one of Australia's largest industries, employing over 1 million people (or 9% of the total Australian workforce) across various industry subsectors. It is the third largest contributor to national GDP and is an industry which is set to grow as Australia continues to expand.

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 construction 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!

Inclusive and Rewarding

The construction industry is an inclusive one that 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.

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 these 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, occupational 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.



For more information on your career in construction, head to www.buildyourcareer.com.au

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

1 Your career your way

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.

2 Benefits of an apprenticeship and traineeship

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.

3 It's for everyone

The construction industry is inclusive, offering opportunities for everyone.

4 Focus on safety

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.

5 Continuous development

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.

6 I built that

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.

7 A world of opportunity

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.

8 Practical skills

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!

9 Stability

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

10 Innovation & technology

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.





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 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.

Talei Elu Indigenous Australian Government Development Programme

I began my career at the Department of the Prime Minister and Cabinet (PM&C) in September 2015. I was selected for the Indigenous Australian Government Development Programme (IAGDP) and commenced my journey in the Indigenous Affairs Group in the Community and Economic Development Division.

The 15-month programme was a great introduction to the Department and the public service more broadly because it taught me how to sharpen my writing skills, present ideas, and communicate more effectively.

During my time as an IAGDP participant, I felt well supported in the workplace as I was fortunate enough to be placed with a supervisor who was attuned to my cultural background, had experience in supervising staff, and was incredibly supportive and helpful. Immediately after the completion of the IAGDP I was advanced to an APS level 4 and was given the opportunity to act as an APS level 5.

Throughout my time at (PM&C) I have had access to a wide range of opportunities for personal and professional development which have enabled me to develop and hone my skills and

capability. These opportunities include the Department supporting me to obtain a Bachelor's Degree in Business Administration at the Australian National University, and supporting my selection to the National Student Leadership Forum 2016 and the National Indigenous Youth Parliament 2017.

I was recently promoted to an APS level and am currently work in the Economic Policy Section, which aims to produce policies that enable positive economic outcomes for Indigenous Australians. This is an area that I am passionate about, and an outcome that I aim to make a significant contribution to throughout my career.

My experience at (PM&C) has been incredibly positive and rewarding. Every day is different and I am constantly challenged and inspired by the work we do.

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 witting courses, online learning development courses, had the opportunity to be on the Aboriginal and Torres Strait Islander Network and LGBTIQ 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.



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

1 We value diversity

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 five well-established employee networks that provide support, learning opportunities and advice for different groups within our Department – the Women's Network, the Disability Employee Network, the LGBTI Network, the Aboriginal and Torres Strait Islander Network, Cultural and Linguistically Diverse Employee Network.

2 We inspire you

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.

3 We support you

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.

4 We invest in your development

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.

5 We reward you

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.

6 We embrace flexibility

Our department values the ability to work the way that is most effective for you. As a part of the 'Working Your Way' program that integrates new initiatives in property, IT and HR policy to explore different ways of working, PM&C is seeking to stimulate innovation, collaboration and thought leadership via more flexible work environments. This means helping our people choose where and how they work, and offering a range of standard flexible working options including the option to change work hours, patterns or place of work.

7 We promote mobility

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.

8 We have offices around the country

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.

9 We offer Graduate & Internship opportunities

Our Graduate Programme is designed to give our graduates a broad scope of the work we do in the Department. Graduates undertake rotations within the main groups of PM&C and a rotation in one of our regional offices.

Our Internships run for 10 weeks commencing in late November. Interns complete meaningful, relevant work and are exposed to some great networks and skill development.

10 We offer opportunities to Indigenous Australians

PM&C participates in the Indigenous Australian Government Development Programme (IAGDP) and the Indigenous Apprenticeship Programme (IAP) which are whole-of-government entry-level programmes that combine ongoing employment with structured learning and aim to increase the representation of Indigenous Australians working in the Australian government.





Connecting and enriching our Indigenous communities



Scentre Group is the owner and operator of Westfield in Australia and New Zealand, developing, designing and constructing world-class retail, lifestyle, leisure and entertainment destinations.

We partner with the world's most well-known brands, alongside our home-grown entrepreneurs, creating extraordinary experiences for the millions of customers we welcome through the doors of our centres every year.

We create extraordinary places that are the heartbeat of our local communities, connecting and enriching the diverse environments in which we operate.

Many of our 34 Australian centres are located within geographical areas of cultural significance for Aboriginal and Torres Strait Islander communities. Through our Reconciliation Action Plan, our mandate is simple: create sustainable, meaningful change for Australia's First Nations people.

We have a role in ensuring our employees, customers, retailers, communities have an appreciation of our shared environments, through education. Our goal is to increase opportunities for Aboriginal and Torres Strait Islander individuals and businesses to benefit through their engagement with Scentre Group.

Our school-based trainee program

We have a well-established program working within local communities to identify and train Aboriginal and Torres Strait Islander secondary students for placement in entry-level roles in our Westfield shopping centres.

As a school-based trainee, you'll have exposure to a range of operational roles, including Concierge and Carpark, Facilities Management, Marketing and Administration. You'll perform real work alongside our teams – unlike interns or work experience individuals, we understand that each day at work is a stepping stone toward graduating with a qualification and having strong potential to secure permanent work at completion.

1 Relationships first
"It's been amazing to see the level of energy and support for Indigenous employment within our company. To have the program become a key pillar in our Diversity and Inclusion strategy is recognition of our commitment to truly enrich and reflect the communities in which we live." **Paul Stonebridge, Centre Manager Westfield Penrith and Program Lead for Indigenous Employment.**

2 Respect
"We don't tolerate workplace discrimination against age, gender, sexual orientation, race, state of mind, politics, religion or anything else. The invaluable work our team is doing to create greater understanding and ensure we have a truly inclusive, unbiased workplace – whether at our Support Office, in our shopping centres or on our construction sites – goes to the heart of what our organisation represents." **Ian Irving, Director Design and Construction.**

3 Inclusive leadership
All of our people managers participate in our industry-leading inclusive management program, which includes cultural awareness education and training.

4 Diversity is our strength
Our teams represent over 64 different career specialities, collaborating, sharing knowledge and encouraging the best ideas to come to the fore. You'll learn from the best, and be challenged and inspired by the passion and drive of those around you. Beyond our differences in culture, religion, ethnicity and sexual orientation, for us, diversity also encompasses differences in background and life experiences.

5 Realise your dreams
When you join our team, you're joining the industry leader. Our purpose is to create extraordinary places, connecting and enriching communities.

6 Our DNA
Our cultural values are the common language we share:

- We never give up
- We work together
- We leave a positive legacy
- We push the limits
- We act with integrity
- We act as an owner

7 Sustainability
For us, sustainability isn't just about the environment: it's about seeing everything we do through the eyes of our people, retailers, customers and communities.

8 Innovation
If you enjoy the challenge of viewing the world from different perspectives and the pursuit of fresh ideas, you'll love working with us. You'll find infinite opportunities to push yourself and discover new ways to broaden your career experiences. Most importantly, you'll connect with people who share a real desire to make extraordinary happen.

9 Flexibility
We embrace different ways of working: flexible arrangements, taking time off to be with family, pursue sport or hobbies, or simply manage life more effectively. We believe that all roles – regardless of level or location – can be undertaken with some form of flexibility.

10 Passionate people; exceptional career experiences
We manage every aspect of our portfolio - from design, construction and development to leasing and retail solutions, asset management and marketing - ensuring that our Westfield centres constantly meet the highest expectations of today's retailers and consumers.





Start your career with Australia's largest bank



School-Based Traineeship

A School-Based Traineeship with CommBank 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 CommBank?

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.

For more information on your career at Commonwealth Bank, head to commbank.com.au/careers

Ten ways a School-Based Traineeship can help your career

1 Getting paid for the hours worked in the bank

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.

2 Earning a nationally accredited qualification

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.

3 Building confidence

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.

4 Enhancing communication skills

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.

5 Learning to work in an energetic team

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.

6 Learning to set goals and plan how to achieve them

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.

7 Gaining an understanding of financial services

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.

8 Understanding how to deliver exceptional customer service

Working in our branch network, students are trained and supported to ensure they provide the best customer experience possible for our customers. CommBank is committed to being the leading bank

in customer satisfaction. Trainees are expected to contribute towards this goal.

9 Experience working in a diverse workplace

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.

10 Potentially gain a permanent position with the Bank upon completion of the traineeship

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.

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.



Cadet program promotes diversity

Fulton Hogan's Northern Industries business, based in Queensland, has commenced a program which provides opportunities for cadets representing a variety of diversity groups, including gender and Indigenous Australians. Over the next two years, these recent school leavers will be provided with exposure to all facets of Fulton Hogan Industries from laying, laboratories, production, quarries and workshop maintenance. It is envisioned that it will provide the cadets with the exposure and skills to pursue a long and exciting career within Fulton Hogan.

Fulton Hogan wants a diverse workforce; one that reflects the communities in which we operate and are pursuing opportunities to build strong connections between Aboriginal and Torres Strait Islanders, business and the broader community.



As part of Fulton Hogan's commitment to Indigenous participation, they worked closely with Indigenous-owned Balarinji, a leading Australian strategy and design practice, best known for creating a series of Qantas art aircraft. Balarinji created an iconic look for their bitumen tankers to promote diversity and inclusion across Queensland and Northern Territory.

At Fulton Hogan, we invest in our people, encouraging their development so their career and prospects advance with us.

1 Respect

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.

2 Diverse careers

We offer opportunities for people in engineering, finance, human resources, training, safety, environment, information technology, communications and transport.

3 Future skills

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.

4 Community involvement

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.

5 People first

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.

6 The right-size business

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.

7 Long-term, intergenerational view

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.

8 Care for safety and wellbeing

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.

9 Care for the environment

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.

10 Successful and enduring business

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.



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.

For further information on a range of police careers or to apply visit 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



1 A broad choice of careers

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 Prosecutors, Search and Rescue, Detectives and many more.

There are 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.

2 Aboriginal and Torres Strait Islander-focused roles

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.

3 Walk in their shoes program

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.



4 Aboriginal Graduate Program

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.

5 Build awareness of careers for Aboriginal and Torres Strait Islander communities

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 in local communities, promoting recruitment and careers opportunities including Victoria Police Recruitment Yarning Circles.

6 The Aboriginal and Torres Strait Islander School Based Traineeship

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.

7 Celebrating significant Aboriginal and Torres Strait Islander cultural events

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.

8 Workplace flexibility and benefits

As a Victoria Police employee, you will have access to great benefits including flexibility, leave entitlements such as NAIDOC Day leave and ceremonial/cultural leave. We offer a number of flexible work options such as part-time employment, flexible working hours, purchased leave, study leave and many others.

10 Help to create a bright future

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.



Be a part of our journey

Our Business

With over 125 years' experience, Toll Group, proudly part of Japan Post, operates an extensive global logistics network across 1,200 locations in more than 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 young 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, continual 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

"Six years ago, I started working for Toll as a temp through Toll People. This has helped me to grow my skill set, as well as work within a few different business areas across Toll. During my time here I've enjoyed a range of opportunities, which included 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 Group Operational Services division, which is both enjoyable and challenging. What I love best about my role is the knowledge that I am helping to keep our drivers and the public safe."



Ten reasons why you should start your career journey with Toll

1 Offering plenty of job options

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.

2 Be seen as a valuable asset

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.

3 Safe and stimulating work environment

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.

4 Learn and develop on the job

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.

5 Supporting you to continue to grow your career

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.

6 Toll is committed to making a difference for indigenous Australians

Toll has been working with Indigenous communities for many years and we have employed many Aboriginal and Torres Strait Islander people within our businesses. Our national approach is outlined in our Reconciliation Action Plan (RAP). Our RAP helps guide us to ensure that our workplace is welcoming and creating positive opportunities.

7 Working towards cultural understanding and celebrating indigenous engagement events

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.

8 Assisting communities

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.

9 We believe everyone deserves a chance for employment

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.

10 You can balance your work and life

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. If you study after work, play sport or need to look after children, we can help you plan your work so your life is balanced.



Diversity, inclusion and respect



ANZ provides a range of banking and financial products and services to around ten million retail and business customers.

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. Our purpose is to shape a world where people and communities thrive. That is why 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 age, caring responsibilities, cultural identity, disability, gender, gender expression and identity, ethnicity, education, family and relationship status, sexual orientation, religious beliefs and/or socioeconomic background,

Reconciliation Action Plan

We were the first major Australian company to launch a Reconciliation Action Plan. Our Reconciliation Action Plan (2016-2019) builds on past achievements under our previous Action Plans. Our current reconciliation action plan focuses 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 continue to promote this fantastic module with our partners, stakeholders, customers and networks to provide people the opportunity to develop an 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.



1 A program to fit you

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 or III 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 no longer attending high 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.

2 An education

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 studies. For full-time trainees, you will have time set aside from your work at ANZ to help you study for your Certificate III.

3 A job

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 fulltime and be paid for your work, plus three hours of study time per week.

4 A career

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!

5 Join more than 1,000 other young Indigenous people who have been a part of ANZ's traineeship program



Since 2003 ANZ has had more than 1,000 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.

6 Great support network

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.

7 What skills to you need to join ANZ?

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 fulltime traineeship, we are also looking for some retail sales experience and/or a desire to work in a sales role.

8 What does Sinoma Gilbert have to say about the program?

"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'.

9 What message would you communicate to your fellow Indigenous Australian's about pursuing a career within ANZ?

For young people considering a traineeship or currently completing a traineeship, I would really encourage them to be open minded and to make the most of the opportunities that come your way. You don't know where something might take you so give everything a go when you're given the chance and don't be shy about asking questions.

Braydon Garde is a Research Analyst for Institutional Banking in Queensland. He is also a proud Wiradjuri man and a former Indigenous School Based Trainee. After completing his traineeship with ANZ, Braydon pursued further education at university and returned to ANZ on the Graduate Program.

10 How do I apply?

Just go to 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.

Care for your community



Australian Unity is one of Australia's oldest mutual companies, with operations dating back to 1840.

A national company providing health, wealth and living services, we operate with commercial principles and with a strong social purpose to create community value.

We are here to help people thrive.

Australian Unity has more than 7,000 employees across Australia who support our extensive business operations that span health, wealth and living services. We provide health insurance cover to more than 400,000 Australians, and operate an evidence-based chronic disease and preventative healthcare business known as Remedy Healthcare.

Australian Unity also owns six dental clinics. Our financial services operations include fee-for-service financial planning, fiduciary services, finance broking and banking. Our funds management business provides specialist property, fixed interest, mortgage and equity products. We also operate 18 retirement communities, encompassing both aged care and independent living, and have a large and growing Home Services business that provides in-home support for older Australians and those living with disability.

Proportionally, we are one of Australia's larger employers of Aboriginal and Torres Strait Islander people, with more than five percent of our workforce consisting of Aboriginal and Torres Strait Islander peoples.

These employees are mostly based in our Aboriginal Home Care service, which consists of eight branches across

NSW providing home care and services delivered by about 350 Aboriginal staff to around 3,000 Aboriginal clients.

Our services to Aboriginal and Torres Strait Islander peoples and communities include social support, domestic assistance, personal care and home maintenance. Through our trustee services area, we also provide advice to support Aboriginal and Torres Strait Islander communities in establishing and managing native title trusts. These relationships are solid foundations through which we can create practical support for reconciliation and unity.

For more information, please contact the Australian Unity Talent Acquisition Team on: recruit@australianunity.com.au

1 Become a part of an Australian company directly enabling our communities to thrive.

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, financial and community wellbeing. We actively encourage our staff to contribute to the pursuit of wellbeing, both for themselves and their customers.

2 Work with us around Australia, country and metropolitan.

With a broad range of services and locations, you can work with Australian Unity wherever you are in Australia. Our home and community care offerings allow staff the option to travel to the clients located close to home.

3 Leave for NAIDOC week and flexible working conditions

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. In particular, Australian Unity provides a day's paid leave to participate in NAIDOC week activities each year.

4 Challenging and rewarding careers

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.

5 Ongoing professional development

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. Our talent and leadership programs enable Indigenous employees to develop and further their careers to their full potential.

6 Friendly, warm and supportive environment

Our employees come from all backgrounds and walks of life, mirroring the diversity of our member base. 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.

7 Professional and dedicated work culture

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 wellbeing company.

8 Benefits that suit Indigenous cultural traditions

Australian Unity offers more than just a competitive salary. We acknowledge that the work environment needs to reflect the cultures of the people who make up our workforce. So in addition to NAIDOC week leave, we also offer extended leave for Sorry business and return to country/nations for Indigenous peoples. We also offer a public holiday exchange program, that allows people to swap the common public holidays including 26 January, for days that bear a positive significance for people of Indigenous or other cultures.

9 Work for a leading employer

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.

10 A stable future

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.



Create a career of both purpose and passion

Aspire to play a bigger game, to make an even greater impact. With us, you'll tackle important problems that align with your purpose and passion every day.

You most likely know us as one of the Big 4 Accounting Firms, however, what we really do extends far beyond crunching numbers. We're a Professional Services Firm. We help Australian businesses, not-for-profits and governments better the way they work. From improving healthcare, to creating smarter cities and igniting Australia's start up industry, our people build trust in society and solve important problems every day. So, if you want to contribute to a 'bigger picture', you're in the right place!

With a network spanning across 157 countries, we are a collective of more than 223,000 people worldwide who are committed to delivering quality in assurance, financial advisory and consulting. Within these areas career paths can differ from technology consultant, to accountant, to lawyer, and data scientist - just to name a few. Our people are energetic, inspirational and thrive in a collaborative and innovative environment. Above all, we bring a unique blend of knowledge and passion when addressing the challenges and opportunities facing our community. As one of the world's largest professional services firms, your work with us has the potential to make a real impact.

Now, we'll be upfront. You might find the work hard and challenging at times. But this is just one of the many reasons

why our people get excited to turn up each day! Opportunities for growth and mentorship are endless, as is our vast support network. Educational diversity is embraced and our 7,000+ local employees come from a wide range of academic backgrounds, including arts, business, economics, science, engineering, health, law, and more. We see difference as a key asset, and we're committed to helping you unleash your true potential.

INFORMATION

If you are interested in becoming part of our community, please visit our careers site at pwc.com.au/careers



Meet Shelley Cable
Shelley Cable is a Consultant, currently working within PwC's Indigenous Consulting business (PIC). Shelley grew up in Western Australia, Perth, as part of the Noongar mob.

The work Shelley does with us sees her working with government departments, companies and community organisations to help them achieve their goals and make social change. This usually involves conducting research, interviewing stakeholders, holding workshops, writing reports and forming recommendations for the client to implement.

Encouraged to work directly with mob, Shelley says it's a humbling experience to have the opportunity to meet and work with community and business leaders from all over the

country. From behind-the-scenes roles in shaping organisational strategies, to helping clients create opportunities and outcomes for the mob, Shelley thrives on being able to mix her work with her individual purpose and her passion.

Shelley's advice to other university students is, 'to know that as Indigenous graduates, you're in demand and have more power than you realise! Don't accept the first offer you receive - be sure to choose your employer carefully. Do your research, talk to people in the industry, and make sure that there will be adequate support provided to you to achieve your goals in that workplace.'

1 PwC Indigenous Consulting (PIC)

As PIC continues to grow, this means that there are numerous opportunities for Indigenous employees to get involved with work that recognises 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 available to you are vast!

2 Unleash your talent

By identifying your talent, we lay the foundations for business longevity and success. Yes, we search for students from varied academic backgrounds, but that's not all! Degree or no degree, we seek bright, passionate and like-minded individuals who can join us in embracing the ever-changing business landscape. We know many of you will become our future leaders and we're dedicated to investing in your development, both professionally and personally. We want our future to one that fosters equal opportunity, from greater team diversity to more female leaders, and we're committed to making it happen!

3 Guiding you to success

As someone new to the firm you'll 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. With a genuine support structure around you, you will certainly feel comfortable to be yourself and perform your best from day one.

4 Diversity is at our core

Difference is a key strength of our firm as well all contribute to the culture. Here you will feel comfortable to not only be yourself, but to be heard. Our 'Dress for your day' policy gives you the flexibility to choose what you want to wear based on the work you do with your teams and clients. You can also take part in our employee-led diversity networks that promote cultural, disability, LGBTI and gender equality. We believe in creating a shared environment that challenges the status quo and brings our unique differences together.



5 Help us give back

We have a dedicated team driving firm wide Corporate Responsibility initiatives. All our employees are encouraged to get involved in these activities and as part of our commitment to social relevance, every employee is granted two days of volunteer leave per year, with flexibility for additional leave when applying their business skills.

6 Tech loving

Want to work for a tech firm? Our goal is to become the most technology enabled professional services firm in the world! From innovators developing new software and applications, to scientists creating breakthroughs in processing speeds, technology has reshaped the way we approach business. Whether we're exploring the future of business, restructuring the internal systems of one of our clients, or developing new tech to use in-house, there's a passion for innovation across everything we do.

7 Flex how you work

Innovation is at the core of our client work and, just as importantly, so is providing you with the flexibility you need to flourish. Our tech solutions mean that you can work anytime, anywhere whether that's in the office, at home, or from a cafe - it's your choice! Also our casual dress policy means you have the freedom to coordinate your outfit with the type of work you'll be doing. We trust you to work in a way that best suits your

needs, and provide you with the tools and movement to do so.

8 Hiring from all degree backgrounds

We hire people from all degrees, including science, technology, engineering, maths, medicine, arts, business, communications, psychology, and law - just to name of few. The type of work we do is so diverse, but what binds us together is creative problem solving. It is all about how you approach a problem and how you collaborate with your team members to solve it. So regardless of your degree background, we'll provide the training to get you up to speed in the business area you join.

9 Our unique RAP

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.

10 Perks are also important

We know things like birthday leave, the ability to purchase up to an additional 12 weeks of annual leave, and 18 weeks paid parental leave make working with us more enjoyable. We get it. Living your life to the fullest is just as important as investing in your career, that's why when you join us we strive to set you up for both!

Cultural Diversity

326



VICTORIA POLICE

328



CommonwealthBank



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.

For further information on a range of police careers or to apply visit www.policecareer.vic.gov.au.



1 What are the Citizenship requirements for the Police, PSO or PCO role?

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.

2 How fluent do I need to be in English to be considered for a role with Victoria Police?

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.

3 What will I be assessed on during the Police, PSO or PCO selection process?

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.

4 How will you train me to do my job properly?

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.

5 What benefits am I entitled to?

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.



6 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?

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.

7 What sort of attributes are Victoria Police looking for?

Maturity, strong communication skills, community-mindedness, good decision

making skills, customer service experience, leadership skills and a healthy level of fitness.

8 Shift work?

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.

9 Do PSOs carry weapons?

PSOs carry the same weapons and undertake exactly the same weapons and self-defence training as Police Officers.

10 When do I start earning a salary?

From the first day of your training at the Victoria Police Academy in Glen Waverley, you will be paid a salary.



Start your career with Australia's largest bank



CommBank's cultural diversity context & ambition

The Group recognises that our people need to reflect our customers and local communities. We are committed to recruiting and retaining a culturally diverse workforce.

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 and leadership team conversations about cultural diversity to name a few. We have diverse people supporting diverse customers.

Our ambition is that our leaders reflect the diversity in our community with diverse thinking and perspectives. People with different cultural backgrounds, identities, ages, experiences and education will help us achieve our business objectives and goals.

Our strategy

Our Diversity and Inclusion Strategy is built on five key focus areas:

Diversity in leadership

Our leaders reflect the diversity in our community with diverse thinking and perspectives.

Inclusive culture

We strive to create an inclusive culture where everyone belongs because of their uniqueness, not in spite of it – a place where 'you can be you' to do your best every day to achieve our organisation's vision.

You can be you

We value the individuality, needs, different perspectives and ambitions of our people that are informed by their gender, age, cultural identity, sexual orientation and/or disability.

Flexibility

We cultivate a supportive and flexible work environment that meets the needs of our people and business.

Reputation & engagement

CommBank is seen as an employer of choice and an authentic leader of diversity and inclusion. The aim of our strategy is to leverage the unique backgrounds, perspectives and experiences of our people, by providing everyone with the opportunity for development in an inclusive workplace. This will ensure that we can provide excellent customer service to an equally diverse customer base. The aim of our strategy is to leverage this leadership and foster inclusion, so all our people feel valued and respected and can do their best every day to deliver the CommBank vision.

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
Group Decision Science



1 Make an impact

Regardless of where you work within CommBank, you'll understand the impact that your work, initiative, talent and ideas have. You'll know where you fit in the big picture.

2 Values

We live and breathe our values of integrity, accountability, collaboration, excellence and service every day. Guided by our vision and values, we've built our culture and are inspired to deliver even better outcomes for all our customers.

3 You can be you

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

4 Opportunities

With 13 business areas within CommBank and 52 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

5 Training and development

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

6 Innovation

We're always looking for ways to do things differently. We've been responsible for many Australian firsts in banking. From our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

7 Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities to nice-to-haves, you'll get a wide range of discounts from our business customers.

8 Community commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value.

We also have a staff community fund and volunteering days at our partner charities.

9 Bright minds

Regardless of your role at CommBank you'll be working with and learning from some of the brightest minds in Australia and across the globe.

10 Award winning employer

We've been recognised with a wide range of employer awards, including:

- **AWEI Gold Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2017
- **LinkedIn Top Companies** 4th most in demand employer, *LinkedIn*, 2017
- **Pride In Diversity's Australian Workplace Equality Index** Top Ten Employer, *Commonwealth Workplace Equality Agency (WGEA)*, 2017
- **Job Advisor Coolest Companies, 2016:** 5th in Finance, 4th in Diversity, 13th in Tech, *Job Advisor*
- **GradAustralia** Top 100 Graduate Employers 2017, Top 100 Intern Employers 2017

EXPLORE CAREERS PODCASTS

LISTEN ANYTIME. ANYWHERE.

Hear regular discussions and interviews with Australia's industry leaders.



explore
CAREERS

Index

APA

apa.com.au
44-45, 258-259

ANZ

anz.com/careers
134-135, 272-273, 288-289,
318-319

AON

aon.com.au
132-133

Australian Government

dpmc.gov.au/work-for-us
108-109, 248-249, 266-267,
292-293, 306-307

Allianz

allianz.com.au
130-131

Aristocrat

aristocrat.com/careers-culture
194-195

Australian Constructors Association

constructors.com.au
20-21, 246-247, 304-305

Australian Super

australiansuper.com
146-147

Australian Unity

australianunity.com.au
184-185, 320-321

Bankwest

bankwest.com.au/careers
138-139

BP

bp.com/grads/au
48-49

Careers in Insurance

careersininsurance.com.au
140-141

Cochlear

cochlear.com/careers/grads
202-203

Coles

colescareers.com.au
72-73, 232-233, 278-279,
298-299

Commonwealth Bank

commbank.com.au/careers
128-129, 196-197, 222-223,
268-269, 276-277, 310-311,
328-329

Costa

costagroup.com.au
156-157

Cotton On Group

cottonongroupcareers.com
68-69

Craveable Brands

craveablebrands.com/careers
90-91

Defence Force Australia

defencejobs.gov.au
168-177, 208-209, 302-303

Downer

downercareers.com
16-17, 224-225

Elders

elders.com.au
158-159, 220-221

EY

ey.com/au/careers
34-35

Fitness First

careers.fitnessfirst.com.au
186-187

Fulton Hogan

fultonhogan.com
28-29, 256-257, 312-313

Holcim

holcim.com.au/careers
24-25, 242-243

Holden

holden.com.au/about/careers
70-71, 198-199, 226-227

Jetstar

jetstar.com/au/en/careers/
122-123

JPL Group

80-81

Kennards Hire

kennards.com.au
152-153, 238-239

Landmark

landmark.com.au
160-161

Lion

lionco.com/people-careers
92-93, 230-231

Macquarie

macquarie.com/careers
126-127, 200-201, 212-213,
280-281

Master Builders

alink.org.au & mbav.com.au
30-31

Maurice Blackburn

mauriceblackburn.com.au/careers
84-85

McConnel Dowell

mcconnelldowell.com
18-19

McDonalds

apply.mcdonalds.com.au
88-89

Merivale

merivale.com.au/careers
56-57

Metro

metrotrains.com.au/careers
112-113, 236-237

MMG

mmg.com
50-51

Multiplex

multiplexcareers.global
14-15, 216-217

Myer

myer.com.au/careers
74-75

MYOB

myob.com.au/careers
100-101

NAB

nab.com.au/about-us/careers
190-191, 234-235, 284-285,
300-301

Orica

orica.com
46-47

Programmed

programmed.com.au
60-61, 240-241

PWC

pwc.com.au/careers
36-37, 210-211, 286-287,
322-323

Racing Victoria

careers@racingvictoria.net.au
164-165

RACV

racv.com.au
136-137

Reece Group

reecegroup.com.au/careers
26-27

SAS

sas.com
40-41, 192-193, 244-245

Scentre Group

scentregroup.com/careers
78-79, 252-253, 282-283,
308-309

Solotel

solotel.com.au/careers
54-55

Sportsgirl

sportsgirl.com.au/get-a-job
64-65, 206-207

Spotless

spotless.com/careers
150-151

Steinhoff

steinhoffasiapacific.com.au/
careers
76-77

Sussan

sussan.com.au/sussan-careers
66-67, 206-207

Toll

tollgroup.com
118-119, 250-251, 316-317

Telstra

careers.telstra.com
98-99, 218-219, 270-271,
290-291, 296-297

The Coffee Club

thecoffeeclub.com/careers
94-95

Transdev

transdev.com.au/careers
116-117, 254-255

Victoria Police

policecareer.vic.gov.au
104-105, 214-215, 264-265,
314-315, 326-327

Victoria State Government

careers.vic.gov.au
110-111

V/Line

vline.com.au/careers
106-107

Watpac

watpac.com.au
22-23

Westpac Group

westpac.com.au/careers
144-145, 228-229

Wilson

employment.wilsongroupau.com
180-181, 260-261

WorkSafe Victoria

worksafe.vic.gov.au/careers
142-143

**JOBS, NEWS,
VIDEOS,
PODCASTS,
AND MORE**

EXPLORECARREERS.COM.AU

explore
CARREERS