

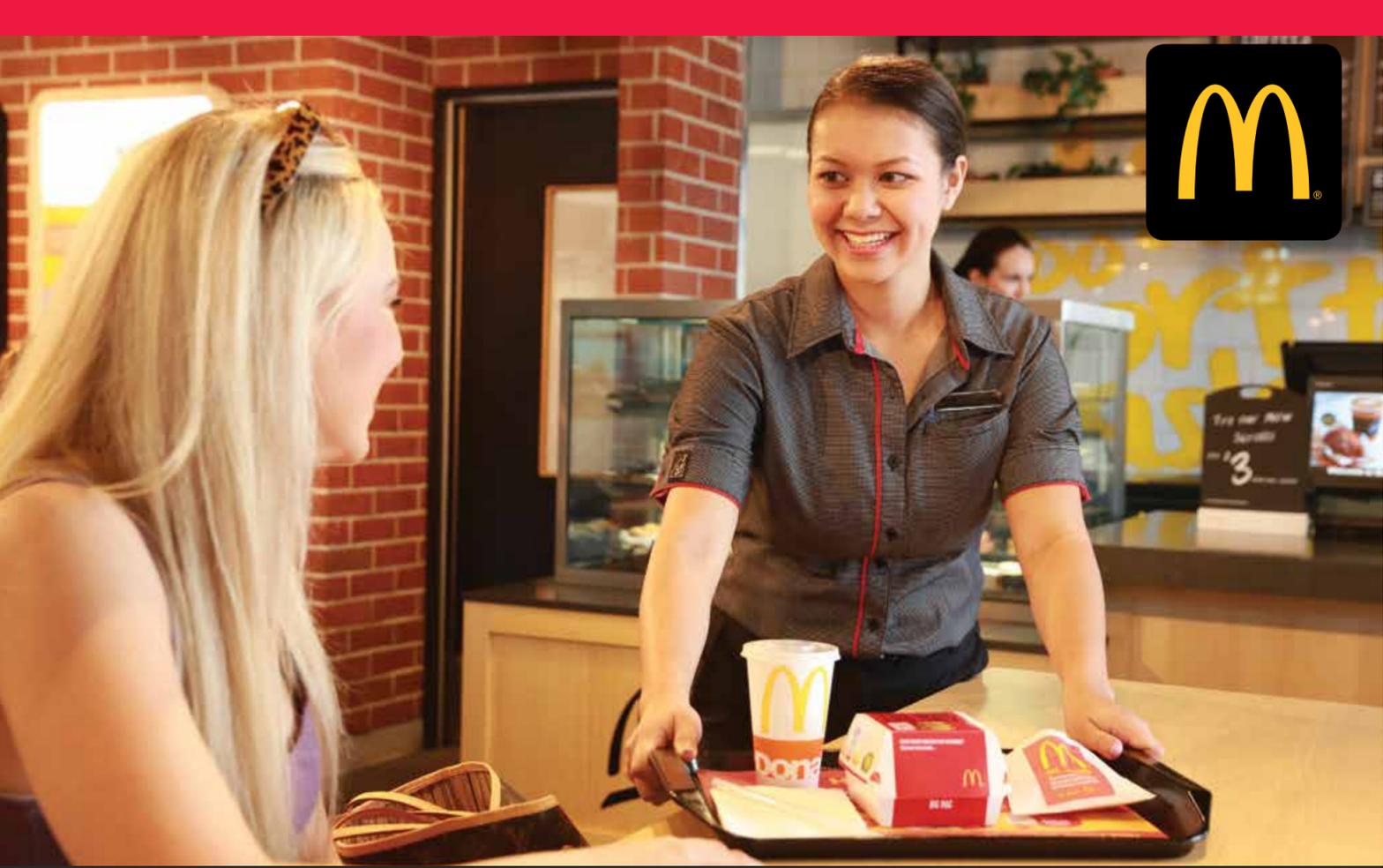


# THE CAREER ADVISORS GUIDE

EDITION NO.8

EXPLORE CAREERS.COM.AU





**McDonald's has a deep belief in**  
**“DIVERSITY IS INCLUSION”**  
**a bold value proposition where EVERY individual feels their culture, identity, and experiences are valued and respected.**

**McDonald's Australia**

The gender composition of our workforce overall is



54.1% of employees awarded promotions were women



45.9% were men

# Welcome to the 8<sup>th</sup> edition of the Explore Careers Publication

It's interesting; we continue the debate about jobs of the future and the impact changes in the workplace are having for educators today. However, the jobs of tomorrow are here today and available for young people now. In addition, skill shortages are a critical issue for Australian Employers across a broad range of vocations including mechanical, electrical and technical trades, surveyors, veterinarians, architects, aged cared workers, just to name just a few.

Over the past ten years, we have been encouraging Australian employers to connect with the secondary school community. It is critical that employers deliver accurate and relevant information about their needs not only to the broader community but to diverse areas including Cultural, Indigenous, LGBTI+, Disability, and more.

We have seen a significant increase in the communication of career options to young women; however, we still face still significant issues in attracting females to non-traditional careers for women, particularly in S.T.E.M.

The 2019 Explore Careers program reflects the increased commitment that Australian organisations have with connecting with secondary schools, with new employers joining the Explore Careers program at a rapid rate.

Our annual report in 2018 highlighted important and compelling stats, including;

- 88% of jobs opportunities presented to students via Explore Careers were

successfully filled within the first month. These vacancies included part-time, casual, work experience, apprentice and full-time roles.

- Explore careers website traffic increase by 190% over the previous year.
- One hundred twenty-five thousand people read the Explore Careers eNewsletters.
- The Explore Careers podcasts quickly became an essential resource for career advisors, students, and parents.

This publication is jam-packed with 380 pages of information designed specifically for you, your students and their parents. It's important to remember that the Explore Careers publication is just one small part of the overall Explore Careers program - which includes other initiatives such as the Explore Careers Podcast Network, school events, surveys and market research, eNewsletters, and much more.

2019 brings a major new initiative to the Explore Careers program - Explore Careers Now.

Explore Careers Now has been developed to allow students to find job opportunities, specifically relevant to them, which include:

- Full-time roles
- Part-time roles
- Casual roles
- Christmas Casuals
- Work Experience
- Traineeships
- Apprenticeships

Students will be able to find these jobs on [ExploreCareers.com.au](https://www.explorecareers.com.au).

I want to thank all of our partner organisations for making the important commitment of helping to educate and connect with the secondary school community.

I trust that you will enjoy the 8th instalment of the Explore Careers Publication, and hope that it serves you and your students well throughout the year.

Bring on 2019!

**Cliff Stoneman**  
 Founder & CEO



*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.*

We are always looking for passionate, organised and professional people to join the Macca's team.

For more details on working with McDonald's visit our website [apply.mcdonalds.com.au](https://apply.mcdonalds.com.au)

# explore CAREERS

**Chief Executive Officer**  
Cliff Stoneman

**Director**  
Daniel Stoneman

**Marketing and Communications**  
Mitchell Stoneman

**Advertising Inquiries**  
Daniel Stoneman  
Tel: 1300 856 379

**Projects Manager**  
Rebecca Stoneman

**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*  
M E D I A

**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 PODCASTS

**LISTEN ANYTIME.  
ANYWHERE.**

Hear regular  
discussions and  
interviews with  
Australia's  
industry leaders.

 Listen on  
**Apple Podcasts**

explore  
CAREERS

 166-167, 238-239, 316-317	 18-19, 250-251, 334-335	 20-21, 302-303, 328-329, 370-371	 76-77, 282-283	 58-59
 118-119, 296-297, 378-379	 192-193	 22-23	 48-49, 368-369	 32-33
 80-81	 26-27	 62-63	 106-107	 230-231
 152-153, 268-269, 314-315, 356-357	 16-17, 240-241, 260-261, 306-307, 322-323, 338-339, 344-345	 176-177	 68-69	 86-87, 88-89, 90-91, 92-93, 94-95, 258-259, 346-347
 40-41	 104-105, 350-351	 162-163, 242-243, 348-349	 70-71, 340-341	 136-137
 220-221	 158-159	 138-139, 336-337, 358-359	 114-115	 46-47
 122-123, 284-285	 156-157, 232-233, 264-265	 120-121, 366-367	 200-201	 116-117, 252-253, 380-381
 134-135	 108-109, 272-273	 178-179	 66-67, 256-257	 14-15, 254-255, 312-313

 212-213	 64-65	 222-223	 110-111, 288-289	 102-103, 278-279, 372-373
 72-73	 44-45, 332-333, 354-355	 142-143	 194-195, 298-299	 154-155
 28-29, 276-277, 318-319, 376-377	 82-83	 132-133	 50-51	 184-185
 170-171, 262-263	 164-165, 228-229, 266-267, 308-309, 324-325, 364-365	 202-203	 98-99	 30-31
 112-113	 174-175, 292-293	 54-55	 216-217, 244-245, 274-275	 38-39, 280-281, 320-321, 362-363
 144-145	 148-149, 150-151, 248-249	 180-181	 56-57, 290-291, 304-305, 326-327, 374-375	 206-207, 286-287, 352-353
 208-209, 294-295	 128-129, 236-237, 270-271	 78-79	 188-189	 190-191
 196-197, 360-361	 210-211	 124-125	 24-25, 234-235	 34-35



# Empowering young adults to reach their potential in life.



**L**ove Me Love You is a non-profit organisation that strives to empower and build resilience in young adults so that they may overcome the stigma surrounding mental health and other life hardships.

Almost one in four young Australians are unhappy with their lives. Due to the lack of awareness and the stigma surrounding mental health and substance abuse, many young adults choose to face their battles alone.

A former first round draft pick and AFL footballer, Lance Picioane established Love Me Love You in 2013 to help young adults take control of their mental wellbeing and to live happier, more fulfilling lives. As a teenager and throughout his AFL career, Lance suffered from depression and anxiety. Like many young adults, Lance chose not to ask for help, but instead turned to partying and substance abuse.

By being truthful with himself, his family and his friends, Lance turned a corner and sought help. Although he still has his down days, Lance now lives a life full of love and happiness. Love Me Love You programs are based on Lance's experiences and are aimed at educating

young adults about the importance of mental health and empowering youths to Get Back to School, Back to Sport, Back to Life!

An incredibly relatable and down to earth character, Lance and Love Me Love You have connected people from all walks of life through ongoing community initiatives such as the annual 'March with Me' walk, as well as hosting several workshops and ongoing events across Victoria.

 Explore Careers are a proud supporter of **Love Me Love You**. To find out more about Love Me Love you, visit [www.lovemeloveyou.org.au](http://www.lovemeloveyou.org.au)

# Contents

10 **Careers & Employment**

226 **STEM**

246 **Women**

300 **Disability**

310 **LGBT+**

330 **Cultural**

342 **Aboriginal & Torres Strait Islander**

# Careers & Employment



<b>12</b> Banking, Insurance & Finance	<b>100</b> Building & Construction	<b>182</b> Manufacturing
<b>36</b> Property Development & Management	<b>126</b> Infrastructure	<b>186</b> Public Services
<b>42</b> Health	<b>130</b> Childcare & Early Learning	<b>198</b> Airlines
<b>52</b> Technology	<b>140</b> Hospitality	<b>204</b> Transport & Logistics
<b>60</b> FMCG	<b>146</b> Retail	<b>214</b> Analytics
<b>74</b> Mining, Energy & Resources	<b>160</b> Professional Services	<b>218</b> Landscape
<b>84</b> Defence Force Australia	<b>168</b> Specialised Property Solutions	
<b>96</b> Sports & Entertainment	<b>172</b> Agribusiness	

# Banking, Insurance & Finance



14



MACQUARIE

16



CommonwealthBank

18



20



22



24



26

CAREERS IN INSURANCE

28



30



32



34





# Own your future



**M**acquarie is a global financial services group providing clients with asset management and finance, banking, advisory and risk and capital solutions across debt, equity and commodities.

We manage farms, airports, renewable power generation, roads and real estate. We build bridges, wind farms, schools, power grids and hospitals. And we generate electricity, deliver gas and farm beef and avocados.

We are in business to be profitable, but it is the way we do business that defines us. We encourage our people to take a different perspective and be accountable for their actions. It leads us to ideas that aren't always obvious and equips us to take on complex challenges.

In every one of our offices around the world, you'll find individuals from

varied backgrounds with different ways of thinking, different skills and different experiences, which is critical to the wide range of services that the Group delivers.

With expertise built over decades in sectors that are shaping the global economy, we earn trust by delivering outcomes that meet the needs of our clients, shareholders and communities.

### 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 \$A330 million to more than 3,500 community organisations. Staff have also contributed more than 60,000 of hours of volunteering and skills sharing.

Find out more at [macquarie.com/careers](https://macquarie.com/careers)



[macquarie.com/careers](https://macquarie.com/careers)

Our staff come from an array of academic disciplines. Hear from our employees about where their background has taken them at Macquarie:

#### Arts Kate, Talent Consultant, Human Resources



I studied arts, majoring in French and Art History. I also have a Diploma of Music and a Masters in Human Resources from the University of Melbourne. My studies equipped me with the skills to ask questions, find information, think critically and provide insights to my team. This curiosity has led to the opportunity to explore a number of different roles within HR as well as the chance to relocate to New York.

#### Commerce Daniel, Associate Director, Banking and Financial Services



I studied commerce at the University of Wollongong and Macquarie has provided me with the opportunity to accelerate my career. The business I work in has a flat management structure and I've found that opportunities and promotions have been provided based on merit, not tenure. I enjoy the people I work with and their solution-focused mindset. I'm surrounded by a team of intelligent and passionate colleagues who are driven and generous with their time, which creates a challenging and rewarding environment. The organisation continually looks for new opportunities and niches where we can add value, which in turn provides opportunities for our people.

#### Engineering Bronwyn, Division Director, Business Services Division



My career path to date has been quite diverse and unconventional – I studied civil engineering at UNSW and worked for seven years as a strategy consultant before joining the strategy team at Macquarie, then I joined Human Resources. I have quite a generalist background, but have developed some niche skills in diversity and inclusion, strategy and innovation.

#### Engineering Kieren, Analyst, Macquarie Capital



During my internship at Macquarie I worked on several projects where my engineering background armed me with valuable problem solving skills. Whilst I don't have a background in finance, my team was more than willing to help me learn along the way.

#### Law Rich, Associate Director, Corporate and Asset Finance



I studied business and law at university. The exposure you get working at Macquarie provides an incredible learning experience to build on your tertiary studies, from applying technical finance and accounting, to presentation, origination and negotiation skills – all of which I continue to apply to transactions taking place all over the world.

#### Mathematics Jason, Manager, Risk Management Group



I'm a mathematics graduate who has always had a keen interest in finance. I started at Macquarie as an intern in the Risk Management Group, and upon completing the internship I continued working for the same team as a graduate. My mathematics degree taught me to think critically and develop a problem solving mindset. These traits have been invaluable when working on different projects.

#### Engineering and mathematics Clint, Senior Associate, Macquarie Asset Management



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.

#### Science Layla, Associate Director, Market Operations



I grew up in the UK and studied maths and physics at university in London. Before moving to Australia permanently and taking up a role at Macquarie, I worked in a scientific role for an agency in the UK. At Macquarie, I'm trusted and empowered by the people I work for to make decisions and 'to make things happen'. I work with a team of really great people who I respect and admire.

#### Technology Steve, Chief Product Owner, Banking and Financial Services



I was initially attracted by Macquarie's entrepreneurial spirit and the chance to drive change. Now that I've been here for a few years I really appreciate Macquarie as a place where you're given the opportunity to take ownership of your career. My career path has been varied – I've been a developer, business analyst, product manager, customer experience lead, head of mobile and now chief product owner for our personal banking division.

#### Technology Sudin, Executive, Technology



As part of the graduate program I rotated through different parts of the Corporate Operations Group. After trying out several roles, I've now found my passion as a full-stack 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 understanding the users through design thinking, coding, innovation, effective communication and collaboration.



# Start your career with Australia's largest bank



**A**t CommBank our purpose is to improve the financial wellbeing of our customers and communities.

Our purpose guides our strategy – to become a simpler, better bank that delivers balanced and sustainable outcomes for our customers, community, our people and shareholders. With over 49,000 employees who are employed in 15 countries, we're Australia's leading provider of integrated financial services, including retail, premium, business and institutional banking, funds management, superannuation, insurance, investment and share-broking products and services.

### Endless Opportunities

As a large and diverse organisation, CommBank is a place of opportunity, where your skills can take you in unexpected, and rewarding, directions. A career at CommBank is much more than 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.

### Could you be an unlikely match?

Great things happen when you bring different perspectives together. This is why at CommBank, we're looking for the best and brightest minds, across every degree. We know that sometimes your degree isn't the end of the journey, and that for a lot of people what you study isn't necessarily what you end up doing. That's an unlikely match.

### About our Grad Program and how it works:

Our Graduate Program is a challenging and rewarding way to kick-start a long-term career with us.

You'll start with us in February, but the length of your program will depend on which business area you choose. Being such a large and diverse business, we have a vast range of opportunities for you to take hold of.

You'll begin your CommBank career with an orientation conference in Sydney, where you'll hear from senior leaders and renowned speakers, immerse yourself in all things CommBank, and network with fellow graduates from all parts of our business from around the world. Throughout your first year we provide

loads of support to help you to maximize your experience. We help you identify your individual focus areas, and provide you with tailored development sessions on-demand or in person.

Every business area offers a rotational program. Rotations help you to learn about the different areas of our business, build more connections, further develop skills, and decide where you want to take your career next.

### About our Summer Intern Program and how it works:

While summer is a great time for lazing on the beach, it's also the perfect time to give your career a head start with our Summer Intern Program.

Our 10-week Program gives you a taste of what it's like to work with us. You'll be given full support and training to help you decide if CommBank is the right fit for you.

You'll enjoy an intensive introduction to life at CommBank, learn how we operate, get involved in great projects and meet inspirational people who'll help you put your career on the right path.

At the end of the Program you'll also have the opportunity to apply early for our Graduate Program for the following year.



[commbank.com.au/careers](http://commbank.com.au/careers)

### 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.

### Values

Our commitment to our purpose is guided by our values:

- We do what is right
- We are accountable
- We are dedicated to service
- We pursue excellence
- We get things done

### You can be you

At CommBank, your colleagues will respect and celebrate your unique perspective, as well as the things you have in common.

### Opportunities

With 13 business areas within CommBank and almost 50 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

### Training and development

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

### 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.

### 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, such as flexible working options, to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business customers.

### 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 many of our partner charities.

### 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.

### Award winning employer

- We've been recognised with a wide range of employer awards, including
- **Canstar** Junior and Youth Banking Awards winner 2018
  - **LinkedIn Top Companies** 2nd most in demand employer, *LinkedIn*, 2018
  - **AWEI Platinum Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2018
  - **Workplace Equality Index** Employer of Choice, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2018
  - **Grad Australia** Top 100 Graduate and Intern Employers 2018
  - **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2018



For more information on your career at CommBank, head to [commbank.com.au/careers](http://commbank.com.au/careers)



# 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 approximately 4,300 employees.

We have been awarded Large General Insurance Company of the Year 2018 (ANZIIF Australian Insurance Industry Awards), Employer of Choice for Women 2009-2013 (EOWA) and Employer of Choice for Gender Equality 2014-2017 (WGEA). In 2017 we won the prestigious Australian Human Rights Business Award in recognition of our commitment to supporting refugee employment.

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

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.

### Phillip – Graduate, Information Technology

With a degree in IT and Statistics, Phil wanted to join a large, global organisation that would recognise the importance of data analytics and modelling, and provide him with real opportunities to gain experience in these, on a large scale.

*"What I discovered is that Allianz is an organisation with a serious focus on innovation and transformation, in an industry sector also going through rapid change."*

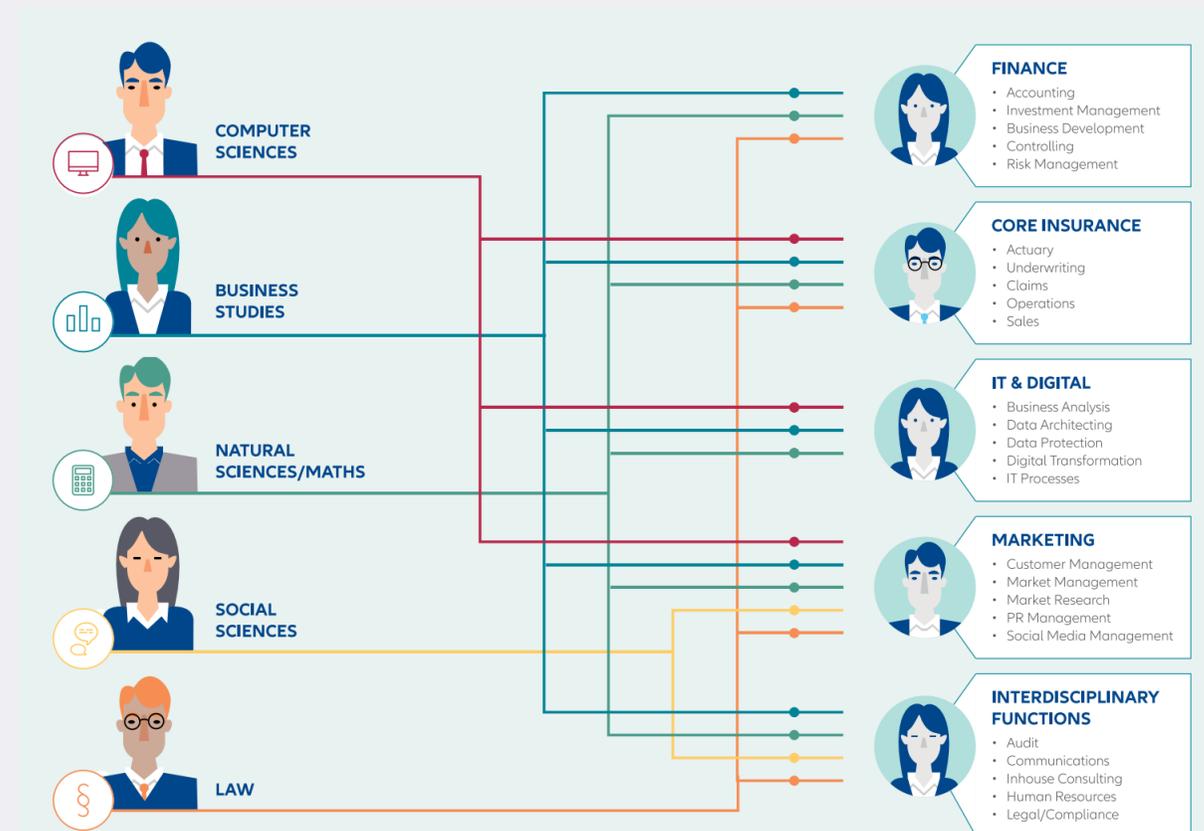
### Sonal – Graduate – Underwriting

Armed with a Finance and Economics degree, Sonal's focus was on finding an organisation that would enable her to productively apply her skills to achieve worthwhile outcomes, but also provide her with balance to lead a full life.

*"I'm trusted to do real work, and learn faster by doing. Just a few months into my graduate role, I feel respected and I am an equal member of the team."*



allianz.com.au/careers



### Why join Allianz?

#### ● Award winning employer

Employer of choice for Gender Equality, Australia's Large General Insurance Company of the year and Australian Human Rights Business Award winners.

#### ● A friendly work environment

Work with people from all different backgrounds and experiences.

#### ● You can challenge yourself

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

#### ● Bring your pioneering spirit

We want to become a completely digitalised company and looking for people with a pioneering spirit to transform our company.

#### ● Active In the community

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

#### ● We offer financial strength & market success

Join a dynamic worldwide insurer who has been financial strong over a long period of time and growing from strength to strength.

#### ● Structured programs for young talent

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

#### ● A home where performance will be recognised

Our culture is based on open communication, trust and collaboration. We make sure your performance is rewarded.

#### ● Many opportunities for you to grow

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

#### ● Many attractive Employee Benefits

We offer many rewarding benefits for work and life.

**If you dare there is an opportunity for you at [allianz.com.au/careers](http://allianz.com.au/careers).**

**The home for those who dare**



# A career at ANZ – a great place to grow

**S**haping a world where people and communities thrive.

Since opening as the Bank of Australasia in the 1830s, we've been focused on creating 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. Our 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.

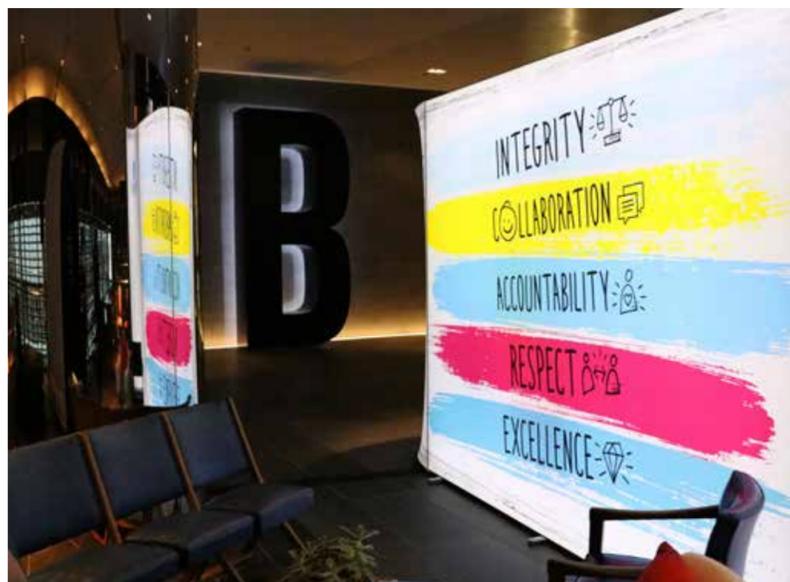
Today, there are more facets to what we do than ever before, but what we do is underpinned by the same values we've always had. As part of our team, you'll experience first-hand how we can help you develop a career that's rewarding, flexible and inclusive.

We encourage our leaders to constantly adapt and grow by gaining broad experience in different situations and across various parts of our business.

**Shayne Elliot**  
ANZ CEO

As a technology graduate at ANZ, I've had the opportunity to work in diverse teams and learn how the underlying systems work together to provide great customer service. The learning culture at ANZ has also given me various opportunities to learn about upcoming technologies in the banking industry and continually broaden my skillset.

**Sewmee Samarasinghe**  
Scrum Master & Analyst – Corporate Experience



[anz.com/careers](https://www.anz.com/careers)

### Your experience begins here

Whether you're seeking a school-based traineeship, a part time role while you're studying, or starting to think about a role as a university graduate, we have career paths that are flexible. We also have specific recruitment campaigns focused on graduate and summer interns, Indigenous employment, refugees or people with a disability.

### Our Graduate Program is designed to challenge and reward you.

No matter where you want your career to take you, our Graduate Program will provide you with the foundation needed to grow and succeed. Each of our key business areas in Australia and New Zealand has programs that offer multiple rotations. You will get 18-24 months of valuable experiences across our businesses, including exposure to a diverse range of people, environments and situations. We also provide supportive coaching, peer-to-peer learning, mentoring, training, networking and sponsorship from senior leaders. Diversity of thinking is one of the keys to ANZ's success, so we encourage students from all degree disciplines to apply for our program. Your university grades aren't the be-all and end-all. We're equally interested in your creative thinking and comfort in adapting to new people and situations.

### We offer programs to support all Indigenous traineeships (school based and full time)

Embracing diversity is fundamental to our success as a business and guides ANZ towards a broader range of experiences, insights and skills. Indigenous traineeships seek to improve employment outcomes for Indigenous youth, as one of the most disadvantaged populations within the labour market. The traineeships are designed to assist Australia in closing the gap between non-Indigenous Australians and Indigenous Australians. It also aims to provide opportunities for First Australians to create their own sustainable career pathways.

### Work Placement Programs Given the Chance

Working with partners The Brotherhood of St Laurence, Access Community Services and Work & Training, we run employment programs to provide refugees and asylum seekers with the skills and Australian work experience

they need to help them gain entry into the workforce.

Over 180 participants have taken part in various business units including Contact Centre, Operations, Branch Network, Technology and Institutional. More than 80% of those who complete their work placements have been recognised as emerging talent and have since moved into permanent roles at ANZ.

### Diversity is at our heart

We believe that a vibrant, diverse and inclusive workplace is a stronger workplace. 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 age, race, gender, disability, culture or sexual orientation.

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 we were named 2017 Employer of the Year by the Australian Workplace Equality Index for Lesbian, Gay, Bisexual, Transgendered and Intersex employees.

### 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 remote working. This allows our employees to better service our customers and allows our people time to spend doing the other things that are important to them.

### Women in Tech

As we are on a journey to be a data-led organisation, we need more software engineers, data scientists and cyber security specialists. We have great talent within ANZ already, but we need more team members within these areas, and ANZ is focusing on Women in Tech. Through this program we will identify team members to reskill and help pivot their careers into these capability areas.

### Be rewarded

Your contribution will be recognised with a range of financial and career benefits,

including:

- competitive salary package
- flexible work 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.

### We're community minded

We engage with and invest in the communities where we operate to help build opportunity and prosperity. Our stakeholders expect us to act responsibly and ethically, and we regularly engage with them in order to align our business activities with community expectations. Earning community trust is fundamental to building our reputation in the region and maintaining our social license to operate.

Together with our employees, we support many community causes and organisations through our GIVE program, which stands for Giving, Investing, Volunteering and Emergency Relief.

### We're a values-led organisation

Our values are the foundation of how we work – we must live our values everyday. Our ICARE values are not just words. They form an important part of how we behave, how we recognise great values ambassadors, how we call out behaviors that don't fit, and how we perform in our roles.

It is important for us to live these values, enabling us to deliver on our strategy and purpose as well as be the best bank for our customers.

Our values are supported by our Code of Conduct that describes our expected standards of professional behavior. Our Code helps each of us to make fair, balanced and ethical decisions in our day-to-day work, building our reputation as a bank we can all be proud of.

### Find out more

We're a social bank. You'll find us connecting with both our customers and employees on LinkedIn, Facebook, Twitter and Instagram. We also have our own blogging site, ANZ Bluenotes. All of our career opportunities can be found here: <https://www.anz.com.au/careers/>



# Building a better tomorrow

**A**re 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!



### Jana-Marie Peiris Digital Test Analyst

My first job at AustralianSuper was a short-term contract. I really enjoyed the work

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

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

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

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



### William Lee Investment Analyst (Graduate)

I studied a double degree in Engineering (Mechatronics) and Computer Science.

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

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

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

## AustralianSuper Fast Facts\*

Australia’s largest super fund



\$140 billion worth of super savings



2.2 million members



www.australiansuper.com



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

### Career possibilities

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](http://www.australiansuper.com) – for more information.

### 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.

### 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!

### 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.

### 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.

### 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.

### 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!

### 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.

### 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.

### 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. [australiansuper.com](http://australiansuper.com)

# Westpac. We're People Helping People.

**D**id you know that Westpac has been around longer than any other bank in Australia? When we started up as Australia's first company in 1817, our goals were to deliver exceptional service and drive economic progress. And while we've grown up as a company and our family has gotten bigger, our goals haven't changed. In fact, now more than ever we want to be courageous in the market, make a difference to our world and ultimately give our customers the best possible service experience.

## Our Vision

Westpac's vision is "To be one of the world's great service companies, helping our customers, communities and people to prosper and grow."

## Our Values

To help us make our vision a reality, we're guided by our five core values of:

- Integrity – we earn trust by demonstrating the highest standards of honesty and ethical behaviour
- Service – we are here to help and delight our customers
- One Team – we collaborate to deliver the best outcomes for our customers and the company overall
- Courage – we challenge the status quo and find a way to make things better
- Achievement – we strive for excellence and deliver results



## We're More Than Just A Bank

Have you thought about how studying chemistry can lead to a rewarding career in business transformation? Or how a passion for music can lead to an exciting journey in Group Technology? Nina and Lucas didn't realise their backgrounds and interests could be so transferrable. Westpac did.



**Meet Nina – Chemistry buff, now working in our Transformation department**



**Meet Lucas – music master, now working as a consultant in our Group Technology division.**

At Westpac Group, we pride ourselves on investing in young Australians, supporting local communities and embracing a bold

vision of transformation. When you join us, you won't just be launching your career in a forward thinking organisation; you'll be helping to shape a better future for Australia.

At Westpac Group, we embrace diversity of thought. Our company is full of passionate, dynamic people such as innovators, tech enthusiasts, math masters, relationship builders and even historians!

## Join the service revolution

If you love helping people, then we'd love to help you build a career with Westpac. There has never been a more exciting time to join us. Our service revolution means we're constantly on the lookout for people who share our passion for helping others. Our aim is to create an entire organisation of people who love helping people. Can you imagine a more supportive workplace? So, if you love helping people, then we'd love to help you build a career with Westpac.



[westpac.com.au/careers](http://westpac.com.au/careers)

## "I don't think I'd like to work for a bank."

It's not uncommon for students to feel this way about banks. That's probably because what you might think working for a bank is like and the reality of working for Westpac are two very different things. So, when choosing a career, rather than thinking about what you wouldn't like, try asking yourself what you would like.

## • "I'd like to work somewhere innovative"

Who wouldn't want to work somewhere with cutting edge technology, the latest in agile work practices, exciting modern people centric offices and a commitment to sustainability. At Westpac we know these are some of the things that make going to work each day exciting. That's why every innovation we make at Westpac is designed around helping people. Not just to improve our customers lives but to help our own people get more out of their working lives every day.

## • "I'd like to work somewhere with lots of career opportunities"

You might not even know what you want to do yet. That's why it's a good idea to begin somewhere with a variety of career opportunities to explore. At Westpac you could become anything from a teller to a cybercrime analyst, a foreign exchange dealer to an agile coach, a financial adviser to a systems architect to name just a few. Whatever your interest, it will be put to good use at Westpac.

## • "I'd like to work somewhere that offers training"

The world is changing so quickly it's important to work somewhere that will help you to continue to develop your skills. At Westpac we heavily invest in the support and the development of all our employees. Through our virtual learning environment, you'll have access to an extensive library of modules and resources. We are a Registered Training Organisation, so your learning will be recognised under the Australian Qualifications Training framework.

## • "I'd rather get a job now than go to university"

Tertiary education isn't right for everyone. At Westpac we have many roles that don't require a degree, it's your values, passion and attitude that are important to us. With our internal training you'll be

able to learn skills to build a valuable and rewarding career regardless of whether you have a degree or not.

## • "I'm planning a degree, but it's outside of the Accounting and Finance areas"

That's great, but it doesn't discount a career in banking. At Westpac we have an amazing Graduate Program and we welcome all fields of study! Put your Engineering degree to good use in our Tech space, use your Actuarial Science degree in our Risk division, integrate your Law degree working in our Group Operations space... We're interested in what YOU can bring to Westpac along with your degree.

## • "I want to make a difference in the community"

Want to do more to help your local community? Then you'll love working at Westpac. From the Westpac Life Saver Rescue Helicopter to our many Foundations, we have a long history of rolling up our sleeves to help build sustainable local communities. We also support employees who want to get involved. From Community Leave while you volunteer, to matching every dollar our employees donate to registered Australian charities – we'll back your efforts every step of the way.

## • "I want the chance to show what I can do"

If you're driven and ambitious, you should be given the opportunity to make an impact from day one. When you perform at your best for us, we'll make sure we recognise your efforts. We love to celebrate success and use many different programs to recognise and reward our

people from smaller business unit awards through to premium CEO Awards.

## • "I'd like flexibility in how and when I work"

Work should fit around your life, not the other way around. So, no matter what your role, we'll look at how you can enjoy flexibility while achieving great things. It could be different start and finish times or working remotely or even job sharing. So, no matter what you have happening in your life, your hobbies or the adventures you have planned, when you work with us you can define what working means for you.

## • "I want to feel accepted for who I am."

You should always be able to bring your whole self to work regardless of your age, gender, gender identity, race, accessibility requirements, sexual orientation or cultural background. At Westpac, inclusion and diversity are more than buzz words. We believe having different experiences, capabilities, insights and perspectives can lead to more innovative products and solutions for our customers and communities.

## • "I want an employer who cares for my wellbeing"

A good employer should consider your overall wellbeing. We believe our work environment and benefits are a testament to our commitment to our employee's individual wellbeing. Beyond generous leave and flexible working options, our employees and their families can also access discounts on a wide range of banking, wealth products and services including when purchasing or insuring a home or a car or saving for the future.



# CAREERS IN INSURANCE

## Go anywhere, do anything

**W**e 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

**i** For more information on your career in insurance, head to [careersininsurance.com.au](http://careersininsurance.com.au)



[careersininsurance.com.au](http://careersininsurance.com.au)

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

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

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

**Arts and humanities**

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

**Marketing and Communications**

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

**Law**

Insurance law is a fascinating and challenging area that is indispensable to the running of the world's insurance companies. Whether employed as in-house counsel or with a law firm that specialises in insurance, the diversity of the work and the number of opportunities available makes it a hidden secret among law graduates.

**Economics, actuarial studies and mathematics**

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



**Science**

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

**Finance and accounting**

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

**Commerce and business**

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

**Languages**

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

**Information technology**

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**



# About NAB



**N**AB 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[i]—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](http://nab.com.au/about-us/careers)

### 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.

### 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.

### NAB Summer Intern Program

In 2018 NAB launched a Summer Intern Program for penultimate year students. Our Summer Intern Program is designed to back students in the early stage of their career, to help them develop the skills, knowledge and network with which to build an exciting and inspiring career, no matter where they go. Students not only gain insights into the banking and finance industry but also into core professional skills. Each intern is provided career coaching and an action plan to determine what they want from their career and how to achieve it.

### 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

### 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.

### 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

### NAB Graduate Program

We support students and feel we play a role in ensuring they have exciting and inspiring careers. That's why each year we welcome graduates across Australia to join us on our Graduate Program. Our graduates are exposed to real and meaningful work whilst being supported by outstanding leaders and a strong cohort network. Graduates are increasingly becoming involved in reimagining processes and products to ensure we deliver 'simpler and faster' for our customers.

### 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.

### 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.



For more information on your career at NAB, go to [nab.com.au/about-us/careers](http://nab.com.au/about-us/careers)



# Start your career at a company with purpose

**R**ACV exists to improve the lives of our members.

We are one of the oldest and most iconic brands in Victoria, established in 1903 we have a proud heritage of serving the Victorian community and that heritage informs everything we do today.

We are Victoria's biggest member organisation with over 2.1 million Members and growing, and as a mutual we operate in a very different way to shareholder-based companies. We return value to our Members in the form of discounts and benefits and we use our size and position to advise and advocate on behalf of our Members.

Our business is diverse having grown from an automobile club to now operating in the areas of motoring, mobility, home, leisure and social wellbeing. We provide products and services which make our Members lives better including emergency roadside and home assistance, insurance and finance, leisure and travel services including 8 resorts, home security, drive school and vehicle inspections.

We make a difference in our community by partnering with non-profit and community organisations providing financial support and working with the organisations to run programs that will benefit Victorians.

We offer careers in hospitality, leisure, finance, insurance, home products and services, motoring and mobility products and services, customer service, professional business support and corporate services including people and culture, finance, information technology, e-business, business and asset management, marketing and public affairs.

 Want to find out more about a career at RACV? Visit [www.racv.com.au/careers](http://www.racv.com.au/careers)



[racv.com.au/careers](http://racv.com.au/careers)

## Why work at RACV

RACV strives to be an employer of choice: we understand what people want to work for an organisation that provides much more than just a job. We welcome our employees' diverse range of skills and perspectives and we encourage work/life balance. We provide rewarding and challenging careers and foster the personal and professional development of our people.

## How we work

We have around 2600 staff across more than 50 locations including our Melbourne CBD headquarters, Noble Park Member Service Centre, retail stores, at the roadside, in the home and in our RACV Resorts in Victoria, Queensland and Tasmania.

Our Melbourne and Noble Park offices have been designed to support RACV's future ways of working. The spaces better support flexibility, collaboration and innovation and enable staff to work together in a more inspiring, healthier and sustainable workplace.

## Lifestyle discounts

We offer our employees significant discounts on insurance, home, car and travel products as well as staff pricing at any of our 8 resorts. You also get free roadside assistance membership after 3 months with us.

## Community

We proudly support Members and the community with volunteering opportunities. All our staff get one paid volunteer day a year and can also contribute to RACV's Community Foundation through salary sacrificing.

## Diversity

We support people from all walks of life, regardless of ethnicity, religious beliefs, age or sexual orientation and support equal employment opportunities for everyone.

## Career development

We offer programs and training to help you shape and progress your career, including in-house learning and development opportunities, external learning courses, secondment opportunities and Educational Assistance.



## Health and wellbeing

We care about the health and wellbeing of our people, so we offer 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.

## Work-life integration

We give our employees access to a variety of Flexible Working Arrangements to contribute to greater personal wellbeing and performance such as part time work, flexi-hours and purchased leave.

## Graduate Programme

RACV's Graduate Program aims to provide graduates with a range of skills and experiences in a professional environment. Graduates complete 3 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)

## Hear 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



**O**ur unique brand of banking begins with exceptional people. By joining us, you'll grow your career in a dynamic and supportive environment.

### Our Culture

We're a passionate organisation driven to make a difference. A place where you can achieve your personal best and be part of our high performing, values-driven and inclusive culture.

### Our Values

**Our customers are at the heart of everything we do.**

We proudly put the customer first, taking care of their interests and delivering what matters to them, creating value in every interaction.

**We care for the business, each other and the community.**

We work collaboratively to get the best for our business, each other, our customers and our community.

We respect the contribution of our colleagues and support them to do their best.

**We act with integrity and have the courage to do what's right.**

We have the courage to make the right decisions even when they're not easy. We are not afraid to speak up and challenge when something is not right, balancing our customer needs and our risk accountabilities.

**We take ownership and hold ourselves accountable.**

As one team we empower each other to make the right decisions for our customers and Bankwest. We take ownership of the impacts of our decisions, now and in the future.

**We're passionate to excel and proud to think differently.**

We are passionate about making a difference and finding new ways to do things. Striving to do our very best by bringing energy and passion to our work and we value each other for the differences we bring.

### Employee Benefits

- Colleague banking and staff deals
- Flexible working and leave options
- Reward and recognition program
- Development
- Volunteering
- CBHS health fund

### Diversity and Inclusion

We value differences. We know that diverse thinking, insights and perspectives keep us in touch with what matters to our customers and our communities. By valuing difference, we empower our people to do the best they can do irrespective of gender, culture, disability, age or sexual orientation.

Mosaic, our cultural diversity network, aims to embrace and grow our culturally rich workforce through the ongoing development of a supportive and inclusive working environment.

Unity (our LGBTIQ employee network) fosters a culture of inclusion and respect, to empower our people to bring their whole selves to work each day – regardless of their sexual orientation, gender identity, or gender expression.



[bankwest.com.au/careers](http://bankwest.com.au/careers)

### 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.

### Opportunities to grow

There is plenty of opportunity to grow in an innovative environment that fosters collaboration and creative thinking.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### Stability

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

### Award-winning employer

- **Workplace Equality Index** Employer of Choice, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2018
- **Workplace Diversity Excellence**, *Australian Institute of Management Awards*, 2018
- **AWEI Platinum Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2018



**i** For more information and to apply visit [bankwest.com.au/careers](http://bankwest.com.au/careers)



# 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



[worksafe.vic.gov.au/careers](https://worksafe.vic.gov.au/careers)

### • 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.

### • 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.

### • 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.

### • Career development

WorkSafe has a comprehensive approach to learning and development, catering for employees at all levels and roles.

### • 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.

### • Flexible work options

We have a flexible work policy designed to assist employees in achieving work/life balance and personal success.

### • 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.

### • Strong reputable brand

WorkSafe is a strong brand in the Victorian community. People recognise and value the work we do.

### • 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.

### • 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.



# Property Development & Management



38

SCENTRE GROUP

Owner and Operator of *Westfield* in Australia and New Zealand

40

dexus

# We make extraordinary happen everyday!



**S**centre Group is the owner and operator of Westfield in Australia and New Zealand. We develop, design, construct, lease and manage the highest-quality 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 more than 530 million customers we welcome through the doors of our 40 centres every year. We call these dynamic places 'living centres' because they entertain, excite and reflect the enduring need we all have to socialise and connect.

The retail ecosystem is changing at an unprecedented pace, as the lines continue to blur between the physical and digital worlds. Despite this constant evolution and relentless pace of change, our core purpose endures: to create extraordinary places that connect people and enrich

our local communities – a common goal that guides 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 at our 40 centres across Australia/NZ, and at our Support Office in Sydney.

Our diverse teams represent over 74 different professions across 12 industries, creating multiple career paths. When you join our team, you'll find infinite opportunities to develop yourself and expand your horizons. Some of the career opportunities on offer include:

- Design and Construction – interior and conceptual designers, architects, engineering, project management, facilities and on-site construction roles
- Customer Experience – Concierge, Parking Experience, Valet, Risk and Security
- Brand and Media Experience – Content, Brand Activation, Digital, Media Sales and Operational roles

- Leasing and Retail Solutions – Sales, relationship management, legal and administration roles
  - Development and Strategic Asset Management – Development Executives opportunities
  - Support Office – Project Management, HR, Finance, Legal, Research, Risk and Technology opportunities
- Our exceptional living centres and \$3B pipeline of redevelopment projects are testament to what happens when inspired thinking, diverse skills and an aspiration to leave a positive legacy come together.

### Bring your whole self to work

Whatever direction your career may take with us, we'll encourage you to bring your whole self to work and find the right balance to thrive in career and life. Inclusiveness is at the heart of what we stand for - differences in cultural identity, religion, gender, ethnicity, sexual orientation and ability are all welcome. Our goal is to ensure every member of our team feels comfortable and safe to "be me" in our workplace at all times.



[scentregroup.com/careers](https://scentregroup.com/careers)

### Passionate people

You'll connect with people who share a real desire to reimagine the future of the retail ecosystem and have rare opportunity to create places and experiences that impact millions of people.

### Exceptional career experiences

Our teams represent over 74 different career specialties across 12 industries. We manage every aspect of our living centre portfolio – from development, design and construction to leasing and retail solutions, media sales, strategic asset management, customer experience and brand experience – providing you with a unique opportunity to develop an exceptional career like no other.

### Realise your dreams.

We work hard to create a culture where you'll feel challenged, valued, included. You'll love being part of a high-performing team and thrive in our collaborative environment.

### Strength in diversity

We value diversity of thought and different ways of seeing the world. We're proud to be endorsed as an Employer of Choice for Gender Equality – one of only 120 companies in Australia.

### Find meaning in what you do

Our purpose is to create extraordinary places, connecting and enriching communities.

### It's in our DNA

Throughout our history and evolution, we've always stayed true to our DNA: we act with integrity, we act as an owner, we work together, we push the limits, we never give up, we create a positive legacy

### 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.

### Innovation

If you enjoy the challenge of reimagining the world around you and the pursuit of new ideas, you'll love the fast-paced energy in our teams as we strive to exceed the changing expectations of our customers, retailers and communities.

### "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 better. We believe that all roles – regardless of level or location – can be undertaken with some form of flexibility.

### Health, safety and wellness

We know that being able to thrive in your life outside work means you'll also thrive in your career. You'll enjoy a range of perks and benefits that support your wellbeing.





# Shaping the future you



**D**exus is one of Australia's leading real estate groups, managing a high quality Australian property portfolio valued at \$27.2 billion. Our activities include developing, managing and transacting properties across the office, industrial, retail and healthcare sectors. We are deeply committed to working with our customers to provide spaces that engage and inspire.

### What we offer

Our people are at the foundation of everything we do. Working with Dexus you never know what kind of challenges and opportunities you'll be presented

with. You have the chance to utilise your skills, training and experience to build the kind of career that is not only rewarding but exciting. All our people can make a meaningful contribution to our business.

### Who we're looking for

We are looking for people committed to our growth, to be a part of our future and in turn we empower individuals to challenge themselves so that they can deliver outstanding results for our customers, shareholders and investors.

**JOIN US AT DEXUS AS WE SHAPE FUTURE WORKSPACES.**



[dexus.com/careers](https://dexus.com/careers)

### A great place to work

#### ● An opportunity to grow

You can be part of shaping the skyline, whether you are interested in Property Development, Marketing, People & Culture, Information Technology and more. In addition to our core roles, at Dexus we can offer employees exposure to great project work. We pride ourselves on internal mobility, supporting our people in their Dexus career journey.

#### ● Flexibility

We encourage and support our people to work flexibly to enable them to manage their work, personal and family commitments. Our technology gives people the flexibility to work in any location at any time.

We are proud to have been awarded the HRD Best Workplace Flexibility Program in Australia for 2017.

#### ● Diversity and inclusion

At Dexus we value diversity and inclusion across our organisation. We believe in diversity in all forms is good for business, good for our customers and good for our culture. Dexus has great diversity in its people and ensures everyone is treated equally. We look for self-starters and

proactive people who can work together and keep an eye out for each other.

#### ● Help us take care of you

We recognise the impact a person's time at work can have on their lives and we aspire for all our people to be fit, healthy and most of all, happy. We have established Dexus Communities led by our people to ensure your wellbeing is taken care of.

#### ● Investing in our people

We invest in developing great leaders. Our goal is to enhance the skills of our people, unlocking their potential to succeed. Dexus offers a wide range of programs and resources to help our employees in their current role and develop for their future roles.

#### ● Reward and recognition

We recognise the contributions of our people and the difference everyone makes to our business and customers. We have a variety of recognition programs that consistently reward individuals and teams who demonstrate our core values.

#### ● Pay equity

Dexus has been awarded an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency. This citation provides valuable recognition of our commitment to drive positive change in gender equity, including gender pay equity in like-for-like roles and reaching initial gender diversity targets for our business and our Board.

#### ● Sustainability

We consider sustainability an integral part of our daily business operations. Our sustainability approach is focused on creating sustained value for our people, customers, communities, cities and the environment.

#### ● Graduate program

After graduating from university, our graduates are ready to maximise their potential with us and be part of shaping a workspace of the future. We offer an innovative and tailored range of roles in our Graduate Program, providing opportunity to develop skills and capabilities while facilitating a future career. Dexus encourages us to think differently, innovate and challenge the way things are done. We help our graduates find their perfect role.



**i** For more information on your career at Dexus, please head to [dexus.com/careers/current-opportunities](https://dexus.com/careers/current-opportunities)

# Health



---

44 **medibank**

---

46 **HCF**

---

48 **Australian Unity**

---

50 **Opal**  
specialist aged care

---



# Learn + explore better

**W**e are Australia's leading private health insurer, providing private health insurance through our Medibank and ahm brands, and complimentary health services.

We also provide a range of integrated healthcare services to our private health insurance policyholders, government, corporate and other retail customers. With over 3,000 employees, our head office is located in Melbourne, Victoria, with operations nationally throughout Australia.

At Medibank, we make a central promise to our employees to foster an environment that is committed to care, collaboration and passion.

By delivering on our promise, we work better together; better as individuals, better as a team and better as a business.

With such a broad network of opportunities across Medibank Group, we require a diverse mix of talent with the passion and skill to promote the values of better health at every level.

We recognise that our people are all unique in their life experiences, skills and abilities. We want to be known for having a diverse workforce and valuing the range of backgrounds that represent our people through gender, age, LGBTI, ethnicity, religious and cultural backgrounds, family status and flexibility.

A career at Medibank adds up to more. For an option that will suit you better, explore the range of opportunities at Medibank.



For more information please visit us at [careers.medibank.com.au](https://careers.medibank.com.au)



[careers.medibank.com.au](https://careers.medibank.com.au)

## ● Purpose + Values

### Our Purpose: Better Health For Better Lives.

Everything we do is aimed at delivering better health to millions of members and better health for all Australians through our provision of health services, our health system advocacy, and our work in the community.

**Our Values:** Our values are part of everything we do, from the way we interact with each other, to the decisions we make and the way we serve our customers.

**Customer First** Our Customers are at the centre of everything we do.

**Own It, Do It** We are accountable. We deliver on our promises, even when it's hard. We make it happen.

**Show Heart** We show compassion. We care for each other, our customers and our community.

**One Team** We work better and smarter together. More we, less me.

## ● Life at Medibank

At Medibank, we make a central promise to our employees to foster a culture that is committed to care, collaboration and passion. By delivering on our promise, we work better together; better as individuals, better as a team and perform better as a business.

We recognise that we have a unique mix of commercial, clinical and customer facing employees from a diverse range of backgrounds. Each employee represents different life experiences, skills, abilities, gender, age, ethnicity, religious and cultural background, family status and sexual orientation. We are all different, and we know these differences create organisational benefits.

It is our belief that all employees have the right to work in an environment that embraces an inclusive culture that is flexible and reflective of individual work preferences and work needs, and we work hard to ensure we deliver this.

## ● Career Pathways

At Medibank every moment is full of possibility. There are open doors and open minds, and we want you to explore your career, grow with us and reach your full potential.

A career at Medibank doesn't stop at the initial stage of being welcomed into the business, there is opportunity for ongoing growth, and access to

development programs, tools and resources. When choosing your career pathway, you can expect to be provided with utmost support, and be encouraged by your colleagues and leaders. The key to your success lies in your determination to make the right move, being open to new possibilities and just going for it.

Medibank plays an active role in opening doors and helping you to discover new opportunities. Explore them. Be curious. Trust possibility, and trust yourself. There's a better future for you at Medibank. Find out what that could be and let's make it happen.

## ● Corporate Social Responsibility

With millions of members and retail outlets throughout Australia, Medibank is part of the landscape. Our reach gives us exciting opportunities to improve the health and wellbeing of our members, and of all Australians.

We are about better health, but we know that being healthy means different things to different sectors of the community.

Medibank is committed to tackling the growth of childhood obesity at a national level. This chronic problem, affecting one in four Australian children from all backgrounds, brings with it a range of serious long-term problems for the community and the health sector. We are working to improve health and wellbeing outcomes for the next generation of Australians.

We seek to connect our people with the causes that are close to their hearts, through our volunteering and giving programs. This core commitment shapes our investment in health research, grants for our Community and Indigenous programs, and partnership with the Stephanie Alexander Kitchen Garden Foundation.

We see it as our corporate responsibility and believe that our investment today is an important way of building better community health and wellbeing (in all its forms) for tomorrow.

## ● Indigenous Health & Wellbeing

Medibank stands For Better Health, and we believe everyone has the right to good health. To this end, we recognise we have a role to play in addressing the huge challenge of health inequality between Aboriginal and Torres Strait Islander and other Australians. We are proud that we were the first private health insurer to launch a Reconciliation Action Plan (RAP) in 2012.

It takes a whole of community approach to close the gap, and it takes a whole organisation approach for us to realise our contribution.

Our Indigenous Employment Strategy is part of our RAP commitment and an important step towards lifting Indigenous employment throughout the organisation.

## ● A culture of giving

We know that the act of giving contributes to our health and wellbeing. By encouraging volunteering across the organisation, instituting workplace giving, and gift-matching, we support a 'culture of giving' at Medibank. This contributes to the health and wellbeing of our people and the communities we support.

Workplace Giving Program – Doubling the dollars:

Whether it is \$5 or \$25, our employees can choose to make a tax-free donation to a good cause as part of their regular salary payments through our Workplace Giving Program. Medibank then matches these donations to the value of \$1,000 per employee, annually. By doubling the dollars, our Workplace Giving program contributes around \$180,000 in much-needed funds each year to community programs that make a difference.

**Volunteering:** Each Medibank employee is entitled to one 'community day' a year, with full pay, to give back to the community through volunteering. This program encourages our people to step out of their usual job and comfort zone to contribute physically to a community cause that they connect with. We're increasingly focused on matching the skills, talents and capabilities of our people to organisations where these skills are needed most.

**Community Grants:** We created another reason for kids to go outdoors – a new play space in the Yarraville community. But not just any play space, one that's designed to delight kids' imaginations and inspire active play, going beyond the expected.

## ● Benefits + Rewards

At Medibank, employees have access to a variety of benefits and rewards including subsidised insurance, entertainment discounts, and programs that support health & wellbeing.

Click to view more: <https://careers.medibank.com.au/culture/rewards-benefits/>



# A company that cares about your health

**A**s Australia's largest not-for-profit private health insurer, our vision is to make health care understandable, affordable, high quality and customer centric. We're proud to be home to 1300 employees within our head office location in Sydney, our Australian call centres and our growing network of branches and dental centres across the country.

With over 85 years of heritage in Australia, we're committed to investing in the health and happiness of both our members and people. We believe that by giving our people an inclusive, supportive and healthy working environment, we can do our best for our members.

We're always seeking talented and diverse individuals to join our team. Our people bring different experiences, views and abilities to an inclusive environment where they're valued and respected. At HCF we have opportunities in a variety of areas such as our dental network, member experience, claims, sales and administration teams.

### Our careers team

Send us an email to discuss your interest, we look forward to hearing from you: [vacancy@hcf.com.au](mailto:vacancy@hcf.com.au)

**OUR PEOPLE BRING DIFFERENT EXPERIENCES, VIEWS AND ABILITIES TO AN INCLUSIVE ENVIRONMENT WHERE THEY'RE VALUED AND RESPECTED.**



[hcf.com.au/about-us/careers](https://hcf.com.au/about-us/careers)

### What we're all about

#### • We're for health, not for profit

We're Australia's leading not-for-profit health insurer. This means that the profit we make goes back into the fund to improve our products, contribute to research and keep our premiums low. Our difference is that we put our members first, rather than shareholders.

#### • Our vision

We want to satisfy the needs of Australians by making health care understandable, affordable, high quality and customer centric.

#### • Our mission

Our mission is to be the partner of choice in enabling people to care for their health.

#### • Our values

We live and breathe our values of customer focus, integrity, personal accountability, innovation and strong team work. These values inspire us towards continuous improvement and the empowerment of our people.

#### • Diversity & inclusion

We're committed to creating an inclusive, supportive and respectful workplace by providing equal opportunity in all aspects of employment. We promote and celebrate employee differences in gender, gender identity, sexuality, race, beliefs, age and abilities. We actively encourage candidates from diverse backgrounds to apply.

#### • We care about your health

As a health organisation, we deeply care about the wellbeing of our members and people and have a range of initiatives that we're really proud of. Programs like the Victor Chang Heart Health Check Booths and HCF Hands On empower Australians to live a healthier life. We also contribute to long-term developments in the health sector through providing over \$17 million towards our HCF Research Foundation, and supporting health tech start-ups through our HCF Catalyst Program.

#### • Employee benefits

We care about the wellbeing of our people just as much as we care about the wellbeing of our members. We offer

many benefits to ensure your mental and physical health is optimised, such as:

- a Friends and Family Day, which is an opportunity to take time off to spend with friends or family
- five days paid hospital leave in addition to sick leave
- an Employee Assistance Program, a free counselling service
- health and wellbeing programs
- discounted gym membership
- paid parental leave
- discounted health insurance
- study assistance (pending eligibility)
- novated leasing
- salary continuance insurance
- flexible working.

#### • Learning & development

We continuously invest in our people and want them to be the best they can be. We'll support your professional development through online training programs, workshops, on-the-job learning and opportunities to gain qualifications. We'll also support further study through

paid study leave and can even help pay for your course fees (pending eligibility).

#### • Exciting changes ahead

We're in an exciting transformation and growth period as we work towards achieving our 2020 strategy. As part of this transformation, we're: expanding our dental centres and branches into new regions; upgrading our core systems; undergoing a cultural change to further empower our people and be more customer centric.

#### • Start your career with us and reach your career goals

We're proud of our positive and collaborative workplace where we'll help you reach your potential. You'll have the opportunity to use your skills to take you in different directions and achieve great things. If you want to share in the exciting journey, explore further and discover what we can offer you, apply for one of our roles today!



**i** If you're interested in becoming part of our HCF team, please visit us at [hcf.com.au/about-us/careers](https://hcf.com.au/about-us/careers)

# Time to Thrive

**A**ustralian 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.



australianunity.com.au

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.



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



# At Opal, care is at the heart of everything we do

## Why choose Opal?

When you work with Opal, you work for an organisation that is passionate about care. Our values of Compassion, Accountability, Respect and Excellence stand for **CARE** which is at the heart of everything we do. If you are looking for a rewarding role in a growing area of the healthcare sector, Opal could be the right choice for you.

Our purpose is to bring joy to those we care for, but our commitment to enhancing lives extends beyond our residents to every member of our team. We do this by offering:

- Meaningful work
- Ongoing education and career development
- National career opportunities
- Flexible working arrangements
- Supportive and fun team environment
- Team benefits program

## At Opal we believe companies don't succeed people do

Opal is one of Australia's largest aged care providers with over 8,000 team members in 75 homes across NSW, Qld, Vic. and WA, and growing each year. We know that investing in our team is critical to providing quality care for our residents both now and in the future.

We offer an extensive range of career pathways available to you at Opal including:

- Nursing
- Care Home management
- Leisure and Health
- Hospitality
- Management
- Corporate services

We also offer an extensive range of ongoing learning and development activities. We have partnered with several large training providers to build career pathways for our team, including traineeships and scholarships.



We are proud to have developed a post graduate university course in aged care management with Western Sydney University and have partnered with Laureate Universities in student placements, professional development opportunities for our team and research collaboration.

At Opal you can also fast track a career in healthcare through our internal leadership programs.

Think a career with Opal could be right for you? Get in touch via [enquiries@opalagedcare.com.au](mailto:enquiries@opalagedcare.com.au) if you'd like to know more.



[opalagedcare.com.au](http://opalagedcare.com.au)

### • We have a purpose

At Opal our purpose is to bring joy to those we care for. We do this by creating an environment where people build friendships, have a purposeful and dignified life where they are respected.

### • Realise your potential and build your career

No matter what your career aspirations, you will find the support you need to succeed at Opal. Individual roles will determine what learning and development activities are required but for every role we offer core and elective learning programs and on the job skills training. We can also assist our team members to further their careers through one of our career pathway programs by supporting them to achieve Certificate, Diploma or Bachelor qualifications.

### • Passionate people making a difference

It makes a difference going to work every day with a group of people who are passionate about what they do. No matter what part of the business you work in, there is huge satisfaction in knowing you are making a difference.

### • Great work culture

Many team members say that Opal is like an extension of their family. You will join a friendly team where everyone works together towards fulfilling our purpose. You will have a supportive leadership team and a job which can offer flexible balance between your work and personal life.

### • Diversity matters

At Opal we believe in cultivating a diverse workforce. We welcome and support team members from all walks of life regardless of ethnicity, religious beliefs, age or sexual orientation.

### • Be rewarded

Along with competitive salaries, there are some great rewards that come with being part of the Opal team. Support with learning and development, flexible working conditions providing a work-life balance and a team assistance and well-being program are a few benefits available.



### • Innovations in care

At Opal we are constantly striving to be at the forefront of aged care. To do this we apply innovative solutions to the way we care every day. This ranges from cutting-edge clinical software, to Virtual Reality experiences, electronic pets and innovations in food service.

### • Innovations in design

We are growing. You could be working in some of the most beautifully designed homes featuring luxurious spaces, dining rooms, on-site cafés, hairdressers, gardens, and courtyards.

### • Community connection

Being an integral part of the local community is key to our model of care. Getting involved in community activities and events while forming lasting bonds with people from all walks of life makes for a fulfilling work experience.

### • Team testimonials

*"I want to let student nurses know that you won't lose your skills in aged care. In fact, you're going to build on your communication and management skills. You'll manage people, you'll support residents and their families, and you'll be responsible for making those relationships work – how you respond makes a big difference to whether they are happy or not."*

Naomy Mulwa, Care Manager, Denhams Beach NSW

*"Opal has always been very flexible - I was able to work my Opal roster around my university commitments and placements.....There's job security too, because you're in a long-term role, and of course it's a growth industry, so there are lots of opportunities to develop your career."*

Simonne McCullough, Care Manager, Kawana Waters, QLD

# Technology

---



---

54  SAAB

---

56 

---

58 

---



# Introducing Saab

**S**aab is Australian by design. More than 30 years ago we transferred Combat Management Systems technologies into Australia for the ANZAC Class Frigates. In collaboration with the Royal Australian Navy (RAN), we have developed the technology – our own Australian know how – making these Frigates the best of their type in the world.

The Australian government recently mandated our Combat Management System across the RAN fleet! And we won't stop there. Making things happen – integrating technologies and building Australian capability is in our DNA.

We have transitioned into an entirely Australian company with more than 420 staff. We have developed the capability to entirely undertake design and development of complex software and hardware projects here and overseas. Saab is the Centre of Excellence in missile control, data links, Anti-Submarine Warfare, task force level operations and artificial intelligence functions.

**II SAAB IS A HIGH TECHNOLOGY AUSTRALIAN EMPLOYER – WE RELY ON OUR YOUNGER GENERATION CHOOSING STEM CAREERS. WITH THE GOVERNMENT'S COMMITMENT TO SIGNIFICANT DEFENCE PROGRAMMES, THERE IS AN INCREASING DEMAND FOR THESE SKILLS. THIS FORMS THE BASIS OF OUR FUTURE WORKFORCE AND RECRUITMENT PLANS...**

Andy Keough  
CEO Saab Australia



[saabgroup.com/career](http://saabgroup.com/career)

## Why students join Saab

### People

Saab believes a healthy work/life balance is important – with emphasis on a great working culture, flexible working hours and active Social Club.

### Extended Holidays

We offer generous benefits to our staff – including six weeks annual leave so you can get away and relax.

### Never Get Bored

Our intern/graduate programme offers a large variety and range of activities. There is plenty to do in our Future Frigate Maritime Laboratory, Submarine Technology Facility and Civil Security Centre.

### Play Your Part

Saab is the mandated Combat Management System provider to the RAN. Contracts announced in building Australia's Defence Industries means you will have the opportunity to play your part in building these exciting new industries!

### Not Just Local – Global As Well

Saab currently exports to several countries and has been invited to participate in what would be Australia's largest Defence Export Contract – your skills are needed to help us get over the line!

### Open Door Thinking

Saab never closes the door to opportunity. We encourage our students to get involved, challenge their thinking and become a part of Australia's future.

### Students Of Any Age

Saab encourages students of all ages to join its workforce. We are a diverse and equal opportunity employer and proud supporter of the Veteran's Employment Programme. We welcome interest from ex-service members, veterans and their families.

### Careers, Not Just Jobs

Australia's \$90 billion Defence Industry Programme means long term jobs. Saab offers more than jobs, building a career in a once in a lifetime opportunity!



**i** If you are interested in a career with Saab, please visit our careers page at [saabgroup.com/career](http://saabgroup.com/career)



# Together, we reimagine the future

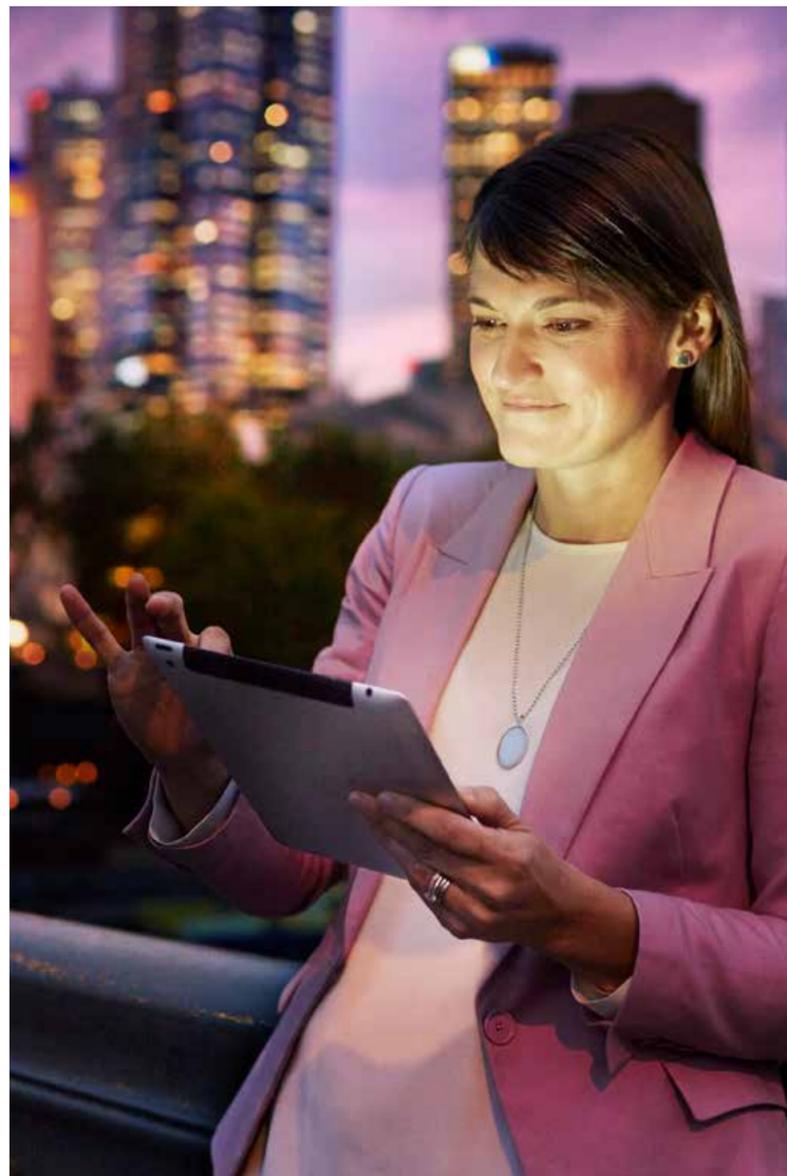
**T**elstra is Australia's largest telecommunication and technology company with a presence in over 20 countries. We're creating a global footprint – and along with it, a world of opportunity for our people.

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 the communities in which they live.

We're on a mission to redesign the way we all connect. Do you have what it takes to shape the future?



**i** With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](https://careers.telstra.com)



[careers.telstra.com](https://careers.telstra.com)



### ● Careers with impact

With the size and scale of our business, we're one of the few Australian companies that offers a large number of different career paths, in areas including software and network engineering, cybersecurity, product and service design, big data, IT, sales, marketing, communications, human resources, administration, legal, digital media, retail, contact centre operations and much more.

### ● 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.

### ● 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.

### ● Empower millions

The work we do empowers the lives of millions of people around the world. At Telstra, what you do matters. In every initiative you deliver, every solution you create, you'll focus on supporting our customers – and your colleagues – to thrive in a connected world.

### ● 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.

### ● Get with the program

We offer a range of graduate and early careers programs that will open many doors – to help you discover and explore where a career with us could take you. With a future as exciting as ours, you can be part of something big.

### ● Hands-on traineeships

We're actively investing in traineeships and initiatives that help build and nurture the in-demand skills and qualifications we know will be important into the future. In addition to paid, hands-on experience, working with us you'll get coaching, mentoring and support from Telstra professionals to help you along your way.

### ● 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.

### ● 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.

### ● All roles flex

We understand the need to be flexible, to help our people do all the things they love. All roles flex is our promise and means flexible working is something we're open to discussing for all jobs – whether that's working part-time, outside normal business hours, from different locations, or job-sharing.

### ● 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!**



# Have you ever thought about a career in the gaming industry?



**W**e need creative and clever people like you to join us so we can continue creating the world's greatest gaming experience, every day.

As one of the world's largest gaming companies, Aristocrat continually pushes the boundaries to create innovative games that entertain our customers in new and exciting ways.

Working for a global business at the forefront of its industry means there are endless opportunities for you to take your career to places you never thought possible.

With over 6,000 employees, we regularly take on graduates in a variety of disciplines. Whether it's using your maths degree to design one of our many games or helping to create a world class

poker machine using your mechanical engineering knowledge, we have a range of opportunities.

And our roles aren't just about our games. As with any large business, our central support functions assist the business from such areas as IT, Finance, HR and Marketing.

So, if you're thinking of studying the following degree, we could have a role for you:

- Mathematics
- IT & Computer Sciences
- Engineering (Mechanical or Electrical)
- Finance
- Accounting
- Economics
- Business Administration
- Law
- Human Resources
- Marketing
- Social Sciences

## Build your leadership capability

To accelerate your career pathway with us, our Graduate Program sets you up to be one of our leaders of tomorrow.

We focus on building skills which you can apply immediately in your role and continue to hone throughout your career. These are capabilities employers are increasingly looking for when hiring new people.

## Great culture, great work

At Aristocrat, you'll be challenged by exciting work designed to provide a career path that works best for you.

We provide an innovative, people-first culture designed to help you succeed.

Join us and begin a promising career which is certain to provide you with many life-changing opportunities.



aristocrat.com/careers

## Reasons to join Aristocrat

### • We're a successful business

As a company that's experiencing tremendous growth, we need to keep up with demand for our products and services. This means we are continually evolving as an organisation, so you never know what's around the next corner. So you can relax in the knowledge that you're part of a winning company while also taking advantage of something that's constantly transforming.

### • We support you to get where you want to go

Our leaders understand that the team's success depends in part on the support and guidance they provide, and so they regularly take time to check in with their teams and offer help and coaching where and when needed. This ensures you'll be able to meet your objectives and contribute to your team's success.

### • The work you do will be interesting and challenging

With a suite of award-winning games in our portfolio and plenty more on the way, you'll be provided with work that will challenge you, building your skills and experience and giving you the knowledge you'll need for a successful career in the industry.

### • You'll have a defined career pathway

Our business structure gives you the ability to progress your career, either upwards or moving laterally to other teams to expand your skills.

### • You will be setting yourself up for a promising and rewarding career

Through the work you do at Aristocrat and the connections you'll make, you will be setting yourself up for a fulfilling career where you'll be able to meet your personal and professional objectives.

### • Our inclusive and diverse culture means you can be who you are

We understand that having a diverse workforce adds to the depth of our thinking and makes us the thriving business we are. We pride ourselves in being open and inclusive, where everyone can be themselves and is given the chance to succeed.

### • We're a global business, meaning we have a range of opportunities across a variety of locations

As a large business across multiple global locations, our people are provided with opportunities to work from our other office locations, which builds their experience and gives you an understanding of how things work in other markets.

### • The gaming industry is exciting, dynamic and innovative

As one of the world's largest gaming companies, we're at the forefront of our industry and stay ahead of our competitors by continually developing new and exciting games. To do that, we need to be innovative thinkers and find new ways of engaging our players. Which means you'll always be working on something new and dynamic.

### • Build great relationships

Our success as a company means we attract some great people to our business. Which means the relationships you make here will be people you'll want to stay in touch with for life, as they'll be able to guide and assist you throughout your career.

### • Know you'll be making a positive impact on those around you

At Aristocrat, we work as a team and know that we each have a vital role to play in the success of the others within our group and ultimately the company. So you'll experience a great sense of accomplishment and belonging from being part of us.



**i** For more information about a career in gaming please visit us at [aristocrat.com/careers](http://aristocrat.com/careers)

# FMCG



62  **Carlton & United Breweries**

64  **MARS**  
australia

66  **LION**

68 **craveable brands.**

70  **Fonterra**

72 



# Brewing Australia's best beer starts with finding the best people



**C**arlton & United Breweries (CUB) is one of Australia's most iconic beer companies, with a rich history dating back to 1832. We brew some of Australia's most beloved beers and ciders including Victoria Bitter, Carlton Draught, Pure Blonde, Great Northern, Carlton Dry, Strongbow, Mercury and Bulmers. We employ nearly 1,600 people in Australia, at our five breweries and various offices across the country.

CUB is a proud part of the AB InBev family, the largest and only truly global brewer. With operations in more than 50 countries, we leverage the collective strengths of over 200,000 employees to deliver the finest beers to our customers. Our diverse portfolio of over 500 brands includes global favourites Corona, Budweiser and Stella Artois.

We are a company built on a Dream, to bring people together for a better world. This vision is shared with our wholesalers, retailers, customers and partners; we want to brew great beers that can be enjoyed responsibly with a low impact on the environment.

At CUB, it's not about what you studied, or where you worked – it's about what you can do. We value talented people who aren't afraid to

be bold, resourceful, and committed. If you see yourself working for a company that allows you to excel at the pace of your talent, then a career at CUB may be for you.



**At CUB, it's not about what you studied, or where you worked – it's about what you can do.**



[cub.com.au/careers/](https://cub.com.au/careers/)

### ◆ Dreaming Big

To work at CUB is to learn on the job, jump in the deep end and have ambitious goals which inspire you to grow. We expect you to adapt to new environments, expand your skills and push our company forward.

### ◆ Iconic brands

At CUB, we are brand builders. We are united by our shared passion, commitment and pride in growing great brands that people love to share with each other. Every day, our brands bring more people together all around the world.

### ◆ Global opportunities

As a member of the AB InBev family, a career with CUB offers unparalleled opportunities for the passionate and ambitious. Global relocation opportunities are available for those with a proven ability to drive results in a team environment.

### ◆ Our Culture

Our company culture defines who we are and provides the energy and focus to drive us towards our Dream of bringing people together for a Better World. We are a company built on ownership, informality, candour, transparency and meritocracy; we set ourselves stretch targets and are always looking for ways to improve our results.

### ◆ A Meritocracy

At CUB, it's not about what you've studied or where you've worked, it's about what you can do. Those who produce extraordinary results are rewarded for it.

### ◆ Accelerated Careers

You will progress at the pace of your talent. If you achieve results, expect to be rewarded with even bigger challenges and greater opportunities to make your mark.

### ◆ Building a Better World

We strive to make the world a better place by using our scale, resources and energy to serve the needs of our communities. Our sustainability strategy is embedded in our business model and across our supply chain. We will continue to tackle climate change by actively reducing our carbon emissions, investing in renewable electricity sourcing and

striving to increase the recycled content in our packaging materials.

### ◆ Diversity and inclusion

We are committed to creating a diverse and inclusive environment where all colleagues are able to bring their authentic selves to work every day. We respect the unique ingredients that make each and every one of us an individual and we believe this approach allows innovation, creativity and inspiration to thrive.

### ◆ Talent Programs

We are on the lookout for university students who are ambitious, curious,

entrepreneurial and results-driven. We offer a Global Management Trainee (GMT) Program, two functional programs in the Supply and Commercial space as well as Internships for penultimate year students.

### ◆ Reward & Recognition

Reward and recognition is important to us and we want all of our employees to enjoy the advantages of working one of Australia's most admired beverage companies. As an employee of CUB you will have the opportunity to experience our iconic brands with a product allocation, tour and venue discounts, and an onsite bar.



**i** For more information please visit us at [cub.com.au/careers](https://cub.com.au/careers)



# Grow beyond what you can possibly imagine

**W**hat do M&M's®, Pedigree®, Extra®, Royal Canin®, MasterFoods®, Skittles®, Schmackos®, Skittles®, and Snickers® have in common? They're all made by Mars!

Mars is behind some of the best loved brands in the world across multiple segments including Mars Petcare, Mars Wrigley Confectionery, Mars Food and Mars Edge. We're a family business that's been making products for people (and the pets that people love) for more than 100 years. We're 100,000 self-proclaimed Martians—we're pet obsessed, confectionery lovers, foodies, dream chasers and community builders—working across 76 different countries.

Here in Australia, we're a family of over 2,200 associates spread across 9 locations across New South Wales, Queensland and Victoria. Our seven factories produce 44 well-loved brands. We're also proud to announce we've been recognised as the Best Places to Work in Australia by Great Place to Work!

We're a diverse, extended family that wakes up every morning ready to make an impact—on our business and on the world. And, we do it by keeping The Five Principles at the heart of everything we do: Quality, Efficiency, Responsibility, Mutuality and Freedom. These principles inform our decisions and unite us across geographies, languages, cultures and generations.

We want to grow in a way that we can feel proud of, and we aim to create win-win situations for everyone we work with as we achieve that growth. From our consumers and customers to our business partners and the communities in which we operate, Mars is built to care. Doing business to benefit the whole means we have an impact on the whole world — one that reaches far beyond the walls of our offices and factories and into our communities and the lives of our



farmers and suppliers. It's what matters to our Associates. It's how we turned a small confectionery business into a global company. And it's how future generations will continue to operate.

At Mars, we are united through our inspiring purpose. Our global family and the common bond we share is beyond any other. We all take pride in our unique way of doing business and empower every Associate to learn, expand, dream and develop.



[mars.com/careers](https://mars.com/careers)

## Develop Your Future

A career at Mars means you'll have access to many exciting and challenging jobs across our diverse businesses. Learning is done on-the-job, and we value deep and broad experiences. It means you'll have freedom to explore, discover, and pursue the passions that get you going every morning. Because here, you will grow beyond your current aspirations and develop the whole you. If you're open to opportunity, & big responsibility, you will find it at Mars.

## Belong to Something Bigger

At Mars we are a relationship-driven culture, and it's how we build our relationships that is most important. Collaborating with others is how you will get your work done. We celebrate the teams we work in, and our Associates nurture an environment of caring. You won't be alone — you'll have great managers, mentors and coaches along the way. We are all in it together. And because of this, you will meet many lifelong friends in this family we call Mars.

## Be Proud of the Work You Do

In a time where most companies have their statement of values, we are proud that we have a unique way of doing business. The Five Principles — Quality, Responsibility, Mutuality, Efficiency and Freedom — are at the heart of our company and have been with us since the beginning. They unite us. They're our DNA. Together, we can make the world a better place and achieve mutuality with everyone we touch, like our communities and even the planet. The Five Principles will be the cornerstone of your career, and working together, we will deliver superior results and growth we are proud of.

## Make a Difference

Across the globe, our Associates help make the world a better place by creating mutual benefits for our business and the lives we touch. Individual Associates have the opportunity to build lasting, meaningful relationships in their communities through company-sponsored paid time off to volunteer. These include international volunteer programs, as well as our many local community initiatives. We encourage all of our Associates to get involved,



learn about the communities that are critical to our business and improve lives along the way.

## A Different Kind of Employee

Employees at Mars are known as Associates for a reason — we expect each and every one to run the business as if it were their own. Because, in a way, it is. From the factory floor to the boardroom, the expectation is the same: You'll have an uncommon freedom to take responsibility and ownership of your work, whatever it might be.

## Diversity and Inclusion

Diversity helps us more clearly understand the world — the varied backgrounds and combined talents of our Associates make us a better business. We give our business units the freedom to shape culturally sensitive practices that go hand-in-hand with our commitment to respect, collaboration and communication.

## Variety of Jobs

Whether it's confectionery or petcare, manufacturing or accounting, Mars operates its business the same — to us it's all Mars. Likewise, it doesn't matter whether you're a scientist or a sales professional, we're here to help you reach your maximum potential. We offer an amazing variety of roles in functions including Engineering, Finance, Human Resources, Information Technology, Manufacturing, Marketing, Research and Development, Sales and Supply Chain.

## Our Graduate Program — The Mars Leadership Experiences

As you continue working hard at your studies or begin thinking about next steps, consider the Mars Leadership Experiences. Our Leadership Experiences combine diverse experiences and continuous learning for students and graduates with an investment in you that's personalised to you. Humble-and-hungry students and grads will quickly find that our unique culture grows the person as well as the professional, and opens up opportunities to explore many distinct careers as a leader within our organisation.

## Pay and Benefits

As an Associate at Mars, you can enjoy all kinds of great perks including competitive pay and benefits packages, company outings, open offices and fun freebies. Some of our locations even have onsite gym facilities, or even let you bring your pets to work! More than anything, we want our Associates to have rewarding careers that bring them pride.

## Interested?

Visit [www.mars.com/careers](https://www.mars.com/careers) or [www.marsgraduates.com.au](https://www.marsgraduates.com.au) to learn more, and check out our amazing roles!



# Experiences you'll love



**L**ion is one of Australasia's largest food and beverage companies, employing approximately 6,700 people across Australia, New Zealand and beyond.

With a proud history extending back to 1840, we create premium brands in the dairy, juice, soy, alcohol and other beverage categories. Our diverse portfolio of over 150 brands, including Dairy Farmers, Farmers Union, Dare and Daily Juice, is produced across 34 sites. We generate combined revenues of around \$4.1 billion each year and are focused on long-term sustainable growth. To achieve this we invest in our people,

brands, production facilities and supply chain to generate value for our customers (such as supermarkets, corner shops, restaurants, hotels & bottle shops) as well as consumers. In addition to direct employment, we make a significant contribution to the Australian and New Zealand economies and are expanding into parts of Asia, the UK and the USA.

Given our wide variety of products, we have a diversity of jobs at Lion including in sales, supply chain / manufacturing, transport & logistics, marketing, finance, strategy, IT, human resources, legal, external relations and more. We're always looking for new and diverse people who are keen to learn, have different experiences and a passion for what they do. One of the largest parts of our

workforce is our supply chain – the team which makes our great products. Our supply chain people come from diverse education backgrounds in engineering, trades, sciences, commerce, food technology, quality & safety.

At Lion we've built a supportive, inclusive and fun working environment. We invest in our people to develop them as leaders. We offer diverse job opportunities, new experiences and best-in-class training programs.

We strive to ensure all our people feel included and truly valued. We're committed to helping them be the best they can be, really make a difference, and have a great time doing it. It's for all these reasons and more, that Lion has become one of our region's most sought after places to work.



lioncareers.com

## Gender Pay Equity

In 2016, Lion resolved gender pay differences in like-for-like roles 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 this gap and keep it that way.

## Grad Program

We have various graduate programs available to finishing students across Australia. Some of these programs can involve opportunities to travel the country and do rotations at multiple facilities so that grads can learn all the ins and outs of our supply chain. Grad programs can lead to long and successful careers at Lion and many people who have been through the grad program over the last 20 years are still with Lion today!

## 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, automated & robotic technology, focus on quality or specialise in creating some of our great products.

## 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.

## Achievement Culture

Our people strategy is focused on building an achievement culture. We're proud of the diverse range of backgrounds across Lion and the inclusive culture we continue to build. 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 86%

## NextGen Lion

We've been working 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.

## Our Contribution

Lion generates a total economic contribution to the Australian and New Zealand economies of \$5.4 billion. This comprises \$2.6 billion of direct contribution, through employment, sourcing and other investments, with the remainder reflecting the significant value our business generates in the agriculture, retail, tourism, hospitality and transport industries.

## Sustainability

Our environmental approach is governed by the simple mantra of 'Tread Lightly'. We are committed to proactively reducing our environmental footprint and sourcing responsibly. 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.

## 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 health of families. In fact, our mission 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.

## Careers at Lion

Every day, approximately 6700 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. Whichever way you look at it, a Lion career is a great choice.



craveable brands.



# Job's you'll love

**T**here's nothing more fulfilling than satisfying a craving. Introducing craveable brands. we love pretty much everything there is to love about food and people.

Craveable brands. own three iconic Aussie brands; Red Rooster, Oporto and Chicken Treat. Combined, we have over 580 restaurants across the country (and growing!) that employ more than 12,500 people and serve over 150,000 customers every day.

Behind the scenes you'll find a bunch of agile, driven and passionate people who want to make a difference. We are customer fanatics who ensure our franchise partners and customers are at the centre of all our decision making. It's this passion we share that empowers us to win together



For more information visit [craveablebrands.com/careers](http://craveablebrands.com/careers)



[craveablebrands.com/careers](http://craveablebrands.com/careers)

### 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.

### 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

### 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.

### 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 1,525,050 kg by recycling used oil. This is the equivalent of the electricity used for 1 year for approximately 192 homes.

### 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.

### 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!

### 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. 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.

### 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.

### 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.

### Which one of your brands sounds Craveable to you?

[www.redrooster.com.au/careers/](http://www.redrooster.com.au/careers/)  
[www.oporto.com.au/careers/](http://www.oporto.com.au/careers/)  
[careers.chickentreat.com.au/careers/](http://careers.chickentreat.com.au/careers/)  
[craveablebrands.com/careers](http://craveablebrands.com/careers)



# Who is Fonterra?

**F**onterra is a global leader in dairy nutrition – the preferred supplier of dairy ingredients to many of the world's leading food companies. We are a market leader with our own consumer dairy brands in Australia, New Zealand, Asia, Africa, the Middle East and Latin America. Fonterra is a farmer-owned co-operative and the largest processor of milk in the world.

We are one of the world's largest investors in dairy research and innovation drawing on generations of dairy expertise to produce more than two million tonnes of dairy ingredients and consumer products for 140 markets.

Over **1.5 billion** litres of milk processed every year.

**1,650** employees based Australia-wide.

**7** manufacturing sites across Victoria and Tasmania.

**1** pack of Western Star™ is sold every second.

We are **#1 Australia's** leading foodservice and ingredients provider of dairy.

We are proud to work with **1,300** farmer suppliers in Australia.

### Where Does All This Milk Go?

Fonterra is the leading consumer and food service dairy supplier in Australia. We process over 1.5 billion litres of milk every year into consumer goods that



generations of Australians have grown up with and love. We operate a dedicated sales channel for the foodservice industry, providing a full range of dairy products specifically designed for commercial kitchens. We also sell dairy ingredients to many of the world's leading food companies.

### The Fonterra Family

-  Award winning butter and spreads - 1 pack sold every second.
-  Australia's #1 selling branded cheese.
-  Australia's #1 selling culinary cheese.
-  The third highest selling product in Dairy Spreads.

### Careers @ Fonterra

We are always looking for talented people to help us to be the best at what we do. In Australia, Fonterra is headquartered in Melbourne, Victoria and operates 7 manufacturing sites across Victoria and Tasmania as well as Sales offices all over the country. Whether you want to work in an office environment, manufacturing or in the country side we can help you! We are proud to offer a range of opportunities across many different disciplines including: Sales & Marketing, Finance, Operations & Supply Chain and Human Resources

### Your adventure starts with Fonterra

#### Our Graduate Program

We aim to attract, recruit and select a diverse group of graduates. Embedding diversity and inclusion in our culture is crucial to our long-term success. Our graduate program runs for 24 months with rotations every 6 months around 3 different business streams (Business, Sales & Customer Service and Operations & Supply Chain). We are looking for our future leaders and to achieve that we provide you the opportunity to be the best at what we do! Our program provides a tailored development plan, mentoring by our leadership team and coaching by our executives. You will be part of a graduate networking group, will engage with industry experts, work on real projects, and be given opportunities to develop your skills and boost your career!

 20,000+ employees globally with 1,650 located in Australia

 Local and global opportunities

 4 graduate vacancies across 3 business streams

 Applications open Mar 2019

What are you waiting for?  
Start mooooving your career  
[fonterra.com/au/en/work-with-us](http://fonterra.com/au/en/work-with-us)



[fonterra.com/au/en/work-with-us](http://fonterra.com/au/en/work-with-us)

### Find your Milkyway!



"Fonterra has been a wonderful organisation for my career to thrive. In my 12 years with the business I have had 7 different roles. Each of those roles gave me new challenges, new responsibility and developed competencies that then set me up for success for in future roles. Some companies talk development and succession planning. Fonterra delivers on development and succession planning."

– **Mal Karmelich, National Business Manager**

### Learn from the best



As a global dairy company, we aim to deliver the best to our customers and to achieve that we hire and invest at the best people. At Fonterra, you will not only work with the top leaders and experts, you will also receive all the support to be one of them.

– **Rene Dedoncker, Managing Director Australia**



### Ways of Working

The workforce is changing and so is Fonterra, with an agile and collaborative work environment we are very proud of our outstanding culture which is filled with encouragement, diversity, fun and innovation. At Fonterra we actively encourage and support work-life balance and a collaborative environment.

### We grow great people



"One of the things that first attracted me to Fonterra was the 'career growth' and this has been a common thread during my tenure; I was in a Category role at the time and the fact that Fonterra has leading brands in some very competitive supermarket

categories was an exciting prospect. This grew into the opportunity to be at the start of something new and strategic, as the business explored new categories, consumers and customer landscapes. From there, I moved into a Transformation role, which has provided even more growth opportunities and exposure to other areas. Also in this role, I had the opportunity (and honour) to lead a small, dedicated and passionate team to successfully relocate the Australian business to the new corporate office in Richmond and introduce an agile way of working at the same time. The new space buzzes with energy, engagement and great work culture."

– **Diane Laskowski, Transformation Program Manager**



### Benefits & Rewards

It's all pretty cheesy here! We offer market competitive remunerations as well as broad range of discounts. From local shops to health funds partnerships and on-site health coach to dairy shop and entertainment. On top of that we also have our formal reward & recognition program, internal competitions and corporate games.

### Our Values



"Our values are the backbone of the Co-operative and really serve to set our guiding light to how we should we operate across our business."

– **Miles Hurrell, Chief Executive Officer**

### Innovation fuels our growth

Our priority is to protect the natural goodness of dairy by maintaining the nutritional integrity of our products. We do that by investing in innovation and technology around the globe, with different initiatives from renovating and adapting our process and manufacturing to the newest technologies, researching and trying new products, and launching

global and collaborative tools to share skills and capabilities.

### From here to everywhere



"Throughout my 10 years in Fonterra, Fonterra has given me the opportunity to live in 4 countries across 3 continents and I am still counting! As the world's largest Dairy exporter, Fonterra has taken me to the road to learn new cultures, markets and has driven me out from my comfort zone. I have learnt that its only by embracing challenges head on that I could grow, develop and transform my career for good. There are no boundaries when you join us in our mission to make a difference in the lives of billions of people through bringing them the goodness of Dairy"

– **Fabrizio Jorge, Director - Ingredients**

### We are committed to making a positive difference



"Operating in a sustainable manner is critical for Fonterra Australia and we are proud to be able to deliver a broad range of environmental initiatives across the network including energy efficiency projects within our factories, diversion of waste from landfill, support for local wildlife through targeted management practises and sponsorship programs, and working with community on tree planting programs.

– **Colleen Gates, Environment Manager**

### We are a world leading company and the best at what we do

We promote a culture of life-long, self-driven learning in a collaborative way - this means that no matter what your role is, it's important to keep learning and developing your skills to achieve your personal best and help us lift performance. We are heavily focused on **developing our talents and providing our staff** the best opportunities to boost their careers.





# Jobs that work for you

**M**cDonald's opened its first Australian restaurant in the Sydney suburb of Yagoona in 1971. Today, McDonald's has over 970 restaurants around the country, and is one of the largest employers and trainers in Australia – employing over 100,000 people.

As Australia's largest employer of youth, we are extremely proud that we offer so many young Australians what is often their first job. Macca's is a starting point into the work force for so many and a long term career for others.

McDonald's provides a fantastic 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 employees' tremendous opportunities to gain the skills to forge a career within the McDonald's network or elsewhere.



**i** For more details on the roles available visit our website [apply.mcdonalds.com.au](http://apply.mcdonalds.com.au)



[apply.mcdonalds.com.au](http://apply.mcdonalds.com.au)

## Employer of Choice

McDonald's Australia was recognised as an Employer of Choice in the 2018 Australian Business Awards. As an Employer of Choice, we have been acknowledged for the commitment and contribution we make to our people both within our restaurants and the corporate offices, by providing excellent foundations, training and career opportunities.

## Skills for life

We understand that soft skills can be just as important as technical skills, so we make it a priority to train our employees in both. We ensure our people are comfortable taking an order or making a meal, but also focus on skills that they can carry with them for life, including communication, team work, decision making, and problem solving in a fast-paced environment.

## Nationally Recognised Training

McDonald's is a Registered Training Organisation, meaning we can provide nationally recognised training and qualifications to our employees, from a Certificate II level right through to a Diploma. These qualifications are offered at no cost to the employee and employees are paid for their training time.

## Jobs that work for you

At McDonald's, we know many people want a job that fits around their life and with over 970 restaurants around the country, many of which open at different times of day, McDonald's is ideal for employees seeking flexible hours. We pride ourselves on offering employees jobs that work for them and wherever possible we build rosters around university or school, sports schedules or family life.

## Empowering our people

We want everyone who visits one of our restaurants to have a great 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.

## 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 they can take, like working their way up through a variety of restaurant roles or securing a role in our corporate office. McDonald's is such a diverse business and there are opportunities both locally and globally.

## Community

McDonald's is committed to contributing to the communities in which it operates. Nearly 85% of Australian restaurants are owned by local business people who, together with the corporation, partner with local communities to support groups and charities that make a difference to the lives of Australians. This support includes joining other restaurants to fund major sponsorships, individually supporting local youth sporting teams or raising funds for Ronald McDonald House Charities (RMHC).

## Respectful Workplace

McDonald's takes its responsibility as Australia's largest employer of young people very seriously and believe it is essential to provide a safe and inclusive environment for our people. We

promote a working environment that is respectful, responsible and professional. To further this commitment, we began a partnership with the Alannah & Madeline Foundation in 2016, becoming the first company in Australia to be registered as an eSmart organisation ([amf.org.au](http://amf.org.au)).

## 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, including JB HIFI, Coles and Myer. All employees also receive discounts on their McDonald's meals, whether they're on shift or not.

## For more information

We are always looking for passionate, organised and professional people to join the Macca's team. For more details on the roles available visit our website [apply.mcdonalds.com.au](http://apply.mcdonalds.com.au) and access the 'Macca's Prospectus' (refer to the 'Grow with us' page on the website).

# Mining, Energy & Resources





# APA Group



**A**PA 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.



apa.com.au

#### 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.

#### 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.

#### Community engagement

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

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### Australian Company

APA is an Australian-owned ASX Top 50 company.



**i** For more information about your career with APA, head to [www.apa.com.au](http://www.apa.com.au)



# Viva Energy Australia – make a difference

**V**iva Energy is one of Australia's leading integrated downstream petroleum companies. We're proud to be Australian, proud of our 110-year history and extremely proud of our achievements.

Since 2015, Viva Energy has supplied over 14 billion litres of petroleum products annually, representing approximately a quarter of Australia's fuel needs. Viva Energy supplies those products to a national network of over 1,150 retail sites, predominantly operated under a long-term alliance with Coles Express, as well as to other retail operators, wholesale customers and commercial customers in the aviation, marine, transport, resources, construction and manufacturing industries.

We help Australians reach their destinations by making, importing and delivering the fuels, lubricants, chemicals and bitumen they need to get there. We're with workers on their daily commute and families on their school run. We're with industry, too, helping truck drivers move freight across the country and machinery operators in the mining, aviation and marine industries.

We own and operate the Geelong Refinery, one of only four refineries in Australia. It supplies over 10 percent of Australia's fuel – and more than 50 percent of all the fuel used in Victoria.

Every second flight out of Victoria takes off with our locally supplied jet fuel. We make and supply the bitumen that paves Australia's roads, runways and racetracks, and the chemicals used by industries such as mining, paint and adhesives.

Employing over 700 people and pumping millions of dollars into the local economy through wages and services, the Geelong Refinery is a vital part of Australia's energy solution. And we've



invested in improvements, increasing storage capacity to ensure it will continue to be an important part of local manufacturing for years to come.

We supply around a quarter of the country's total liquid fuel requirements. Local production at our Geelong Refinery is supplemented with products imported through the world's largest independent trader (the Vitol Group) and delivered safely and reliably nationwide through our network of more than twenty fuel import terminals around the country.

People trust our products. We are the exclusive supplier of high quality Shell fuels and lubricants in Australia, including Australia's favourite high performance fuel brand, Shell V-Power. Through our extensive and rapidly growing network of over 1,100 Shell branded service stations

across the country, our high quality products are conveniently located and easy to find wherever you are.

Our aim is to be one of Australia's most respected energy companies, demonstrated through our commitment to safety, care for the environment, determined with pleasing our customers, and our support for the communities in which we operate through partnerships with organisations such as headspace and the Cathy Freeman Foundation.

At Viva Energy, we're building a company that is driven by people. Our culture reflects the passion, pride and personality of the employees and contractors that choose to work here. Together we are committed to building Australia's energy future.



[vivaenergy.com.au/about-us/careers](http://vivaenergy.com.au/about-us/careers)

## ● Purpose

Working together as a team, we all have clear goals that stretch us to achieve the best results for our customers. We do this all in a safe manner. And because our individual goals are linked to those of the business, we all know how important we are to the company.

## ● Teamwork

This means that you will have the power to make a real difference to our business. Because around here, great ideas come from everywhere – and everyone. Our flat structure makes it easy to talk to someone about any idea you have and get things done. We employ great people who want to make a difference.

## ● Value

We value people for their character and the work they do, regardless of gender, where they come from, religious beliefs or sexuality. Because diversity in the workplace is every bit as important as it is in everyday life.

## ● Recognition

We recognise and celebrate success, because our people should feel proud of the work they do. We also provide our people with competitive rewards and benefits as well as the ability to drive their own careers.

## ● Reward

As far as we're concerned, the most important thing is that you love what you do. Because when you love what you do, it shows in your work. Our customers benefit and you get to enjoy a fulfilling career where your accomplishments are rewarded appropriately.

## ● Flexibility

We understand that we're all different, with unique ways of working best, so flexibility is part of our culture. That might mean working part time, job sharing, working remotely or from home, or variable start and finish times.

## ● Potential

Joining our team will give you the opportunity to develop a rewarding professional career.

Talking about your career regularly, being challenged every day, learning

from the people around you and having access to the latest technology, form an important part of our development culture.

## ● Passion

We want you to succeed. Your success will fuel the success of others and ultimately the success of our business. Most importantly, it will help create a dynamic and enjoyable place to work.

## ● Opportunity

From our head office in Docklands, Melbourne to our Geelong Refinery or one of our 18 state-based offices

and terminals, we offer career opportunities that are as diverse as our business.

## ● Community

As a business, we partner with a number of charities that were chosen by our people, who generously donate their time and money to show their support.

Working with us, you'll be able to make ongoing donations to one of our charity partners from your pre-tax salary – and we'll match your donations dollar for dollar. You can also take paid leave if you want to volunteer and help more directly.



**i** If you are interested in becoming part of the Viva Energy team, please visit us at [vivaenergy.com.au/about-us/careers](http://vivaenergy.com.au/about-us/careers)



# Discover BP

**F**rom 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](http://www.bp.com/grads/au) or search **BP Careers**.



[bp.com/grads/au](http://bp.com/grads/au)

## Things you might not know about BP

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.



### 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.

### 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.



# A golden opportunity with Australia's largest gold mining company

**W**ant a career with heaps of diversity and opportunity? Interested in the chance to travel to amazing places and countries? Like a job where you're treated as one of a global family? Keen to work on the cutting edge of digital innovation and technology? Ready to learn more?

A career in the resources industry offers a wealth of opportunities – from fascinating roles, diverse work locations, life-long training and development, a commitment to sustainable work practices, and the chance to constantly innovate and look for better ways to do things.

## Meet Newcrest...

Headquartered in Melbourne, Australia, we are one of the world's largest gold mining companies, with operations in three countries and exploration and growth activity around the world. We find, develop and operate gold-copper mines. We are committed to maintaining a safe environment for our people, sustainably operating and developing mines in line with good environmental and social practices and building lasting relationships with the communities in which we operate. It is our vision to be the Miner of Choice.

## Work with us...

A career with Newcrest may see you working as a geologist exploring ground from Australia to Argentina. It could have you working as an engineer designing life of mine plans for our world-leading



block caves. Perhaps you could be a data scientist using your expertise in crunching large data sets to improve our safety and operational and production performance. Or maybe you'll be working in one of our social performance teams ensuring we honour our commitments and relationships with the local communities in the areas where we operate.

## It's an exciting time to be part of Newcrest...

Our activities in Australia and overseas mean our people are increasingly presented with unique learning and development possibilities and more opportunities to travel than ever before. Our rewarding careers, located across diverse locations, will give you the chance

to apply your skills and expertise in the global mining community, providing you with the opportunity to gain broad experience on a variety of projects and in a range of geographies.

We believe in being agile. Being bold. We use breakthrough technology, mining equipment and ore production methods, giving our people exposure to leading mining and processing techniques across both underground and open cut operations.

At Newcrest we recognise diversity goes beyond gender and local representation and that it is about having a culture that values and respects differences - we know our different backgrounds help us find better ways to solve problems and make Newcrest a better place to work.



[newcrest.com.au/careers](http://newcrest.com.au/careers)

## Be part of a great team

We pride ourselves on the quality of the people who work at Newcrest. A career with Newcrest will see you work with some of the most experienced, capable and accomplished people in the resources industry. Diversity and inclusion are key to our success so throughout your career with Newcrest, you'll be part of a team of people from a diverse range of backgrounds, who truly care about each other. We asked our employees what Newcrest means to them and the most common response was...the people. We host site get-togethers to celebrate events like International Women's Day and World Food Day; we fundraise for issues in our communities - like the drought in NSW, the recent earthquakes in Indonesia and literacy in Papua New Guinea; and you can connect with colleagues all over the world through our online forums like Yammer.

## Go home safely

Our greatest responsibility is ensuring our people go home safe and healthy from work every day; it is essential to our ongoing success and an enduring focus for our business. By providing the right tools and systems, we empower our people to make the best decisions and take the action they need to work safely.

## Focus on your development

A good business is only as strong as its people and we are passionate about developing our people through effective leadership, education and training. We create opportunities for our people, at all levels, to grow both personally and professionally. We have programs to support our leaders with practical skills to assist them in areas such as delegation, decision-making, developing talent, managing work, effective communication, feedback, and coaching. We also offer Education Assistance to support employees pursuing ongoing education. The relationship between education institutions and industry is extremely important and as a Newcrest employee you'll be an ambassador for our business as we create pathways for future generations together.

## Enjoy great employee benefits

In addition to great benefits like flexibility, competitive salaries, and additional leave provisions, we have a

number of employee discount programs in place for things like buying your first car, holidays, and fitness. We are also extremely proud of our industry-leading Australian Parental Leave Program, which won best company diversity program at the 2018 Victorian Women in Resources Awards.

## Care for the environment

Newcrest is a member of the International Council of Mining and Metals (ICMM) – an international organisation dedicated to a safe, fair and sustainable mining and metals industry. Through our ICMM membership, we aspire to be industry leaders in sustainable mining, with a commitment to conducting our activities ethically and transparently. We aim to minimise the impact of our operations on the environment, for example, we are working to better understand and reduce our greenhouse gas emissions through the use of renewable power generation and low emission technologies.

## Make a difference to communities

Newcrest is committed to delivering sustainable and long-term benefits in a way that supports and respects the rights and aspirations of the communities we work in. Newcrest's presence provides many benefits to the countries and communities in which we operate, including: improved access to employment, health, education and training opportunities; and investment in community infrastructure and services – such as roads, hospitals, schools and water and sanitation facilities. We also support the different community causes of the places where we operate, for example, through sponsorship of local and regional events and activities.

## Innovate for the future

At Newcrest we have a degree of agility that allows us to move quickly, with the financial strength to back our technology and innovation aspirations. 'The Newcrest Crowd' is our own crowdsourcing platform that allows us to harness the collective ideas of innovative thinkers around the world and to help rapidly 'hack' multi-million-dollar business problems. The Newcrest Crowd won the 2018 METS Ignited Collaboration Award acknowledging our world-class work in this area.

## Pack your bags

Join our Exploration and Business Development teams and you will have the opportunity to travel the world in search of Newcrest's next big gold and copper deposits. Or, if you work in functions like IT and Innovation, travel the world to learn from other leading organisations. And if you need to relocate for work, we offer competitive relocation packages to get you there.

## Live our values

Everything we do at Newcrest is underpinned by our five values: caring for people; integrity and honesty; working together; innovation and problem solving; and high performance. Each year we celebrate our employees through the Living Our Values Awards, recognising the outstanding contribution they make to the business and their strong commitment to living by our values.

## Grow with Newcrest

Working within the resources industry presents some great opportunities and benefits. Newcrest has exciting pathways for our people to explore and progress their careers. We offer a range of entry points including cadetship, apprentice, vacation and graduate programs. In addition, people can join one of the many operator, trade or professional pathways. We believe in long-term careers and offer amazing positions across many different professions and locations.

If you love working with your hands, a position within our maintenance teams could be perfect for you. Or, if you enjoy subjects like economics, accounting or psychology, a career in our Finance, HR or IT teams could be your dream role. Love sunsets, wild open spaces and geography? Look at joining our Exploration teams. And, of course, for those of you looking to study engineering, we have great positions available from mechatronics to civil engineering to metallurgical processing.

Visit [www.newcrest.com.au/careers](http://www.newcrest.com.au/careers) to learn more

# Defence Force Australia



 NAVY  ARMY  AIR FORCE

- 86 Aviation
- 88 Education & Training
- 90 Engineering
- 92 Defence
- 94 Skills & Trade



# Aviation careers that offer more



**F**rom 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](https://defencejobs.gov.au/jobs/Aviation)



[defencejobs.gov.au/jobs/aviation](https://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.**

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.





# Australian Defence Force Academy

**F**orged 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 Engineering
  - Aeronautical Engineering
  - Civil Engineering
  - Electrical Engineering
  - Mechanical Engineering
- Bachelor of Science
- Bachelor of Technology
  - Technology (Aeronautical Engineering)
  - Technology (Aviation)
- Bachelor of Computing and Cyber Security

### 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.



[defencejobs.gov.au/adfa](https://defencejobs.gov.au/adfa)

### What's ADFA Really Like?

#### Study

Study in modern buildings equipped with the best academic and training facilities available.

#### Work out

Work out and be paid to keep fit in our world-class gyms and pool.

#### 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.

#### Socialise

Socialise with likeminded people from across the Services on and off campus.

#### Head out

Head out and discover the restaurants, museums, bars and entertainment of Canberra.

#### Hang out

Hang out in accommodation recreation areas with TV, snack facilities, BBQs and more.

#### Eat well

Eat well in the Academy Cadet's Mess and catch up with your mates.

#### Relax

Relax in your own comfortable room, sharing a bathroom and laundry with just three other cadets.

#### 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.

#### What's next?

Visit [defencejobs.gov.au/adfa](https://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 Officer Cadet





# Engineering careers that offer more

**A**s 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. 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](http://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](http://defencejobs.gov.au)



[defencejobs.gov.au/jobs/engineering](http://defencejobs.gov.au/jobs/engineering)



### 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 representative 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.



**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.**

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.



# Careers that offer more

**T**oday'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](http://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
<b>Planning to finish school at Year 10</b>	
1	<ul style="list-style-type: none"> <li>• Ready to start earning a wage</li> <li>• No particular career plans or leanings</li> <li>• Possibly interested in one of the Services.</li> </ul> <b>GENERAL ENTRY</b> Service-specific entry-level roles such as Boatswain's Mate, Infantry Soldier or Airbase Protection.
2	<ul style="list-style-type: none"> <li>• Keen to get a good job</li> <li>• Practical, resourceful and ambitious</li> <li>• Interested in learning a trade</li> </ul> <b>GENERAL ENTRY</b> Civilian-equivalent trade and technical roles such as Marine Technician, Carpenter or Motor Mechanic.
<b>Planning to finish school at Year 12</b>	
3	<ul style="list-style-type: none"> <li>• Considering a 'professional' career in the arts, business, computing, engineering, science or technology</li> </ul> <b>GENERAL ENTRY</b> Service-specific entry-level roles such as Boatswain's Mate, Rifleman or Airbase Protection.
4	<ul style="list-style-type: none"> <li>• Thinking about getting an interesting temporary job before uni or work</li> </ul> <b>ADF GAP YEAR</b> An experience of the Navy, Army or Air Force with just one year's commitment.
5	<ul style="list-style-type: none"> <li>• Already interested in a job with the Navy, Army or Air Force</li> <li>• Wary of the commitment</li> </ul>
6	<ul style="list-style-type: none"> <li>• Happy to get a good job that doesn't require a degree</li> <li>• Interested in learning a trade</li> </ul> <b>GENERAL ENTRY</b> Civilian-equivalent trade and technical roles such as Aviation Technician, Electrician or Mechanic.
7	<ul style="list-style-type: none"> <li>• Happy to get a good job that doesn't require a degree</li> <li>• Wanting to learn management and leadership skills</li> </ul> <b>OFFICER ENTRY</b> Service-specific leadership roles such as Maritime Warfare Officer, General Service Officer and Air Combat Officer.
8	<ul style="list-style-type: none"> <li>• Considering a 'professional' career in allied health, accounting, business, commerce, dentistry, economics, engineering, finance, HR, law, medical science, medicine or pharmacy.</li> </ul> <b>DEFENCE UNIVERSITY SPONSORSHIP</b> 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](http://defencejobs.gov.au)



### • 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.

### • 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.

### • 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.

### • Job Variety

The ADF offers more than 200 roles across a broad variety of trades, professions and military-specific positions.

### • 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.

### • 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.

### • Entry Methods

Visit [defencejobs.gov.au](http://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.

### • 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.

### • 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.

### • 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





# Trade careers that offer more



**Y**ou'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](http://defencejobs.gov.au/jobs/trades)



[defencejobs.gov.au/jobs/trades](http://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.**

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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 seagoing 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.



# Sports & Entertainment



98



**Racing  
Victoria**



# Victorian thoroughbred racing industry



**T**he names Phar Lap, Makybe Diva, Winx 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.



[racingvictoria.com.au/careers](http://racingvictoria.com.au/careers)

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

## 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](http://rv.racing.com/careers-and-education) or contact us via phone 1300 139 401 or email [careers@racingvictoria.net.au](mailto:careers@racingvictoria.net.au)



Want to know more? Visit [racingvictoria.com/careers](http://racingvictoria.com/careers) or contact us via phone 1300 139 401

# Building & Construction





# Build your career with us

**M**cConnell 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.

### 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.



[mcconnelldowell.com](http://mcconnelldowell.com)

### The McConnell Dowell Group offers:

#### • 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.

#### • Construct world-class infrastructure to 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.

#### • 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.

#### • Fulfil your 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.

#### • 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.

#### • Be 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.

#### • Show us your creative talents

As a multi-disciplined company building tomorrow's infrastructure, McConnellDowell 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.

#### • A global workforce

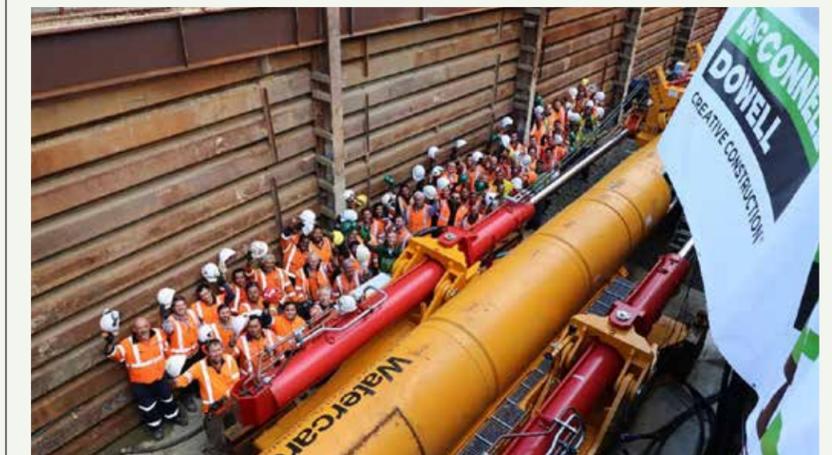
With a workforce spanning the globe, we know that having a constant and solid company culture ensures we operate to the best of our potential. We are all about straight talking, building team spirit and maintaining the highest level of safety standards.

#### • 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.

#### • 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.



# Kick-start your career

**A**t Downer, our customers are at the heart of everything we do.

Our Purpose is to create and sustain the modern environment by building trusted relationships with our customers.

Our Promise is to work closely with our customers to help them succeed, using world-leading insights and solutions.

Downer designs, builds and sustains assets, infrastructure and facilities and we are the leading provider of integrated services in Australia and New Zealand.

With a history dating back over 150 years, Downer is listed on the Australian Securities Exchange and New Zealand Stock Exchange as Downer EDI Limited (DOW). We are an ASX 100 company that also owns 88 per cent of Spotless Group Holdings Limited (SPO).

Downer Group employs approximately 56,000 people across more than 300 sites, primarily in Australia and New Zealand but also in the Asia-Pacific region, South America and Southern Africa.

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

OUR TAGLINE, 'RELATIONSHIPS CREATING SUCCESS' IS THE CORNERSTONE OF OUR BRAND AND WE SEEK EMPLOYEES WHO CAN BRING THAT TO LIFE.



[careers.downergroup.com](https://careers.downergroup.com)

## 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.

## Graduate programs

Downer's graduate programs ensure that employees acquire the experience needed to succeed.

Downer's 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.
- A structured rotation to assist with gaining professional qualifications (e.g. Chartered Accountancy, CPEng, Safety Professional Status).
- Developing your leadership potential.

## Community partnerships

Downer is a large and diverse business and we understand the importance of building strong relationships with the communities in which we operate. Current community partnerships include The Australian Literacy and Numeracy Foundation's (ALNF) Walls of Hands Appeal, Jawun, Sunshine Coast Lightning and Wandering Warriors.

## A diverse and 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 on our website.

## 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.

## Variety and experience

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

## Zero Harm culture

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.

## 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.

## 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.

## 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 while at the same time increases Downer's ability to meet current and future business needs.



If you are interested in becoming part of the Downer team, please visit our careers page at [careers.downergroup.com](https://careers.downergroup.com)



CIMIC GROUP INCLUDES



# Be a part of something bigger

**C**IMIC Group is an engineering-led construction, mining, services and public private partnerships leader with a history dating back to 1899.

We integrate a world of experience and expertise to amplify insights, develop future-ready solutions and deliver enduring value across the lifecycle of assets, infrastructure and resources projects.

We comprise our construction business CPB Contractors, including Leighton Asia and Broad, our mining and mineral processing companies Thiess and Sedgman, our services specialist UGL and our public private partnerships arm Pacific Partnerships – all supported by our in-house engineering consultancy EIC Activities.

Across CIMIC Group, we offer opportunities in skilled and professional roles as well as graduate employment, scholarships, apprenticeships and internships. Our portfolio of businesses and projects open up a world of opportunities. And our people – more than 50,000 talented team members working in more than 20 countries – are delivering projects that push the boundaries of engineering for better, more sustainable solutions that take us into the future.

## Contact

**Head Office**  
Level 25, 177 Pacific Highway North  
Sydney New South Wales 2060 Australia  
T+61 2 9925 6666  
[www.cimic.com.au](http://www.cimic.com.au)

## Snapshot

**Countries:** 20  
**Employees:** more than 50,000  
**Founded:** 1899  
**Connect:** CIMIC Group is on LinkedIn and Twitter.



## Bring your story

We are a collaboration of more than 50,000 individuals across 20 countries. Each person brings their own story, experience and perspective to their job and this diversity of thought, capability and skill makes our business stronger.

Our differences, supported by inclusive and respectful workplaces where everyone can contribute their best, significantly expand our potential to innovate and improve operational performance, productivity and safety.

We ensure women are represented across diverse areas and in leadership roles. WINTR is CIMIC's networking group that provides opportunities for women in non-traditional roles and industries, (and those who support them) to network, share experiences and encourage one another in their career development. Connect with WINTR at:



[www.linkedin.com/groups/12085585/](https://www.linkedin.com/groups/12085585/)

We are committed to opening opportunities for Indigenous and Torres Strait Islander people. We partner with Governments and Indigenous communities to promote education, training, employment opportunities and the use of indigenous suppliers.



[cimic.com.au](http://cimic.com.au)

## Accelerate your career

With a world of opportunities at your feet, CIMIC Group provides you with the chance to prove what you're made of by stepping up to design, deliver, lead, share, innovate and learn. We back our people by recognising performance, investing in your development, and promoting from within.

Our on-the-job development is complemented with technical and skills-based training, learning opportunities, and access to industry specialists from across the Group via interactive webinars and a dynamic network of Communities of Practice.

As we evolve to meet the changing needs of our markets, we help our people experience more, grow more and go further.

## Accept the challenge

Do you like a challenge? Every day, we work on projects that change the way communities live. With a strong pipeline of projects globally, we're always delivering complex, technically demanding, innovative work in diverse industries. Join us to enjoy extraordinary experiences and help us shape the way our industries and communities evolve.

## Care for your world

Our people are passionate about making a difference, placing the wellbeing of those we work with, and the communities we deliver for, front and centre. We build diverse teams where everyone belongs and can be their best. We also take seriously our responsibility to our communities and environment – after all, we live here too.

## What we stand for

Right across our Group, we operate according to one set of Principles: Integrity, Accountability, Innovation and Delivery, underpinned by a continual focus on safety.

## We put safety first

Looking out for each other is an essential part of our culture. It underpins everything we do and reflects our determination to keep our people, and those under our care, safe.

Our priorities are to minimise harm in workplaces, promote physical and mental health, and protect the public.



## An award winning graduate program

Our graduates receive structured on-the-job training, guided learning plans and leadership mentoring. Over a two-year program, graduates undertake three eight-month rotations with placements in various roles, projects or operating companies.

CIMIC Group graduates:

- Achieve technical, professional and personal growth through a structured program
- Learn from a globally-recognised organisation with exposure to industry leaders
- Secure access to an exciting career path supported by a strong culture of internal recruitment and progression
- Operate within a global network including engaging with other graduates
- Work in challenging, diverse and inclusive environments.

## Real benefits

We value our people and provide a range of benefits to help you look after yourself and your family as you build a rewarding career with us. It's no wonder in 2018 LinkedIn ranked CIMIC as one of the best companies in Australia for attracting and keeping top talent, rated as number six out of 10 companies in 2018.

- We offer a range of benefits including:
- Salary continuance insurance at no cost for all eligible employees
  - Discounted private health insurance
  - Access to discounts on Apple products,

- car hire, spa treatments, movie tickets, flights, gym membership and more
- Preventative healthcare including skin checks, health checks and flu vaccines
- Financial assistance and/or non-financial support for undertaking an approved course
- Professional advisers to assist with the resolution of personal and work-related issues
- Flexible working arrangements for all eligible employees
- Salary sacrifice for employees on superannuation contributions

## Ready now

Ready to discover something bigger? Step up to CIMIC Group to accelerate your career, work on something unique and iconic, and generate a positive change in our communities. At CIMIC Group, we develop careers to take us to the top of our game, working in teams that look out for each other and our communities. We're not just one company...we're a family of industry leaders with multiple brands working across assets, infrastructure and resources, and more than 50,000 people, in 20 countries.

## Recognition



Search our jobs at [www.cimic.com.au/en/work-with-us](http://www.cimic.com.au/en/work-with-us).



# A Great Place to Work

## How the Kennards Hire journey started?



It was 1948. Living in the small rural town of Bathurst, Walter Kennard owned a small 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 Bathurst out to the Sydney big smoke and beyond, Kennards Hire has grown to become an iconic multi-generational business, with more than 170 branches and sites across Australia and New Zealand.

## Who we are

Kennards Hire is an Australian family-owned and operated equipment hire company. Our culture and team values are at the heart of everything we do. This commitment to our people was recognised at the 2018 Best Place to Work Awards where Kennards Hire placed in the Top 10 companies with more than 1,000 employees. Being awarded seventh place is testament to the culture of the business and our people who live our values every day.

## Kennards Hire Core Values

- **One Family** – Safety is our number one priority, we care for our mates and treat each other like family.
- **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.

We have a range of incentives to help our employees develop and improve their skills to deliver on their own job satisfaction. We are proud that 35% of our employees have been with us for more than 5 years.



Our mission is to be 'The Best Hire Company in the World' and be at the industry forefront in terms of standards, services and customer care. It gives us great satisfaction to provide all our people with opportunities to learn and develop, and go further than they ever thought possible.

## What we do?

Our diverse product range extends from general hire equipment for the home renovator and professional tradesperson to traffic control and site solutions for major events. As well as specialist equipment and heavy machinery for some of Australia and New Zealand's largest civil infrastructure and commercial construction projects. This combination of general and specialist equipment allows us to service DIY, trade, project and construction customer segments alike.

## Who do we employ?

We employ over 1,600 team members across Australia and New Zealand, most of whom work within our branch network.

Our branch roles include:

- **Service Person Drivers:** (our entry level position) are responsible for delivering and picking up items from customer sites, servicing and cleaning equipment, and helping find solutions for our customers.
- **Sales Coordinators:** (which we refer to as 'Hire Controllers') are responsible for front desk operations, coordinating customer hire contracts and branch administration.
- **Maintenance Controllers:** are responsible for overseeing the Branch workshop and maintenance of equipment.
- **2ICs and Branch Managers:** look after the day-to-day management of the branch, oversee staff, rosters and budgets.

We also have a number of support function positions in IT, Finance, Marketing, Human Resources, Customer Service and Sales/Business Development, mostly based out of Sydney.



kennards.com.au

## Top reasons to join our team

### • Our People, One 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.

### • 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.

### • Staff development is part of everyday

At Kennards Hire we also greatly value our people and their growth, so we place a huge emphasis on training and development. We provide our people with a variety of training in safety, customer service, equipment and leadership. We have recently launched a new online learning management system that makes training easily accessible to our whole team.

### • Promoting from within

We prefer to promote from within, and 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.

### • 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.

### • Leaders in our industry with accolades to prove it

- Hire & Rental Industry Association Hire Company of the Year – 2001, 2008 and 2014
- 2014 – Kennards Hire was inducted into the Family Business Australia Hall of Fame and awarded the Distinguished Family Business Award
- 2003 – Andy Kennard was inducted into the ARA Hall of Fame

### • 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:

**First Online Hire Website:** Launched in 2016, our online hire platform was an industry game-changer! It's the first live hire site available to the Australian and New Zealand market.

**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.

### • Giving Back to the Community

Every branch across the Kennards Hire network is an active contributor to their

local community – supporting everything from grassroots sporting clubs through to school fetes and fundraising drives. At a Group level, our annual Kennards for Kids Charity Campaign has raised millions of dollars and awareness of organisations that help sick and disadvantaged children across Australia and New Zealand. In 2018, we launched the Kennards Hire Foundation. With an initial pledge of \$7million over five years, the Foundation supports children's and environmental conservation charities.

### • Giving back to our people

We offer our people job security, variety in their work, as well as ongoing training and development opportunities. We also give back to our staff with fantastic benefits including weekend allowance, profit share bonus, work life balance initiatives and access to one of Australia's biggest tool sheds!

### • 70 years on and we're still going strong

In 2018, we celebrated 70 years as a family-owned business. We have come a long way since 1948, with more than 170 branches across Australia and New Zealand and over 1,600 staff. Kennards Hire is built upon the principle of sustainable generational growth so that it will be around for generations to come!



To start your career with Kennards, head to [www.kennards.com.au](http://www.kennards.com.au)



# Providing rewarding career outcomes

## Who are we and what do we do?

Established in 1875, Master Builders Association of Victoria has been a long-standing voice for the building and construction industry. Our aim is to raise the profile of this fantastic industry as a provider of rewarding career outcomes. A career in the construction industry offers individuals variety and the ability to develop invaluable skills and knowledge that can be continually built upon.

There are numerous opportunities available and with so many different career options, the best pathway can be hard to determine. To help with this, we have a dedicated, friendly team to demystify and simplify the information available for those looking to enter the construction industry and to assist those currently in the industry with their career progression.

## What are my options?

**Trade Careers** – These hands-on roles are obtained by completing an apprenticeship, which is a three to four year course, involving on-the-job work with an employer as well as intermittent training with a Registered Training Organisation. Possible trades could include carpentry, bricklaying, plastering and tiling to name a few. At the end of your apprenticeship, you'll come out with a Certificate III level qualification in your chosen trade. Undertaking a trade is also a great step towards becoming a registered builder.

**Professional Careers** – Professional roles tend to be less hands-on and could include management positions or specialist jobs including building surveying, OHS and building design. Professional qualifications can be obtained through a number of ways. Depending on your area of interest this could include completing a university degree, TAFE course or even a traineeship.



[mbav.com.au](http://mbav.com.au)

## • Career pathway advice

The Master Builders team has a wealth of knowledge about the various career options in the building and construction industry. We are able to offer guidance to students about achieving their career goals, and to careers teachers and advisers about roles in the industry. If you are thinking of entering the industry or further developing your career we have the right people to answer your questions and to discuss the required training and experience you may need.

## • Career expos and school visits

We participate in a number of careers expos and school career days across Victoria – our aim is to spread the word about the opportunities in construction as much as possible. If you would like us to attend your expo or event, please contact us directly.

## • Apprenticeship preparation and placement

Landing a job isn't always easy, but we're here to help. We can assist with resume and cover letter preparation along with other tips and tricks to securing a role. Not only that – if you're looking for an apprenticeship we can go a step further and connect you with employers directly. Our placement program tries to match appropriate apprentices with Master Builders members, across Victoria. Just send us your resume to get the ball rolling.

## • Master Builders road shows

We run our road shows at TAFEs in both metro and regional locations across Victoria. These road shows allow us to get face-to-face with trade apprentices and discuss how we can help them navigate through their career (along with having some cool giveaways too!).

## • Scholarships from the Master Builders Foundation

The Master Builders Foundation was established to nurture the career development of those wanting to enter, or continue working in, the building and construction industry. Our scholarships provide financial assistance towards course fees and to help with the development of a tool kit for their trade. There are three scholarships available and we continue to welcome applications:

- **\$2,200 Scholarship** – This is available to those who are underway with a pre-apprenticeship, apprenticeship or further training, the funds are split in to two.

- \$1,200 towards approved course fees upon presentation of invoice, plus
- \$1,000 worth of quality tools relevant to their trade
- **\$5,000 Scholarship** – This is awarded to those pursuing a Diploma of Degree level qualification
- **\$10,000 Leadership Training Scholarship** – This 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.

## • Assisting transitioning and new workers

The world of work is changing and it has become increasingly common for individuals to have multiple careers across their lifetime. We have proudly been involved in a number of programs designed to assist those who want to enter the construction workforce at different stages of their lives. This includes work with retrenched automotive workers and unemployed youth.

## • Wage, OHS and industry information

Our goal is to provide those in the industry with all the relevant information they'll need. This includes up-to-date information on wage rates and issues related to Workplace Health and Safety. We will assist individuals with their questions and direct them to the relevant areas to help them to find solutions.

## • Apprentice of the Year Awards

Master Builders holds its own Apprentice of the Year awards series around Victoria to recognise and congratulate the achievements of apprentices. Students can be nominated by either their training provider 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.

## • Addressing apprenticeship completion rates

Completion rates across apprenticeships and traineeships have hovered around the 50% mark for a number of years. As apprentices and trainees are the future of our industry, we are working on projects to help identify what can be done to help raise this percentage and support our future workforce.

## • Continued support throughout your career

We are here to help whenever we can. Once you've completed your studies, (whether that's an apprenticeship, TAFE, or university course) and are in the world of work we will have a membership category to suit you. We proudly place our members at the centre of everything we do and we have a range of membership services to support those running businesses in the industry.



**i** For relevant, readily available and up-to-date information, contact the Master Builders on (03) 9411 4555.



# Achieve amazing things



**Y**ou might know us for our bathroom and plumbing stores, but we are so much more than that! Since our humble beginnings close to 100 years ago we have gone from strength to strength, starting with one store in Caulfield Victoria to our recent purchase of a US company, taking us to over 800 stores in three different countries.

So why come and learn with us? The Reece Group partners with registered training organisation Murray Mallee Training Co. Ltd. to offer our school-based trainees nationally recognised qualifications (Cert II in Warehouse Ops), while you gain experience in the workforce and earn some extra cash. If you haven't heard of Murray Mallee, they're the ones who facilitate your Traineeship at Reece.

They've been in the game since 1996 and will work with you one-on-one to meet the requirements of your qualification. Complete your traineeship while working in one of the following areas:



Learn more about our school-based traineeships at [www.reececareers.com.au/school-based-traineeships/](http://www.reececareers.com.au/school-based-traineeships/)

**" I DIDN'T KNOW WHAT I WAS GOING TO DO WHEN I FINISHED SCHOOL, I REALLY HAD NO DIRECTION. I THOUGHT ABOUT BEING A PLUMBER BUT REALLY HAD NO IDEA WHAT I WANTED TO DO. YOU WILL LEARN SO MANY LIFE SKILLS WORKING FOR REECE. SKILLS YOU WILL USE DAILY. THE SCHOOL-BASED TRAINEESHIP IS JUST A FANTASTIC COURSE AND A FANTASTIC WAY TO GET INTO THE WORKING WORLD.**

Former Trainee, now Branch Manager, Rory Moriarty



[reececareers.com.au/school-based-traineeships](http://reececareers.com.au/school-based-traineeships)

## Reasons to learn with us

### • Traineeship + qualifications

Obtain credits towards your school certificate. Credits vary from state to state. Plus earn your Cert II in either Warehousing Operations or Retail (coming soon!)

### • Grad program

If you decide you want to go to Uni, you can work part-time hours with us while you study and be in with a winning chance of landing a role in our sought-after grad program.

### • Hands on learning / variety of roles

You won't just be standing around! We'll get you involved in warehousing, trade counter sales and retail just to name a few.

### • Diverse business areas (not just plumbing)

Plumbing not for you? Are you more interested in Irrigation and gardens, or perhaps working with interior designers to create bathrooms worthy of The Block? We've got options for everyone!

### • Culture

We might be biased, but after operating for close to 100 years, we must be doing something right! We live by our values (the Reece Way) and this creates an amazing culture, where we want the best for our people and customers.

### • Customer

Whether you want to one day run your own business, or work for someone else, chances are you're going to need to deal with customers. Reece customers are among the most satisfied in Australia, with a Net Promoter Score of +65. Work with us and learn our magic formula for making customers happy!

### • Community

Our customers are our community, and when they care about something we want to support them. From donating supplies, sharing our expertise and running fundraising BBQs, we care about our community. In 2018 we took our first steps towards reconciliation by creating a Reconciliation Action Plan and conducting cultural awareness training. We also have a charitable grant-giving program

to support healthier, brighter futures in Australia and overseas through water-based projects.

### • Tech/innovation

We don't sit still at Reece – we're always looking for ways to do things better and differently. From trialling new apps to simplifying the ways we do things, we encourage everyone to innovate – big and small!

### • Growth

While we're already a big company, we're constantly growing. In the past year we've entered the US market and doubled our number of stores in New Zealand. Our number of trainees has also grown – and

in 2019 our qualification offering for trainees does too, with the introduction of a Cert II in Retail. With growth comes opportunity. The only way is up!

### • Career progression

Whether it's taking steps towards starting an apprenticeship or staying on with Reece after your traineeship and working towards becoming a Branch Manager, we can help you understand what you need to do next to achieve your career goals. Many of our trainees meet their future bosses while working at Reece, and we love to see your career progress – whether that's with us or as one of our customers.

<p><b>Create customers for life</b></p>	<p><b>Discover your best</b></p>
<p><b>Grow as a team</b></p>	<p><b>Innovate big and small</b></p>
<p><b>Try. Try. Try.</b></p>	<p><b>Own it</b></p>
<p><b>Keep it simple</b></p>	<p><b>Do the right thing</b></p>
<p><b>Be humble</b></p>	<p><b>Write the next chapter</b></p>



# Building communities through world-class technologies and service platforms

**H**anson is an Australian leader in building and construction materials with an extensive production and logistics network across Australia. We use world-class technologies and service platforms to supply a comprehensive range of high quality concrete, aggregates and sand.

We also produce road base, asphalt and sustainable and recycled construction materials for civil construction and infrastructure projects.

We are backed by one of the world's largest building materials companies – HeidelbergCement – which has over 60,000 employees working at more than 3,000 production sites in 60 countries across the world.

### What do we do?

We help to build the infrastructure of communities by working with and being part of them. Our communities are our customers, neighbours and our people.

In Australia, our 4,000+ employees operate over 73 quarries, more than 215 concrete plants, 5 recycling facilities and 4 asphalt plants. We also have dedicated in-house testing laboratories and an 1,800 strong logistics fleet.

**At Hanson we build, connect and care.**



[hanson.com.au/Careers](https://hanson.com.au/Careers)

### • We're innovative

At Hanson we drive operational excellence and innovation – we see innovation simply as a 'Change that adds Value'. We have developed a world class logistics platform that is able to respond minute by minute to changing customer demands by re-assigning and optimising the thousands of deliveries made by our logistics fleet every day. This and other leading technologies allows us to deliver more value to our customers.

### • We grow our own

We grow and develop our own leaders through numerous pathways, including a structured graduate program, internships and numerous operational and trades roles. Over 95% of our employees have had a long career with Hanson. 80% of the members of our Australian Executive Committee and 90% of our Leadership 100 team through these structured pathways. That's no accident. We recruit great people, we train them well, and we make sure they have the right experience to build a seriously successful career.

### • We invest in our future

One of our key strategies is to invest in our future – this includes capital management projects, reserves, fleet management and acquisitions. Recently we acquired two businesses - the Alex Fraser Group and Suncoast Asphalt - as part of our strategic initiative to invest in and grow our asphalt and recycled product portfolio in Australia.

### • We keep our people safe

We value the health and safety of every single employee, contractor and visitor that comes onto our sites as well as the communities we operate in. We are continually focussing on the key aspects of our Risk Management Strategy and have some great initiatives which have seen solid improvements.

### • We value our customers

We have dedicated a significant amount of training and development in our teams and have improved our delivery and supporting systems to ensure that the customer experience with Hanson is at the highest possible level. Whether our people are engaged with our customers directly or provide valuable support from operations, service centres or offices, we always keep our customers front and centre of everything we do.

### • We are committed to sustainability

Hanson demonstrates a comprehensive end-to-end approach to sustainability involving all aspects of our business, from land management to excavation, manufacturing and logistics. All of our operations meet high energy efficient standards and we constantly work towards water, waste and fuel reduction targets. Rehabilitation is a major focus in all of our quarries and we work closely with horticulturalists to ensure local ecosystems are maintained. Our recent investment in recycling facilities reflects our commitment to sustainability – Alex Fraser recycles more than 3 million tonnes of construction waste every year into high quality building materials for major infrastructure works, like roads, bridges, pavements and ports.

### • We invest in our people and we value diversity

We continue to invest in our people and have solid development programs and training packages which are constantly being reviewed and modified to enable our teams to operate in an increasingly more sophisticated environment. We are also seeking to improve and embrace diversity in our workforce which will lead to improved safety and operational

outcomes and we have established working groups to support these objectives.

### • We are driven by our values

Our culture is driven by our values. We value high performance, respect and integrity, a sense of ownership, accountability and collaboration. These values are the backbone of our success and help to create a family friendly, inclusive and supportive workplace.

### • We are strong and profitable

Through strong leadership, knowledge and expertise we have built a strong and profitable business which we continue to grow through acquisitions, investing in our future, our people and our customers.

### • We'll make it happen

This is more than our tagline – it is a unique set of words that define our approach and outlook. It embodies our work ethic, our expertise and how we engage with each other and our customers to deliver to the best of our ability, every day, every time.



**i** If you are interested in becoming part of the Hanson team, please visit our careers page at [hanson.com.au/careers](https://hanson.com.au/careers)

# JOHN HOLLAND

## Be part of the big picture

Build a career at John Holland and help improve lives

**A**t John Holland, we are passionate about arming our future leaders with the tools they need to make long-lasting positive change in our world.

For us, it's about the lifelong benefits our projects bring to our people, our customers, and our communities.

As one of the nation's leading infrastructure and property companies, we are delivering transformational projects across Australia, New Zealand and South East Asia, including most of Australia's mega projects.

Our teams are hard at work on the Sydney Metro project and Melbourne's West Gate Tunnel and Metro Tunnel projects, which will make moving around Australia's biggest cities easier than ever before. We are also upgrading hospitals, ensuring more patients get the care they need and improving water facilities to safeguard our most precious resource.

There's no project too big, too small or too complicated – our teams are committed to transforming the communities we work in by finding solutions to complex challenges and opportunities.

Our drive to deliver meaningful change has been part of our DNA for generations.

We have a rich history spanning almost 70 years. From building Parliament House to our work on the Sydney Harbour Bridge and Sydney Opera House, we've had a hand in the Australia we all know today.

There are many opportunities for enthusiastic changemakers to join our team. Young professionals can grow, learn and achieve in areas including: design, engineering, construction, project management, finance, technology, communications, human resources, sustainability, rail, safety, tunnelling, property, water and much more.

Our long-running graduate program is highly regarded. The two-year program is about empowering our grads to conquer their dreams.

We're up for the challenge of improving lives – are you?



[johnholland.com.au/careers](http://johnholland.com.au/careers)



### • Caring is what we do

Caring is at the heart of everything we do. This is a reality because we put people first. Every project we tackle improves communities and makes them a better place to live. From our mega projects like Sydney Metro and Melbourne's West Gate Tunnel that will get people home faster, to our Broken Hill Pipeline project that delivers much-needed water to drought-affected outback regions, we do what we do because our caring attitude runs deep.

### • We're future-focused

Creative thinkers will blossom in our business as we look to the future to ensure what we do today makes a big difference tomorrow. Being future-focused is a responsibility we take seriously. Championing a better world means we take a safety-first approach, think sustainably and are original in our ideas. We pride ourselves on doing things differently.

### • Spark your imagination

Workdays that blur into one? No thanks! We want every day to be different for our people because finding solutions to complex challenges and opportunities calls for it. We know that fresh ideas and pushing boundaries is where the magic happens. From our design teams on the lookout for new approaches, to our Engineering, Technology and Innovation team who work with some of the best scientists in the country, John Holland is a place to let your imagination run free.

### • We want you to make a difference

The future is in your hands at John Holland. We are passionate about empowering our employees to make a difference and we encourage our people to "go there". This includes our young workforce, which is strongly represented – almost half of our business is made up of millennials. We also have valuable programs to support our up-and-coming talent that are fun and fulfilling.

### • Our top-rated Graduate Program

We know it's important to choose the career that's right for you and we understand how tricky this can be. Our two-year Graduate Program is a hands-on experience designed to guide our grads on a rewarding journey. Now in its 11th year, more than 700 people have been through the program and many former grads are still with us today working as specialists in their chosen field.

### • Be brave. Be Bold. Be You

We believe in people realising their dreams, no matter their background or circumstance. We are proud to be working with Indigenous businesses on our projects and are thrilled to have launched our industry-first Pathway Program to help marginalised migrant engineers get a foot in the door. But we know we can do more to create a truly diverse workplace. We already have incredible women working in roles as executives, project managers and engineers and are working on increasing this number.

### • #gradlife

Meet Courtney Dunn, graduate systems engineer on the Canberra Metro project. Courtney studied a Bachelor of Engineering at The Australian National University in Canberra.

### • When did you start the Graduate Program?

I applied for the John Holland Graduate Program in my last year of university and started in January 2017.

### • What's been the highlight of the program for you?

The highlight has been the graduate welcome week. It was a great opportunity to meet all the graduates and to build a great network in John Holland.

### • Can you tell us what your job is about?

I am working on the Canberra Metro project as a Systems Engineer in the Testing and Commissioning team. I have been based in the test lab in Sydney doing the equipment testing for audio and passenger information display systems and I will soon go on site to test and commission these systems.

### • What's the coolest thing about your job?

The coolest thing about my job is the size of the projects we work on. Each project is worth millions of dollars, has large project teams with multiple sub-systems and are challenging. These projects will have lasting positive effects on the community.

### • Do you have any advice for students considering a career at John Holland?

If you want a diverse career in infrastructure or building, I advise working for John Holland as it offers a wide variety of opportunities, both in Australia and internationally.

# Build your career. Get into construction!

**B**uild 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?

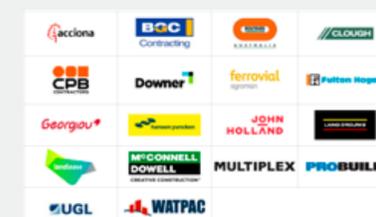
### Skilled trades

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 [buildyourcareer.com.au](http://buildyourcareer.com.au). Build Your Career is brought to you by the Australian Constructors Association.



### 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.

### 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.

### It's for everyone

The construction industry is inclusive, offering opportunities for everyone.

### 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.

### 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.

### 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.

### 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.

### 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!

### 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.

### 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.



# Get to know us

**J**aybro was started in 1996 when a need was identified to provide same day delivery to sites, ensure very few back orders and focus on delivering orders in full by the next day. Jaybro manufactures special signs overnight, ensures all customer service staff are trained, have industry experience and knowledge and know our products so customers receive exceptional service.

Today Jaybro lives by these values, servicing civil and building contractors Australia wide. Our business is expanding with 9 major branches across Australia & New Zealand and is built on pride, application, dedication and responsibility with everyone contributing to our success.

### Where we work

Jaybro has a strong Australasian footprint, our offices are in every major capital city in Australia and we also have offices in Christchurch and Auckland NZ. Staff often work remotely in different locations and we have flexible working arrangements when possible.

### Why people choose Jaybro

Our business has been built on pride, application, dedication and responsibility – with everyone contributing in similar fashion. Delivering efficient and productive internal processes has made our company the success that it is today. Jaybro to this day is still a family run business. We have a unique culture and we are more than a team, we are a family. We watch out for each other, care for each other, and go above and beyond for each other because we trust each other.



### Diversity and inclusion

We have a diverse culture and a safety first mindset. We work hard but have fun too and many staff at Jaybro are involved in ongoing charity work to help causes they are passionate about, like the Cancer Council's – Australia's Biggest Morning Tea, ARFDS, White Ribbon Day and even setting up crowdfunding sites to help staff who need extra support.

### Our mission and vision is to make life easier for contractors and to be number one in distribution to them.

How do we achieve this?

- **Buy direct and save** – we make and import 80% of our own products and sell direct to the trade so we're strongly competitive in the market place.
- **Same day delivery in metro areas** – we use our own fleet of dedicated drivers in the metro areas so we can deliver direct to site on the same day.
- **No backorders** means we sell what we stock and we stock what we sell so 99% of orders are delivered in full the first time!

- **Customised Products** – with customised signs and decorated clothing manufactured in house, we can deliver custom orders within 24 hours
- **Consider it done** – Our customer service team is different to our competitors, the team is typically people who have come from the trade, who understand what customers need and are responsive and highly knowledgeable.

### 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.



[jaybro.com.au/about/careers](http://jaybro.com.au/about/careers)

### Invest in your Success

Jaybro offers a long term career path, the opportunity to work in all parts of our business and we'll invest in your development. We want you to succeed and we'll help you to achieve your goals. We are committed to ensuring that at the end of working life you can look back and see your time at the company as one that enhanced your skills and allowed you to take the next step in your career.

### Everyone gets home safe

Safety before profits. We believe that financial success and operational excellence is the result of a safe work environment; no task is too important that we cannot perform it safely and everyone deserves to go home the way they came, every day! Jaybro values the health and safety of all the staff and constantly improves safe work practices and safe environments because we all have family, friends and people that depend on us and we all matter.

### Develop and grow

At Jaybro we constantly encourage staff to be proactive in their own development and take ownership of their future. We run internal leadership programs, external training programs and encourage staff to cross skill and learn about every aspect of our business but still understanding the importance of balancing priorities. We have a staff portal called the Toolbox used to deliver engaging and specific eLearning content.

### Diverse and inclusive

At Jaybro, we recognise that employees are key to the success of an organisation and understand that our staff come from a wide range of diverse backgrounds. Our aim is to attract, keep and promote the most qualified person for the job, regardless of race, religion, gender, age or education. We strive to make our workplace inclusive, supportive and free of discrimination or harassment to better serve our customers and community, realising that many minds of many influences results in the best solutions and exceptional customer service.

### Jaybro's plans and performance are visible to everyone

Our core values, purpose and priorities are posted throughout the company. Scoreboards are displayed and staff can measure progress on KPIs and

Critical Numbers. All employees have the opportunity to provide anonymous feedback on their engagement, issues and ideas.

### Core Value – WOW customers with service

Jaybro is an outstanding company, our service is outstanding, and we want our people to be outstanding. We expect every employee to consistently deliver WOW.

### Core Value – Move fast to get results

We don't get caught up in the detail. We measure what matters – what gets measured gets done. We want to create an environment that is fast paced, results driven & exciting.

### Core Value – Keep it simple

We understand if it's complicated it costs time and money. We believe operational excellence comes from simplification.

We firmly believe open & honest communication removes the anxiety of the unknown.

### Core Value – Challenge the status quo

At Jaybro we like to challenge the status quo. We never want to become complacent and accept the status quo just because "that is the way things have always been done around here" we embrace and drive change, it's here to stay.

### Core Value – We are a family

We are more than just a team, we are a family. We pay our bills on time and we expect the same from our customers. We watch out for each other, care for each other, and go above and beyond for each other because we trust each other. Our team members have families to feed and care for – they deserve a safe, enjoyable, challenging and rewarding atmosphere, so they love coming to work every day.



For more information go to [jaybro.com.au](http://jaybro.com.au)  
[facebook/jaybro](https://www.facebook.com/jaybro)  
[linkedin.com/company/jaybro](https://www.linkedin.com/company/jaybro)



# Local Pathway, Global Opportunities



**I**n 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

[holcim.com.au/careers](http://holcim.com.au/careers)



### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.





# Creating landmarks. Celebrating excellence.



**W**atpac is a leading national construction and civil and mining contracting group, employing more than 700 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.



watpac.com.au

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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

### • 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.

### • 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.

### • 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.

### • 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.



For more information please visit us at [watpac.com.au](http://watpac.com.au)

# Infrastructure

---





# Make our roads ready for robot drivers



**W**ant to work on big infrastructure projects? Dream about creating technology that could shape the future? Keen to work for a global company?

### Have you heard of us?

Unless you're following the Australian Stock Exchange, the name Transurban might be a bit of a mystery. Have you ever driven along CityLink in Melbourne, the Eastern Distributer in Sydney, or crossed over the Gateway Bridge in Brisbane? If yes, that's us! You have driven on a Transurban owned and operated road.

Across the world our company owns and operates 16 toll roads, and we are currently building more! We're a leader within the transport infrastructure space, and while that sounds like we're pretty big, in reality we have around 2000 people working in Melbourne, Sydney and Brisbane, Washington DC and Montreal.

Our size (compared to other top ASX companies) is really unique – it means people know who you are, your voice will be heard, and you get to learn directly from some of the best in the business.

### Why pick a career with us?

You're studying hard and you're ready to take on a new challenge. We're here to help find what challenge fits you best! As you may have guessed, we don't just build roads and watch cars go by, there are a number of exciting jobs that you can get stuck into. If you're into science, maths, engineering or technology – we've got amazing opportunities that will stretch you.

Our challenge to you – help us work towards making it easier, safer and quicker for people to get to where they need to go. Transurban is here to change the way people travel. We're looking for bright minds with creative ideas and a 'can-do' attitude to help us do better. With a big focus on sustainability we continuously strive to do more with less – reducing our impact, while expanding and redefining the possibilities ahead.

"We thrive off creating change and improving the way we work – we're continually evolving at Transurban. Who knows what projects we'll be creating in 10 years' time?" Samantha, 2017 graduate.



### MICHAEL'S STORY

Michael kicked off his graduate experience working in Transurban's Cloud Ops team where he worked on automation

data analytics. He then joined the Digital Services team for the Linkt brand launch, where he helped to deliver the Linkt Android app. "The graduate program has given me a huge amount of insight into how businesses really use technology. From developing software for mobile and web, to utilising computation in the cloud, to machine learning and cyber security considerations – the program has been a brilliant learning experience."



### SAMANTHA'S STORY

When Sam started the grad program she launched straight into learning and improving the way in which we develop

and deliver projects across the company to better outcomes for community and customers, and she's now getting involved in one of our biggest projects in Melbourne, the West Gate Tunnel Project. "At Transurban you get use your engineering and technology skills to make our roads safer, help customers get home quicker to their families, improve our technology infrastructure and of course develop new road networks!"



transurban.com

### Balance life with us

Lots of people work flexibly at Transurban. You can start and finish early or late, work from home, work part-time or compressed days – whatever works best for you. The way we work is constantly evolving, with our people, and for our people. If that volunteering job or sporting career is important to you, talk to us so that we can help you get the best of both worlds.

### Learn more

Can't get enough of study? Tell us what you are passionate about and let us help you explore that passion further. We'll support you through on-the-job training, mentoring, exposure to more or further education to develop and grow new skills and experiences. You have the opportunity to pave out a career path for yourself with the guidance and support from our team.

### Big opportunities

Being a small company means you will be able to get involved in big pieces of work. Some of our grads have worked on some of the biggest projects or deals our company has had in its history. Now that's making a difference. We're proud to offer these opportunities that others can't – we love people who want to be challenged!

### Have an impact

Whatever role you are in, know you will be making an impact. We have over 5 million customers that we need to get home safer, smarter and faster everyday. You can be part of a team that's committed to creating value for others and connecting communities – creatively and sustainably.

### Gender equality

50% of our Executive team is female. We recruit and develop people based on who they are, not what they are; because our business works best when we have a variety of backgrounds and opinions, and people are embraced for sharing them. We have a special mix of agility, connectedness and belonging at Transurban, and it makes us a great place to work.

### We recognise good work

If you work hard, we make sure people know about it. Every year our biggest event is our employee awards night where we recognise teams and individuals for achieving their best. Another way we recognise people's talents is through giving them really interesting, challenging and rewarding work to do – so they can grow their career with us.

### Technology is a big part of what we do

We developed Australia's first-ever toll road payment app. And people love it! They can pay for their toll from the comfort of their couch. By offering our customers a faster and easier way to pay, we're using technology to revolutionise the way our customers travel. And that's just the beginning – don't get us started on how we're preparing our roads for connected & automated vehicles.

### Working together

Collaboration is a really important, and rewarding part of how we work – it's one of the secrets to our success! You'll develop great relationships and get to work directly with so many

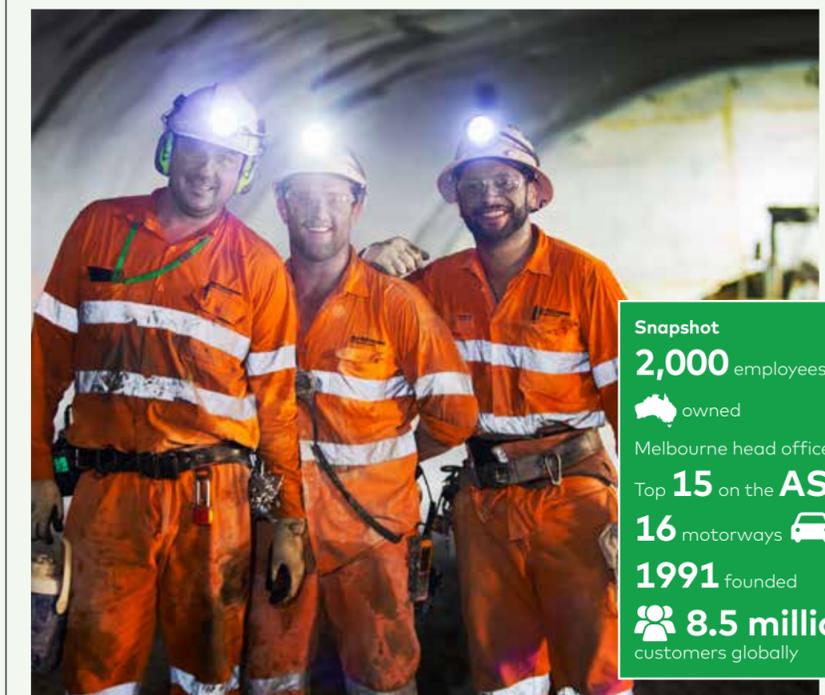
different stakeholders - from our customers, road users, government, road authorities and construction contractors. With us, you get to work with the best in the business, who come from all walks of life!

### Global market

Because we operate across Melbourne, Sydney and Brisbane, Washington DC and Montreal – our solutions need to work across the Globe. This means our people get to understand and experience how other countries do business, talk with international teams and work together to find global solutions for our business.

### Building roads for the future

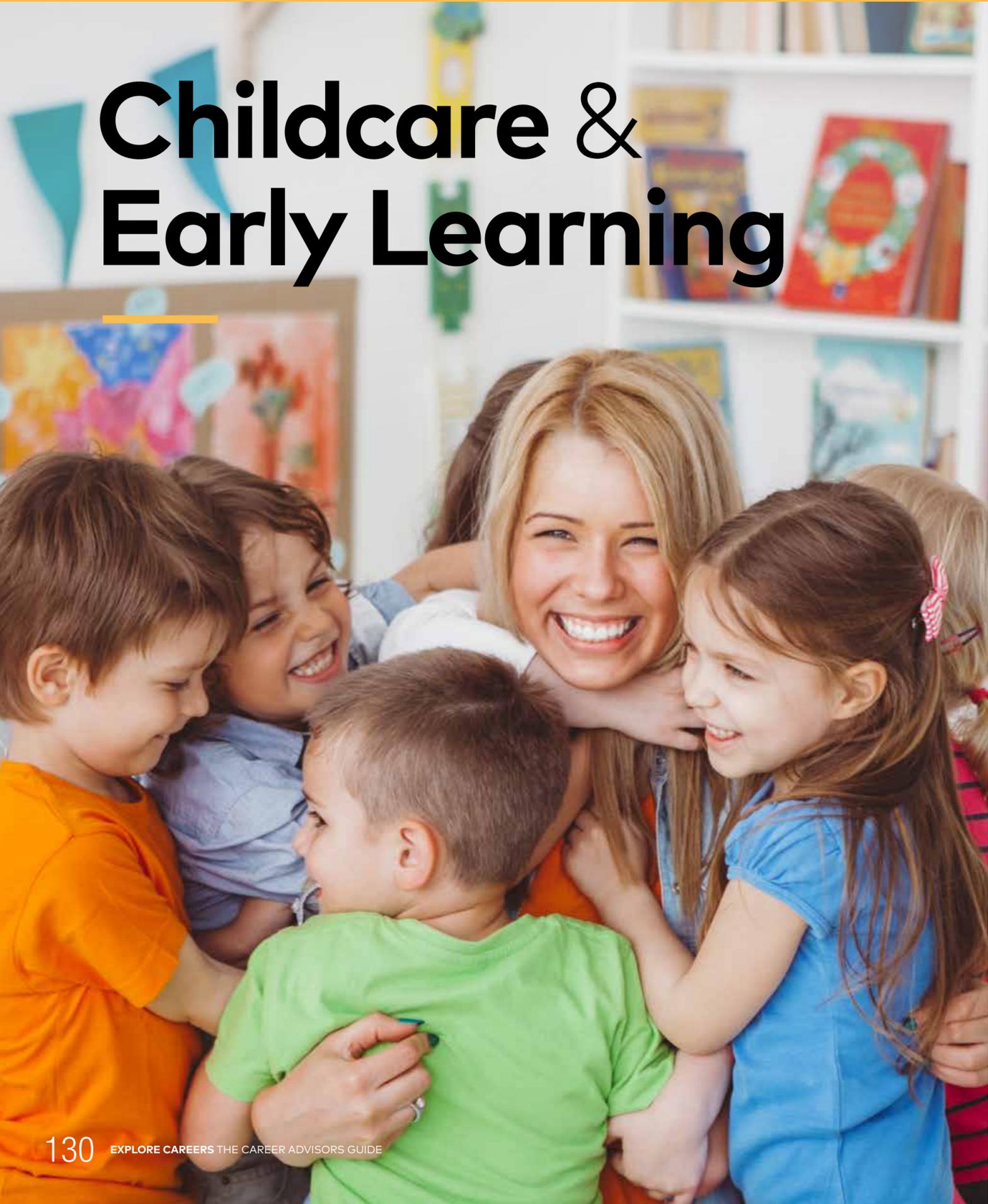
We don't just operate roads, we look into the future, monitor population growth and congestion so we can come up with bright ideas like the West Gate Tunnel in Melbourne or NorthConnex in Sydney to make sure we can keep people moving around our cities. Our solutions are designed for what our world will look like in 30, 60 or even 90 years time – imagine being part of that!



**Snapshot**

- 2,000 employees
- Australia owned
- Melbourne head office
- Top 15 on the ASX
- 16 motorways
- 1991 founded
- 8.5 million customers globally

# Childcare & Early Learning



132



134



136



138





# More than early learning, an inspiring start to life.

**A**t Only About Children we are dedicated to delivering high quality education and care to 0-6 year olds. Our focus is on creating a unique, fun and nurturing environment where children can grow and develop to their full potential.

Oac is leading the way in the early childhood education and care industry with over a decade of experience and more than 60 campuses across Sydney and Melbourne.

Our passionate and experienced early childhood Educators are committed to encouraging each child's individuality and providing a holistic approach that goes beyond education to encompass the health and total wellbeing of every child.

At Oac, we support our people to build genuine career pathways within our organisation, because we know that their qualifications and experience will be an asset to the children, families and communities they work with.

Our traineeship program is an example of the support offered here at Oac, with our trainees gaining practical on the job training at one of our state of the art campuses whilst completing a nationally recognised Certificate III qualification in Early Childhood Education and Care.

With the growing need for quality early childhood Educators and Teachers, there are plenty of options for trainees to grow their careers. This can be achieved through completing further Diploma and Degree level qualifications – thus opening the doors to a range of diverse future career paths.

**i** For more information about a career with Oac please visit us at [oac.edu.au/careers/](http://oac.edu.au/careers/)



[oac.edu.au/careers](http://oac.edu.au/careers)

## • A day filled with imagination, enthusiasm and so much love

Working with children allows you to explore your creativity – you get a unique opportunity to let your imagination run wild as you spend your day developing the minds of the future through reading, drawing, painting and playing!

Nothing beats the feeling of knowing that what you do each day is having a real impact on a child, not just in that moment – but for the rest of their life.

## • A booming industry

Advances in technology are changing the workplace, putting a greater emphasis on early years learning as we prepare today's children for tomorrow's jobs.

With this in mind, the need for quality early childhood Educators and Teachers to help lay these important foundations, is greater than ever.

There is increasing recognition that the work of caring for and educating young children is complex and requires ongoing qualifications and professional development – placing greater value on the early education profession, making it an attractive career choice for young people and creating a new generation of early years Educators.

## • More than a job, a rewarding career

Children develop rapidly in their early years, with their experiences in this time having a major impact on their future life outcomes. Being able to teach a young mind how to achieve a first and watching their little faces as they make those achievements can be a real incentive to get out of bed in the morning – making careers in early years learning amongst the most rewarding.

This coupled with the fact that the demand for quality early childhood professionals is growing, makes it a highly attractive path to follow.

## • Learning and development

We have a continuous commitment to learning and development, encouraging our people to strive to be their best. We do this by offering mentoring through inspirational leaders, a cutting edge leadership development program, traineeships, on-going financial study assistance and by encouraging activities that increase team cohesion – creating an engaging work environment where people love to come to work every day!

## • Career pathways

As the need for quality early childhood Educators and Teachers grows and the recognition of the work performed increases, so do the career opportunities across the industry. Right now there are plenty of rewarding opportunities for early childhood professionals in education, health and management.

At Oac, we offer a unique traineeship program for those starting out, and we support each of our team members as they grow and develop their careers. Our team members benefit from regular career reviews, development plans and access to mentoring. We also offer ongoing financial support for those wishing to pursue further studies from a Diploma through to a University Degree.

## • Traineeships

Early childhood qualifications and skills are for life. With an Oac traineeship ([www.oac.edu.au/careers/traineeships](http://www.oac.edu.au/careers/traineeships)) you will not only gain skills and experience during practical, on-the-job paid training, but you'll also achieve a nationally recognised Certificate III qualification in Early Childhood Education and Care upon completion. You can consider a traineeship as a stepping stone to a fulfilling career while also earning an income.

## • Reward and recognition

We inspire, reward and support our team in a range of ways whether it's with a thank you note, a reward dinner, recognition of loyal service or a peer recognition award – it's about inspiring our team members.

We also provide our team members with a range of benefits such as; competitive pay, discounted childcare fees, wellbeing leave, learning and development, financial support for training or study, service recognition and access to our Employee Assistance Program.

Having fulfilled, happy Educators and support staff with access to the latest resources, infrastructure, training courses and programs delivers enormous benefit to our people and is a strong focus here at Oac.

## • State of the art work environments

At Oac, our values are communicated through our environment, so with our purpose built campuses, we aim to dazzle the children's senses and invite curiosity and discovery! Our Educators also benefit from the state of our art environments

which are tailored to cohesively match our comprehensive curriculums while catering for the numerous different personalities, learning styles, strengths and interests that arrive through our doors daily.

## • We are expanding

With over 60 Campuses in New South Wales and Victoria, we are expanding – providing our people with endless opportunities to work in a variety of locations. And we are not stopping here! Follow us on Facebook | Only About Children.

## • Inspiring team and culture

At Oac, we are proud to boast a brilliantly diverse and inspiring team who are encouraged to have fun and enjoy their days nurturing and developing the young minds of the future.

With some of the industry's best and brightest professionals leading and shaping our 21st century curriculum, Oac really is an inspirational place to work.

Join the Oac family and you'll meet inspiring people and share life changing experiences all while you're learning, growing and making a difference in a way that really matters.





# Building brighter futures together



**W**elcome to Junior Adventures Group. We are Australia's premium Education provider of outside school hours care (OSHC) and school holiday programs, with leading brands OSHClub and Helping Hands Network.

Junior Adventures Group is pioneering the OSHC sector, building stronger communities and brighter futures for more than 70,000 children and 40,000 families across Australia.

Servicing more than 400 schools nationally, we offer quality care to primary-aged students, in an environment where children feel safe, learn and have fun, with the safety of children and the quality of our services our number one priority.

We employ around 2,500 employees in casual and permanent positions. We attribute our success to the fantastic and dedicated team members taking care of children, and the many team members working in our state offices, who are providing the back-office support and infrastructure necessary for the effective operational delivery of our services.

### Our mission

To provide parents and schools with peace of mind by providing a safe, fun learning and play environment for children.

### Our corporate values

Considerate – Be there for others

Passionate – Bring energy and determination

Courageous – Challenge ourselves.

The values we share, guide our behaviour as we work towards our vision to build brighter futures together.



### High-quality provider

A premium care provider within the OSHC sector, we are committed to the National Quality Framework, including regulations and laws that support the provision of quality care. The National Quality Standard sets the benchmark, and we are committed to achieving an 'Exceeding' rating across our services.

### Values and culture

The values that we share define our culture and guide our behaviour, as we work to 'build brighter futures together'. Our corporate values centre on us being considerate, passionate and courageous. These values define the personal and professional qualities to which we aspire.

### Career path

We offer excellent career opportunities for team members who are genuinely passionate about the child care services sector. We have enjoyed seeing team members move into office-support positions, or progress to management roles. We also offer paid traineeships for unqualified staff and support you to gain formal qualifications while working as an Educator!

### Benefits & rewards

We offer an exclusive benefits and reward program to every team member as part of our ongoing commitment to our people. Our national Adventurers Award, rewards 'extraordinary amazingness!' Our rewards program includes exclusive special offers and fantastic discounts on child care at our services, movie tickets, theme parks, experiences, dining, travel and much more!

### Flexible work-life balance

Working in our services offers great flexibility and excellent opportunities to achieve a sustainable work-life balance. Many of our roles are suited to students, returning-to-work mums, qualified teachers, mature-aged workers, or simply those who want to enjoy the flexibility a split-shift offers!

### Training & professional development

Your development journey with us begins through the on-boarding process and continues until you choose to leave. Training programs are accessible anytime, anywhere through our learning

[junioradventuresgroup.com.au](http://junioradventuresgroup.com.au)

management system. We invest in the development of our people, through tailored capability programs and traineeships that improve the quality of our child care and support services.

### Genuine support

Our service team members are offered genuine support from the moment they join. Support functions are provided to the operations team, to improve its capability and capacity. All service educators are supported by an experienced and knowledgeable team of Regional Operations Managers, who genuinely engage and listen!

### Social responsibility

Corporate social responsibility is a key focus of our organisation. Our business strategy includes investing back into local

communities, schools and families. Our commitment to forging genuine school community partnerships, sees us supporting school communities to achieve key priorities.

### Accountability and trust

We are committed to sustainable growth, supported by accountability and trust. We enable our people to contribute excellence as part of a united and purposeful team. This way, our people feel engaged and valued, as we work together to achieve exceptional outcomes.

### For more information, please visit us at

[oshclub.com.au/careers](http://oshclub.com.au/careers)  
[helpinghandsnetwork.com.au/careers](http://helpinghandsnetwork.com.au/careers)





# Inspire, Educate, Nurture – It's a calling.

**L**ooking for a meaningful career where you can make a difference, influence the next generation and have a real impact in the lives of children in their fundamental first five years? G8 Education can offer you a world of experience, development and career opportunities. We understand that early childhood teaching is not just a job, it's a calling.

With 500+ early education centres across Australia, you can join an 11,000 strong team of caring, experienced and passionate early learning professionals. With such an expanse of opportunity you can start your early childhood education journey with G8 and soon become the master of your own pathway to greatness in an inspiring and rewarding sector.

Join our journey to advocate the importance of early childhood learning in Australia. You'll join a team focussed on cementing our position as the leading provider of educational services for children across Australia. You'll be recognised and rewarded for your commitment and enthusiasm with dedicated training and development programs and genuine incentives to support you as you aspire to be the best!

We are proud and passionate and stand up for what we believe in – to ignite the love of learning in the next generation and within our teams. From the children we inspire and educate, to the team that delivers the experiences, you are welcomed as friends and will quickly become part of our G8 family.



[careers.g8education.edu.au](https://careers.g8education.edu.au)

### ● Grow with us

One of the greatest things about a career with G8 Education is the scale of opportunity. We have centres across Australia that foster passionate people who are embracing the exciting prospects their career in early education offers. If you're committed to a career in early childhood education, then we want to help you achieve your goals and certification to work and thrive in the early learning sector.

### ● Life at a G8 Centre

When you walk into a G8 Education centre you'll find engaging play-based learning environments where our team of educators inspire the next generation of confident, happy and secure children. We want you to feel understood and celebrated as a key part of a sector that profoundly impacts Australia's future in quality early childhood education.

### ● How you'll grow with us

We want your journey with us to be meaningful as you progress your career. Whether your aspiration is to be a stand out Educator, Teacher or growing into a Leader, responsible for running your own Centre or region of Centres, you'll have access to an extensive range of learning opportunities including technical development, leadership and educational practice.

### ● A package tailored to you

At G8 Education we value our team and know that we need to offer a great package of benefits to engage and meet the diverse needs of our people.

What you can expect when you join the team?

- Be rewarded with our Total Pay and Benefits program including a competitive salary and generous incentive program
- Enjoy a shopping Playground with valuable discounts from hundreds of retailers, travel and experience providers
- Gain access to financial support and paid study
- Receive free first aid training and the benefits of a dedicated health and wellness program
- Feel proud in the complimentary team uniforms we provide
- Financial Support when studying a Bachelor in Early Learning

### ● Traineeships & Apprenticeships

G8 Education is committed to providing



entry pathways into early years education through our national Traineeship & Apprenticeship program. With subsidised course costs, paid study time and training delivered by sector leading RTO's and learning partners, as a trainee or apprentice at G8, you'll start your career with a quality foundation in both pedagogy and practice. Our traineeships span our 500+ centres and provide the fundamental qualification in Certificate III Children's Services to enable your career in early learning with pathways to undertake Diploma qualifications.

### ● Bachelor Sponsorship Program

Whether you embark on this journey after completing your diploma, or go straight to university and learn while you earn with G8, we'll be behind you every step of the way. With financial support for study costs and placement opportunities to enhance practical learning, the Bachelor Sponsorship Program empowers team members to study their Bachelor of Early Childhood Education and realise their calling to be an Early Childhood Teacher.

### ● Become an ambassador in early childhood learning

Our commitment and investment in training and development means there is a continual focus on upskilling and learning with professional progression always on the horizon.

We welcome the opportunity to partner with you to explore your professional pathways and look forward to helping you find a fulfilling and rewarding career in early childhood education with us.

### ● You've heard from us, here is what our team members say

"I have been with G8 Education's Community Kids Hampton Park centre for 2 years and I feel part of a family. The culture is positive and vibrant and the dedication to deliver great education outcomes is embedded from our support team all the way to our centre teams. There are wonderful opportunities to grow with G8 Education, they listen to our feedback which makes you feel really valued." **Songul, Early Childhood Teacher**

As a team, we have met so many incredible children and families who with us, are now an important part of our local community. It has been really special to take on the opportunity to educate and share what Early Education is and the benefits of Early Learning with not only families, but community groups as well. **Hayley – Centre Manager, Greenwood Penrith**

**i** For more information about a career with G8 Education please visit us at <https://careers.g8education.edu.au/>

# Shaping the world of tomorrow through the children of today

**G**uardian Early Learning Group own and operate over 100 early learning centres across Australia. Our educators encourage, support and educate 15,000 children to develop the skills they need to thrive in the 21st Century. Our focus on early childhood development delivers a safe and authentic learning environment, alongside a curriculum where each child's voice comes first.

Influenced by the Reggio Emilia teaching philosophy and other early childhood educational theories, our practices focus on individualised educational programs and learning through open ended play-based experiences. Our educators are skilled at turning play into learning experiences that develop a range of skills including science, numeracy, literacy, and creative thinking – as well as 21st Century skills.

Working at a Guardian centre means you'll be part of something special. Our educators are creative, lifelong learners and are passionate about working with children. You will find our values drive the behaviour across our centres. This includes passion, respect, excellence, partnership, recognition and team spirit. We place a great importance in supporting each educator and giving them the chance to grow with Guardian. Our commitment to educators is reflected through offering a bespoke Guardian Diploma, where Guardian fully sponsors educators to complete a recognised qualification, because to educate our educators is to better educate Guardian children.



[www.guardian.edu.au/careers](http://www.guardian.edu.au/careers)

## ● Career pathway

Guardian gives you the opportunity to progress into a variety of roles both within our centres and in Support Office. Through our professional development opportunities, consistent growth and supportive team, we encourage you to grow your career with Guardian.

There are many stories of personal and pedagogical growth at our centres, with many stories of trainees developing to be Centre Managers or working as part of our support office. As part of our traineeship program we offer guidance, support and mentorship throughout your studies of the Certificate III qualification.

You may also be provided with financial support if you choose to study your Diploma and Degree through our Education Assistance Program. Guardian employees have access to a vast network of early childhood professionals across Australia and you will work with experienced early childhood professionals.

Our goal is to make you the best educator you can be, so we provide endless opportunities for learning.

We will support you to ensure you understand the importance of your role as an educator and show you how you can incorporate what's important to you, your families and the communities you serve, into the curriculum. To acknowledge the great work of our educators, we offer professional development days, reward and recognition and further education. This gives our centres the freedom to support families, our teams and the local community.

## ● Meet Simone Myskiw – Centre Manager, Blyth Street Early Learning Centre, VIC

### How did you land in early childhood education?



I have always wanted to be a teacher from when I was little, I was inspired by the dedication and creative teachers around me. I love all aspects of learning, teaching and being a part of my local community. I feel lucky to be able to help support and develop young minds at my centre.

### What qualifications do you have?

I have a Bachelor of Arts – Majoring in writing and an Advanced Diploma in Children's Services.

## Can you share a bit of your early learning journey?

I had the opportunity at 20 to leave Melbourne and to live in Reggio Emilia in Italy as a nanny, I didn't know how big and amazing that decision was. I knew the children and families were different and their approach to early childhood gave me a diverse perspective. If I had to give my 16-year-old self any advice, I would have studied the bachelor earlier in my career. My advice to anyone thinking about going into childcare is to go and experience the centre environment, then investigate the qualifications to kick start your career journey.

## What was your perception of being an educator versus the reality?

Before I started, I had an idea that it was more like babysitting and playing with children. The reality is that you are trusted with an important responsibility very early in your career as an educator. You're helping shape the growing minds of children, that's a pretty amazing thing!

## How do you support each child on their learning journey?

It's very important to me that children have an authentic voice, debate, speak up and have an opinion. To enable this, the educator team and I have developed a children's council. We all meet in the office on a Tuesday and have lunch to talk about change in the centre. I ask the children about their big issues and what they think. In our recent discussion's topics have ranged from menu planning ideas to the sustainability practice at the centre. I am genuinely passionate about practical sustainability. I work closely with Guardian's Sustainability Manager which gives me the opportunity to share with children how environmental practices can be part of their day to day and how to build a greater connection with the environment.

## What do you enjoy most about working at Guardian?

When I became a Centre Manager, I was finding my feet as a leader and operator. I love working with children but what I love most is the relationships and ideas built and shared between educators. When you see a child have a breakthrough, that is the joy of creativity and imagination.

I can talk to and about what I am doing in the centre to children, families and team members and it aligns with my own Reggio Emilia teaching philosophy.

I feel very supported in my role and my team are amazing. The wider team as well as the Curriculum team provide support to me like no other organisation I have worked with in the past. I feel like I am running my own business working at Guardian and I feel trusted. I appreciate each family at the centre and enjoy being a part of each families learning journey.

## What advice would you give to aspiring educators?

If you want to work in childcare, you need to be prepared for the journey of ongoing and continuous learning. It is rewarding to receive high-quality training and to work closely with experienced mentors on my journey. All the development I have received at Guardian has supported my learning and career progression.

## ● Career Choice Tips

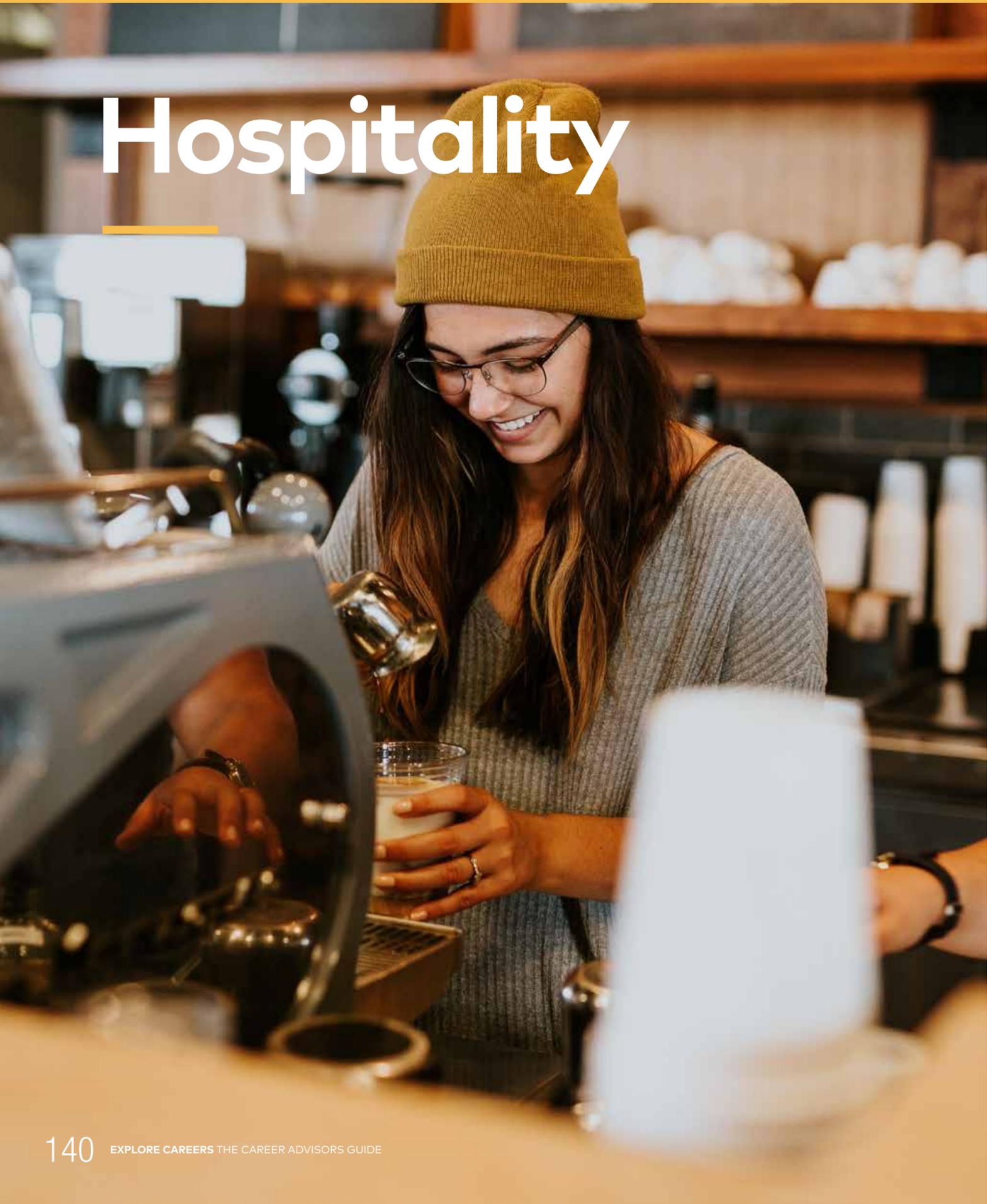
As you prepare to transition from secondary school to take your next steps and embark on your career journey, it is important to have a good understanding of the options available. A career choice is a very personal decision so here are a few of our Talent Acquisition Teams' most inspiring hints and tips:

- Consider what you are truly passionate about – write it down and keep it safe, as it will motivate you to keep learning, growing and working towards your goals.
- Remember what you choose to do for work should only be to impress you - your life and your happiness is more important than impressing others.
- Always be yourself and trust your instincts - being authentic is important and this will always let your unique attributes and characteristics shine through.

If you feel inspired and think you can help us in our mission to encourage and shape the minds of tomorrow, contact our Talent Acquisition team to register your interest or request a career conversation!

Visit our careers page to review current opportunities: [www.guardian.edu.au/careers](http://www.guardian.edu.au/careers) or email our Talent Acquisition Team [careers@guardian.edu.au](mailto:careers@guardian.edu.au) for more information.

# Hospitality



---

142 *Merivale.*

---

144 **SOLOTEL**

---



# Merivale. New Day. Every Day!

**T**he Hemmes family are pioneers of the hospitality industry. With a growing portfolio of over 70 vibrant restaurants, bars and event spaces across Sydney, you can do anything at Merivale.

Owned and run by the Hemmes family for over 60 years, Merivale first began as an iconic fashion house.

Started by John and Merivale Hemmes in 1955, the company's fashionable beginnings were soon followed by a venture into hospitality – a Thai tea café within their Sydney CBD fashion building in 1970.

From here, Merivale's hospitality roots were firmly planted. Now employing 3,000 exceptional staff (and counting), we are driving positive change within hospitality – for our people, our guests and our industry.

We have the scope and flexibility to offer exciting new opportunities, whether you are working in the kitchen or the bar, front of house or in HQ.



**MERIVALE'S TRAINING PROGRAMS ENSURE THAT YOU BECOME THE BEST YOU CAN POSSIBLY BE. BRING YOUR PASSION FOR HOSPITALITY AND LET US TAKE CARE OF THE REST.**



[merivale.com.au/careers](http://merivale.com.au/careers)

### ● Excellence

Whether you are throwing a party for hundreds at ivy, or shaking a margarita at our Mexican Cantina El Loco, no two days are the same at Merivale. Our unique mix of guests, product offerings and creative styling will ensure you stay inspired and excited.

### ● Pioneering

We take people seriously – they are our family. By developing each individual, we empower our teams to be the best in the world. With such diverse brands, we provide you with opportunities to work across venues and to grow and change along the way.

### ● Growth

Merivale's training programs ensure that you become the best you can possibly be. Bring your passion for hospitality and let us take care of the rest. With an open flat structure, everyone has the chance to put their hand up and learn something new from hospitality's best. In the midst of a massive growth phase, you can do anything at Merivale.

### ● Mentors

We are not afraid to say that we think our leaders are the best in the business. This means you have the opportunity to learn from the industry's finest. Be prepared for a challenge, but also come ready to have lots of fun.

### ● Caring

We understand that in order to perform well and enjoy your work, you need to have a balanced lifestyle. Whether it's going for an afternoon surf at Coogee or designing your roster after your life – we place great importance on you.

### ● Fun

Few businesses boast such a fun-loving bunch of people. Which is why we are passionate about finding staff that are engaging, full of personality and enjoy having fun. As a family-owned business, our culture is all about that family feel – regardless of how big we get.

### ● Perks

Hospitality is the name of the game at Merivale and we want our staff to enjoy this experience as well. We are generous with our great discounts and perks across all venues. Yes, even the most popular ones.

### ● Integrity

Not only can you design your schedule at Merivale, but you will also be paid a fair salary or wage. As a large employer with a great reputation, we promise that you will receive all statutory entitlements, as well as tips and gratuities as part of your work with us.

### ● Celebrations

In case you haven't heard, we host the best staff parties! Held twice a year, these events are designed to reward our staff for all their hard work. Our Christmas Party is a festival-style event, while The Merivales are our annual awards, recognising the outstanding achievements of our team.

### ● Family

Family owned and operated, Merivale really is one big family. We act with integrity to support and develop each and every individual.



For more information visit [www.merivale.com.au/careers](http://www.merivale.com.au/careers)

# SOLOTEL

## Solotel - Australia's Most Diverse Hospitality Group

**B**eing 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.



**i** For more information on a career with Solotel go to [www.solotel.com.au/careers](http://www.solotel.com.au/careers)



[solotel.com.au/careers](http://solotel.com.au/careers)



### ● 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.

### ● 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.

### ● 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!

### ● 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!

### ● 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.

### ● 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.

### ● Be inspired

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

### ● 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.

### ● 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.

### ● 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.

# Retail



148



150

**sussan**

152

**coles**

154

**MYER**  
MY STORE

156



**Holden**

158





# Inspiring, Creative, Fashion

**S**portsgirl is more than just a store – the stripes are a part of modern Australian culture.

Whether you are in one of our 142 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.

**WE OFFER MENTORING, GROUP AND ONLINE TRAINING THAT ARE JUST LIKE US – FUN, INSPIRING AND INNOVATIVE.**



[sportsgirl.com.au/get-a-job](https://sportsgirl.com.au/get-a-job)

## 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!

## 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.

## 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.

## 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.

## 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.

## 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

## 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.

## 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!

## 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.

## 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](https://www.sportsgirl.com.au/get-a-job) and get ready to live your dreams.



**i** If you are interested in becoming part of the Sportsgirl team, please visit us at [sportsgirl.com.au/get-a-job](https://sportsgirl.com.au/get-a-job)

# SUSSAN

## Making fashion easy



**D**esigned 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.



[sussan.com.au/sussan-careers](http://sussan.com.au/sussan-careers)

### ◆ 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.

### ◆ 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
- Retail Operations
- Visual Merchandising
- Finance
- IT
- HR

### ◆ 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.

### ◆ 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.

### ◆ 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.

### ◆ 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.

### ◆ 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.

### ◆ 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.

### ◆ 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.

### ◆ 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!



**i** We're always looking for new, like-minded fashion lovers to join us. Interested? Visit our careers website at [www.sussan.com.au/sussan-careers](http://www.sussan.com.au/sussan-careers) for future opportunities.



# Find your fit at Coles

**C**oles opened its first store in Collingwood, Melbourne in 1914, and has grown into an iconic Australian retailer.

Today, it operates Coles Supermarkets, Coles Express, Liquorland, Vintage Cellars, First Choice Liquor, Liquor Market, Spirit Hotels, Coles Financial Services and Coles Online.

In an ever-changing competitive landscape, Coles remains committed to its customer-led strategy to provide better value, quality and service to its customers across Australia. Coles is a great business, supported by more than 112,000 passionate team members, and is well-placed to grow in the future.

Coles aims to create a strong point of difference in the marketplace as it invests in improving the quality of its fresh food offer, tailoring stores to the shopping missions of local communities, and providing a suite of convenient shopping alternatives for customers.

Coles is focused on making life easier for customers and creating unparalleled convenience through its many channels and services such as Coles Online, Financial Services and Australia's number one loyalty program, flybuys.



**i** If you are interested in becoming part of the Coles team, please visit our careers site at [colescareers.com.au](https://colescareers.com.au)



[colescareers.com.au](https://colescareers.com.au)

## ● Career Pathways

With over 2,400 locations around Australia and a team of more than 112,000 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.

## ● 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.

## ● 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 recognise great work. 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. 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. Long-standing team members will be awarded special name badges featuring the years of loyal service, certificates, gift cards and an annual Loyal Service Luncheon for specific anniversaries.

## ● Better together

At Coles, we are committed to ensuring that our team members can be offered the same opportunities at work, perform at their best, be happy, healthy, 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. Our diversity and inclusion program, Better Together encompasses five pillars; Accessibility, Flexibility, Gender Balance, Indigenous and Pride. Each pillar has a Director and General Manager Sponsor

who are committed to driving change throughout the organisation.

## ● 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 is one which is made up of people who are happy and healthy both inside and outside of work.

## ● Coles Graduate Programs

At Coles, you can feed your ambition with an iconic brand that makes a positive difference on the lives of Australian families every day. We offer two different Graduate Programs – the Operations Program and the Store Support Centre Program. Both programs run for two years and are the first ingredient to a flexible and dynamic career.

Our Operations Graduate Program, based in our stores and sites across the nation, will accelerate your career to become one of our next senior operational leaders in one of our three streams; Supermarkets, Coles Express or Distribution Centres. Either way, your role will be the start of your career at Coles – there is no limit to how far our talented graduates can go!

As a graduate, the Store Support Centre will fast track your career by helping you to gain a mix of technical, operational and leadership skills, working alongside key leaders across the business. You can even try a different area at the end of year one – the choice is yours!

Both 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.

## ● Training & Development

At Coles we design and deliver 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.

## ● Community

Coles is proud of its 104-year contribution to serving communities across Australia. In the 2018 financial year, Coles direct community investment was more than \$67.7 million with an additional \$9.3 million contributed by customers, team members and suppliers.

## ● 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. On 1 July 2018, Coles removed single-use plastic shopping bags across all its businesses. The move brought 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 complied with legislated bans on single-use bags.

## ● How we work

We have a clear approach for how we work together at Coles – **Look Ahead, Energise Everyone and Deliver with Pride**. These principles guide the way we go about our work, from the decisions we make to our relationships with our customers, suppliers and business partners.

# MYER

MY STORE



**MY**  
Career



**M**yer is one of Australia's largest department store groups with a focus on placing customers first in every decision we make and every action we take.

We operate 62 department stores across Australia. With over 11,500 team members, we are committed to being Australia's favourite department store: providing friendly, helpful service; high quality and exclusive brands; and offering compelling value.

Our team members are at the very heart of Myer. 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**

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 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](http://www.myer.com.au/careers)



[myer.com.au/careers](http://myer.com.au/careers)



**Our brand**

Myer has always been for all Australians and we continue to be part of Australian's lives today, playing an important role in some of their most significant and memorable life occasions; Birthdays, Christmas, weddings, race days and more, these are the moments Myer is there. Myer is My Store.

**Our culture**

Values are the foundation of our culture. They act as a point of reference in the way we do business, make decision and how we act with each other, our customers, suppliers and other stakeholders.

- Customers Come First  
Be passionate about the customer: they're at the heart of everything we do
- Own Our Future  
Be fearless, find new ways, adapt to deliver the right results.
- Do What's Right  
Execute with integrity, be accountable, make a difference.
- One Inclusive Team  
Care as a family, work as a team.

**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



**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.

**Our community**

Myer has a proud history of community investment. Giving back aligns strongly with the values of our employees, customers and suppliers. As a national retailer, the organisation has a unique opportunity to make a positive social impact by enabling team members, suppliers and customers to contribute to addressing pressing social issues. Myer's community investment and partnerships are aligned with the theme 'empowering and supporting women; strengthening families'. We support the efforts of our primary national partners White Ribbon Australia, The Australian Childhood Foundation and The Salvation Army to reduce family violence and its impacts.

**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.



**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.

**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 such as sass & bide, Marcs and David Lawrence (MDL).

**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.

**Live your love at Myer!**

By taking the opportunity to join the Myer team, you will be working with 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](http://www.myer.com.au/careers)



# Let's Go on a Journey



**W**e'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 ask questions, we look for solutions where others wouldn't, and 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, where we

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

## 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. We're home to GM's largest design centre outside of Detroit and a world class engineering team, leading the way in advanced vehicle development, from alternative fuel cells to self-driving

vehicles. Beyond Holden, General Motors continues to invest in bringing Australia the best cars for our market and innovative new products like OnStar and GM Financial. Our commitment to providing Australians with a fantastic product and exceptional service is stronger than ever. 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.



[holden.com.au/careers](https://holden.com.au/careers)

## • Careers

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

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

We've all heard the horror stories about interns 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 one-year, 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.

## • 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.

## • Culture

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

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.

## • Benefits

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

- Flexible working arrangements to help you achieve a balanced life

- Generous leave entitlements to help juggle family and personal responsibilities
- Exceptional deals on owning or leasing new cars
- A broad range of corporate discounts
- Holden Active and wellness programs –including on-site gym at both our Port Melbourne headquarters and our Proving Ground facility in Lang Lang
- Employee Assistance Program
- Accelerate Career Development Centre

## • 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, sexual 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.

We're proud to share that we've been recognised as an Employer of Choice for Gender Equality, as well as Bronze Employer in 2018 for LGBT+ inclusion.

## • Flexibility

We employ a diverse range of people at Holden, they have different interests and different needs. That's why we're 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 in some roles, because we believe that work isn't somewhere you go, but something you do and achieve. In early 2018, our commitment to flexibility saw us acknowledged as the Flexible Workplace of the Year at the 2018 Australian Flexible Work Day Awards, which we're very proud of.

## • Community

Holden has a proud history of supporting Australia through many charitable endeavours. Our Home Ground Advantage initiative provides Australia's athletes of tomorrow with the equipment and facilities they need to be their best. We also offer our employees three days of paid volunteer leave – an opportunity to donate their time to any cause they're passionate about.



## • Our Future

It's never been a more exciting time to join Holden's world-leading design, engineering and national sales company. We have new goals, new projects and new possibilities, and everyone in our team plays an important part in this journey. We're excited to be offering Australians a great range of world-class products, but we're also hard at work on what cars and mobility of the future looks like for Australians – we're at the forefront of developing self-driving cars and alternative fuels.

## • Wellbeing

The health and wellbeing 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 discounts 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 wellbeing, including an on-site gym at our headquarters and proving ground.

## • 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



# Grow with Greenlit

**G**reenlit Brands is a multi-brand integrated retailer that manufactures, sources and retails household goods and general merchandise across Australia and New Zealand.

Greenlit Brands comprises a portfolio of well-known and trusted brands including Freedom, Fantastic Furniture, Snooze, Plush, OMF, Best & Less, Harris Scarfe and Postie, offering its customers a broad range of furniture, bedding and other homewares, clothing, footwear and other personal apparel.

Greenlit Brands employs more than 10,000 people with 640 stores across Australia and New Zealand.

Greenlit Brands is proud to operate manufacturing facilities across Australia locally producing sofas and mattresses in 6 Australian factories and operating innovative supply chain solutions throughout Australia with 7 depots, 69,500m<sup>2</sup> of warehousing and 100+ vehicles.

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

Our mission is to achieve remarkable retail by anticipating our customer's needs and delighting them better than our competition.

 Kick start your career with Greenlit Brands and apply here: [www.greenlitbrands.com.au/careers](http://www.greenlitbrands.com.au/careers)



[greenlitbrands.com.au/careers](http://greenlitbrands.com.au/careers)

### Our Culture

At Greenlit Brands, people are at the heart of everything we do. We are passionate, inclusive and friendly. We work in vibrant and fun environments and we are proud of the many, long-standing employees we have across all levels of the organisation.

### Grow with Greenlit

We believe in nurturing, developing and providing opportunities for our talent. We are passionate about supporting our employees to develop their knowledge and skills and to Grow with Greenlit.

### Leadership

Greenlit Brands is led by a highly credible and experienced management team. Our leaders are inspirational and approachable. They are committed to driving excellence within a collaborative and supportive environment.

### Employee Benefits & Discounts

We have a range of benefits available to our employees including an amazing staff discount program for all employees. The discount applies to our iconic brands such as Freedom, Snooze, Fantastic Furniture, Plush, Original Mattress Factory, Best & Less, Harris Scarfe and Postie.

### Environmentally Focused

At Greenlit Brands we aim to ensure that our operations utilise environmentally acceptable practices that benefit the environment, employees and the community at large.

### Safety & Wellbeing

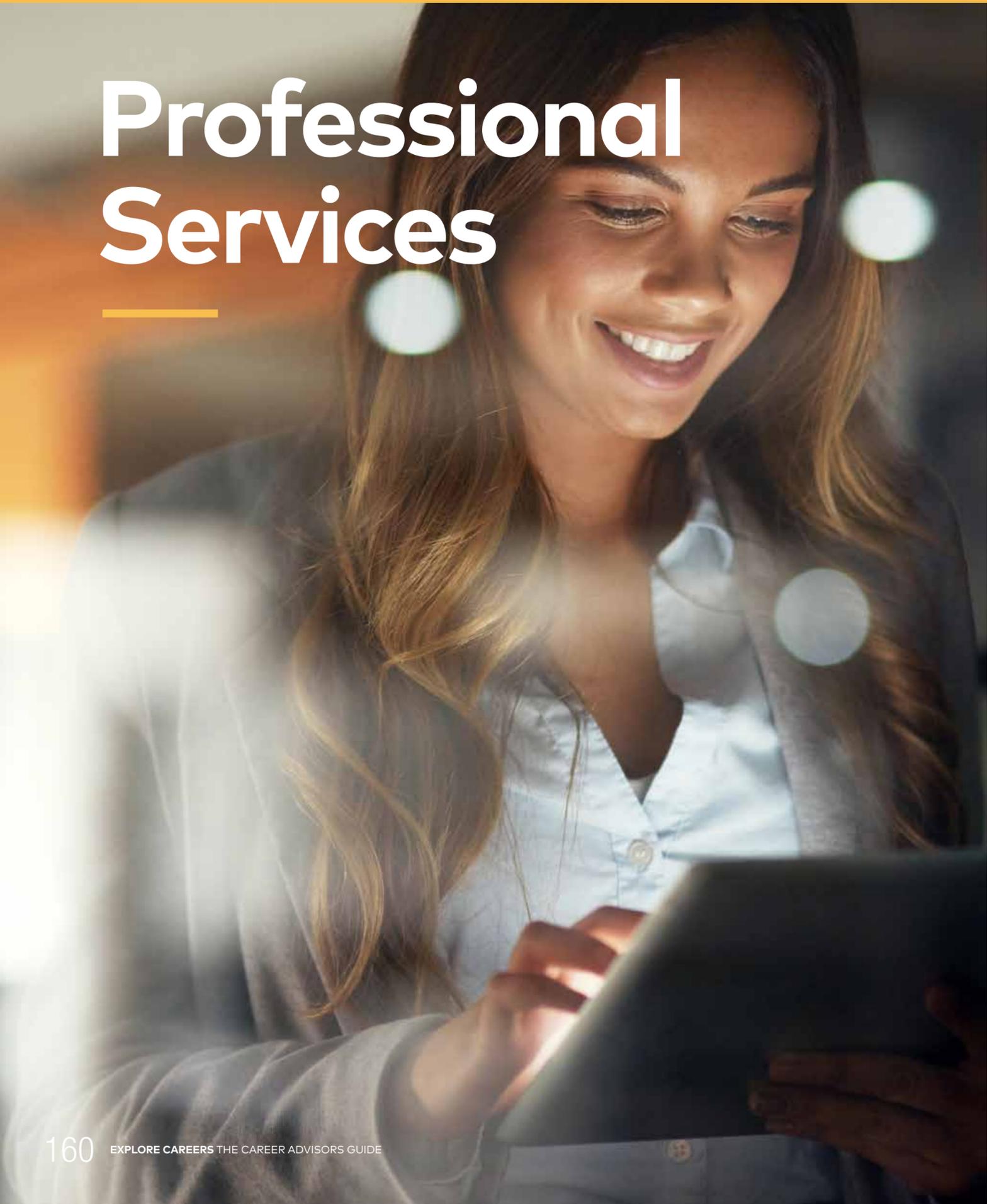
The safety culture at Greenlit Brands is well embedded in our work practices. Employees are empowered to join our safety journey and become safety ambassadors, attend safety training and best practice workshops across all areas of our businesses.

### Giving Back

Greenlit Brands is committed to providing for the lives of those in need. Our brands have long-standing relationships with local charities such as Children's Cancer Institute, the Starlight Foundation and Bellyful in New Zealand.



# Professional Services



162



164



166





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



**A**t 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](http://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 and Sydney, 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.



[ey.com/au/careers](http://ey.com/au/careers)

### 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.

### 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 professional in a particular field or by giving you the opportunity to apply your key strengths to industries that you have a particular interest in.

### Choose your adventure

Whether you're at school or an undergraduate, we'll help you discover what we offer and what you're capable of. We offer a range of programs for students: Career Compass, Cadet, Game Changers Club, Vacationer, Co-op and Graduate.

### Busting the myth

Developing excellent relationships and delivering effective business solutions requires people from many different subject areas – not just accounting or commerce. Our people have a range of degrees, including human resources, information systems, information technology, computer science, engineering, law, science, environmental studies, actuarial studies, economics, finance, maths, arts and psychology.

### Be successful

At EY, there is no one path for everyone. You're encouraged to create a path that reflects your individual talents and aspirations. We assess your individual strengths and development needs and provide a tailored framework to advance your progress. We'll work with you to help you succeed professionally and personally.

### EY and you

Learn through our structured, formal programs. You'll be supported to achieve professional certification. Coaching will nurture you in your day-to-day work. Get feedback, counselling and mentoring from

experienced people who can help and show you how to realise your talents and aspirations.

### Be rewarded

We'll reward you for your work and your commitment. Here are just some of the benefits you'll enjoy during your first few years – and beyond:

- flexible leave
- career breaks
- corporate discounts
- salary packaging
- study assistance
- employee assistance program
- health and wellbeing programs

### Feel included

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

### Giving back

Through our EY Foundation programs, EY has shown ongoing commitment to sharing the responsibility of caring for the community. Whether it's for local businesses, disadvantaged people or the environment, we volunteer our skills and time to give back to those in need. Together we can build a better working world.

### Connect with your global peers

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.





# Connect, grow and make an impact

**C**reating a meaningful career is important, but so is creating yourself. To do both, you need the right opportunities – to grow equally as a professional and an individual. At PwC, we encourage and support professional and personal development, lifelong learning, individuality and choices.

You may know us as one of the Big 4 Accounting Firms, however, what we really do extends far beyond crunching numbers. We are a Professional Services Firm. We help Australian businesses, not-for-profits and governments better the way they work.

From improving healthcare and tackling youth homelessness, to creating smarter cities and igniting Australia's start up industry, our people build trust in society and solve important problems every day.

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. From technology consultant, to accountant, to lawyer, and data scientist – our career paths are many and varied. 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, our work has the ability to make a real impact.

We embrace educational diversity and our 7,000+ local employees come from a wide range of academic backgrounds, including arts, business, economics, science, engineering, health, law, and more.

For us, difference is a key asset, and we're committed to helping each individual realise their full potential.



[pwc.com.au/careers](https://pwc.com.au/careers)



### Passion meets purpose

We all want to engage in work that fulfils us with a sense of purpose. 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 encourages you to be yourself. We aim to align you with projects you are interested in and help bring out your strengths for the greater good.

### The future starts now

We seek bright, passionate and like-minded individuals who can join us in embracing the ever changing business landscape. We know many will become our future leaders and we're dedicated to investing in their development both professionally and personally. We want our future to be one that fosters equal opportunity, from more female leaders to greater team diversity.

### 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.

### Tech loving

Our goal is to become the most technology enabled professional services firm in the world! And creative thinkers skilled in Science, Technology, Engineering and Maths (STEM) are at the forefront of this movement. Whether we're exploring the future of business, restructuring a client's internal systems, developing new

software or tech to use in-house, there's a passion for innovation across everything we do.

### Flex your work

We provide you with the freedom and flexibility you need to personalise your working lifestyle. Our tech solutions mean that you can work anytime and anywhere. Whether that's in the office, at home, on a treadmill or from a cafe – the choice is yours! With no dress code in place, you can feel free to wear what you like and what's most appropriate for the type of work you do.

### 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 clients. Travel and secondment opportunities are both supported and encouraged.

### Unleash your potential

Those who join us receive on-the-job training, support from a dedicated coach, access to further education like the CA Program, internal development programs, and study and exam leave should they wish to pursue other qualifications. There is a genuine support structure ensuring everyone feels comfortable to be themselves and perform their best from day one.

### Embracing difference

At PwC we foster an inclusive culture which embraces differences – one that allows us to live our values every day, be ourselves and to feel empowered to realise and discover our potential. We know that when people from different backgrounds and points of view work together they create the greatest value – for our business, our clients and society. We're proud of our employee-led diversity networks that promote Indigenous, cultural, disability, LGBTI and gender equality.

### Driven by values

We are proud to be a values based organisation. Our values define us and we live and breathe them every day in the work we do and the interactions we have.

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

### Make an impact

PwC has a dedicated team driving firm wide Corporate Responsibility initiatives and we encourage our people to lend their time and skills to activities such as volunteering, mentoring and non-profit engagements. Every employee is granted one day of volunteer leave per year, with flexibility for additional leave when applying their business skills.

### Perks are also important

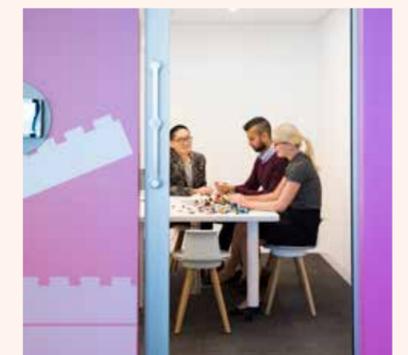
We know things like birthday leave, the ability to purchase up to an additional 12 weeks of annual leave, 18 weeks paid parental leave and \$295 to spend on wellness activities each year, makes working with us more enjoyable. We get it. Living your life to the fullest is just as important as investing in your career, that's why we help our people achieve both!

### We're so much more than accountants

Operations, R&D, Software Development, Cyber Security, Web Design, UX, Real Estate Advisory, Risk Assurance, People & Change, Mergers & Acquisitions, Economics & Policy, Strategy Consulting, Performance & Remuneration, Analytics, Data Modelling and Project Management are all teams at PwC – just to name a few.

### Many pathways, many possibilities

Beyond our Graduate, Vacation and Trainee programs is a new entry path for high school leavers! Our Higher Apprenticeship program is an opportunity to earn a competitive salary while studying towards a professional qualification from a leading training organisation.





# Discover the best you

**B**e yourself and make a difference. At Accenture, we want you to do work that you enjoy and lets you pursue your interests. To help you achieve your goals, we provide an inclusive, supportive and flexible environment. We want your talents and skills to inspire you to make a meaningful difference in the world.

As a company, we aim to help improve the way Aussies work, live, play and grow. The support and services we provide can range from enabling others to do their tasks faster and better with the right tools, to creating a mobile app that allows blind people to navigate their way around.

We also understand that along the way, your interests and goals might change. This is why we offer training, mentorship and different career paths so you could learn more about yourself. We want you to get the recognition, direction and opportunities you need to learn and grow.

Join our team and discover the best you.



**i** If you're interested in a future career with Accenture, please visit our careers page to find out more at [accenture.com/careers](https://www.accenture.com/careers)



[accenture.com.au/careers](https://www.accenture.com.au/careers)

## At Accenture, you'll get to:

### • Work with well-known brands

Rugby Australia, Telstra and the Brisbane City Council. These are just some of the clients we partner with. We also support big companies from around the world, so you get to collaborate with brands that provide products and services to customers worldwide.

### • Help your fellow Aussies find better ways to work, live, play and grow

If you love helping others, you can be part of our Corporate Citizenship initiatives, some of which assist disadvantaged communities. One of our campaigns is called Skills to Succeed. This is where we teach people who weren't able to go to school the skills they'll need to find jobs or build their own business. We also support local charity groups such as Eat Up, a group that makes and delivers lunches to school kids across Australia, and Drought Angels, a team that helps farmers survive drought, giving you lots of options to find more meaning in your daily job.

### • Be part of a diverse and inclusive team

We know how important it is to be part of a group that accepts who you are and makes you feel like you belong. At Accenture, you'll meet new friends who'll be with you as you learn new skills, build your experience and celebrate professional and personal achievements.

### • Explore cutting-edge technologies

Are you a budding programmer who wants to create the next big app? Or are you a science fiction fan who wants to see artificial intelligence up close? To enable you to do these things, we provide access to the latest technologies that will change the way businesses create and provide products and services.

### • Work in high-tech environments

Through our innovation hubs, we provide workspaces where you can design, build and test software programs. Imagine being inside an office that lets you experiment with cool gadgets and the latest technologies, and collaborate with colleagues who are experts in their own fields.

### • Enjoy top-of-the-line benefits

The benefits we provide include annual performance bonuses, business-related travel insurance, life insurance and exclusive corporate discounts on entertainment, travel, shopping, home and garden, motoring, and wellbeing products and services.

### • Join our global network

Be part of our team and interact with clients from around the globe and colleagues from different countries such as the US, UK, India, Japan and many others. Widen your horizon as you interact with people with different backgrounds and experiences.

### • Enjoy work-life balance

How do you like spending your free time? Is it by going on a hike with your family? Playing football with friends? Whatever keeps you going, we want you to keep on

doing it. We offer flexible schedules and generous leaves so you could take time off to take care of yourself, spend time with your family and have fun with your friends.

### • Be yourself

We're here to help you discover the best you. We offer training, graduate programs, internships, mentorship and growth opportunities where you can learn more about yourself, build new skills and explore career paths that match your strengths and interests.

### • Make a difference

At Accenture, we want you to be inspired to make an impact on the lives of others. And we can achieve this by helping clients solve problems and use technology to create a meaningful difference in the world around them.



# Specialised Property Solutions



170



PROGRAMMED



# Be part of something exciting. Join Programmed.



**A** dream job is being able to do what you love. A dream career is when you still love what you do, even when what you love changes.

At Programmed, you'll always find a role that fulfils your ambitions and your passions. It's the reason why more than 20,000 people across Australia and New Zealand start their work day with Programmed.

With roles in operations and management, out in the field or inside an office, there's a place for each person,

and that means you!

If you want to work on some of Australia's most iconic landmarks, or be behind some of your favourite brands, join Programmed. With over 65 years operating experience as a leading provider of staffing and maintenance services, our teams look after the needs of over 10,000 customers. You could do the same in positions ranging from projects and trades to business development, marketing, finance, human resources, as well as management.

Start off doing what you love with Programmed. Then let Programmed keep you loving what you do.

#### 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



programmed.com.au

#### What Programmed could mean to you.

##### 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.

##### 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.

##### 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.

##### 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.

##### 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.

##### 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.

#### 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)

#### 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
- Bapcare

#### 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.

#### Get on board

Why not find out more and have all your questions answered? Visit [programmed.com.au](http://programmed.com.au) or call 1800 620 911 or email [MaintenanceHR@programmed.com.au](mailto:MaintenanceHR@programmed.com.au).



**i** Define yourself. Define your success. [www.programmed.com.au](http://www.programmed.com.au) 1800 620 911

# Agribusiness



---

174 **Ruralco**

---

176 **costa**  
fresh is our passion

---

178 **LANDMARK**

---

180 **THOMASFOODS**  
INTERNATIONAL 

---



# We're Here for Australian Farmers



**A**t Ruralco we are committed to attracting the best and brightest talent for our diverse business. We aim to provide an environment for all employees to perform to the best of their ability.

As one of the largest employers in Australian agribusiness, Ruralco directly employs approximately 2,400 people across Australia. The footprint of the Group's 48 business units is significant; these local, regional employers are a vital part of the diversity and economic livelihood of Australia's outlying communities. Our talented workforce is comprised of professional and passionate individuals who take pride in supporting Australia's primary industries and fostering solid long term relationships with our customers. If you share this passion, we'd love to hear from you.

### Be outstanding in your field.

**Rural Retail** – We have a footprint of over 500 retail outlets nationally and our store based retail sales assistants thrive on providing the highest level of support to their rural customers. Involving a combination of customer facing sales, customer service, merchandising, inventory control, order processing and warehouse duties; our retail employees are multi skilled and develop strong product knowledge along the way. Our retail sales employees have progressed to Merchandise Manager, Agronomist, and Branch Assistant Manager positions.

**Agronomy** – Agronomists within our business draw on their technical expertise and practical on farm experiences to work closely with rural producers to share invaluable knowledge. Most have completed tertiary qualifications in Agricultural/Rural or Plant Science but what drives them is their passion for building relationships with customers and helping them develop productive

and sustainable businesses.

**Corporate Services** – At Ruralco's head office in Macquarie Park, Sydney and in some of our State offices we can offer a broad range of careers in Human Resources, Finance & Accounting, Legal, IT, Procurement, Customer Service, Marketing and Innovation.

**Real Estate and Financial Services** – We have over 200 real estate offices nationally which focus on supporting clients with the listing and sale of rural residential and commercial property and we offer banking and finance solutions to our customers to enable them to build their businesses.

**Livestock** – Our Livestock Sales Representatives and Agents achieve record sales for their clients. Our young auctioneers have been winners and finalists at annual competitions. An aspiring auctioneer looking to complete a Traineeship can expect to progress to an experienced Livestock Sales Representative who has a passion for marketing commercial sheep or stud cattle for their clients.

**Wool** – We are proud of our strong relationships with wool producers and our ability to secure the best prices for our clients. Entry level roles include Wool Trainee, Wool Presser, Wool Classer and progress in to skilled Wool Technical Manager.

**Water** – In addition to operating 40 retail outlets, our water business plays a key role in ensuring long term sustainability for farmers with irrigation infrastructure projects. We have multiple career opportunities in project management, installation and technical services within horticulture/viticulture drip and pivot irrigation, pasture and broadacre cropping and vegetable irrigation, pumping and filtration, stock watering and solar technology. We also offer careers in Field Sales, Key Account Management and Water Broking.



careers.ruralco.com.au

### Why join Ruralco?

#### Our Vision

Our aim is to be the leading Australian agribusiness and the preferred partner to our valued customers and the employer of choice within our sector. We believe that our businesses are the best local suppliers to farmers, primary producers and rural customers. It is a great time to be part of the agriculture industry in Australia.

#### Values Driven

At Ruralco we have a pragmatic and common sense approach to all that we do. Our employees have a can-do attitude and are willing to roll up their blue-checked sleeves to get the 'job done'. We want people to be able to think for themselves and come up with the best solutions for our customers and the business as a whole. We are values driven and our purpose is: We're here for Australian Farmers.

#### Technology & Innovation

Ruralco is committed to innovation within the agricultural industry in Australia. We are major sponsors of SproutX, (funding and supporting agtech startups and innovators). We are committed to taking agriculture in Australia to the next level.

#### Communities

We are proud supporters of rural communities and we are committed to our solid partnership with Lifeline. Our CEO made the largest ever personal donation to Lifeline in 2016.

#### Safety & Wellbeing

We are committed to safety and have one of the lowest LTIFR (Lost Time Injury Frequency Rates) in the industry. We have developed a number of industry specific programs aimed at keeping our employees safe and actively drive our "Zero Harm" strategies.

#### Reward & Recognition

You'll be rewarded for the work that you do and the commitment that you demonstrate. At Ruralco we have several key events within a year to recognise employees that have gone above and beyond in their roles. Some other benefits include our General Share Plan, salary packaging, study assistance and corporate discounts.

#### Starting Out

Our highly successful Graduate Program and Traineeships are well recognized nationally. Our Graduate Program runs for 2 years and the program is designed to suit the individual interests of the participants.

#### Diversity & Belonging

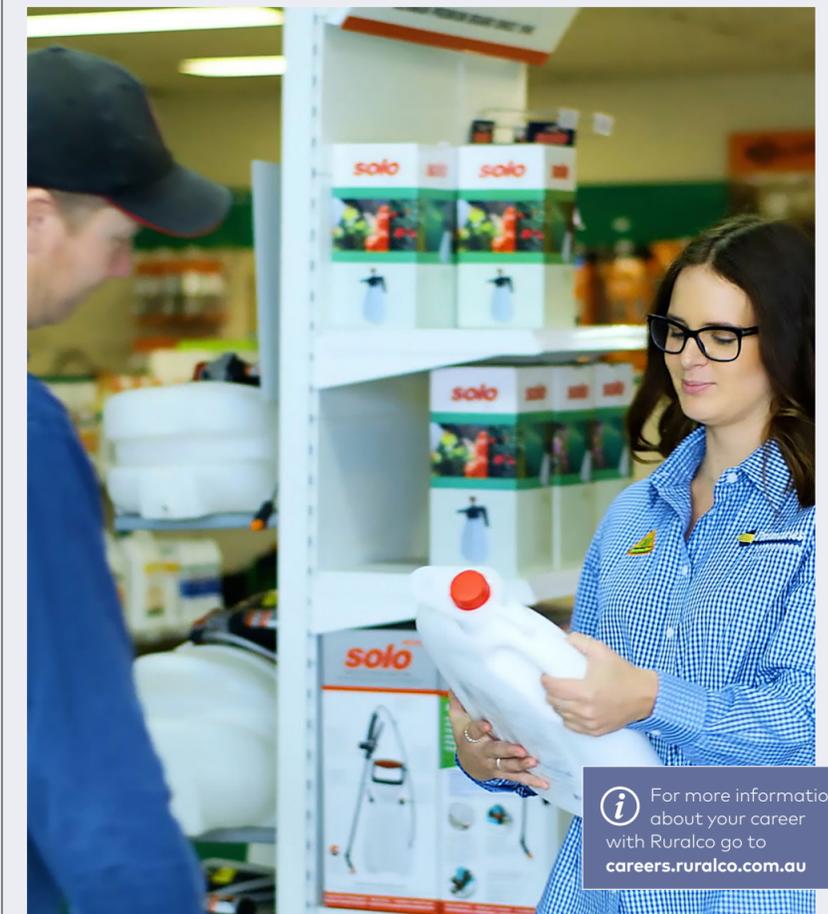
We are committed to building diversity within our business and we proudly support Women in Agriculture including our paid Maternity Leave scheme. Our employees comment that working for a Ruralco business unit is like being part of a close knit family. You will work alongside like minded people who are passionate about what they do.

#### Established & Experienced

You will be joining an established Australian agribusiness with a long and storied history. One of our businesses, Roberts Limited, has been operating for 150 years. Ruralco is an ASX listed company with over 2,400 employees and 48 unique businesses. You'll be able to learn from some of the best in the business at Ruralco.

#### Evolving

You will be part of a business that responds effectively to change within our industry. The agriculture sector is currently the fastest growing industry of the 19 industries in Australia. Ruralco has been growing organically and also through the successful acquisitions of businesses that fit with our strategic goals.



**i** For more information about your career with Ruralco go to [careers.ruralco.com.au](https://careers.ruralco.com.au)



# Grow Your Career

**O**ur 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
- 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) and 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 a passionate bunch 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.



[costagroup.com.au](http://costagroup.com.au)



## Why work with Costa

### 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 guiding principles. Our core values which drive our business are Passion, Determination, Accountability, Sincerity and Respect.

### Ripe with Opportunities

Our national presence and diverse operations across the business offer a wide range of exciting career opportunities from farming and agriculture to supply chain, operations, business management, sales and marketing, finance to IT.

### 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 who have the energy and enthusiasm to challenge the status quo.

### Grow with us

Whether you're a trainee, horticulturalist, accountant or senior manager there are plenty of opportunities to develop within the group. Through various professional development programs, leadership programs, new challenges and projects, and exposure to national expertise, we empower you to thrive and achieve your personal and professional goals.

### 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 (along with People First), 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.

### 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.

### 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, our employees 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.

### Environment

Costa is committed to undertaking its activities in an environmentally responsible manner and effectively managing any risk that may impact the environment.

We are committed to investing in farming practices that are innovative, promote sustainable horticulture and focusing on the need for responsible environmental stewardship with respect to our use of natural resources.

All Costa employees have a responsibility to actively contribute towards avoiding or minimising environmental impacts in their day to day activities.

### Elie 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 and later with the Costa Mushroom Category in Mernda as a Quality Assurance Project Officer. 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.

### 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.

For more information about your career with Costa go to [costagroup.com.au](http://costagroup.com.au)



# Our Story- Your Opportunity



**L**andmark is Australia's leading agribusiness, employing over 1,700 people 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 future.

Backed by our overseas parent company, Nutrien, our business is one of the biggest in the world with a significant presence in North America, South America, Europe and Australia.

A career in agriculture is like no other. Every day, our employees 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 as diverse as it is broad, with job opportunities ranging from traineeships through to senior

roles. Our vast rural footprint employs professionals in a range of disciplines, including:

- Administration
- Agronomy
- Finance
- Insurance
- Livestock
- Management
- Merchandise (chemical, fertiliser and animal health)
- Real Estate
- Wool

We also have roles in our regional offices, located in several of Australia's state capitals, for high-performing professionals who have a passion for feeding the world sustainably. These roles provide critical support in areas such as:

- Accounting
- Administration
- Human Resources & Payroll
- Information Technology
- Manufacturing
- Procurement
- Safety

At Landmark we are proud to have some of the best and brightest in agriculture work for us and their passion, knowledge and commitment to safety makes us who we are. We work hard, look after each other and celebrate our successes. Are you ready to join us?



**Those who are new to the industry, or looking for a career change, can have the confidence that Landmark provides a safe, exciting and rewarding career path across all activities.**

Jason O' Neill, Branch Manager.

**Landmark recognised my passion for the industry and have since supported me through the Landmark Graduate Agronomy Program, and to now being a lead agronomist.**

Sally Poole, Agronomist.



landmark.com.au/careers

## A career with Landmark offers

### • Safety

The safety of our employees and the communities in which we operate is Landmark's No.-1 priority. Our approach to safety is defined by our three key principles:

1. Do it safely or not at all,
2. There is always time to do it safely.
3. Care for each other's health, safety, and security.

We provide our teams with the best equipment and training to help them remain fit and healthy. Safety for us doesn't just mean physical safety but also supporting employee wellness, including mental and emotional well-being. We provide access to free services for employees and their families to provide the emotional support they need in challenging times.

### • Variety

The opportunities at Landmark are diverse, and we encourage employees who have initiative and a passion for an area to explore it. In all our locations, we work as a team, and that can sometimes require stepping outside of normal daily tasks to assist in other activities, such as clearing sales, livestock processing and field days, to name just a few.

### • Career Development

If you want 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 ideas to their customers and colleagues.

### • Diversity

At Landmark, we celebrate and value the contributions of all our employees without exception. The differences in our employees' background, gender, ethnicity and lifestyles add to a diversity of thinking that only enhances our business and the value we bring to our customers. 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 career success.

### • Culture

Our talented, hard-working employees are the core of our success, so we work equally hard to show them our appreciation in return. Building a team culture where employees share in our successes is fundamental to who we are and why we are so successful.

Our shared values of customer service excellence, accountability, integrity, leadership and the ability to embrace change are at the core of how we treat each other, our customers and our suppliers.

Our size also allows us to offer our employees access to a number of benefits, including company cars, uniform allowances, discounted insurance, discounted travel, an additional public holiday, flu vaccinations and access to free counselling and support – to name a few.

### • 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 deliver the business and serve our customers. We offer a number of options for flexible working, including purchasing additional annual leave, part-time work, and the ability to work from home or via mobile devices while out with clients.

### • 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 embraces the expanding role of technology in farming. We offer exclusive products powered by new technologies, to help our customers grow their businesses sustainably, and we also provide an assortment of innovative financing options.

### • We feed the world

There are few industries that are more fundamental to human life 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.

### • Community

We are proud to be an active part of the communities in which we work and live. 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 more proud of the role our people play in the community.



For more information about your career with Landmark go to [landmark.com.au/careers](https://landmark.com.au/careers)



# Growing careers in the global food industry

**A**ustralia's reputation for clean, green and premium produce has seen the food industry experience solid growth in recent years, creating career pathways along the way.

As global demand for Australian meat, seafood and fresh produce continues to grow, so does the range of exciting employment opportunities for young Australians.

Employing 3500 staff globally with extensive national and international operations, Thomas Foods International is at the global food industry forefront. At its core Thomas Foods International is Australia's largest 100% family-owned meat processor supplying high quality Australian sheep, lamb, goat and beef products to more than 50 countries.

We have expanded into fresh produce and seafood – boosting our presence on the plates of consumers right across the world.

Our Fresh Produce business is a major supplier of potatoes and onions, sold nationally and internationally while Thomas Cappo Seafoods sells Australia's highest quality, sustainable seafood both domestically and globally.

Given the scale and diversity of the group, Thomas Foods International is able to offer a full range of employment opportunities for school leavers and those wishing to take the first steps to a rewarding career in a growth industry.

## Local roots

We are a second generation family company with our roots in regional Australia. A large proportion of our workforce is employed in key regional centres and we work closely with farmers across South Australia, Queensland, New South Wales and Victoria.

## National footprint

Our head office is in Adelaide and we operate meat processing plants in SA and NSW with other processing, value adding and distribution facilities nationally. We continue to invest heavily in developing our operating capabilities in Australia.

## Global markets

The Group has a global distribution footprint across North America, Europe & North Asia and continues to invest in developing this capability led by our US business.

## Broad range of career opportunities

We work closely with regional and metropolitan schools to highlight the variety of jobs on offer. We assist school leavers to build their careers and take advantage of our apprenticeships and structured training programs.

All our roles include comprehensive on-the-job training. The career opportunities across the Group are broad and range from entry level to more specialised and senior process positions across the following areas:

- Food Processing (eg boners, trimmers, slaughterpersons, food processors, packers, forklift operators)
- Quality Assurance and Laboratory
- Animal Welfare
- Feedlot and Livestock
- Engineering and Maintenance (eg electricians, fitter and turners)
- Sales and Marketing
- Export, Finance, Administration and Human Resources

## Hear from some of our staff

### Alex the Apprentice

Alex Perugini progressed from working as a casual labourer during the school holidays to completing his apprenticeship as a Fitter and Turner.

"There are so many opportunities to progress your career at Thomas Foods and it's great to work for a family-owned company so close to where I grew up."

### Nekta the Engineer

Nekta Nicolaou joined us while completing an engineering degree. Now as Group Engineering Manager, he drives innovation and environmental sustainability.

"Being part of such a fast paced, innovative company and working with state-of-the-art technology is extremely invigorating, challenging and rewarding."

### Charmane the QA Officer

As a Quality Assurance Officer, Charmane Taylor is responsible for verifying that our products meet hygiene and food safety standards whilst maintaining high customer requirements.

"There are so many opportunities to upskill, train and develop within the company."

### Tom the Trainee

Tom Matters joined us as a trainee with the livestock team. With on-the-job training and mentoring, he was soon buying lambs at busy markets in South Australia and Victoria.

"You show initiative and you're rewarded at TFI. There's also a real team mentality which is a great support to have particularly in the heat of the markets."

### Liah the Recruiter

Joining initially in a processing role, Liah Sinclair wanted to explore her opportunities. With encouragement and training she is now a member of our Tamworth HR team.

"I've always received encouragement to develop my career with the company. I enjoy working in an office environment and being part of a great team."

## Ten Reasons to join the Thomas Foods International team

### Apprenticeships and traineeships.

This is an ideal opportunity to earn while you learn. Some of the key senior leaders within the group got their start with an apprenticeship or traineeship.

### Ongoing training and support.

Career development is important to us. We offer structured and accredited training to all our employees, whether that be specific industry certificates through to support in further studies. We always look to promote from within.

### Expanding range of positions.

As a growth business, the variety of roles within the global group is also expanding – from entry level processing to administrative and more specialist positions with opportunity to develop your career to managerial / leadership level.

### Financial rewards.

We offer above award employment conditions and benefits. Staff who take advantage of the internal opportunities to upskill and progress their career are remunerated accordingly.

### Community service and support.

As a large regional employer we take our role as a corporate citizen seriously. We are proud supporters of local sports clubs and charities and actively encourage staff volunteering.

### Sustainability.

From the farm gate to the end plate we adhere to strict environmental guidelines



to minimise our carbon footprint. That commitment also extends to animal welfare.

### Proud of our diversity.

As a member of the Thomas Foods International team you will work with colleagues from a variety of cultural backgrounds.

### Female-friendly workplace.

A significant proportion of our workforce is female, with outstanding women in senior positions right across the Group.

### Strong family values.

As a second generation family company led by founder Chris Thomas, Executive Chairman and his son Darren Thomas, CEO we have a clearly defined set of values that we call the "TFI Way".

### Growing company in growth industry.

We offer the opportunity to join one of Australia's leading private companies in one of the world's key growth industries. The demand for high quality food will only increase in the future and that augurs well for those working in the industry.

thomasfoodscareers.com

# Manufacturing





# Sustainable Packaging and the Future of Manufacturing

**W**elcome to Our ORORA!! The manufacturing industry in Australia hasn't always enjoyed a high profile, but what you many not know is that it is a growing sector and it is at the forefront of driving Australia's digital, robotics and automation revolution.

As technology and automation become more and more advanced, our smart factories will need new skills and as a result, it is an exciting time to be considering a career in our sector.

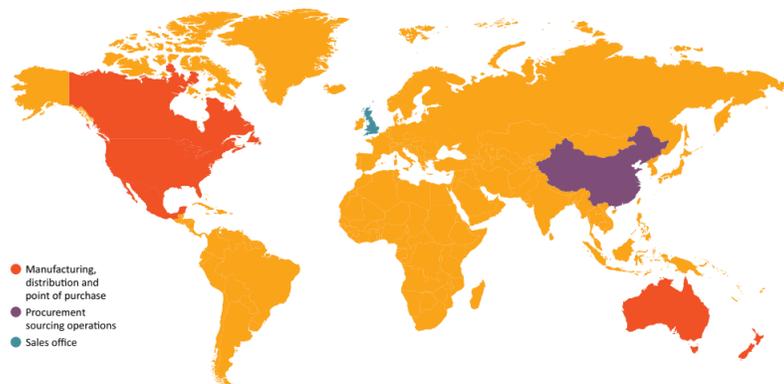
At Orora we believe packaging touches lives and we collaborate closely with our customers in the research, development and design of sustainable packaging solutions.

Every time you reach for a packet in your pantry, receive a delivery from an online retailer or take a cold can from your refrigerator, you are likely to be touching a product manufactured by Orora here in Australia. A product that has been manufactured from recycled cardboard, glass or aluminium, in a plant that deploys state-of-the-art manufacturing technology and is powered by renewable wind-generated electricity.

We are proudly Australian and listed on the Australian Securities Exchange (ASX). Working at Orora is an opportunity to be part of a diverse team, creating and thriving in a culture of outperformance.

The types of careers available at Orora are many and varied and we have given you a snippet of some of these on the opposite page.

We encourage you to find out more about Orora by visiting [www.ororagroup.com](http://www.ororagroup.com)



## Orora's Industry 4.0 Cadets

The digital evolution is well under way in Australian manufacturing, and to make the most of 'Industry 4.0', Orora has partnered with Swinburne University in Victoria to recruit and train industry cadets.

As part of the program, cadets share their time between Orora and the university, completing a tertiary qualification, while also working in the business.

Orora will be one of the first industry foundation partners to benefit from the cadets' digital skills.



[ororagroup.com/careers](http://ororagroup.com/careers)

Where your passion can take you at Orora...

### Industry 4.0 "The Smart Factory" The Future of Manufacturing is Now!

Cloud computing, IoT Platforms, Advanced human-machine interfaces, 3 D printing, Big Data Analysis, Augmented Reality... these are all technologies being embraced in the next Industrial Revolution. If you are excited by the rapid advancements in how we humans will make and move things in the future (and you are a bit smart) then this could be a discipline for you.

**Study tip:** IT/Data Science/Mechatronics.

### Design and Innovation

**We make packaging come to life!**

We are passionate about packaging design and the role we play in fortifying our customer's brands. We develop effective, integrated packaging design for form and function by partnering and learning with our customers. Whether you are an Industrial Engineer or a Graphic designer, your talents could find a home with Orora!

**Study tip:** Industrial Design/Industrial Engineering.

### Engineering, Manufacturing, Operations and Production

**The Makers, the Fixers & Quality Sticklers!**

From production team members to maintenance engineers and quality technicians, if your expertise is applied at the coal face, where things are made, then you may well find the right opportunity for you here. Our manufacturing facilities are state-of-the-art, highly automated operations where magic happens 24/7!

**Study tip:** Processing Engineering/ Electrical Engineering/Mechatronics.

### Finance, Legal & Corporate Governance

**Behind every great Company...**

There is more to Orora than great packaging. We pride ourselves on being a great corporate citizen. We strive for excellence in our products and in the way we do business. Strong financial rigour, corporate governance and transparency are fundamental to everything we do. If you are passionate about keeping it real, then this could be a great career choice for you.

**Study tip:** Business/Economics/Law/ Commerce.



### Safety Our life

Our passionate team of Health & Safety experts support all of us at Orora in delivering our Orora Safety Leadership Program. We have HSE representation at each of our facilities so if keeping people safe is what you live and breathe, then come and play safe with us!

**Study tip:** Engineering/Health Science & Environment.

### Sales and Marketing Growing Orora

We operate in a variety of different industry segments and markets and we pride ourselves on knowing our customer. Whether it is continuing to grow our footprint in the primary produce sector or cementing our market position in FMCG, our Sales & Marketing opportunities come in every size and colour.

**Study tip:** Business/Economics/ Commerce.

### Strategy and Development Getting Better & Staying there

Our Strategy & Development teams work closely with our business leaders in delivering on our Corporate Vision and Strategic Focus! They also ensure we never miss an opportunity to get better in an ever changing and competitive market place.

**Study tip:** Business/Economics/ Commerce.

### Human Resources People, People, People

Our culture is our foundation, the differentiator. It's what sets us apart. Our HR team members partner with the business in the provision of the best tools, advice & support to help our people thrive in a culture of outperformance. Talent spotters, crafters and guidance givers can find their calling at Orora.

**Study tip:** Organisational Psychology/ Business/Commerce/HR.

### IT

**Where technology & innovation collide**

Our Information Technology team members not only support us with our all-important business tools, infrastructure and applications, they also work with us in delivering technology innovation to our customers. From Programming Prodigy to Help Desk Hero, our IT careers are worth checking out!

**Study tip:** Information Technology/ Data Science.

### Logistics, Supply Chain and Procurement

**The Beginning & The end of everything we do**

Everything that comes in and goes out of our Manufacturing facilities around the world touches our great procurement, planning, scheduling, warehousing & logistics teams. With specialist functions located in all our sites as well as centralised functions in our Corporate Office we've got your Supply Chain career covered!

**Study tip:** Supply Chain/Logistics/ Business/Commerce.



We encourage you to find out more about Orora by visiting [ororagroup.com](http://ororagroup.com)

# Public Services



- 188

- 190

- 192


 Australian Government  
 Department of Infrastructure,  
 Regional Development and Cities
- 194

- 196


 Justice  
 and Regulation



# A Business Growing Fast



**V**/Line is Australia's largest regional public transport operator of passenger train and coach services.

As Victoria's population increases, more people are choosing to travel by public transport which is translating into V/Line growing at an unprecedented rate.

Supporting the freight industry is also an important part of V/Line's business through the maintenance of and access to a huge rail freight network which connects to Victoria's major ports.

Backed by a two-billion-dollar-plus Government investment in regional rail infrastructure and technology, this means that there are many opportunities for employment across all areas of V/Line.

### Huge Increase in Customers

In 2017-18, V/Line accommodated 20.8 million customer trips on both train and coach services.

There have been significant increases of patronage growth on corridors across Victoria. The largest increase has been between Melbourne and Victoria's second largest city, Geelong.

Five years ago, 3.89 million customers travelled on the Geelong line. In 2018, this number of customers has increased to 8.67 million. That's a 123% increase if five years!

This sort of growth is expected to continue in other parts of Victoria particularly through to Seymour in northern Victoria.

To carry all these customers, the number of new VLOCITY trains has increased from 134 to 225 during this same period. That means we've needed more train drivers, more train conductors and generally increased all supporting functions needed to run a much larger railway service.

That translates into more job opportunities at V/Line.

### Diverse Opportunities

There are a diverse number of careers across the V/Line business and flexibility to move around and explore different areas.

More technical roles are carried out in signal maintenance, fleet engineering and transport logistics.

We have customer service jobs on board our trains and at our stations. Our corporate offices also offer jobs in finance, marketing and communications,

human resources, information technology, environment, safety, contracts and procurement.

Operational positions such as train controllers, drivers and shunters keep our services running seven days a week.

Our infrastructure and network services departments maintain our signals and tracks, conduct emergency repairs and upgrade the rail network.

Graduate roles exist in the areas of engineering including civil, electrical, structural and mechanical. Apprenticeships and trades are also available.

### Investing in the Future

Over the next few years, more than \$2 billion will be invested in the regional rail network in Victoria which will allow V/Line to continue to grow.

For example, the \$1.75 billion Regional Rail Revival project has commenced with the Ballarat line upgrade scheduled for completion in late 2019. V/Line will be a key partner in delivering early construction work packages on the Ballarat line with relocating of critical services in preparation for major construction works.



[vline.com.au/careers](http://vline.com.au/careers)

### Software Developer

A Software Developer is responsible for the design and maintenance of multiple computer systems ensuring train control systems integrate with signalling systems, timetable systems and rostering systems. This makes sure all necessary trains, drivers and conductors are in the right place at the right time to make the railway work.

### Communications and Media Adviser

The Media and Communications Adviser is a professional communicator who develops, implements and monitors all sorts of communication materials to help keep V/Line's important stakeholders aware of new service developments and changes to existing services.

### Train Controller

Train Controllers work in the V/Line network control centre and have responsibility for ensuring all trains on all lines operate safely, obey all red and green signals and operate at the correct speeds. They essentially make the network work. In the event that a train becomes delayed, the Train Controller must contact the train driver to determine what is occurring and determine how to get the train back on time so no further trains are delayed.

### Conductors

V/Line Conductors walk up and down the train carriage providing customer service, checking myki cards and ensuring customers board and exit the trains quickly and safely. A Conductor controls the train doors when stopped at a station and signals the driver when it is safe to resume the journey. It is one of the most important roles at V/Line and one of the most fulfilling customer-facing roles.

### Rail Interface Advisor

The position of Rail Interface Advisor acts as a link between V/Line and many other important organisations in the Victorian rail industry including Transport for Victoria, Public Transport Victoria and Rail Projects Victoria. Each of these bodies have important roles to play in the continued investment in and development of the V/Line regional network.

### Project Manager

The role of a Project Manager is to effectively manage projects to ensure the best outcome for V/Line, customers

and the Victorian government. At the moment, there is a \$1.7 billion government investment being made in V/Line's network called Regional Rail Revival which needs many Project Managers to oversee level crossing upgrades, rail bridge replacements, duplication of track in certain areas and many, many more projects.

### Services Officer

Services Officers manage daily operations and customer service activities at V/Lines' 91 railway stations dotted right across regional Victoria. A Services Officer maintains the delivery of service to customers and ensures the best possible train and coach service to all V/Line's passengers.

### Manager Planning & Network Closures

The Manager Planning & Network Closures is a specialised role responsible for the development, coordination and execution of what's called the Track Closure Master Schedule for asset and operational planning. What this really means is this person is responsible

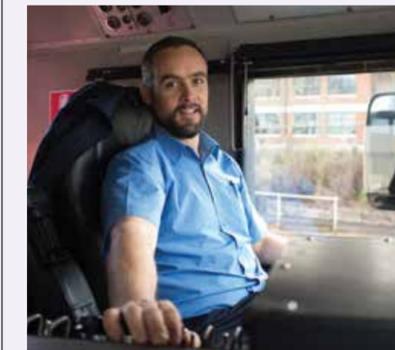
for planning when parts of the V/Line network need to be closed for maintenance or upgrades as part of the Regional Rail Revival investment program.

### Authorised Officer

An Authorised Officer travels on trains or works at railway stations to provide customer service, help respond to major disruptions should they occur and take care of V/Line passengers to ensure they have a trouble-free and safe journey.

### Health and Safety Advisor

The Health and Safety Advisor ensures the high standards of safety are being followed at all times across the different functions of V/Line. The Health and Safety Advisor develops safety policies, procedures and other safety documents relating to people safety, rail safety and health and wellbeing. They inspect sites across the V/Line network to ensure safety is being followed and provide support, advice and technical guidance to the business including incident investigation, hazard and safety management and audit tasks.





# Want to have your say in the future of Victoria?



**C**hoose a career where your voice counts. We offer job seekers diverse opportunities to gain new skills and hands-on experience across different aspects of government.

You'll join a close team of like-minded people all working to shape a better state for Victorians. If you want change, here's a chance to make it your career.

### What we do

We do meaningful work that matters. The community trusts us to deliver exceptional healthcare, education, transport and other public services. We're nurses, teachers, police and front line services. We keep communities safe, grow the economy and find solutions to our most complex social problems. We put people first in everything we do. We make an impact in the communities we live. We're part of something more than ourselves, more than profit. We're part of the bigger picture.

### Who we look for

We're looking for high potential people

from all backgrounds to join us in building a brighter future for 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.



careers.vic.gov.au

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

#### • Busting the government myth

We are much more than policy writers and desk workers. Our people are inspirational, energetic and socially aware individuals who want to make a positive difference. Everyone brings to the public sector a unique skill set, which is valued and contributes to the Victorian Government's diverse, inclusive and future-facing workforce.

#### • Choose your own career

With over 300,000 employees, there is opportunity to move across different departments and agencies. You will gain first-hand experience in how government works, develop skills to progress in a field that aligns with your interests.

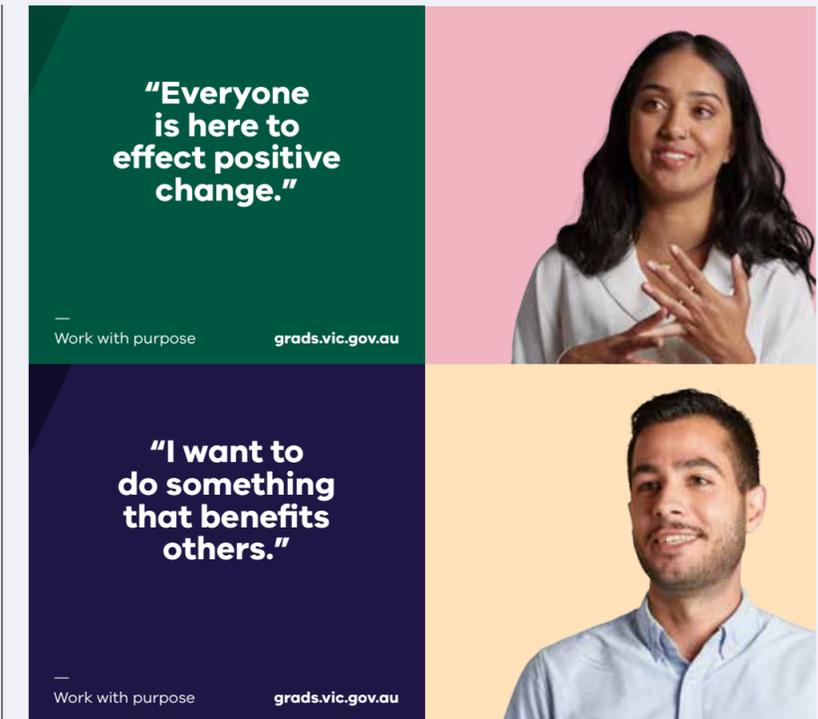
- fair selection — merit based as well as support for underrepresented groups
- fair salary — plus superannuation contributions and salary sacrificing options
- flexible working arrangements — part time, start and finish times, work from home to help manage your work and personal commitments
- employee assistance program — for emotional, mental and general psychological wellbeing
- mobility — transfer between departments and agencies, take secondments

#### • Be rewarded

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

#### • Diversity matters

We're creating a next generation workforce, more open and diverse than ever before. We want all in. We want all abilities, all backgrounds, all genders and all cultures represented to better reflect the community we serve. Each of us has different ideas, perspectives and skills to share. The more we share, the more we understand each other. By including everyone, we can make sure our services work for everyone.



#### • Be supported

In the Victorian Government you can steer your career in any direction you want. We're Australia's second largest employer and we hire for more than 200 occupations across metropolitan, rural and regional areas. There's plenty of room to move around and try new things. We foster supportive work environments where teams win and talent thrives.

#### • Balance life and work

We value work-life balance. The Victorian Government is 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.

#### • Make a difference

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

#### • 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.

#### • Our values drive us

Public sector values are at the heart of everything we do. These include responsiveness, integrity, impartiality, accountability, respect, leadership and human rights.

For further information about working for the Victorian Government visit [careers.vic.gov.au](https://careers.vic.gov.au)

# Choose your own adventure!



**D**o you want to create your own adventure at the heart of the Australian Federal Government?

With us, you can contribute to major infrastructure programs, innovative transport solutions, smart cities technology, regional development, and much more!

## About Us

The Department of Infrastructure, Regional Development and Cities is at the forefront of the Australian Government's efforts to secure the nation's economic future and improve living standards.

We do this by building stronger communities through major infrastructure planning, investment advice and delivery, and strategic development of policies and programs. We also support a thriving aviation industry, connecting even our most remote residents with the rest of

the country and the world, and making sure that all transport users benefit from a safe and secure transport system.

We manage some of Australia's most significant infrastructure projects which affect the wider community, including regulating airports, implementing the Smart Cities Plan and the development of the Western Sydney Airport and the Inland Rail.

We also work on a number of projects that effect Indigenous communities like flood proofing critical sections of the nation's network between the Northern Territory and Western Australia, providing funding for the Regional Jobs and Investment Packages, managing highway upgrades in regional areas, providing funding for regional community projects and much more.

## Testimonials

Our programs are some of the best the Australian Government has to offer! But don't just take our word for it, hear from our program participants themselves:

"The best experience so far has been seeing how your work makes a meaningful impact on the people that it serves. I sought a graduate role in the department because I wanted a career where I could make a contribution to society. It's rewarding to see my research influence decisions made by the department."

– Katherine Lee, 2018 Graduate

"I highly recommend applying for the University Vacation Employment Program. Internships are an excellent opportunity to prove your ability and build your networks within the department. The department is an excellent place to work and has a very good culture."

– Kevin Martin, 2017 Intern

 [infrastructure.gov.au/department/careers/](https://infrastructure.gov.au/department/careers/)

Here's just a few reasons why the Department of Infrastructure, Regional Development and Cities is the right choice for you:

### ● We're home to the #1 Australian Federal Government Graduate Program!

The department was awarded the title of having the **#1 Australian Federal Government Graduate Program** by the Australian Association of Graduate Employers in 2018.

### ● Programs We Offer

We offer a number of entry-level career pathways into the department, including:

**The University Vacation Employment Program** – this is a paid internship opportunity available to University students, at any point in their study. We offer a 3-month placement within the department over the summer break, where you will gain valuable on-the-job experience in a Federal Government Department.

**Stepping Into...** – is an internship run by the Australian Network on Disability. The program matches University students with disability to the department for paid work placements during the summer break.

**The Graduate Development Program** – this is a full time graduate opportunity, available to recently graduated University students. You will experience the best the department has to offer, as well as paid travel across Australia! On top of that, you will end the program on around \$71,700 per annum.

**Aboriginal and Torres Strait Islander people** – we offer a number of entry-level pathways into our department available for Indigenous people, including the Indigenous Australian Government Development Program, and our own Affirmative Measures Graduate Development Program stream. We also run the Affirmative Measures Capability Development Program, which is a 12-month traineeship where you will gain on-the-job experience, and finish the program with a formal qualification!

### ● We Are Committed to Your Development

All of our ongoing entry-level programs include the option to complete a formal qualification, ranging from certificates to diplomas; your development for career advancement is our priority!

A number of our entry-level programs also involve mentoring. Mentoring is a great way to learn about the department, the public service, and potential career pathways.

As an ongoing staff member, you will also have the access to continuous learning and development opportunities, such as training courses, coaching and even access to higher education and study assistance.

### ● We Promote and Embrace Diversity and Inclusion

Workplace diversity and inclusion is about harnessing the diverse skills and perspectives that people bring to the workplace because of their gender identity, age, language, ethnicity, cultural background, disability, religious belief, sexual orientation, educational level, professional skills, work and life experiences, socio-economic background, geographical location and family responsibilities. We embrace this kind of a workplace environment by engaging and celebrating the differences that all people bring to the workplace and recognise and valuing everyone's differences.

### ● We Will Support You

One important factor in supporting our employees is ensuring that they are able to perform their work safely and effectively by providing them with a reasonable adjustment. A reasonable adjustment is any form of assistance or adjustment that enables employees with disability or injury to perform their job safely. The department applies the principle of reasonable adjustment to remove barriers and to facilitate full participation in all aspects of employment by employees with disability.

The department also provides support to our Aboriginal and Torres Strait Islander employees through the Indigenous Staff Network (ISN). The ISN provides the opportunity to offer strategic advice to the department on workplace and workforce matters affecting Aboriginal and Torres Strait Islander employees. It also functions as a support system for Aboriginal and Torres Strait Islander employees, with regular informal social gatherings.



 If you are interested in a career with the Federal Government, please visit us at [infrastructure.gov.au/department/careers](https://infrastructure.gov.au/department/careers)



# Connecting people and places for a growing Melbourne

**M**etro 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.



[metrotrains.com.au/careers](http://metrotrains.com.au/careers)



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

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.

### • 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.



# Help shape our state's future

## Our business

The Department of Justice and Regulation (the department) is one arm of the Victorian State Government, a recognised top employer of choice nationally. All of our staff work to the vision of a safe, just, innovative and thriving Victoria.

The department provides justice-related services and leads the smooth operation of the justice system, with a focus on:

- providing safer communities
- a responsive and efficient justice system
- well-equipped emergency services, and
- responsible, balanced regulation.

We work across many areas of public life – including **laws, regulation and policy** in areas such as **gaming, racing and emergency management**. However, some of our most visible work is in the corrections industry.

## Corrections Victoria

Corrections Victoria (CV) is part of the Department of Justice and Regulation and delivers an effective corrections system for a safe community. CV develops strategy, policy and standards for the management of Victoria's state-run prisons, along with programs related to the rehabilitation and community-based supervision of offenders.

## Community Correctional Services

Community Correctional Services (CCS) plays a vital role in keeping the community safe. With a focus on breaking the cycle of offending, CCS manages offenders on court orders and prisoners on parole, aiming to connect offenders to programs, services and the community at large. CCS also supervises serious sex offenders once they have completed their sentence.

## Case management

Our case managers usually hold qualifications in social work, psychology, criminal justice, criminology and related human services disciplines. They use evidence-based case management

practices to increase the receptiveness and responsiveness of offenders to intervention and rehabilitation.

## Prisons

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

## Prison officers

Prison officers supervise and contribute to rehabilitation; encouraging offenders to establish goals for themselves and to begin engaging in positive behavioural change. There are no education prerequisites to becoming a prison officer, although 'life experience' working with many different types of people is highly valued.

## Allied Health clinicians

Becoming a clinician with Corrections Victoria gives you the chance to play a key role in reducing crime and making your community safer. Our clinicians are tasked with applying key therapeutic frameworks to guide assessment and treatment recommendations, as well as delivering a range of group-based offending behaviour programs aimed at reducing the risk of re-offending.

There are plans for an Allied Health clinician graduate program, and it may be open for application in 2019. Please check [www.justice.vic.gov.au/careers/graduate-program](http://www.justice.vic.gov.au/careers/graduate-program) or the CorrectionsJobs website to see if it's up and running.

## Why work with us?

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

Some benefits of working here are:

- competitive salaries
- flexible working arrangements

- salary packaging of superannuation, car leases and travel discounts, and
- opportunities to take temporary assignments and secondments within the department and across the Victorian Public Service.

## Who are we looking for?

Not only are we looking for people with the right mix of skills, experience and qualifications, we also want people coming to be prepared to do their very best in line with our values and behaviours to:

- serve the community
- work together
- act with integrity
- respect other people
- make it happen.

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

Now you've got a good general grounding in some of the department's work, it's time to introduce you to our grad program.



[justice.vic.gov.au/careers](http://justice.vic.gov.au/careers)



## Community Correctional Services graduate program

*"It was really important to me that my first job out of university had an impact on people's lives". Brianna, past graduate*

If you're a graduate of social work, human services or criminal justice degrees; then you're likely to find this graduate stream appealing. With many Justice Service Centres across the state, there are great roles with CCS close to many regional locations you may consider settling in. You can read up on CCS on the opposite page.

## Varied work to keep your brain ticking

You will work across three business units during your graduate year with the department. Rotations last for four months, giving you enough time to sink your teeth into the work and see some positive results, while still exposing you to a broad cross-section of the department's responsibilities.

## Celebrating diversity, equality and LGBTI inclusion

It's important to show respect and understanding to everyone. Through our commitment to diversity and equality, we are actively engaged in promoting and maintaining a safe and inclusive work environment in which all of our employees are respected, valued and supported.



## Our grads make a difference

The department's graduate programs aim to recruit and retain well rounded graduates who are seeking opportunities and careers within a highly regarded and respected department.

Our grads work on projects that make a real difference in our community. You will witness the **positive impact** of your efforts – that's an everyday experience when you're developing reports that inform criminal justice strategy, contributing to policies that **help shape our state's future**, and supporting the wider department in its commitment to **improving the lives of Victorians**. You can be confident your work will help make Victoria a safer and more equitable place to live.

## Professional Services graduate program

*"I wanted to get into an organisation that would focus on my development and provide a pathway for my future". Daniel, past graduate*

Professional services graduates work in our Melbourne CBD head office across many areas, including justice and regulation policy, programs, corporate services and more. As a professional services grad, your personal interests and qualifications will influence which three business areas you'll work in throughout the year. In the past, we have recruited people with degrees in law, human resources, finance, communications, planning, infrastructure, technology and research.

Our goal is for our workforce to reflect the diverse community we serve. We continually seek to employ people of any gender, age, religion, sexual orientation and cultural background; as well as people with a disability. In addition, we have a firm commitment to increasing the participation of Aboriginal and/or Torres Strait Islander people across our workforce.

## Am I eligible?

To be eligible for our grad programs, you must:

- be an Australian citizen, permanent resident of Australia or a New Zealand citizen with a valid passport
- have recently completed (within the past three years) or be in the final year of a minimum three-year undergraduate degree (Bachelor or equivalent, or post-graduate studies) at an Australian tertiary institution. Degrees across any discipline are eligible to apply.

## Find out more

Head to these websites:  
[www.correctionsjobs.vic.gov.au](http://www.correctionsjobs.vic.gov.au)  
[www.justice.vic.gov.au/careers/graduate-program](http://www.justice.vic.gov.au/careers/graduate-program)  
[www.corrections.vic.gov.au](http://www.corrections.vic.gov.au)  
[www.justice.vic.gov.au](http://www.justice.vic.gov.au)

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

# Airlines





# Where Adventure and Achievement Await...

**H**ow 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.

The Jetstar Group is made up of four airlines, one with both international and domestic operations in Australia and a domestic operation in New Zealand, as well as joint venture airlines with local partners in Singapore, Vietnam and Japan. Our network of over 85 destinations is one of the largest in the Asia-Pacific, we fly more than 37 million customers annually, and our fleet consists of 133 aircraft.

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.

We have a range of programs to help young Australians kickstart their career.

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.

When you become a Jetstar apprentice, you'll hit the ground running in an intensive 4-year development program that will give you exposure to all our engineering functions spanning across Approved Maintenance Organisation (AMO) and Continuous Airworthiness Management Organisation (CAMO).

The Jetstar Cadet Pilot Program is an outstanding opportunity designed to equip successful graduates with the skills, qualifications and experience required for a future career as an airline pilot.



[jetstar.com/careers](https://jetstar.com/careers)



**• 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.

**• 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.

**• 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.

**• 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\$10 million for community projects in the countries we fly to, and our Flying Start program has granted more than AU\$1million to local charities.

**• 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.

**• 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.

**• 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.

**So why choose Jetstar?**

**• We're part of something bigger**

Jetstar Airways, which is based in both Australia and New Zealand is wholly owned by the Qantas Group. Qantas is Australia's largest airline and employs more than 30,000 people. You'll also find Jetstar branded airlines in Japan, Singapore and Vietnam.

**• We are one team and passionate about enjoyment**

We recognise our people are responsible for the great success of Jetstar. We foster a fun and dynamic one team work culture where our values are embraced and celebrated.

**• 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 discounted rates. We also offer a peer-driven employee recognition program, and team member offers.



**i** Want to find out more about hitting the runway for a career at Jetstar? Visit [jetstar.com/careers](https://jetstar.com/careers)



# Rise to the challenge

**B**uilt on almost 100 years of pioneering innovation, the Qantas Group continues to push boundaries today. Whether it is through state-of-the-art aircraft, new routes or world-class products, we're creating memorable experiences for our customers whenever they fly with us.

We're widely regarded as one of Australia's most iconic and loved brands. No matter where you are in the world, seeing our red roo fills Australians with a sense of familiarity and pride.

Today we employ more than 30,000 people, and together we fly more than 50 million customers across Australia and around the world every year.

We have a range of programs to help young Australians kickstart their career.

The Qantas Graduate Program offers a unique, two-year accelerated career start and development path for recent university graduates.

Qantas Engineering also offer a variety of exciting apprenticeships in aircraft maintenance and other trades.

Aviation students from selected universities can also apply for the Future Pilot Program to be mentored by experienced Qantas Group pilots as they complete their degree. Selected students will then be invited to be part of a fast-tracked 12-week Airline Transition Course to enter Qantas Group as a Turboprop First Officer with QantasLink, or with Jetstar's regional operation in New Zealand.



[qantas.com/au/en/about-us/qantas-careers](https://www.qantas.com/au/en/about-us/qantas-careers)

## Why work for Qantas?

At Qantas, we represent Australia to the world. We're known for our spirit and can-do attitude. If you're successful in joining us, you'll be joining a team where creativity, diversity and innovation are encouraged. Every member of the Qantas Group enjoys the opportunity and support to follow their dreams, face new challenges and aim for the impossible. That is why we're consistently voted as one of the most desirable companies to work for in Australia.

## One company, endless opportunities

The Qantas Group is made up of a diverse range of businesses including our domestic and international airlines, Qantas Loyalty, Jetstar and QantasLink. As one of the largest employers in Australia, you don't have to look far to take the next step in your career. Our people work across a range of areas – cabin crew, customer service, IT, analytics, engineering, environment, finance, HR, marketing operations, pilots, safety, sales, strategy and more. We encourage internal recruitment and promotion, so our people can grow with us.

## Rewarding our people

Our reward and recognition program celebrates the achievements of our people every day, awarding points for a job well done which can be used to redeem products via an online store. Our staff travel programs provide airfares to exciting destinations all over the world, at discounted rates.

## Our environment

Our inclusive culture inspires us to dream big knowing we're supported by the best people. Our purpose-built head office in Mascot has different workspaces to encourage collaboration and new ideas. All our buildings are joined together by a glass atrium with cafes and casual meeting stops where colleagues catch up, work and grab coffee. All our Mascot employees frequently come together here for town halls and our monthly markets.

## Our Brand

Founded in the Queensland outback in 1920, we have grown to be Australia's largest domestic and international airline. With a reputation for excellence in safety, customer service and operational

reliability, we are widely regarded as the world's leading long-distance airline and one of the strongest and most trusted brands in Australia.

## Training and development

Your development is a priority for us and we want to provide you the skills and experience to thrive and grow. Our people have access to career planning resources, formal and online training along with on-the-job experiences and mentoring. If you want to continue your studies in a field related to your role, you can apply for financial assistance or additional leave for classes and exams through our Education and Training Assistance Scheme.

## Championing inclusion and diversity

At Qantas we value diversity of thought and experience and believe that our inclusive culture contributes to our success. We have a diverse workforce that reflects contemporary Australia. We celebrate and promote diversity as a strength of our business. We actively support gender equality, Indigenous reconciliation and LGBTI inclusion.

## Supporting our community

We work closely with partners like UNICEF Australia and Make-A-Wish to make a positive impact on the community. Our Change for Good program has collected more than

\$34 million in small-change donated by passengers. We also support charities our people are actively involved in through our internal community grants program.

## Health and wellbeing

At Qantas, we aim to provide an environment that supports and motivates our people to live healthier, happier and more productive lives. We regularly hold wellbeing events and mental health training, with discounts on gyms and health products also available.

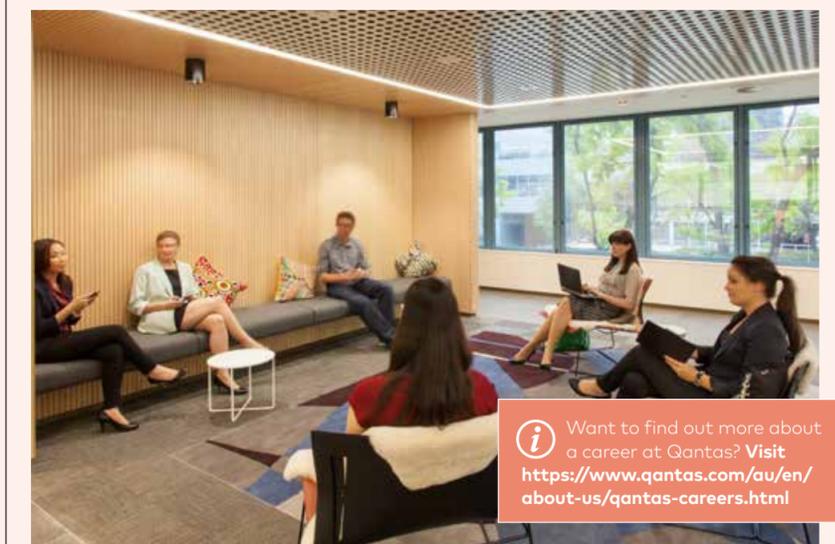
## Safety

Safety is everything to us. We're committed to providing a safe and injury-free workplace through world-class safety practices, integrating operational safety into all our business activities. We're proud to be one of the safest airlines in the world.

## Challenging and meaningful work

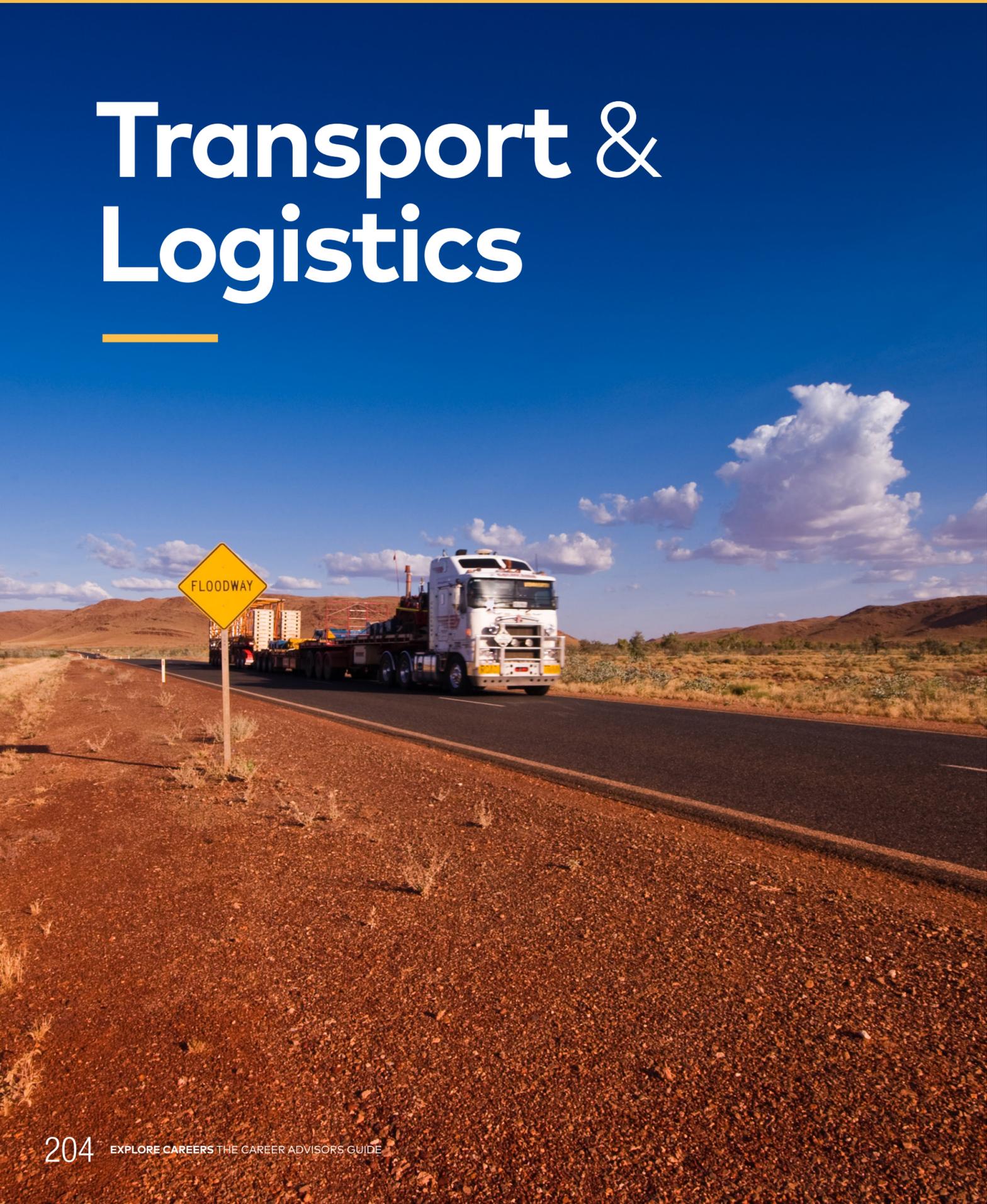
Being part of the Qantas team requires each of us to rise to different challenges. From our earliest days, people have been our priority; both the people who work for us, and the people who travel with us.

You'll be challenged to make the impossible possible, supported by good leadership, trust and respect. Along the way, you'll have plenty of fun, meet amazing people and have experiences like no other.



**i** Want to find out more about a career at Qantas? Visit <https://www.qantas.com/au/en/about-us/qantas-careers.html>

# Transport & Logistics





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



**L**ogistics 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!



tollgroup.com

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.



For more information go to [tollgroup.com](http://tollgroup.com)

# Be a Journey Maker



**A**t 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

Transdev are proud to offer a diverse range of pathways to the next generation of Journey Makers through our:

- Apprenticeships and Traineeships
- Internships
- Graduate Program

**For more information contact careers @transdev.com.au**



[transdev.com.au/careers](https://transdev.com.au/careers)

#### ● Traineeships and apprenticeships

Explore your future in mechanical and maritime roles in a supported environment through a traineeship or apprenticeship. Learn on the job and master a skill, earning an income at the same time.

#### ● Our Graduate and internship program

Our two-year graduate program offers university leavers the opportunity to experience multi-facets of our dynamic business. You'll spend time supporting customer journeys where the rubber hits the road, gaining technical skills within your functional area, and working on cross disciplinary management projects with senior leaders.

Our internship program offers students the opportunity to develop their skills before graduating. We offer internships in a range of different fields including transport planning, IT support, human resource management, communications, and engineering.

With operations in 20 countries, and a worldwide community of 82,000 employees, the world is at your feet!

#### ● Safe @Transdev

Our first priority is "uncompromising safety". It guides every action we take, whether you are working in an operational role on the water, railway or road on in our support functions. Our personal safety, our customers' and our communities' is paramount. We provide on-going safety training, and promote a culture where our people are empowered, look after each other and go home safe and well to their loved ones every day.

#### ● Be a Journey Maker

Being a Journey Maker is a mindset we bring to work each day. At Transdev, 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. Journey Makers are people who make trips memorable, they share their spirit, personality and enthusiasm with everyone they encounter. 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.

#### ● A diverse and inclusive team

We want our team to reflect the communities we serve and offer an inclusive workplace. With strategic goals in place to achieve 50% appointment of women and 40% appointment of people under 35 years old by 2020, we are setting our business up for sustained success.

#### ● Flex@Transdev

We know there's more to life than work, and that's why we offer a range of flexible working options. Flexible working arrangements can take a variety of forms, depending on the nature of the role.

#### ● 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. With a community of over 83,000 employees across 20 countries our drivers, operators and professionals are a work family whose aim is to create world-class public transport journeys for our customers.

#### ● 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.

#### ● 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 our Graduate Journey Maker Nika

Nika graduated from Curtin University with a Bachelor of Science, before joining Transdev's graduate program in 2018. The first stop for all of our graduates is a two month operational placement; for Nika, this provided the opportunity to become a fully qualified bus driver. "Seeing Perth's bus network from the driver's seat has given me invaluable insights for my future work as a transport planner," Nika said. For Nika, being a Journey Maker means working out how we can make the "line between A to B" and our customers experience seamless, safe and comfortable.





# Gear up your career with a globally recognised leader



**V**olvo Group Australia (VGA) is part of the global organisation Volvo Group consisting of over 100,000 employees. Our reliability is renowned, and is underpinned by our core values – customer success, change, performance, trust and passion. We bring each one to life in everything we do.

Celebrating over 85 years of presence in Australia, we are Queensland's largest assembly plant for heavy duty trucks, designing and building Mack and Volvo trucks in Australia for Australian conditions.

Proudly Australian Made, our success is through our people who all share the vision to remain the leaders in our industry. We believe the way to world class is through continuous improvement

in every part of our operation. We share an aim of becoming the world leader in sustainable transport solutions.

Imagine working in a company where your voice is heard and your ideas really matter.

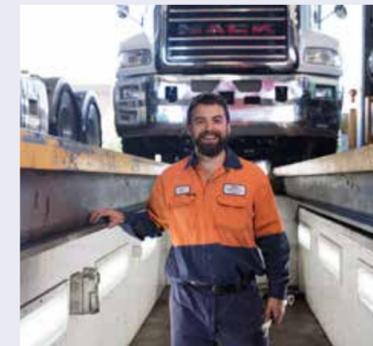
Imagine working for a global leader with production in 18 countries and sales in more than 190 markets.

VGA want you to love what you do, and take an active role in your future. So we work hard to create a culture that inspires, that helps you develop your skills, knowledge and creativity. Because when you succeed, we all succeed.

Volvo Group Australia are proud of our inclusive work environment which promotes a supportive energy, and encourages individual growth to create strong teams. We are committed to forming a workforce which reflects the exceptionally diverse customers we serve, and encourage applications from all backgrounds.



volvogroup.jobs



• VGA is proudly Australian Made, manufacturing Volvo trucks and Mack trucks by hand right here in Brisbane, Australia.

• VGA have over 30 different nationalities on site and holds an average tenure of 10 years with our longest standing employee being a part of the group for over 40 years.

• Volvo Group Australia (VGA) employes over 14,000 people dedicated to meet our customer's every need, forming part of a global organisation – Volvo Group forming over 100,000 employees.

• Volvo Group Australia are not only responsible for the manufacture and assembly of Volvo Trucks & Mack Trucks, but we also sell UD Trucks, Volvo Busses, Volvo Engines, Volvo Constructions Equipment and have our own Volvo Financial Services.

• We operate within Australia, New Zealand, New Caledonia, Papua New Guinea and the South Pacific Islands.

• Established in 1972, the Volvo Truck Production facility located at Wacol, Queensland is the largest assembly plant for heavy duty trucks in Australia.

• We have built over 60,000 trucks in our Production Facility.

• We have our own dedicated R&D team based onsite in Australia. Including local product development and testing of engines, transmissions and comprehensive full product test programs to validate our products within Australia's harsh environment.

• **Our career opportunities are broader than you may think:**

- Accounting and Finance
- Apprenticeships and work experience – Diesel Mechanics
- Aftersales – Service, Parts and Warranty
- Assemblers
- Auto Electricians
- Engineering
- Diesel Mechanics
- Human Resources & Management
- Internships
- Information Technology
- Logistics & Material Control
- Marketing & Communications
- Parts Interpreters
- Property and Management Project Management
- Purchasing and Logistics
- Research and Development
- Sales
- Spray Painters
- Strategy
- Warehouse Storepersons

• **VGA will offer you:**

- Volvo Group Australia is committed to flexible working arrangements, helping employees to achieve their work-life goals
- Career development with global prospects
- Competitive remuneration with additional superannuation
- Salary sacrifice a fifth week of annual leave
- A strong commitment to safety and your wellbeing
- An inclusive workplace culture focused on quality, customer service and the environment
- Employee benefits and discounts available from a large selection of Retailers
- Service recognition
- A dedicated Health & Wellbeing program including discounted Private Health Insurance & Dental
- Brand new head office with an onsite café and free parking
- The opportunity to do truly meaningful work in a supportive, constructive culture that encourages you to make the most of your talents
- Workplace Giving Program.



**i** If you are interested in becoming part of the Volvo team, please visit our careers page at [volvogroup.jobs](http://volvogroup.jobs) or email us at [join@volvo.com](mailto:join@volvo.com)



# Drive your career from the floor up!

## Who we are is deeply rooted in where we have come from...

It all started in 1978 with a couple of free-thinking entrepreneurs who didn't care much for rules. As a start-up they challenged the establishment and always took care of their own. Many years on and that rebellion and people-first philosophy are still deeply ingrained in our DNA.

Today, Mainfreight has matured into a sophisticated global supply chain business. With our fast-growing team of 7,500 plus, we compete with the some of the world's biggest names in transport and logistics. Our operations span 247 branches, in 22 different countries around the world.

We got to being a \$2 billion-plus global business by having a real hunger for success, sharing our goals with everybody on the team and promoting our own. To keep ahead of the pack, we look for people who have the same fire in the belly as our founders.

## We are in the business of global supply chain logistics...

...put simply, we partner with our customers to provide the full spectrum of international air and ocean, warehousing and domestic transport business to business services. These divisions pull together to deliver the best supply chain solutions for customers.

We have teams that focus specifically on different areas of the supply chain:

### Air & Ocean

- Air and seafreight
- Import and export
- Customs clearance
- Perishables
- Trade facilitation

### Warehousing

- Pick and pack
- Hazardous substances

- Inventory management
- Food grade warehousing

### Transport

- Nationwide and metro
- Dangerous goods
- Full truck load and intermodal
- Wharf cartage

### Supply Chain

- Global visibility
- Project logistics
- Supply chain analysis
- EDI business solutions

We're a business that's as much about problem-solving for our customers as we are about physically moving their freight. Today our business revolves around clever thinking, smart technologies, international logistics and above all, people.

## Our business is about creating more leaders, not followers...

We hire people for their personality, intelligence and guts - and we give them the freedom to be who they really are.

The same goes for our development framework. It's about developing you as an individual - not a cookie-cutter version of who we think you should be. It's about helping you build a set of professional and life skills that will equip you to take on any role in this business, anywhere in the world.

We are focused on developing leadership competencies in everybody. Here, leadership is a mindset rather than a ladder to climb. Ask our team and they'll tell you that being part of the Mainfreight family means there's no limit to where your career can go and how fast you can get there. We're a business that recognises merit, not time in the job so if you've got what it takes, don't expect to stay in the same role for long.



mainfreightcareers.com

### • Culture

Our unique family and philosophy make Mainfreight who we are. This culture is our most treasured asset and is at the heart of our past, our present and our future. We promote our people from within and encourage our team to make mistakes, just never the same mistake twice. Our team regard each other as a family and share mealtimes. At the same time, we are focused on performance - every branch reports weekly results that are available for all team members to see.

### • 100 Year Vision

Rather than quick wins or short-term gains, Mainfreight's strategies, decisions and actions today are guided by a desire to create a strong, iconic and enduring business. This long-term vision guides us a business and determines our decisions and actions every day including how we approach the recruitment and training of new team members and customer and supplier relationships.

### • Our Graduate Program

As a Mainfreight graduate, you'll be working in one of the world's most exciting, diverse and fast-paced industries. Global supply chain logistics is booming worldwide - and a role with Mainfreight gets you right amongst it.

We offer a two-year unstructured graduate program. Our graduates start their career in an entry level role which is often times out in one of our warehouses, establish their own personal brand and drive their careers from the floor up. We accept university graduates from all degree backgrounds into our general business program. We want graduates with a thirst to learn and build a career.

### • Environmental Sustainability

We meet our environmental responsibilities head-on, actively seeking ways to leave the lightest-possible imprint on the planet.

We are always looking at ways to reduce our carbon emissions, utilising rail wherever possible and managing truck size. We utilise electric forklifts across all of our sites and company vehicles are hybrids wherever possible.

### • Technology

As our global network continues to expand, we are continually coming up with smart and efficient ways to ensure our technology services are capable of matching our global supply



chain expansion. We are committed to upgrading our technology and our online capabilities to give our customers a complete and customised look at wherever their freight is around the world. Our people are a big part of this process and we encourage them to challenge our processes and systems and make suggestions of better and more efficient ways for us to be doing things.

### • Safety is paramount

Safety at Mainfreight is paramount in everything we do. We are committed to ensure that our team and contractors go home safe each and every day, and that our business operations promote positive safety for our customers and in our communities.

We have robust training programs, which includes a national training team, with the purpose to educate our team and contractors in our safe systems and practices. Safety is the foundation of our culture.

### • Books In Homes

In line with Mainfreight's 100 year vision, we are committed to helping develop the leaders of tomorrow. Mainfreight is proud of its continuing relationship with Book In Homes Australia. Literacy is widely recognised as one of the most important foundations for success in school and later life. The Book In Homes program ensures crucial early literacy engagement for families and children living in remote and low socio-economic circumstance across Australia.

### • Global business

Mainfreight is a truly global business. As a business, we began our life in 1978 in Auckland, New Zealand. Since then we have grown to 247 branches across 22 countries and we don't plan on stopping. Our vision is to have Mainfreight trucks and team on every continent - painting the world blue.

# Analytics





# 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 9 consecutive 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



**Simon Edwards**  
Senior Solutions Architect,  
Senior Technical Account Manager

I graduated from Otago University with a bachelor's degree in Mathematics and Computer Science, and have worked in areas as diverse as business process, business intelligence, data management, big data, integration, and of course analytics.

## Describe your career with SAS

I was approached four years ago by SAS to focus on Hadoop and big data analytics, and since then I have branched out to cover more general architectural concerns. I love being able to cover everything from looking at the big picture strategically with customers through Enterprise Architecture, tying technology together to meet these goals through Solution Architecture, and then diving down into practical implementation matters through Technical Architecture. Diverse conversations with customers and a variety of problems to solve make every day interesting in its own right.

## Why is SAS/working in analytics a great place to work

SAS is a great place to work because it holds such a unique culture of collaboration and "family". Sharing, curiosity, and passion are all highly valued at SAS. Delivering value through Analytics is an exciting field because there's always a new problem to play with. I certainly never get bored!

## Advice to students seeking a career

Diversify your interests and become as much of a polymath as you can, even if you know you want to specialise in a field. Your ability to cross-pollinate ideas from different fields and different walks of life will be one of the most valuable personal differentiators you can bring to a role, both in terms of being able to innovate, and communicate with customers and co-workers.



sas.com

## Connecting with our customers, our purpose and our employees

"SAS is the world leader in data analytics. For over 40 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.

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

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.



# Landscape



---

220  **Glascott**  
LANDSCAPE & CIVIL

---

222  **Marsupial**  
LANDSCAPE MANAGEMENT

---

# Build a great career from the ground up

**G**lascott Landscape & Civil is a commercial landscape specialist.

We create spaces for the public; places you may visit in your neighbourhood to significant public spaces. What we do affects lots of people; it enriches lives and that's why we are committed to creating beautiful space.

Our business started 30 years' ago as a man, a dog and a Ute. Since these humble beginnings we've moved to become one of Australia's largest contractors with operations in NSW, VIC, QLD and the ACT...and we continue to grow.

Even as a growing organisation; we've retained the same values from our early days. Every employee is valued and is part of a team. We all pitch in to help one another to get the job done. No matter how big our organisation becomes; it's important to us that everyone shares the same values of commitment, real and integrity.

## Our projects

We specialise in large scale landscape and civil construction projects for builders, government bodies, developers, architects and contractors. No two projects are ever the same.

Have you ever walked along Riverside Park in Brisbane? Have you been to Manly Beach? Have you ever played sport at Rockley Oval in Googong, NSW or Charlestown Oval in Lake Macquarie, NSW? Do you know Cockatoo Island on Sydney Harbour? Driven along the Brisbane Airport Link? Have you got siblings who've played in Rosebud Playground on the Mornington Peninsula (VIC)?

Then you might have seen some Glascott work. Glascott constructed all of the places above, and many more. Always in a different capacity. Always doing something different.

We are involved in a range of different projects including:

- Community assets
- Heritage and cultural sites
- Commercial and residential developments
- Parks, playgrounds, ovals and sports fields
- Educational facilities
- Environmental assets
- Major infrastructure

*"There's a bigger variety of work compared to most companies. A bigger variety of sites, rather than being cooped up in a smaller setting... You get to access different work methods that you wouldn't get to access in a residential setting and get to work with more machines"*  
– Thomas Lewis, Apprentice.

## Our people

Our people are our backbone. We employ people from a diverse range of backgrounds and with differing levels of education. Some of our employees went to university while others completed their apprenticeships or went through TAFE. Some are still studying and some have no qualifications. We support all employees in achieving their aims through Glascott.

Glascott staff are "real" (one of our core values). This means when you work with us; you get to work with a team of genuine people. We're real people committed to real relationships. We're easy-going, open and confident about what we do. We aren't pretentious and being open means you can feel comfortable talking to people at any level of the organisation regardless of their title.

*"The people are friendly and welcoming. They like a good joke. This wasn't what I was expecting coming into Construction. I was expecting people in suits and ties and that sort of thing, but everyone's really down to Earth"*

– Laura Rosoux, Receptionist



## Our careers

Project Management, Estimating, Machine Operations, Landscape Construction, Labouring, Contract Administration, Traffic Control, Site Management.

We aren't always looking for people with degrees. All the roles listed above are currently held by people without a university education. We start people in entry level roles and invest and develop in their growth so they can build the skills required for a career.

For those people who have completed university; there's opportunities too. Engineering, Project Management, Contract Administration to name a few. We've taken on a number of Engineering Interns and supported them whilst they've completed their studies; some have even gone on to be permanent employees.

What about Apprentices? Well we offer Apprenticeships too. We're always on the lookout for Landscape Construction apprentices who want to start or continue their trade with us. We offer the chance for our apprentices to build their skills in a commercial; rather than residential space. This sets our Apprentices apart.



## Career Progression

Glascott Landscape & Civil take pride in developing our staff and their career aims. Most of our long term employees started on the tools. We developed their skills and listened to what they wanted. Today; they are our project managers, estimators and even the General Manager.

## Variety of Work

Because of our wide range of projects; we can offer a variety of work that is hard to find elsewhere. One day you might be planting, the next building a garden bed and the next operating a machine. If you're not sure what you want to do; the variety of work on offer can help you.

## 30 years' experience

Glascott will celebrate 30 years of operations in 2019. We've been a stable business for a long time and have retained the same supportive culture from the very beginning.

## Growing Organisation

From our small beginnings we've grown into four states with over 120 staff. We are looking to grow our business even more whilst maintaining the same supportive culture.

## Future Focused

Despite our long history; we're always looking to the future. We're looking at new technologies (including drones) and looking at what the landscaping industry will look like well into the future. We're also committed to sustainability and ensuring there will be work for all the years to come.

## Core Values

Commitment, Integrity, Real. We have three core values that are at the heart of everything we do. All employees really subscribe to these values and they underpin everything from the way we operate to the way we communicate with one another.

## Community Engagement

We support Community initiatives wherever possible. This includes donating time and resources to some projects as well as sponsoring sports teams like the Brumbies in Canberra and Gordon Rugby Club in Sydney.

## Supportive culture

Everyone at Glascott supports one another. Often; people will drop what they are doing to help someone else. Assistance is always on hand to those who need it.

*What I enjoy about Glascott is the team environment workplace and the open plan office space promoting ideas to be raised, discussed & networked amongst peers. Additionally I enjoy the balance of age and gender amongst Glascott staff members providing a balance of fresh ideas, innovation mixed with experience. I like the fact that the Director & General*

*Manager are approachable and almost always available to discuss, issues proposals and run ideas past them if required.* – Mark Kennedy, Estimator

## Partnership

Glascott work closely with our sister business Marsupial Landscape Management. We build and they maintain. This partnership means employees at both companies can develop their skills and career with two companies. Double the opportunity!





# Growing careers for over 30 years

**S**ince 1989, Marsupial Landscape Management has delivered landscape services across the eastern seaboard of Australia. We perform a range of Landscape Maintenance tasks for a vast number of government and commercial clients and we are growing our operations more and more every day.

Our holistic approach to management comprising a broad range of specialist services such as lawn, garden and tree maintenance, bush regeneration and restoration, vegetation upgrade, heritage restoration services, tree services, watering, weeding, pest control and traffic management.

On every site we manage our aim is to provide world-class maintenance that promotes sustainable growth whilst achieving industry best practice through innovation, sustainable practices, safety and quality.

We are always on the lookout for a new team member be that Apprentices, Groundspeople or experienced Horticulturists. If you like idea of working outside and are wondering where that could take you; Marsupial might be the place for you.

Currently, we have operations in Sydney, Newcastle, Wollongong, Dubbo, Brisbane and are looking towards Melbourne. If you live in or around any of these areas; we might have a career for you.

We love growing our own talent. We pride ourselves on taking people at the ground floor and building their career with us. We reward people for their efforts and hard work.

"Marsupial demonstrates comradery between staff and management, with jokes and serious sides. Attention to detail is demonstrated from the top down by site staff and their site mangers. Marsupial also offers diversity of work loads. Every day can be different, it depends on your approach to work"  
– Mark Carroll, Compliance Manager

### Our work

Marsupial have a wide range of clients and perform a range of landscape maintenance tasks across our contracts. We may work along a road, in a park, on heritage grounds or even by the beach. The playgrounds you visit, the ovals you play on and the roads you drive along all form part of the work Marsupial can do.

For an entry level role; work might include: weeding, planting, pruning, edging, brush cutting, whipper snipping, mulching, watering, fertilising, mowing, plant and lawn maintenance, minor tree maintenance and pruning, weed control, litter collection and minor repairs to client assets.

### Core Values

Marsupial has three core values that are at the heart of everything we do:

- Commitment
- Real
- Integrity

**Commitment:** We say what we mean and we do what we say. We aren't just committed to our clients; we are also committed to our staff and their needs and development.

**Real:** We are genuine people, who are easy-going, open and confident about what we do. You won't find any big egos or any strict hierarchy here.

**Integrity:** we honour our word. Our relationships built on honesty, openness, trust and loyalty. We respect each other's feelings, wishes and rights.

These values form our company's DNA. We also share these with our sister company Glascott Landscape & Civil.



### Our team

Marsupial are building a world-class organisation of horticultural experts, green keepers and landscaping specialists whose aim is to deliver outstanding results.

Working for Marsupial you will find everyone is approachable and friendly. Even at our Head Office we're a laid back bunch of people who are always up for a chat and a laugh.

University not for you? Thinking of going to TAFE? Marsupial might be the place for you. Marsupial are always on the lookout for people with qualifications in Horticulture, Landscaping and even Arboriculture.

Don't have a qualification yet? Then Marsupial is here to help. We offer Apprenticeship placements. Rather than going and working on residential projects; Marsupial can build your skills in a Commercial Maintenance setting. You can build your skills and learn from our experienced specialist teams.

"Marsupial can provide a challenging and rewarding career with opportunities for career progression in a friendly team environment." – Nathan Dutschke, Business Development Manager



[marsupial.com.au](http://marsupial.com.au)

### Apprenticeship Opportunities

Marsupial can offer Apprenticeships in NSW and QLD. We take people at all levels from first to final year. With over 100 staff to learn from and a variety of projects across the states; Marsupial is a great place to learn your trade.

### State of the Art equipment

Marsupial invest in the latest equipment. We're committed to having the newest equipment wherever possible. We are investigating drones to help make our jobs easier. For now; we have our own reporting system Mtrack which ensures our employees can easily perform some of their tasks at the touch of a button.

### Investment in our employees

We pride ourselves on nurturing your career. Almost all our managers started at an entry level and worked their way up. We train our employees so that they may realise their full potential. Need a traffic control ticket? Want to get your HR licence? Marsupial will support you wherever possible to achieve your aims.

*Marsupial is a company that gives its employees opportunity for career progression. It rewards loyalty and performance.* – Daniel Hewson, NSW Manager

### Growing organisation

Marsupial are looking to the future and the future looks bright. We are expanding our operations to new locations and upskilling ourselves to perform new types of work. All the while; upskilling our employees.

### Friendly, supportive team based culture

At Marsupial; we pride ourselves on being friendly, approachable and open. From the Managing Director down; everyone is always happy to have a chat and listen to feedback from employees

### Over 30 years' experience

We've been doing Landscape Maintenance for over 30 years' so when you work with us; you can have the confidence that we can support you and continue to do so well into the future.

### Partnership

Marsupial work closely with our sister business Glascott Landscape & Civil. They build and we maintain. This partnership means employees at both companies can develop their skills and career with two companies. Double the opportunity!



# EXPLORE CAREERS FAIR 2019

## Go one-on-one with Australia Leading Employers

**MELBOURNE** – Tuesday 4th June 2019

**SYDNEY** – Friday 21st June 2019

We're excited to be bringing the Explore Careers Fair to Melbourne and Sydney in 2019!

Exclusive to career advisors, students, and parents, the Explore Careers Fair is designed to allow you to engage directly with representatives from some of Australia leading organisations, in a relaxed and fun environment.

This year, we will have more exhibiting organisations than ever before – all who have made the critical commitment to connecting with the secondary school community.

*"I thought the event was very well organised and the quality of exhibitors was great. I made some great contacts and shared valuable information about how different industries could be more involved with schools and young peoples pathway decisions."*  
Amanda, Carrum Downs Secondary College

*"The industry reps were willing to engage properly in discussion rather than just hand out stuff and smile. Well done on a worthwhile event."*  
Kerry, Pascoe Vale Girls

*"This is a really useful event for us as we are able to get information on a lot of industries and opportunities we would otherwise know nothing about. Thanks for a well organised day."*  
Mandy, CBC St Kilda & Simonds CC

The Explore Careers Fair is FREE to attend; however, positions are strictly limited. Don't miss out.

 To find out more, please email [events@explorecareers.com.au](mailto:events@explorecareers.com.au), or visit [explorecareers.com.au](http://explorecareers.com.au).



# STEM



228



238

**accenture**

230



240



232


**Holden**

242


 Building a better  
working world

234

**200 | Westpac GROUP**

244

**sas**

236

**Transurban**



# Creating meaningful change through technology

**T**echnology has disrupted the way we approach business, for the better. From Artificial intelligence to Augmented Reality, Blockchain to drones, robots to the Internet of Things, and 3D printing to Virtual Reality, we're on top of the megatrends. And with new technologies emerging constantly, we're helping our clients transform the way they use technology to create an even greater advantage for their organisations.

We actively look for people with educational backgrounds or experience in Science, Technology, Engineering and Maths (STEM). But more than this, we're searching for individuals who are ready to challenge the status quo and create the future of business.

It is our goal to become the most technology-enabled professional services firm in the world. Whether we're restructuring internal technology for one of our clients, developing new tech to use in-house, or exploring the future of business, there's passion for innovation across everything we do.

**i** If you are interested in becoming part of the PwC team, please visit our careers site at [pwc.com.au/careers](https://pwc.com.au/careers)



[pwc.com.au/careers](https://pwc.com.au/careers)



**Meet Sana Desai**  
Digital Trust team – Risk Assurance

#### How did you get started?

I joined PwC through the Lucy Mentoring program at the University of Technology, Sydney (UTS) which involved committing to 35 hours of work-based activity with a mentor – assigned to you based on your interests.

#### Tell us about the work you do?

I get to work on a range of clients and projects ranging from IT security reviews to innovation projects with start-ups. I've had the chance to travel to Mumbai, India for a IT security review. In addition to this I've been privileged to work alongside a range of partners on innovation projects that help start-ups ease their day-to-day functionality through the implementation of Blockchain to banks or Robotic Process Automation (RPA).

#### What is your educational background?

I graduated with a Bachelor of Information Communication Technology (Network Security) Engineering/ Diploma in Professional Practice. I had to complete two six-month internships while I was studying which allowed me to obtain industry experience prior to graduating. My degree allowed me to gain a better understanding of the technical aspects on a range of engagements. However, due to the evolving landscape of cybersecurity and the increasing risk which arises from evolving tech, I often attend seminars and obtain certifications to stay updated.

#### Have you seen your work make an impact?

In a lot of the instances the clients we've worked with have had their privacy or IT security breached in some form resulting in the loss of confidential data and/or resulting in reputational damage.

By conducting IT security reviews using best practice frameworks we are able to provide them with a level of assurance and ensure that they have appropriate security controls implemented across their network infrastructure in accordance to best practice.

#### Advice for someone interested in joining your team?

I'd say if you're enthusiastic and open to opportunities that'll push you outside your comfort zone then Digital Trust is the place for you. Be open to growth and realise that working with clients as a consultant within our team will expose you to a range of different environments that'll enhance your technical knowledge and allow you to develop your soft skills as well.

#### Advice for students?

Join a mentoring program within your university. The Lucy Mentoring Program within UTS exposed me to a number of opportunities, from working alongside powerful females in leadership positions to networking at PwC, before obtaining a full-time role in Digital Trust within Risk Assurance.

Leverage the opportunities offered to you at university as a student and join

internship programs which encourage you to work prior to graduating so you are able to get a better idea of the type of path you want to pursue upon graduation.

#### What are your passions and interests?

I am interested in exploring where developing tech will take us in the future and the risks associated with its rapid development. The news is saturated with privacy breaches, data being stolen and confidential information being leaked due to a simple phishing email. I'm passionate about understanding what Digital Trust and Risk Assurance as a whole can do to help build a more secure landscape for companies ranging from banks to start-up firms.

#### What does the future hold?

I'd like to obtain more international exposure and work in one of the US firms as I progress in my career. I believe that there is nothing more valuable than gaining overseas exposure and understanding how different cultures and people work together to create a more collaborative atmosphere.





# At Cochlear, hearing is our passion



**C**ochlear 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 31 countries and over 3500 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 Summer and Autumn schools run collaboratively with Engineers Australia for students in Year 11 & 12.

 For more information, please visit us at [cochlear.com/careers/grads](https://cochlear.com/careers/grads)



[cochlear.com/careers/grads](https://cochlear.com/careers/grads)

#### • 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.

#### • Our promise

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

#### • 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.

#### • 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.

#### • 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.

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

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

#### • We do real work with real meaning

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



#### • We grow by helping our people grow

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

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

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

#### • We provide benefits for individuals

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.





# Make an impact



**A**t Holden, we're looking towards a bright future of innovation for all the mobility solutions that we offer. To continue our proud history as a 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 anyone 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 (an engineer herself) has been a vocal advocate for young people pursuing careers in STEM fields, especially supporting and encouraging people from groups who are currently under-represented in this 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're the right person to help us create new solutions for our customers and the community we would love for you to come and join us. We offer a variety of paths to enter a career with GM Holden such as Internships and graduate opportunities.



[holden.com.au/careers](http://holden.com.au/careers)

### 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.

### 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 connectivity.

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 around the world.

### Technology at Holden

We're 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.

### 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 of cars, advanced designs (the cars you may see in ten 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.

### OnStar

OnStar is a revolutionary safety and communication system that is available for General Motors vehicles. Arriving shortly for Holden, the introduction of OnStar into vehicles gives people a driving experience that they have never had before. The OnStar system is designed to provide an industry leading level of safety and security, and is used to power enhanced connectivity features, keeping drivers completely connected while on the roads. This means better safety, security, in-car entertainment and even diagnostics on what's happening with the vehicle.

OnStar began in the US and will be available in Holden cars from 2019 – for us, this means growth in IT areas such as Systems Analysts, Program Management, Data Services Engineers and even Cellular Wireless Engineering.

### 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.

### People of STEM

This technical workplace is populated by a diverse group of people, from engineers and technicians to logistics managers, and many others in between. The employees are talented and team focused, working together to generate the best solutions. This is all part of the workplace culture at Holden. Employees are given a diverse range of work and responsibilities, no two days are the same. Everyone is happy to share their wisdom, leading to a supportive environment which encourages learning and personal growth.

### 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're committed to ensuring that everyone has an equal opportunity to join us and 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 three years she was promoted to Executive Chief Engineer of Autonomous and Electrified vehicles. This means she can innovate the entire automotive industry.

### Diversification of Product

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.

### Holden in 5 years

We're already working on the vehicles that will be on the roads five 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.

## Never thought studying STEM could lead to a career in a bank? Think again.



### What Is STEM?

It's no secret that the way we live and work is changing. Science, Technology, Engineering and Maths are influencing the way we work more than ever before, with rapid advances re-defining the skills and capabilities needed for the future. Westpac is committed to preparing its people, communities and its customers for what's to come.

We've always known that success in the education of these subjects will promote valuable skills, but now they're essential. With an estimated 75% of new Australian jobs requiring some form of STEM skill, it's no longer an optional extra.

As Australia's first bank, we want to help Australians prosper and grow by removing barriers to education – opening up a workforce that embraces the digital revolution. We believe this is an essential investment in people, business, and banking of the future.

This is an exciting time and we can't wait to see how we can help build a

STEM-confident nation that will influence our future and help drive us into our third century.

### Westpac's Commitment

Our Westpac STEM Commitment is a framework for change and demonstrates Westpac's investment in the people, ideas and organisations that shape our nation – an investment we have been making for 200 years and one that we intend to continue to make for the decades ahead.

We will continue to invest over \$150 million in education and initiatives that build a STEM-confident nation including the Westpac Scholarship Program, Mathsplace, Code Camp, Westpac STEM Girls Work Experience Program, Westpac PhD STEM Program and Westpac Innovation and Research Collaborations.

We will continue to develop job-ready graduates with skills and capabilities to meet current and future workforce needs by increasing and diversifying our tertiary pathway programs.

We will help overcome the diversity challenge by providing up to 100 girls with practical business and STEM-related work experience.

We will empower our employees to donate or volunteer their support to STEM skilled volunteering and other mentoring programs.

We will keep identifying opportunities for collaboration with universities and investment in technology to support and accelerate entrepreneurs, partners and suppliers.

### Message From Dave Curran Westpac Group, Chief Information Officer



"As Australia's first bank, we are committed to championing change to tackle emerging issues, including STEM literacy, which are critical to Australia's future prosperity."

### Message From Anastasia Cammaroto Westpac Group, General Manager, Business Technology Integration



"Given the growing importance of STEM for Australia and our business, this commitment is a timely and increasingly important declaration of our determination to help our customers, communities and people to prosper and grow."



[westpac.com.au/careers](http://westpac.com.au/careers)

Technology never stands still. So neither can we. By embedding STEM into the culture of our business, we'll be able to stay one step ahead today and tomorrow – to create a better future for our people, our community and our customers.

To help Australians navigate confidently through technology disruption. We're working hard to change the way we all think about STEM.

We're helping to embrace, incubate and celebrate disruptive technologies, entrepreneurs, thinkers and ideas.

We're committed to helping create a future-ready workforce to support Australia's ability to succeed in the long-term.

We're committed to changing the conversation about STEM for all Australians.

We're committed to helping the next generation of Australians prepare for the future workplace in a world where disruption is the norm.

### Meet Nina



"I never knew studying chemistry could take me to supporting the future transformation of a bank"

### Meet Justin



"I never knew studying engineering could take me to the forefront of digital innovation at Westpac Group"

### Meet Anneke



"I never knew studying maths would lead me to innovative project management roles at Westpac Group."

### Meet Natalie



"I never knew studying IT would lead me to a role in a bank supporting their technology and digital strategy."



# Imagine technologies that reshape how cities work.

**T**ransurban is here to change the way people travel around the world!

We're looking for bright minds with creative ideas and a 'can-do' attitude to help us do better. With a big focus on sustainability we continuously strive to do more with less – reducing our impact, while expanding and redefining the possibilities ahead. Everything we do takes us one step closer to achieving our vision of strengthening communities through transport.

Studying STEM subjects unlocks the opportunity for you to 'create' ideas, models, infrastructure and solutions that will create real change and innovations in your chosen area of expertise. At Transurban you get to harness your passion, and talents to make our roads safer, help customers get home quicker to their families, improve our security and ITS (Intelligent Transportation Systems) and of course develop our road networks!

Some of the cool stuff we're doing at the moment includes trials for connected and automated vehicles and we've had some very interesting results which are informing how we manage traffic flow, speed management, and even how we are constructing our roads. We have some major road projects on currently, and in our pipeline – but that's not all that Transurban does. The variety of work that you could use your science, technology, engineering or mathematical talents on at Transurban is nearly endless. Examples range from bridge joint replacement, pipe remediation and geotechnical investigations, to jet fan replacements in tunnels to developing models on sustainability. We work to define what our future looks like so we can get ahead of the curve and design our roads and technology solutions to meet our customers and communities needs now, and in 30, 60 and 100 years,



whilst analysing traffic data so you can save the city from gridlock any day of the week! It's also exciting to know that you can learn about finance, project management or development with us, and forge a career in any of these – leveraging what you studied at school or university to bring diversity of thinking to a different area of expertise. Check out our graduate Ryan – who is an Engineer by trade, but is now working in our Investor Relations team.

Regardless of the pathway you choose – our challenge to you is to help us work towards making it easier, safer and quicker for people to get to where they need to go – today, tomorrow, and beyond!

**i** If you are interested in becoming part of the Transurban team, please visit us at [transurban.com](https://transurban.com)



#### RYAN'S STORY

Ryan landed a permanent job in the Investor Relations team, a bit of a change from starting out in the 2017 grad program as a civil engineer, where he worked on the CityLink Tulla Widening Project. "That was the best part about the grad program, I got the chance to have a crack at so many different roles and I never thought I would end up in Investor Relations but it's been the best fit for me yet."



#### ROYA'S STORY

As an intern in our Females Excelling in Engineering & Technology (FEET) Program, Roya was exposed to the diverse world of engineering, but deciding she wanted to know more, she moved into the grad program and is working on a wide range of civil infrastructure projects from bridges to tunnels, and everything in-between! "I never thought I would be given the opportunity to work on so many different and exciting things! I love the input I have in shaping my own path within such an exciting company."



To imagine what a STEM career with Transurban might look like, check out some of the amazing jobs we have on offer:

#### ● Traffic Forecasting and Modelling Specialist

This is a super important job – its core to how and why we're in business. Specialists in this field predict the flow and volume of traffic over decades. This critical work informs our strategic business advice and direction, the price we place on buying roads, and on developing new roads, and enables us to partner with Government to decide on fair tolls for road users.

#### ● Sustainability Advisor

Want to do amazing things for the planet, for our community, for our future generations? Our Sustainability Advisor role is all about understanding, measuring and consciously managing Transurban's impact on the environment, communities and people. The Advisor identifies opportunities to change business practices to create an environmentally sustainable company through using less resources, saving power, reducing waste, purchasing renewable energy, investing in community projects and much more. We are always challenging ourselves to do better.

#### ● Intelligent Transportation Systems (ITS) Engineer

Think our roads are static – think again! This is a highly specialised area of our technology team that enable our roads to talk to our systems, and make sure we keep them safe. This means we can keep an eye on how our customers are using our roads and make sure that our interaction with our customers is seamless, because we understand what they're doing, and when they're doing it.

#### ● UI/UX App Designer

Our App Designers use their creativity and deep technical understanding of mobile phones and devices, to conceptualise, create and deliver apps that improve customer experience. They design mobile apps that look sleek, work intuitively and enable our millions of customers to self-service.

#### ● Electrical Engineer

Without our Electrical Engineers we wouldn't be able to light the way! All the key infrastructure to light our

roads, our tunnels and enable real time management of traffic flow, keep our motorists travelling smarter with real-time traffic signage and CCTV footage is all done by our amazing Electrical Engineers, supported by our Traffic Control Room. This is one of the many things that allows us to keep our motorists 80% safer on a Transurban road, than on a regular road.

#### ● Connected Automated Vehicle (CAV) Tester

Our CAV testers are preparing our roads for driverless cars. Think future, think technologically enabled, think architecture, all designed to get you home safer, faster, smarter...! Essentially, we run trials to understand how we can use innovative technology to future proof our roads for tomorrow, next week and the next century.

#### ● Workspace Technology Designer

At Transurban our offices are open, highly collaborative and cross functional environments. The Workspace Technology Designer understands the role of technology in driving more mobile, social, collaborative—and less predictable—patterns of work. They design and deliver solutions that will allow our people to easily interact (with their technology) to collaborate, share information and adapt to changing work and business needs.

#### ● DevOps Technical Lead

Our CloudOps team lives in the space between software development and technology operations. This is a cool space! They work across Cloud platform design, build and operations, and continually look to improve and automate DevOps initiatives from concept to build to test and release. The systems and applications we build, operate and maintain make travel easier.

#### ● Mechanical Engineer

These experts are critical to keeping our motorists safe. This includes advising on everything mechanical on our roads, highways and tunnels. To give you an idea of what this means – this can range from sorting out fire protection to water piping, drainage to signage, maintaining ventilation shafts to keep our air clean – there's a huge variety in this space!

#### ● Data Scientist

When Transurban talks about 'big data' we mean really big! With over five and a half million Australian customers, and in excess of two billion trips on record, our Data Scientists play a critical role in bringing our data to life. They take something that is 'just numbers', and are able to slice and dice them to predict future traffic trends. These trends then help Transurban to work towards making our cities less congested.



**Snapshot**  
**2,000** employees  
 owned  
 Melbourne head office  
**Top 15** on the ASX  
**16** motorways  
**1991** founded  
**8.5 million** customers globally



# Make a difference in STEM

**F**orward-thinking technologies such as AI and blockchain are already reshaping our world, increasing demand for science, technology, engineering and mathematics (STEM) graduates across Australia.

At Accenture, you can pursue your interests in STEM, tap into career opportunities across industries and discover where your passion will take you. We constantly work on some of the coolest projects you can imagine. We also provide the tools and mentorship needed so you keep learning and growing. The opportunities are endless, and you can forge a non-traditional career path, if you wish.

And we're not just about working hard for a great career, either—we value personal fulfilment just like you do. You can hone your experience and deepen your knowledge at Accenture, and still have time to pursue your other passions.

Come join us and get the chance to work on the latest technologies and collaborate with highly talented people. With STEM, we can make a difference in the world while being your best self.



[accenture.com.au/careers](https://www.accenture.com.au/careers)

**At Accenture, we embrace and promote Science, Technology, Engineering and Math (STEM) careers in many ways:**

#### ● Internship programs

If you're thinking of joining our team in the future, look out for our internship programs offered to uni students and fresh graduates. These are designed to give you a taste of what it's like to work at Accenture, and help you find a role where you'll grow and thrive.

#### ● Mentorship from tech experts around the world

At Accenture, you'll have the opportunity to work with our global network of tech gurus. Explore the latest technologies that are reshaping our world—artificial intelligence (AI), robotics, virtual reality and more—to get ready for the future.

#### ● Hackathons and innovation challenges

To sharpen your skills in innovating, solving problems and working with a diverse group of people, we regularly hold hackathons and innovation challenges in and outside of Accenture. We want you to think outside the box, embrace different ideas and create solutions that will transform the way Aussies live, work, play and grow.

#### ● Top local and global clients

Want to make an impact? Our roles let you work with top brands such as the Australian Rugby Union and Telstra. We help local and global clients solve their problems or provide their customers with new experiences that aim to improve their lives.

#### ● Proud supporter of Hour of Code

By 2020, it's estimated that globally, there will be 1 million STEM-related job vacancies. Through Hour of Code, we teach students each year in Australia and around the world how to code, preparing them for a more successful future.

#### ● Girls in STEM

At Accenture, we recognise the gender gap in STEM careers. This is why we support the Tech Girls Movement, a nonprofit group that aims to educate seven to 17-year old girls to pursue

related courses and jobs. We also provide learning programs for girls via competitions and boot camps, giving them access to mentors and tools that'll inspire them to pursue interests in STEM fields.

#### ● Innovation hubs

Are you interested in a job where you can tinker with the latest technologies such as AI, augmented reality and robotics? At our innovation hubs, you'll get to experiment with different technologies, create software and turn your ideas into real solutions that make a difference in the world.

#### ● Diverse STEM career paths

We know that things that inspire you right now can change over time. We have created different career paths you can pursue based on your current interests. To let you discover your best self, we provide training, counselling and learning opportunities.

#### ● Technology trends

At Accenture, we don't just work with clients to create solutions or new products and services. Through studies and events such as tech forums, we help shape how people think about the latest technology trends. Our goal is to ask questions and create discussions on how we can further make an impact on other peoples' lives.

#### ● A culture of diverse ideas

We embrace people of different backgrounds, genders and experiences because our diversity makes us more creative, innovative and open to ideas. We want you to fully accept your uniqueness and bring your whole self to and outside of work.

**i** If you're interested in a future career with Accenture, please visit our careers page to find out more at [accenture.com/careers](https://www.accenture.com.au/careers)





# Start your career with Australia's largest bank



I am a biomedical engineer bridging the gap between data science and commerce.



I am a chemical engineer helping businesses reach their dreams.



I am an aerospace engineer analysing ASX200 companies.

**A**t CommBank, 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. We value the ability to think critically, challenge the status quo and partner with a variety of businesses, from farming to pharmaceuticals. Studying STEM (Science, Technology, Engineering and Maths) 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 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.

**"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 2018  
CommBank IB&M Graduate.



[commbank.com.au/careers](http://commbank.com.au/careers)

## • 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.

## • Values

Our commitment to our purpose is guided by our values:

- We do what is right
- We are accountable
- We are dedicated to service
- We pursue excellence
- We get things done

## • You can be you

At CommBank, your colleagues will respect and celebrate your unique perspective, as well as the things you have in common.

## • Opportunities

With 13 business areas within CommBank and almost 50 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

## • Training and development

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

## • 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.

## • 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, such as flexible working options, to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business customers.

## • 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 many of our partner charities.

## • 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.

## • Award winning employer

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

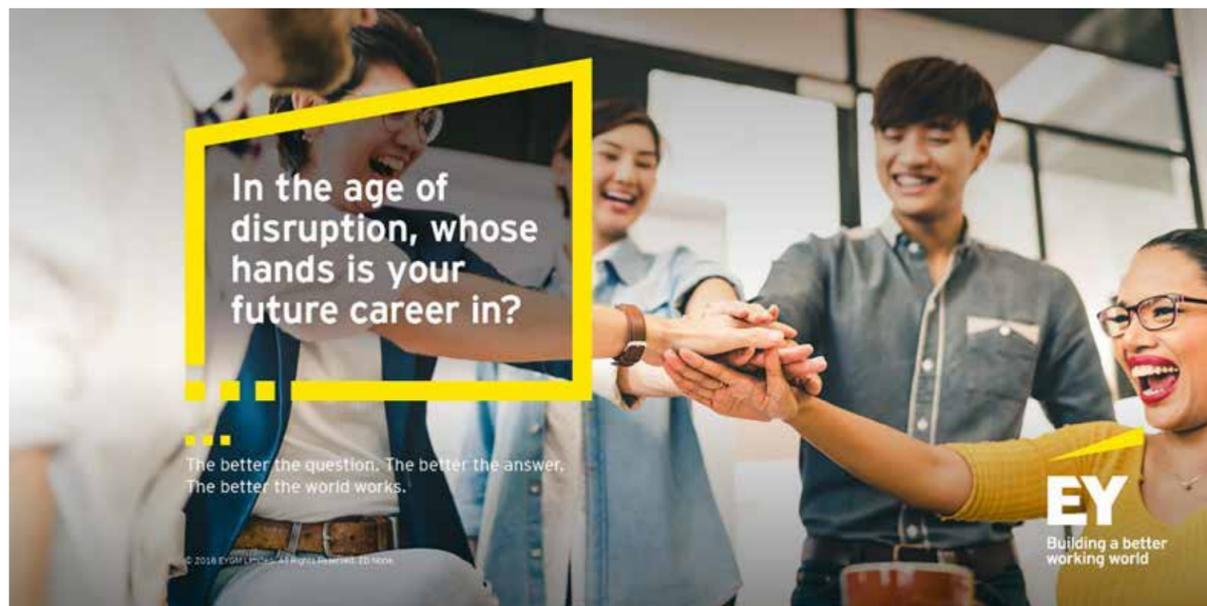
- **Canstar** Junior and Youth Banking Awards winner 2018
- **LinkedIn Top Companies** 2nd most in demand employer, *LinkedIn*, 2018
- **AWEI Platinum Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2018
- **Workplace Equality Index** Employer of Choice, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2018
- **Grad Australia** Top 100 Graduate and Intern Employers 2018
- **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2018



**i** For more information on your career at CommBank, head to [commbank.com.au/careers](http://commbank.com.au/careers)



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



**S** Share in our purpose and see the world through the lens of better. Better defines the way we work and starts with asking questions like, what's next? You see, the biggest breakthroughs in the world happen by asking these two small but powerful words. With the world in the midst of a Transformative Age, we need to respond to rapidly changing circumstances. And that's what we're all about at EY.

We're looking to disrupt the way things are done; we're even disrupting ourselves

and how we can future-proof our people and our business. While others may be braced for change, at EY we're embracing it. That's how we're able to inspire our people to harness new possibilities to build a better working world for themselves and those around them.

And we want you to be part of it. This is your opportunity to do something exceptional — something that matters to you, to us, to the world.

What matters the most in the Transformative Age? Visit [www.ey.com/buildtomorrow](http://www.ey.com/buildtomorrow)



[ey.com/au/careers](http://ey.com/au/careers)

## 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.

## 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 professional in a particular field or by giving you the opportunity to apply your key strengths to industries that you have a particular interest in.

## Choose your adventure

Whether you're at school or an undergraduate, we'll help you discover what we offer and what you're capable of. We offer a range of programs for students: Career Compass, Cadet, Game Changers Club, Vacationer, Co-op and Graduate.

## Busting the myth

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 information systems, information technology, business information systems, data analytics, software engineering, mathematics, computer science, engineering, science, design computing and actuarial studies.

## The world is changing

No-one can predict the future, but one thing is for certain: there will be a fundamental shift in everything we know. We're embracing change, preparing our people for the unknown future by equipping them with the mindsets to leverage disruption to create opportunity. If you want to help us change the game, all you'll need to do is bring your passion for learning, start-up thinking and curiosity.

## The work we do and how we do it is changing

As the world changes, so are we. In an era of automation, AI, Blockchain and analytics, repetition is reduced and digital is at the very heart of everything we do. Giving you the opportunity to go further, faster and also understand digital from every perspective across every industry imaginable.

## 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. You'll have access to EY Badges, a program designed to shape your career and prepare you for the future. You'll have the opportunity to earn digital badges for attaining future-focused skills such as data visualization, data science and artificial intelligence.

## 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:

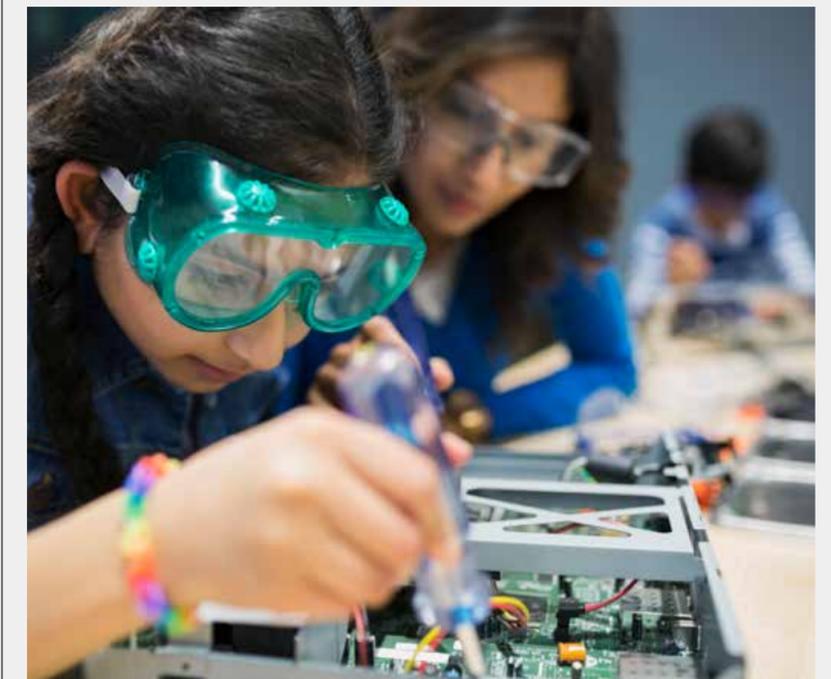
- flexible leave
- career breaks
- corporate discounts
- salary packaging
- study assistance
- employee assistance program
- health and wellbeing programs.

## 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 world and seek diverse opinions. You'll gain perspective and insights that will help you provide better answers for your clients.

## 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.





# We're building the next generation of data-savvy professionals



**S**AS Australia offers 2 entry level programs which will enable you to join SAS and pursue a career in either Pre Sales or Sales. They are the SAS Pre Sales Academy and the SAS Sales Academy.

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 and how to support selling. You will cover Visualisation, Analytics and Data Management as well as presentation skills, demo techniques and vision creation. 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 also starts with a similar 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, including business case development and social selling. 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 academy positions are exciting opportunities for both students and SAS. For the student, the programs provide extensive training and an opportunity to gain real world experience. For SAS, the programs introduce 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 modelling tools

**Data Savvy** – experienced with exploring and analysing data

**Passionate** – understands the importance of data analytics and the impact smart thinking plays on the world around us

**Tenacious** – takes every activity as an opportunity to learn and apply new thinking

**Study areas** – has studied a degree containing STEAM 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.



sas.com

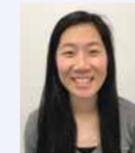
## ● Alok Dave – Associate Technical Consultant



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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● Reasons to join SAS

- SAS is the global leader in analytics
- SAS is the largest privately owned software company in the world
- Globally Ranked number 3 – Great Place to Work, World's Best Workplaces
- Australia Top 50 Great Place to Work Survey – Australia 2017
- 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.



# Women



248 **sussan**  
suzannegrae 

266 

284  **Holcim**

250 **Allianz** 

268 **coles**

286 **TOLL**

252 **JOHN HOLLAND**

270  **Transurban**

288  **MASTER BUILDERS VICTORIA**

254  **MACQUARIE**

272 **KENNARDS HIRE**  
*Make your job EASY!*

290 

256  **LION**

274 **sas**

292 **Ruralco**

258  **NAVY  
ARMY  
AIR FORCE**

276  **nab**

294  **transdev**  
MOBILITY INSPIRED BY YOU

260  **CommonwealthBank**

278 **MCCONNELL DOWELL**  
CREATIVE CONSTRUCTION™

296  **AUSTRALIAN CONSTRUCTORS ASSOCIATION**

262  **PROGRAMMED**

280 **SCENTRE GROUP**  
Owner and Operator of *Westfield* in Australia and New Zealand

298  **METRO**

264  **Holden**

282 **apa** 



# Women in fashion



**T**he 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 in store.

Here's what our team members say.



[sportsgirl.com.au/get-a-job](http://sportsgirl.com.au/get-a-job)  
[sussan.com.au/sussan-careers](http://sussan.com.au/sussan-careers)

## ◆ Karly Funnel – Applications Support Analyst, Sussan Group



Being a part of the Applications Support Team, we look after vital applications at head office and in

stores. The journey to my current role commenced after completing a Diploma in Fashion and Design at Kangan. I commenced work with the Sussan Group, in stores as a sales team member and then was offered an exciting role in Customer Support. During that time, I was noticed by the broader IT Team and was offered a promotion into Applications Support – my current role. I'm grateful for the opportunity to progress.

## ◆ Rachelle Pileggi – Ecommerce Customer Support, Sussan



I started with Sussan working casually and part time in store. In my position, I gained wonderful experience as a supervisor and taking on some new responsibilities. I was soon after offered an Ecommerce Customer Support role in which I've now been in for over a year. I'm involved in various aspects of Marketing at Sussan; including digital, ecommerce online and customer support. I'm thoroughly enjoying the role and it's so wonderful that I've been able to continue my career working for a business I love.

## ◆ Holly Densley-Walker – Group Recruitment Manager, Sussan Group



My career at the Sussan Group started 5 years ago in stores. I was a Part Time Sales Supervisor, and loved working with amazing people and got to do this whilst studying my Bachelor of Psychology. Following, I was offered a wonderful opportunity in recruitment for Sussan and 6 months in I joined the Group People & Development team as Group Recruitment Coordinator, now Manager. I manage end-to-end recruitment across all three brands head offices and the group functions. I feel very fortunate for the journey the Sussan Group have bought me on.

## ◆ Catherine Hayes – EA to General Manager, Sussan



I'm coming into my 3rd year working for the General Manager of Sussan. Having no experience in fashion or retail previously, I was looking forward to the challenge of a new industry and have

loved being around a creative environment. One of the best parts of being an EA is you can work in any field, you get insights into all aspects of a business which is an incredible learning experience and you get to work with amazing and inspiring people.

## ◆ Georgia Christo – Trainee Planner, Sussan



My career in fashion started almost 10 years ago working as a Sales Assistant at Sportsgirl, while studying Commerce. I then completed further study in Arts, majoring in Editing and Publishing. I decided to move to Melbourne to study my Masters at RMIT while still working with Sportsgirl, and from here everything seemed to fall in place. After 6 months I started work at Sussan as an Admin Assistant in Sleepwear and progressed across multiple roles over the course of 4 years, leading me to become the Apparel Trainee Planner and completing the diploma of Retail Merchandise Management. Everyday my role brings new challenges and experiences, and allows me to analyse trends and fashion in new and innovative ways.

## ◆ Emily George – VM Manager, Sportsgirl



I kicked off my career with my first full-time job at Sportsgirl almost 10 years ago. After studying Visual Merchandising at RMIT, I was lucky enough to land an in-store VM role, moving through various stores within the company before progressing onto the Victorian state VM team. After a couple of years I went onto manage the state team, before progressing into my most recent role of National VM training manager, providing direction and development for each state VM team within the business. I love being hands-on and creative in my role, working alongside inspiring and talented women.

## ◆ Lauren Harrison – Finance Manager, Sportsgirl



I have been at Sussan Group for four years and have loved every minute. I have had great career progression within the company and have been given fantastic support along the way. I started as the financial analyst and now am the Finance Manager. It's great to be surrounded by people who are so supportive of your career goals and so passionate about what they do. My role consists of supporting the business through preparing

budgets, forecasts and financial reports. I love the diversity of my role and working within a fast pace industry.

## ◆ Victoria Inge – Digital Coordinator, Sportsgirl



I first started my journey with Sportsgirl in 2013 when as an intern in Marketing whilst I was completing my Advanced Diploma of Business (Public Relations) at RMIT. The joke is that I'm the intern who never left - in 2014 I was offered the role of Admin Assistant and quickly progressed to Digital Coordinator. In my role, I coordinate everything digital – if it's on our socials, website or in our eDMs, it has been through my hands at some point. The reality is; I love coming to work every day. Sportsgirl is a place with exceptional leaders, people and culture – it's a team environment fuelled by our love of the brand & excitement for our customer to experience that!

## ◆ Madelyn Neville – Business Manager, Sussan



My career began with Sussan 6 years ago; I have been succession planned through various management roles and I am achieving my career goal of becoming a Business Manager. I am a multi-site manager that inspires and motivates each store team to achieve great results and reflect a positive brand image for Sussan. I am very passionate about retail and fashion and am so lucky that I get to work with people that are equally passionate and committed to the Sussan brand.

## ◆ Anna Lee – Trainee Buyer, Sportsgirl



My Sportsgirl journey started out on the shop floor, it was always an aspiration of mine from a young age to work for the brand. When the opportunity came up for a Buyer's Assistant role, I jumped at the chance to be part of the creative team that produces the clothing that I had grown up wearing and loving. After a couple of years, I was promoted to my current role of Trainee Buyer of Knitwear and Woven Dresses. Every day is different to the last and I never stop learning, which is one of the many reasons why I love my job and working for Sportsgirl.



# For those who DARE to be themselves

**A**t Allianz, we value talented people focused on doing what's right for our customers, each other and our communities. We recognise that talent comes in many different forms and from many different walks of life. That's why we are serious about creating an inclusive environment where people are respected, feel safe and dare to be themselves.

### 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**

Here is your home, students.



### Our commitment to diversity:

Across our 4,300 employees, our greatest strength is the diversity of our experiences, skills and thinking. We are continually reinventing an environment that is a place for people to feel that they belong and are empowered to do their best work.

An inclusive work environment in support of diversity is not just a nice to have initiative. At Allianz, we recognise that the engagement of our people is the key to creating high performing teams that come together to drive innovation and great service for our customers.

### Our diversity pillars:

Although we recognise that all diversity dimensions are important to getting the mix of people at Allianz right, our strategic priorities are:

- Gender Equity
- Cultural Diversity
- Disability and Accessibility
- Supporting new ways of working (flexibility)

We also support our people through our Employee Network Groups including:

- Women of Allianz
- Pride – LGBTI Inclusion.

Our policies and processes support our diversity and inclusion goals and include:

- Flexible work options
- Parental Leave provisions and support for families
- Domestic Violence support
- Learning and Development opportunities
- Health, Safety and Well-being programs
- Career Development opportunities
- Additional purchased leave
- Inclusive culture development
- Tracking cultural diversity and gender equity in senior leadership
- Internal and external education and celebration of all forms of diversity
- Identification and mitigation of unconscious bias in people processes

**If you dare there is an opportunity for you at [allianz.com.au/careers](http://allianz.com.au/careers).**

*The home for those who dare*



[allianz.com.au/careers](http://allianz.com.au/careers)



### People Attributes

At Allianz, our commitment to diversity and inclusion is baked into our DNA. Our People Attributes include Collaborative Leadership, Trust, Customer & Market Excellence, and Entrepreneurship. Inclusion and diversity sit at the heart of each of them. They embody what we believe in.

### Diversity in leadership

Allianz is committed to a fair and equitable representation of men and women at each level of the organisation, but especially in senior, decision-making positions. To this end, we have set a gender equity target of 40% female representation in senior leadership by 2020. As of June 2018, we have 38% female representation in senior positions and 50% at our graduate level.

### Being recognised

Allianz has been recognised by the Workplace Gender Equality Agency as being an Employer of Choice for Gender Equality/Women since 2009. We have also been rated in the Top 20 Best Australian Workplaces for New Dads by 'Direct Advice for Dads' on-line parenting resource.

### Dare to be yourself

We welcome people who dare to be themselves by creating an inclusive work environment that embraces both individuality and performance. We want our people to be safe to speak up, bring new ideas to the table and work collaboratively with respect and understanding.

### Our inclusive culture

We continue to strengthen inclusion as a key pillar of our culture. In 2018 we made a differential investment in our people through campaigns, coaching and collaboration workshops. Everyone is asked to consider what they can do to contribute to a more inclusive work environment.

### Fair opportunities

We are passionate about ensuring that whatever your gender identity, whatever your stage of it, you receive equal opportunities to learn, develop and take on new challenges with us.

### Supporting working parents

We recognise that our people need the flexibility to manage both their professional and personal responsibilities. We have a suite of flexible work options as well as the opportunity to purchase additional leave available to our people to make this juggle easier.

### Networking for success

At Allianz, you have the opportunity to be a part of our gender equity network group that brings together like minded people in order to find new ways of supporting and enabling both women and men to develop their careers with us.

### Flexibility for all

At Allianz, no matter who you are or what you do, we invite you to start the conversation about the flexibility needs you may have. We recognise that everyone, at some point in their career will require a level of flexibility. Although not all roles can support all forms of flexibility, most roles can support some. Our approach to flexible working starts with an open discussion with your manager to understand your needs.

### Striving for excellence

We are proud of our accomplishments in creating a work environment which supports women and men equally. But we know we cannot become complacent in our achievements. We are committed to continuing to improve the representation of women and men at all levels of the organisation.

## People are at the heart of everything we do

**A**t John Holland, we are passionate about gender equality and know our teams thrive in an inclusive work environment where all our employees feel empowered to achieve their goals.

From the people living in the communities where our projects are located, to our more than 4,000-strong workforce, we proudly differentiate ourselves by caring about the real human benefits we deliver.

As one of the nation's leading infrastructure and property companies, we have been driving positive change in Australia for 70 years. From Parliament House to the MCG's Great Southern Stand, we've had a hand in shaping the nation we know today.

Across Australia, New Zealand and South East Asia, we are working on projects built to improve lives, this includes upgrading hospitals for growing regions and providing key water facilities to safeguard our most valuable natural resource.

We are also delivering many of Australia's mega projects, including the Sydney Metro project and Melbourne's West Gate Tunnel and Metro Tunnel projects. When complete, these new transport options will make travel in two of our biggest cities easier, quicker and more reliable.

Our work to transform lives is part of our DNA, where we are committed to supporting the growth and development of our employees by living our values of caring, empowering, future-focused and imaginative in everything we do.

We have a diverse and inclusive workforce, with women strongly represented at John Holland. A total



of 40 per cent of our executive team is female and we have 126 senior female leaders working across our business, plus a strong female workforce across our projects and in our corporate offices.

We are determined to champion our talented and diverse workforce, and this includes being one of the first businesses in our industry to ensure we have no gender wage pay gap.

At John Holland, your future is bright. We believe in a "hands-on" approach, meaning that from our highly regarded two-year Graduate Program to our

traineeship opportunities and mentoring programs, we are here to guide you on your fulfilling career journey.

Our door is open for enthusiastic career seekers and there are plenty of avenues to explore like design, engineering, construction, project management, finance, technology, communications, human resources, sustainability, building, rail, safety, tunnelling, property, water and much more.

If you are up for the challenge of discovering a fulfilling career that extends beyond the average, let the innovation begin at John Holland.



John Holland/Graduate Program



**Step into the exciting world of John Holland. We are a business built around people and have some talented employees doing incredible work to transform the communities we work in for the better – hear what they have to say...**

**Jane Sherlock, Chief People Officer**



As the executive leader looking after the advancement of our employees, Jane knows our people better than anyone. As a graduate, Jane joined John Holland and while she's pursued other opportunities throughout her career, she says she's proud to have returned to our business because of our great people and culture. "I'm always impressed by the hard work, ethos, passion, knowledge, resilience and calibre of our people and I love that I work with people who make a tangible difference to our community," she says.

**Sorcha Brennan, Safety Manager – Macquarie Park development**



Our Building business is developing a multi-building complex in the heart of Sydney's "second CBD", Macquarie Park. Sorcha is responsible for maintaining a positive safety culture as the six-building office, retail and dining precinct takes shape. "My role at John Holland is fast paced, dynamic and about as far away from boring as you can get – every day is different and it is a constant adventure," Sorcha says.

**Cassandra Shard, Project Engineer – WestConnex**



Cassandra loves coming to work in the tunnels on our \$2.7 billion (approx.) WestConnex project, which will connect Sydney's existing road network and ease congestion. "I developed an interest in geotechnical engineering during my university studies and as a result requested an opportunity to work in tunnelling as a graduate – it's challenging conditions but also a rewarding environment, where you are able to see the outcome of your efforts," she says.

**Maddelon Holt-Smith, Graduate Engineer – New Intercity Fleet Maintenance Facility**



Maddelon is part of our team delivering a rail maintenance facility that will service a new fleet of trains connecting Sydney to the Central Coast. She's passionate about sustainability and her interest has taken her to Bangkok, where she attended the 2018 Peace Summit of Emerging Leaders as part of the Humanitarian Affairs Peace Ambassador program with the United Nations. "Being able to develop my sustainability skills on a global platform was a fantastic opportunity. It's a great privilege to use my engineering skill set to contribute to bettering our world," Maddelon said.



**Emelie Kusoffsky, Learning and Development Manager**



The ongoing development of graduates at John Holland is run by our Learning & Development team. There is a genuine interest in engaging and growing our new employees, fresh out of university. "We have more graduates than ever joining John Holland. Our intake increases each year because of the exciting projects we are delivering and because of how highly we value graduates at John Holland," said Emelie.

**Amy Muspratt, Graduate Engineer – Level Crossing Removal Project**



Joining our Graduate Program gave Amy the opportunity to relocate from her QLD hometown of Townsville to Melbourne. She's now working with our North Western Program Alliance team to remove several of Victoria's dangerous and congested level crossings to make travel safer for motorists and pedestrians. "I wanted to move away and see new things and the Graduate Program has enabled me to do that. I'm enjoying exploring, although the best part about the Graduate Program is interacting with my team and getting to talk with people that are really good at what they do."



# Ongoing commitment to gender equality



**W**e are committed to ensuring our people have access to the same rewards, resources and opportunities, regardless of their gender.

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 ensuring our business remains innovative, sustainable and continues to meet the evolving needs of its clients.

### 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 including:

- Flexible work arrangements
- Community and charity involvement
- Networking events
- Employee network groups
- 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

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 Division Head and Senior Executive levels.

### Flexible work arrangements

Because we recognise that working flexibly means different things to different people, flexible working exists across Macquarie in many forms. Macquarie's global return-to-work rate

was 98% in FY2018 and high retention rates continue to be achieved for staff who have taken parental leave. Macquarie continues to provide support to working parents and those with carer's responsibilities through initiatives such as childcare centres, backup child/adult/eldercare, nursing mothers' facilities and return-to-work coaching for parents.

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



[macquarie.com/careers](http://macquarie.com/careers)

Meet some of our employees who reflect on their time at Macquarie.

#### Monica, Associate, Human Resources



At Macquarie, diversity of thought is considered one of our biggest strengths. Everyone's opinion is valued regardless of background, gender or seniority. During my internship, I was regularly asked for my insights by an Executive Director in a nearby team. I felt truly valued from day one.

During my time as a graduate I've been involved with the 'Code like a Girl' workshops where we teach female school students coding skills. I love being part of an organisation that encourages diversity and education.

#### 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 build their career.

#### Tanya, Associate Director, Technology



Flexible working has allowed me to continue my career at Macquarie. As a mother of young children it's constantly about finding balance. I've been able to work from home, work part time and at times, have a combination of both. Flexible working has allowed me to look at different ways of working, provided new opportunities and has been an open dialogue with my manager.

#### Angelique, Associate, Financial Management Group



Macquarie has been extremely supportive of me pursuing my Chartered Accountant (CA) qualification. They work with the Institute of Chartered Accountants to put on tutorials ahead of every quiz, which are really helpful when it comes to exam preparation. There's also a small group of employees studying at the same time, which helps a lot with

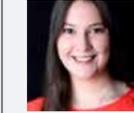
motivation! Not only does Macquarie offer a generous policy around study leave, but my managers have all been extremely understanding of my commitment to study.

#### Rushda, Associate Director, Technology



What flexible working has meant for me is that I can share school drop off duties. It also means that I can make it home in time to catch a tennis practice session or be present at a dance recital. It has allowed me to have a better work life balance and participate in major events in my family's life.

#### Michelle, Executive, Macquarie Capital



I was introduced to an inspiring mentor early in my career, who helped me expand my network and build self-confidence in my capability. This personal experience inspired an idea I took to the Macquarie Gender Equality employee network group – a 'mentor walks' style program, to connect small groups of women to senior leaders in a casual environment. I never could have predicted that the introductions I made through the mentoring program would give me the opportunity to pivot my career from being a tax expert in our Banking and Financial Services Group to becoming a business manager within Macquarie Capital.

#### Wendy, Senior Manager, Banking and Financial Services



I have been at Macquarie since 2014. For me the most important thing has been Macquarie's commitment to diversity, inclusion and flexible working in a very real and meaningful way. It is incredible to see our senior leaders not only talk the talk, but also walk the walk. They are true leaders and role model these values in a way that shows that this is a really important part of working at Macquarie and it empowers the broader organisation to follow their lead.

#### Marc, Product Manager, Banking and Financial Services



Macquarie places great importance on gender equality and has helped educate me on the role that we as individuals have to play in striving for equality in the workplace and across society at large. I'm empowered to speak up, to raise awareness and make a difference.

#### Amanda, Associate, Financial Management Group



One of the things I love about being in the graduate program at Macquarie are the learning and development opportunities. On top of on-the-job training, I've participated in various workshops which have allowed us to brainstorm and direct our learning to areas that we're interested in. So far this year I've attended workshops on design thinking, building personal resilience and how to have performance appraisal conversations. These workshops have also allowed me to fast-track my development and network with individuals across the firm, broadening my awareness of the roles Macquarie has to offer.





# A place where everyone is included



I would say to anybody that Lion is an amazing place to work because they actually care about you – it doesn't matter whether you're female or male, we're all treated the same.

Linda Newby –  
Manufacturing &  
Logistics leader

**P**eople come to Lion with very different backgrounds and experiences. We want everyone to have 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 company.

As one of Australasia's largest food and beverage companies, employing approximately 6,700 people across Australia and New Zealand, we have a truly diverse workforce. Our Inclusion & Diversity strategy focuses on building an inclusive culture in its full sense including: Gender Equity; Cultural Diversity & Age diversity. And we've been working hard to hire more female talent across our business with a target of 50:50 gender balance by 2026.

In 2016, we resolved some gender pay differences in like-for-like roles 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. Our CEO was recently recognised as a WGEA Pay Equity ambassador, committing to champion gender equality in the workplace. And in 2017 Lion was recognised as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency. Also in 2017, we launched our Women at Lion Leadership program which focusses on the self-leadership, development and networks of women, and continued to roll out training for our leaders on Unconscious Bias & Diversity of Thought.

At Lion we have offered flexible work arrangements for many years now and our LionFlex policy offers a variety of ways for our people to flex in their job. In addition we have a Families at Lion policy which offers additional leave for new parents and other support. These initiatives are making Lion a truly inclusive and supportive place to work.



lioncareers.com

### Gender Pay Equity

In 2016, Lion resolved some gender pay differences in like-for-like roles 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 this gap and keep it that way.

### 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.

### 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.

### LionFlex

We're proud to offer flexible working options to meet the needs of our people. 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.

### Our Partnerships

We have teamed up with some great external partners who support us to continue to build an inclusive and diverse workforce. Lion is a corporate member of Diversity Council Australia – a non-profit leading advisor on Inclusion & Diversity in workplaces – and the National Association of Women in Operations – the peak body championing women in operations.

### 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!

### 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.

### 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.

### 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.



If you are interested in becoming part of the Lion team, please visit our careers site at [lioncareers.com](http://lioncareers.com)



# Rewarding careers that offer more



**A**cross 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](http://defencejobs.gov.au)



[defencejobs.gov.au](http://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.**

## ● 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.

## ● Be supported

Post enlistment the Australian Defence Force offers a number of women's development programs including mentoring, networking and leadership development opportunities.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● 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.

## ● Enjoy excellent leisure facilities

As well as being a dynamic and supportive workplace, your base offers plenty of opportunities for rest and relaxation. 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.

## ● 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.





# Start your career with Australia's largest bank



**C**ommBank takes a multi-pronged approach to gender equality that includes:

- Tackling the impact of bias in the workplace
- Ensuring that men and women transitioning into and out of parental leave are supported
- Best practice policies, leave options and flexible work options
- Playing our part to address domestic and family violence

In 2015, we set a new target for gender diversity in leadership. By 2020, we want to see women comprising 40% of Executive Manager and above roles, and 45% of Manager and above roles. These targets represent the next part of our phased approach to progressing towards full gender parity from 2020 onwards. We are moving in the right direction and have more women in both Manager and Executive Manager Roles than ever before. In total, 57% of our workforce are women.

As one of Australia's largest banks – we recognise the important role we play to end domestic and family violence. In recent years, we have been working with community organisations, government agencies and frontline support bodies to develop a strategy to respond to domestic and family violence. We have a range of support options in place for our people and our customers who may be impacted by domestic and family violence.

We also believe the workplace plays a critical role in the lives of new fathers. Our gender-neutral policies and flexible work practices have meant more dads taking time off to support their families following the birth of a baby or adoption than ever before. Between 2016 and 2017, there was a 22% uplift in the number of male employees taking time off to assume or share childcare responsibilities.

CommBank fully embraces the economic empowerment of women and other diverse communities, through implementing sustainable procurement practices, and our CEO is a signatory to

the UN Women Empowerment Principles. 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.

### Our gender equality network – WomenCAN

WomenCAN brings together women and men from more than 20 women's networks across the organisation to develop and enhance a culture of inclusion and respect for gender equity and financial empowerment for women.

- WomenCAN's goals are to:
- Develop and share key messages, great practice and program calendars
  - Report on its activities and impact
  - Identify and cultivate champions who can facilitate conversations with colleagues, customers, partners, suppliers and community advocates when appropriate
  - Provide feedback to the CommBank Gender Diversity Steering Group to improve attraction, retention and development of women.

*"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,  
General Manager  
Risk Direct Channels



[commbank.com.au/careers](http://commbank.com.au/careers)

### 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.

### Values

Our commitment to our purpose is guided by our values:

- We do what is right
- We are accountable
- We are dedicated to service
- We pursue excellence
- We get things done

### You can be you

At CommBank, your colleagues will respect and celebrate your unique perspective, as well as the things you have in common.

### Opportunities

With 13 business areas within CommBank and almost 50 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

### Training and development

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

### 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.

### 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, such as flexible working options, to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business customers.

### 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 many of our partner charities.

### 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.

### Award winning employer

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

- **Canstar** Junior and Youth Banking Awards winner 2018
- **LinkedIn Top Companies** 2nd most in demand employer, *LinkedIn*, 2018
- **AWEI Platinum Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2018

- **Workplace Equality Index** Employer of Choice, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2018
- **Grad Australia** Top 100 Graduate and Intern Employers 2018
- **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2018

For more information on your career at CommBank, head to [commbank.com.au/careers](http://commbank.com.au/careers)





# Great jobs don't have a gender.

**T**he workforce of Australia is changing. Women now make up over 46 per cent of this. At Programmed, we want to better this number.

Programmed is 100 per cent committed to the pursuit of gender equality, both in pay and job opportunities. We are committed to improving gender balance within our workforce; an inclusive and diverse workforce that fully utilises women's talents, along with men's. We believe that everyone can take up a career as a painter, electrician, systems engineer or manager. Now it's up to you.



## CLOSING THE GENDER GAP

	Target	2015	2018
Gender Balance	40-60%	14%	15%
Female Apprentice hires	50%	7%	15%
Senior leaders	40-60%	19%	23%

\*Data based on Programmed Maintenance Division only.



[programmed.com.au](http://programmed.com.au)

### ● Ebony Antonio

You may know Ebony as an AFLW player for the Fremantle Dockers. However, what many people don't know is that she is also completing an Electrical Technologies Apprenticeship with Programmed. Alongside her achievements with the Dockers, as a woman in the trades industry Ebony represents a change in society. Her determination to live her dreams is paving the way for future generations of young women and girls to do the same.

### ● Cherrie Benson

Cherrie Benson is proof that women can have a flourishing career in a trade. "I wanted more of a career so I got into painting," Cherrie said, and in doing so, has derived immense job satisfaction. In fact Cherrie has found a way to fulfil her ambitions for a future involving the things she loves – art, creativity, paint and the

outdoors. "Programmed genuinely wants more women on our trade teams. The all-inclusiveness from everyone is second to none," she says.

### ● Korinda Riddington

As a gardener in the grounds team, Korinda is enjoying the career growth and fulfilment she has always wanted. "I did work in an office for four years, but I have to say, this is far more satisfying," she says. You too could be like Korinda, who started off with an apprenticeship and has now moved up to be a team leader. Her rewardingly successful trade career is but one of many at Programmed.

### ● Valerie Lee

In just under 18 months of joining Programmed, Valerie progressed from a Project Manager to a National Account Manager. The multiple projects and

customer brands she worked on gave her a chance to learn new skills, preparing her for the challenges of her new role. "There never is a dull moment and I get to work with different customers and people across Programmed. The support and encouragement from my team gave me the confidence I needed when taking the next step of my career."

### You

A standout individual determined to succeed and willing to make every opportunity count. Honest with strong work ethics as well as attention to detail, you have a genuine desire to grow and learn. Self-motivation sees you achieve accomplishment after accomplishment, with the ability to have fun, and a good laugh along the way. A welcomed member of the Programmed family.



Define yourself. Define your success. [www.programmed.com.au](http://www.programmed.com.au) 1800 620 911



# We're Proudly Driving Diversity

**W**e 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, go to [www.holden.com.au/about/careers](http://www.holden.com.au/about/careers)



[holden.com.au/diversity](http://holden.com.au/diversity)

### 50/50 within 5 years

Holden is committed to achieving a gender-balanced workforce over the next five 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. We're making great progress on this journey. We welcome female applicants in all areas of our business, which means we're 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.

### 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.

### Getting rid of the Pay Gap

In Australia, the gender pay gap currently sits at 16% and it hasn't changed much 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.

### 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 AFLW team and netball team.

### 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 in the way we market and sell our vehicles. In a modern Holden advert, you'll 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.

### Avneet, Finance Intern



"In January this year, I commenced my role as a Financial Controls and Strategic Risk Management Intern at Holden. I'm currently undertaking various projects including ICFR and have developed essential skills in SAP. My role has given me an insight into the entire business as I review the controls put into place for various functions. This has enabled me to develop a deep insight into all areas of the business and cultivate relationships with individuals from all sectors of GM Holden. My team, especially my managers, are incredibly supportive and invest time into me to help me grow personally and professionally."

### Sanuji, District Sales Manager



"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."

### Kate, Electrical Engineer



"After completing my Bachelor of Engineering in Robotics and Mechatronics, I joined Holden as a Graduate. Now, over 12 years later, I'm the Lead Technical Specialist Engineer for Active Safety and Automated Driving. GM is one of the leaders in the automated driving space, so being involved in this area is amazingly rewarding and exciting. I'm involved in ensuring that these features are appropriate for Australian conditions,

as well being involved on global products. The work I do directly impacts GM's vision of "zero crashes, zero emissions, zero congestion". My job is amazing, but it is the culture and people at Holden that makes me enjoy coming to work every day. I'm proud to say I work at Holden."

### 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."

### Carli, Business Operations Manager



"I've had the wonderful opportunity to work across multiple functions within Holden during my career. From Engineering to Finance, Warehousing Operations, Quality and Aftersales, the knowledge gained across all facets allowed me to have a greater understanding of our company as a whole.

Throughout each stage, I've had the support and flexibility to manage my time to ensure my work-life balance is achieved, which builds trust, and is an essential foundation for high performing teams."





# Creating equal opportunities for women



**W**e are proud to be a Workplace Gender Equality Agency (WGEA) and Employer of Choice for Gender Equality. We're aware of the gender gap, and we're set on closing it. That's why we've created an environment that doesn't simply embrace women, it helps them to succeed, so that they're primed for future leadership.

As the first Australian professional services firm to go public with our partner and employee pay gaps, we're proud to say that in like-for-like roles our pay gap

is 0 per cent. In saying this, we recognise there is still a long way to go. We are actively working to reduce our current overall pay gap of 12.3 per cent and know that by being transparent we can stay accountable and help shift the dial faster.

Developing the next generation of female leaders and seeing more women take up leadership positions is important to us. We've set some of the most progressive gender targets out there and work hard to ensure our process when it comes to pay and promotion is both fair and unbiased.

We want to create a culture where women are able to progress in their chosen careers without any fear, concern or guilt over competing family or personal demands. We have a number of benefits that help support this such as 18 weeks paid parental leave, flexible

work options, ongoing mentoring and coaching programs and inclusive leadership training. To add, anyone can join our national employee-led network (Symmetry@PwC) which runs events and forums both within PwC and beyond to raise awareness more broadly around the benefits of diversity.

### Let's talk facts

**89% of our people feel their immediate manager supports gender equality.**

**83% of our people currently use one or more types of flexibility in the way they work.**

**0% pay gap in like-for-like roles at PwC Australia.**

**50% of our people are women.**



[pwc.com.au/careers](http://pwc.com.au/careers)

### Advice from women at PwC

#### Kim Challenor, Partner (Assurance)



"Have a go at everything you can as every experience is a learning – even the bad ones! Don't let imposter syndrome (a feeling that you don't belong in the room and that you are accidentally there due to no doing of your own) stop you from putting up your hand. Remember how you feel about a situation is a choice and that a good sense of humour and the ability to laugh at yourself is a critical part of being successful in professional services."

#### Alice Peterson, Manager (Consulting)



"Embrace your super power and wear your cape with pride. Your career will be one crazy adventure, but keep having fun and laugh often. Always stand tall, be strong and enjoy the ride."

#### Carly Scudamore-Smith, Director (Financial Advisory)



"Don't wait for change to happen. Be brave and empower yourself to be the change you want to see."

#### Kathryn Smith, Executive Assistant and Practice Manager (Corporate Tax)



"Dream big – you can make a bigger impact, do more and go further than you imagine. Always strive for excellence, be true to yourself, act with integrity, be kind to others, stay humble, grounded and celebrate your achievements."

#### Olympia Newman, Manager (Technology Consulting)



"It's important to be yourself. Don't try and change to fit an ideal that you think is accepted. In reality, it's your difference and uniqueness that make you stand out and add value at work."

#### Gabi Donovan, Human Capital Team Lead (Financial Advisory)



"Get into healthy habits early and set regular life goals for your mind, body and career – balancing what is important to you, setting your boundaries and reviewing your plan every few months. Think about your network and who is going to give you the energy and drive to move forward with your various goals. Get used to making mistakes and find way to move on quickly. Most of all, have fun! We spend a lot of time at work – keep things in perspective."

#### Georgina Richters, Director (PwC's Indigenous Consulting)



"Don't take life too seriously, enjoy a good laugh as often as you can. With the right kind of coaching and determination you can accomplish anything!"

#### Mandy Ruhle, Business Services Manager (Finance & Operations)



"Say yes to every opportunity that comes your way. Even if it takes you out of your comfort zone, you never know who you'll meet or what doors will be opened by taking a chance."

#### Christina Lopez, Senior Consultant (Assurance)



"Be yourself! I always had a perception that to be an effective leader and successful in professional services you had to be loud, very competitive and aggressive in delivery. However, I've realised there are few female leaders who take a more 'care' and soft' approach to leadership, which is something I resonate with."

#### Dilani Gunawardena, Trainee (Assurance)



"Never be afraid in taking a step forward because you have nothing to lose and all it will do is shape and influence you as a person. Never doubt yourself as a woman because that is an asset that gives you strength and brings so much value to all firms."

**i** If you are interested in becoming part of the PwC team, please visit our careers site at [pwc.com.au/careers](http://pwc.com.au/careers)





# Gender Balance

**A**t 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 customers' needs.

Coles has initiatives centred on solving practicalities that can create unnecessary challenges for team members as they look to build their careers; levelling the playing field to provide equal opportunity for all team members and nurturing talent.

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; and
- Cultivating a deeper understanding of Aboriginal and Torres Strait Islander culture in our everyday business and mutual respect among all Coles team members.



colescareers.com.au

◆ **Leah Weckert, Chief Financial Officer**



I joined Coles about seven years ago and have had the opportunity to take on leadership roles across merchandise, store operations, HR and strategy. In my current role as CFO, I am responsible for Finance, Strategy, Business Development and investor relations. I love working with people, leading change and shopping. Working at Coles gives me the opportunity to combine all three of these things every day.

◆ **Paul Bradshaw, Store Operations Director**



As the Store Operations Director for Coles I am responsible for operations across the entire Coles supermarkets network. During my eight years at Coles, I have held several General Manager positions across Renewal, Store Development and Operations. I have been fortunate to work across the Australian and UK retail industry which has led me to build extensive knowledge and experience. I am lucky enough to work with a team which does a fantastic job for our customers and team members every day. I have also taken on the role as Gender Balance Functional Sponsor at Coles as I am passionate about promoting gender balance across all levels and areas of our business. I am committed to all our team members having the same opportunities I've had to build great careers at Coles.

◆ **Michelle Tie, Inventory and Planning Specialist (Previous Graduate)**



I joined Coles through the Distribution Centre Operations Graduate Program in 2016 and was based out of our Perth Distribution Centre for two years. The program allowed me to gain some invaluable hands on operational and leadership experience as well as the chance to immerse myself in the Safety, Transport and People & Culture aspects of Supply Chain & Logistics. In my current role I look after how we range products and manage stock levels in all the Distribution Centres around the country. I get to work with an incredibly diverse and talented group of

people, and there's never a shortage of support or new things to learn.

◆ **Marnee Nugent, General Manager Risk and Compliance**



I first started at Coles in 1996, working in the deli. At the time I was balancing working at Coles with studying at university. Coles' ability to allow me to work flexibly (even way back then) meant that I could support myself while studying. Since that time, I have finished study, been admitted to practice law and have worked in a variety of roles across Coles and Wesfarmers including safety, compliance and risk. I am fortunate enough to work in an amazing and dynamic business, where no two days are ever the same. I work for Coles because it's a company that genuinely cares for people, both team members and customers. I still work flexibly, balancing family and work (and traffic) and am now lucky enough to be the sponsor for flexible working.

◆ **Dana Forte, Head of People and Culture – Coles Express, Coles Online and Corporate Affairs**



Coles is a company that provides great career opportunities and that is why I returned to Coles in 2013 as the Human Resource Manager partnering with the Merchandise team in its People & Culture Program for just over two years. Since that time I have partnered Marketing, Finance, Property, Digital and numerous other Support Centre functions on all their people agendas. I have led some amazing teams and supporting their development to progress their careers has been very rewarding. In 2018 I was given the opportunity to be the Head of People & Culture for Coles Express, Corporate Affairs and Online which I think is the best People & Culture role within Coles. I feel very privileged and honoured to be part of this team. The Coles Express team has an energy and passion that is infectious. I love being part of team where we support building great careers and transforming our business to meet our ever changing customer needs.

◆ **Avital Greenberger, Business Analyst, Coles Express (Previous Graduate)**



I joined Coles as a Graduate in the Strategy team in August 2016. Today I work in the Transformation and Project Management Team in Coles Express. Our team is responsible for providing direction and governance to key strategic projects, making sure they land on time and meet their objectives. Most recently I was working on the Click & Collect rollout at Coles Express and a digital compliance project to make life easier for site team members, bringing compliance into the 21st century. What I enjoy most about my role is my involvement in projects which directly affect site team members and customers. It is amazing to be able to visit any site and see how your work has had a positive impact on day-to-day operations, with the goal of enabling team members to better serve our millions of customers each week.

◆ **Sophie Wong, State General Manager SA/NT**



My career with Coles began five years ago in the Liquor team as State Manager for SA/NT. Coming into Coles, I was looking to work for a company which had strong values, empowered me to be the best leader I can be and gave me opportunities to develop. I certainly experienced all of this and more! In the last two years I have moved into the Supermarket operations team as Operations Manager and am now the State General Manager for SA/NT. One of the most rewarding aspects of my various roles has been to work with great teams across our stores and the Support Centres and to see our leaders develop and achieve their potential.

**i** If you are interested in becoming part of the Coles team, please visit our careers site at [colescareers.com.au](http://colescareers.com.au)



# Your ideas can connect millions of Australians.

**T**ransurban is a diverse and inclusive workplace. This means our people feel valued, and experience a sense of connectedness and belonging. This not only makes Transurban a great place to work, where people stay and thrive, but it also helps build a better, stronger and more innovative business.

At Transurban, our team is made up of individuals who bring diverse skills, values, backgrounds, experiences to work every day. We recognise that embracing diversity through conscious inclusion opens the door to the many talents, skills and experience our people bring.

We currently have three major focus areas: cultural diversity, gender diversity and flexible work. Each area has a dedicated team, made up of people from all over our organisation who ensure diversity is a natural part of strategic and everyday conversations. This enables us to draw on the amazing experience and perspectives within our business, and ensure we continue to build a workforce that represents the communities we live, work and operate in.

Transurban is committed to providing a level playing field, where everyone has an equal chance to be their best. Some of our many successes include half of our Executive team being female, and being recognised as an Employer of Choice for Gender Equality (EOCGE) for the last 4 years\*.

Some of our current gender diversity programs include:

- Women in leadership program – helps provide up and coming females with career support including the opportunity to be mentored by one of our senior leaders



- Transurban's Females Excelling in Engineering and Technology (FEET) program, which is targeted at high-achieving female students who are either enrolled in a Technology or Engineering degree or who have a genuine interest in learning more about a career in technology or engineering. Hear from one of our 2018 FEET students (Elisha Tilan) directly on her experience at Transurban.

\* Workplace Gender Equality Agency (WGEA)

**i** If you are interested in becoming part of the Transurban team, please visit us at [transurban.com](http://transurban.com)



### ELISHA'S STORY Civil and Structural Engineering Undergraduate

Just completed the Females Excelling in Engineering and Technology (FEET) Internship Program with Transurban.

I think this would be a great opportunity to say how wonderful it is to see a company embracing diversity and providing young females with mentorship and work experience. This indeed should be a motive for others to continue inspiring the women engineers of the future and celebrating the current ones who are #RaisingTheBar.

Thank you Transurban for this wonderful program and for your exemplary effort on bridging the gender gap in traditionally male-dominated sectors. Thank you also to Patricia Then and the rest of the WGTP team for the unwavering support and guidance during these past few weeks. Learning about such an exciting project first-hand has truly been an amazing experience. I've not only gained a ton of invaluable knowledge, but my passion for engineering has also been reaffirmed.



[transurban.com](http://transurban.com)

Hear about our female Executive leaders, and see how our culture and values at Transurban support great career progression through embracing the many talents, skills and experience our people bring:

#### • Lisa Tobin, Group Executive Technology



Has a big job on her hands managing 40% of our employees. Our Technology team at Transurban is big, it's made up a variety of specialists, who together are developing and innovating the future technology of our toll roads.

#### • Have an impact

Whatever role you are in, know you will be making an impact. Our business serves over 5 million customers, and we strive to get them home safer, smarter and faster... every day! Be part of a team that's committed to creating value for others and connecting communities – creatively and sustainably.

#### • Sue Johnson, Group Executive Queensland



Started her journey as an HR consultant and after nearly 20 years at Transurban she now leads the business in Queensland, which has one and a half million customers and directly employs more than 250 people.

#### • We recognise good work

If you work hard, we make sure people know about it. Every year our biggest event is our employee awards night where we recognise teams and individuals for achieving their best. Another way we recognise people's talents is through giving them really interesting, challenging and rewarding work to do – so they can grow their career with us.

#### • Jennifer Aument, President North America



Jennifer has played a big role in our growth into the United States and Canada, and leads our North American business.

Here, our high-tech roads are wired with sensors to eliminate gridlock, so our customers can always travel at 110kph (even during rush hour!)

#### • Learn more

Can't get enough of study? Tell us what you are passionate about and let us help you explore that passion further. We'll support you through on-the-job training, mentoring, exposure to more or further education to develop and grow new skills and experiences. You have the opportunity to pave out a career path for yourself with the guidance and support from your team.

#### • Kristine Cooney, Group Executive Customer



Joined Transurban in 2002. Having recently led our NSW business, Kris now manages our Australian customer division, a big job with over five million customers using Transurban roads.

#### • Big opportunities

Being a small company means you will be able to get involved in big pieces of work. Some of our grads have worked on some of the biggest projects or deals our company has had in its history. Now that's making a difference. We're proud

to offer these opportunities that others can't – we love people who want to be challenged!

#### • Suzette Corr, Group Executive People and Culture

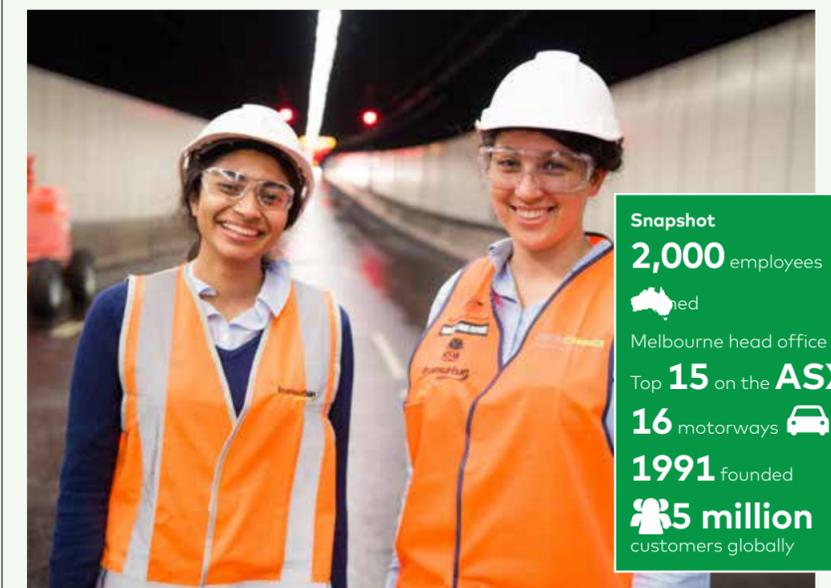


Recently joined Transurban, building on a career that has spanned the consulting, banking and infrastructure sectors. The People and Culture team are key to ensuring we have a diverse range of people in our business, and our work environment, culture and ways of work brings out their best.

#### • Michele Huey, Group Executive NSW – Business Operations



Joined Transurban in 2015, and played a critical, strategic role in considering the impact of autonomous vehicles on the future of roads, and how sustainability continues to shape the way we work. She has recently taken responsibility for our NSW business operations.



**Snapshot**  
**2,000** employees  
 Melbourne head office  
**Top 15** on the ASX  
**16** motorways  
**1991** founded  
**5 million** customers globally

# A great place to work



**K**ennards Hire is an Australian family-owned and operated equipment hire company that has been in the industry for since 1948, with more than 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 traffic control and site solutions for major events. As well as specialist equipment and heavy machinery for some of Australia and New Zealand's largest civil infrastructure and commercial construction projects. This combination of general and specialist equipment allows us to service DIY, trade, project and construction customer segments alike.

Our culture and team values are at the heart of everything we do. This commitment to our people was recognised at the 2018 Best Place to Work Awards where Kennards Hire placed in the Top 10 companies with more than 1,000 employees. Being awarded seventh place is testament to the culture of the business and our people who live our values every day.

#### Kennards Hire Core Values

- **One Family** – Safety is our number one priority, we care for our mates and treat each other like family.
- **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. We have a range of incentives to help

our employees develop and improve their skills to deliver on their own job satisfaction. We are proud that 35% of our employees have been with us for over 5 years.



**We want to be 'The Best Hire Company in the World' and be at the industry forefront in terms of standards, services and customer care. It gives us great satisfaction to provide all our people with opportunities to learn and develop, and go further than they ever thought possible.**



kennards.com.au



#### Willow Shorrocks – Assistant Branch Manager, NSW

"The open arms attitude towards you as a person. The flexible growth that's provided to you as an employee, which makes your career at Kennards Hire more desirable and even easier to achieve whatever you set your mind to."



#### Jasmine Benipal – Social & Digital Customer Service Agent, NSW

"The values that promote cooperation, support and empowerment. I have enjoyed the challenge and the opportunity to develop and learn new skills."



#### Sally Craig – General Manager, People & Culture

"Kennards Hire actively seeks and actions the feedback of its people to keep making the company a great place to work."



#### Amanda Gizzi – Hire Controller, WA

"The One Family value which means that because no matter what, we have each other's back."



#### Faye Slaibi – Talent Acquisition Manager

"The flexibility that is embedded in the culture which allows me the ability to do school pickups and drop offs and supports me as a mother and a professional is amazing."



#### Cara Jovanovic – Account Manager, NSW

"The ability to have a go at anything and being encouraged and supported at the same time. Kennards Hire takes 'One Family' to a new height and I love being a part of it!"



#### Juliette Issavi – Business Development Manager, NSW

"The values of Kennards Hire gives you the feeling that you are part of a family. They truly care about every single team member and their safety and wellbeing is the number 1 priority of the business."



#### Monique Murray – Assistant Branch Manager, VIC

"The One Family value at Kennards Hire makes the team environment fun, comfortable and supportive to work in and continuously learn."



#### Natalie Goodall – Hire Controller, NSW

"The welcoming culture and feeling that you are equally part of the team. And the pride I feel to work for an organisation that gives so generously to children and community charities."



#### Lara Galvin – Head of Marketing

"The values and culture of Kennards Hire is what makes it such a great place to work. The values aren't just written on a wall – the entire company lives them every day."

**i** If you are interested in becoming part of the Kennards team, please visit us at [kennards.com.au](http://kennards.com.au)



# It's not about fitting into the culture, it's about adding to it.



**S**AS has a multi-dimensional culture that blends our different backgrounds, experiences and perspectives.

We want everyone to feel confident in expressing their ideas, and know that they will be respected for their unique contributions and abilities. SAS recognises the importance of having different types of people on teams and harnesses this power of diversity to access a wider range of skills and talent, to help them work more effectively. SAS employees all have different skills to suit their roles within the business, but everyone shares a passion for how SAS can transform the world of our customers and that of the wider community through data and analytics.

We believe a diverse workforce brings unique talents and inspires teams to create software that can change the world. Great minds don't always think alike, so we make it a priority to promote

an environment where varied perspectives are encouraged. Big ideas ignite when everyone is treated with fairness and respect.

### 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.



sas.com

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### Aurore Vande-Kerchove – Legal Counsel (Aust and NZ)



My role consists of providing legal advice and support to the Australian and New Zealand subsidiaries of SAS. Prior to joining SAS I worked in an international law firm. I was eager to move from there to an in-house position to be able to make a wider contribution in a business capacity. I love the diversity of my work and the fact that every day is different. SAS being a leader in analytics allows me to work on complex and interesting matters. They also actively promote equal opportunity which as a female lawyer, is very important to me.

### 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.

### 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.

### 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.



# Gender Equality at NAB



**G**ender diversity continues to be a key priority for NAB – not only because it's the right thing to do, but also because it makes good business sense and has clear alignment to NAB's values.

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.

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 has also committed to support the UN Women's Empowerment Principles set of 7 principles for corporate companies globally, offering guidance on how to empower women in the workplace, marketplace and community.



[nab.com.au/about-us/careers](http://nab.com.au/about-us/careers)

## 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 50% 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.

## 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.

## 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.

## 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.

## Your remuneration

We're committed to equal pay for work of equal value. We regularly review gender pay equity, and we're committed to:

- Managing our gender representation at all levels
- Conducting regular reviews of like 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.

## Supporting every footballer's dreams

In 2016, NAB announced a three-year deal as the naming rights sponsor for the newly established NAB AFL Women's Competition (AFLW). We're proud to be giving more women a chance to participate in one of our country's favourite sports, and to be providing a pathway for women footballers to reach an elite level. But we don't just want to sponsor AFL, we want to see it grow – to become a more diverse, enjoyable game for more people. Through our support of the NAB AFL Auskick program and the newly established NAB AFLW, we hope to give every boy and girl across the country a chance to nurture their love of the game, and create inspiring role models along the way.

## 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, stronger communities 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 \$44.6M in community investment in 2017 which includes the value our people contributed to the community through 16,000+ volunteer days, helping 515,000+ 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.

## 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.

## 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, discounts for a wide range of products including entertainment, gift cards for the home, shopping, technology and much more.

## 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.



# Build your career with us

**M**cConnell 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.

### 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.



[mcconnelldowell.com](http://mcconnelldowell.com)

### The McConnell Dowell Group offers:

#### Construct world-class infrastructure to 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.

#### Fulfil your 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.

#### 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.

#### Be 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.

#### 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.

#### 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.

#### Unique career paths

The diverse range of opportunities at McConnell Dowell let our employees point their career path in any direction they choose. Just like the course of our lives, our career path is not linear. As your life and aspirations change direction, a company like McConnell Dowell has opportunities at every turn to challenge and excite you.

#### Flexibility

Throughout your career there will be situations that change when and where you are able to work, McConnell Dowell is committed to working with you along the way to offer tailored solutions to meet your changing needs.

#### Graduate development

Our two-year Graduate Program provides the opportunity for all participants to rotate through our various functions and gain experience in multiple engineering sectors, including Marine, Pipelines, Tunnels and Rail. We provide flexibility to our Graduates who are managing family responsibilities whilst kick-starting their career in the construction industry.

#### Respect

Respecting and valuing differences based on all the elements that make each human being unique, McConnell Dowell Group is focused on creating a culture where different perspectives can be heard for the benefit of our communities.



# Make extraordinary happen

**S**centre Group is the owner and operator of Westfield in Australia and New Zealand. We develop, design, construct, lease and manage the highest-quality 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 more than 530 million customers we welcome through the doors of our 40 centres every year. We call these dynamic places 'living centres' because they entertain, excite and reflect the enduring need we all have to socialise and connect.

We believe that delivering extraordinary business outcomes necessitates diversity, 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 team members are women.



[scentregroup.com/careers](https://scentregroup.com/careers)

### Realise your dreams

Lauren Frew's career journey with us started in Concierge at Westfield Airport West while working toward her PR degree. "I was studying at the time and thought, perfect, why not, it was just about getting through uni and getting a bit of part time work. I was 22 and it was great exposure to a corporate, professional business but I was not thinking big picture at all," says Lauren. In eight short years, Lauren's meteoric rise has included roles in Brand Experience at Westfield Geelong and Westfield Doncaster, promotions to Retail Manager and Centre Manger at Westfield Airport West and, most recently, her appointment as Centre Manager at our \$470M development of the brand-new Westfield Coomera living centre in QLD. "Westfield Coomera reflects the evolution of our living centre design and offers our customers and community a unique experience which has never been on offer in the region before – it's so exciting to be leading the team responsible for this important asset".



### Be the change you want to see

Our CEO, Peter Allen, is also an active Property Male Champion of Change and we're invested in the advancement of women in the property industry. For the past two years, we've supported the launch and expansion of the Girls in Property program, making our professions more accessible to young women as a career option. Scentre Group is endorsed as an Employer of Choice for Gender Equality – one of only 120 companies in Australia. For the past three years we've conducted a Gender Pay Gap Analysis, in line with Workplace Gender Equality Agency best-practice.

### Learn, develop and achieve

"I've had tremendous professional growth in my 11 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 four) and other women what can be achieved by building resilience and the confidence to embrace any challenge." **Sharyn Mikhael, Group Planning Manager**

### It's in our DNA

Throughout our history and evolution, we've always stayed true to our DNA: we act with integrity, we act as an owner, we work together, we push the limits, we never give up, we create a positive legacy.

### 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.**

### 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.

### 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.**

### Innovation

If you enjoy the challenge of reimagining the world around you and the pursuit of new ideas, you'll love the fast-paced energy in our teams as we strive to exceed the changing expectations of our customers, retailers and communities.

### "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.

### Passionate people; exceptional career experiences

We manage every aspect of our living centre portfolio – from development, design and construction to leasing and retail solutions, media sales, strategic asset management, customer experience and brand experience – providing you with a unique opportunity to develop an exceptional career like no other.



# APA Group



**A**PA 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 decisionmaking and drive our success.

in

apa.com.au

## 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."

## A day in the life of Cassi – 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."

## Community engagement

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

## Continuous encouragement to achieve

**Sarah – Compliance Support Officer**  
"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."

## 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.

## Gender is no barrier

**Ai Ling – Project Engineering Manager**  
"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 multidiscipline team of engineers to meet the design scope, specifications, budget and schedule of projects being implemented by APA."

## 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.

## 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.

## Endless Opportunities

**Kerryanne – General Manager, Transmission Division**

"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."

## 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.

## Growing Industry

**Jodie – Senior Legal Counsel**

"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."

## 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.





# Local Pathway, Global Opportunities

**A**t 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

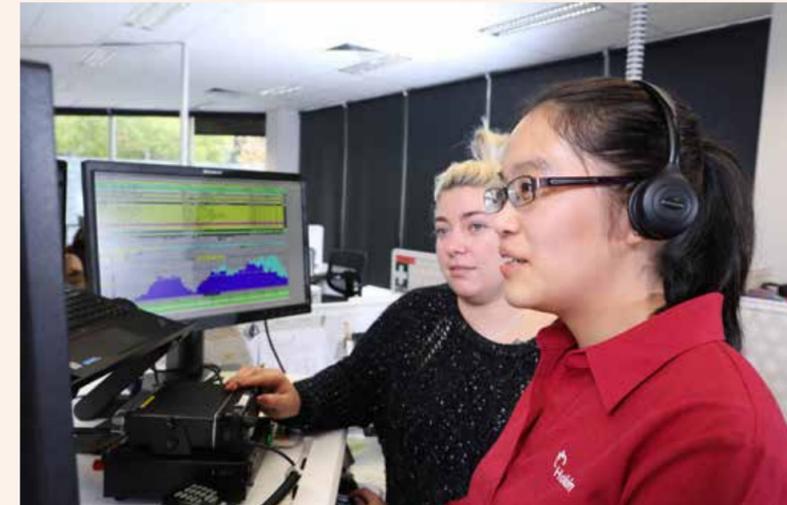
Some of the key achievements include:

- 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.



**i** For more information on your career at Holcim, go to [holcim.com.au/careers](http://holcim.com.au/careers)

[holcim.com.au/careers](http://holcim.com.au/careers)



🔹 **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.

🔹 **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.

🔹 **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.

🔹 **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.

🔹 **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.

🔹 **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.

🔹 **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.

🔹 **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.

🔹 **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.

🔹 **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.





# Get your career moving in the right direction with Toll

**L**ogistics 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."



tollgroup.com

## Top reasons to work at Toll

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.



For more information go to [tollgroup.com](https://tollgroup.com)



# A GREAT choice for women

## A career in the building and construction industry offers lots of opportunities for women.

Currently only about 12% of the construction workforce is made up by women and we'd like to see that percentage increase. Traditionally, the industry has been seen as male-orientated in the past, but this need not be the case.

Here at Master Builders Association of Victoria, we understand that the building and construction industry offers a wide-range of diverse roles that can be suited to anyone and everyone. Master Builders has been a long-standing voice for the building and construction industry. Our aim is to raise the profile of this fantastic industry as a provider of rewarding career outcomes. A career in the construction industry offers individuals variety and the ability to develop invaluable skills and knowledge that can be continually built upon.

Women are welcomed and appointed into varied roles in both small and large construction companies and are achieving tremendous success. Take Melanie Fasham, Master Builders Association of Victoria's President, as a great example. Melanie is our first female President and a fantastic role model for aspiring female builders. Her career demonstrates the success that young women can aspire to.

There are numerous opportunities available and with so many different career options, the best pathway can be hard to determine. To help with this, we have a dedicated, friendly team to demystify and simplify the information available to those looking to enter the construction industry and to assist those currently in the industry with their career progression.

**Have a look over the page at what some inspiring women have to say about how they got into the industry, the rewards of their roles in building and construction and some of their words of wisdom if you are considering a career in construction.**



mbav.com.au

### Julia Russell, Contracts Administrator



Every day is different and there is a lot of problem solving that needs to be done – that's what I enjoy about it. I like the challenge of working through

different issues and putting forward different solutions.

My advice would be to just put yourself out there. Networking is very important in the industry because the more people you know, the easier it makes your job.

### Courtney Keong, Painter and Decorator



The main reward for working in the industry is seeing the client's reaction to your work and the happiness and they get from it. Nothing beats it.

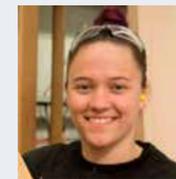
### Alana Luppi, Project Manager



One of the biggest challenges of the industry is that it is constantly evolving so we all need to evolve with it. Constantly dealing with human behaviour is the biggest challenge – and the most rewarding.

Other rewards for me are having incredible teams to work with, building new dynamics, working through logistical issues, contract issues, and interaction issues. I find myself challenged every day and I find myself rewarded every day. That's probably the best part of this industry.

### Ebony Griffin, Joiner



I tried uni, but it just wasn't what I really wanted to do. I just knew that I wanted to work hands-on in the building industry and I found a job as a joiner. I couldn't

think of doing anything else now – I really enjoy it.

### Stefanie Apostilidis, Carpenter and Site Manager



I'd like to encourage women to take up trades in the future and I'd like to promote the industry to women as a lot of women can be scared,

because it's more male dominated, to join the industry. It is possible, and women are just as capable of doing it as men.

### Jess Vigliaroni, Junior Estimator



Working in the industry always challenges you to grow and to learn more. You learn more about the industry and what opportunities it

brings, but more about yourself as well. My advice would be that once you leave school, and whether you're going to do TAFE or uni, my advice is to go straight in to the industry because you need to be exposed to the environment and because there are so many different roles and opportunities, it will help you know your fit.

### Carly Turner, Building Surveyor



If you have determination and you have motivation, then there is nothing that will stop you from achieving. It's very easy to look at someone who has

been in their career for a long time and think that it is something that cannot be achieved. But if you work hard towards it, before you know it you will be the person in those shoes. There is so much opportunity for women to not only take up working in the industry, but to thrive in it.

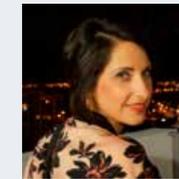
### Emily Cations, Carpenter



I love doing the fix, like hanging doors. It takes a bit of skill and an eye for detail to really get things finished. I love what I do. I love this industry. I'd like to

start a business with females and I'd love to get more females in to carpentry.

### Vanessa Borg, Project Coordinator



Negotiating is one of the big things I do, and also understanding different views, different expectations and different points

of view. I like the different personalities and every day is different. It's never the same thing every day, every build is different. The best thing is that no day is the same.

### Julie Stevenson, Estimator & Contracts Administrator



My dad has been in the construction industry for 40 years and was always doing DIY jobs around the house. I

always helped out at a young age and took a keen interest in how things are built. I then went to university to study Construction Engineering. Now, I love my job because I learn something new every day!



For more information on your career at Master Builders, go to [www.mbav.com.au](http://www.mbav.com.au)



# Together, we reimagine the future

**T**elstra 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.

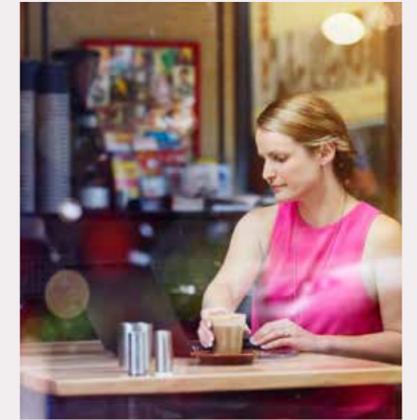
Discover your future at Telstra.



**i** With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](https://careers.telstra.com)



[careers.telstra.com](https://careers.telstra.com)



#### 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.

#### 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.

#### Supportive connections

Your colleagues will support and work with you to achieve great things. We have many employee networks where people can build relationships and influence, learn and support each other. These include our Brilliant Connected Women network, which brings together men and women across the business to grow careers through professional development and networking.

#### All Roles Flex

We understand the importance of a balanced life and know it's not where you are, but what you do, that matters most. All Roles Flex means that flexibility in some form is something we're open to discussing for all our jobs – whether that's part-time, working outside normal 9-5

business hours or working from different locations. We've adopted a very broad definition of flexibility, recognising it will mean different things for different people and different work types.

#### Leadership matters

We encourage our leaders to manage flexible working by talking to their people about plans, family responsibilities, or career breaks, and checking in regularly to see what's going on outside work. Flexibility is the starting point for all roles at Telstra. We urge our people to trial new ways of flexible working and to take a guilt-free attitude to flexibility, because it improves productivity, engagement and results for customers.

#### Committed to diversity and inclusion

Our focus on employee diversity and inclusion spans gender, age, ethnicity, race, cultural background, disability, religion and sexual orientation. Diversity and Inclusion is led by the Diversity Council, which comprises the entire CEO leadership team and is chaired by the CEO. Through this forum and our leadership framework, we reinforce our expectations of all leaders to lead inclusively and to value difference.

#### Building networks

There are lots of opportunities for our people to build networks inside and outside of Telstra, including our internal Brilliant Connected Women community. We're proud to be a White Ribbon-accredited workplace, Platinum sponsor of Females in IT and Telecommunications and a member of the Global Telecom

Women's Network, Catalyst, Community Business, Diversity Council Australia, Business Chicks and Women in Engineering.

#### Supporting women in business

Since 1995, Telstra has recognised, rewarded and celebrated the achievements of inspirational women who are leading, innovating and mentoring the next generation in Australian business. The Telstra Business Women's Awards alumni are truly remarkable women and the awards offer an opportunity for career analysis and self-development, new business opportunities and network expansion.

#### Awards we're proud of

Our commitment to gender equality and creating a truly inclusive workplace is not just about promises and policies; it's about living and breathing it in our everyday actions. We're proud to have received recognition for our work from leading organisations, including the Australian Human Resources Institute, Workplace Gender Equality Agency and Catalyst.

#### Learning experiences

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.**



# A rewarding career in agribusiness

**C**haracterised as a historically male-dominated sector, the agricultural industry is on a mission to instil gender equality and encourage change among the perceptions of women in leadership. Australian agriculture had one of the lowest levels of employment for women with only 14.5% in full time roles, a concerning number compared to the 56.2% males employed (Workforce Gender Equality Agency).

Ruralco and its subsidiaries are committed to closing this gap and supporting the momentum for change among gender equality and diversity within the agriculture and agribusiness sector. "Creating and maintaining an inclusive work environment that ensures fairness, equity and respect for social and cultural diversity is central to our policy," says Elizabeth Hardaker, Executive General Manager, People & Culture.

## Our Purpose – 'We're here for Australian Farmers'

We want our workforce to reflect the communities in which we operate. Our customers are Australia's farmers and primary producers and it is more often females who will visit a Ruralco merchandise outlet. They are juggling the farm business, managing finances and family commitments. We want our employees to be that friendly face and show empathy to the challenges that rural producers face and provide them with the best customer service and support.

## Ruralco's 'Diversity Action Plan'

In 2015, Ruralco launched a Diversity Action Plan to address the challenges of gender diversity. This plan aimed to drive change within the gender equity agenda and promote inclusion through a combination of initiatives in policy, procedures, communication, training and leadership. The plan was created to focus on building strategies to attract, enhance, transition and retain women in Ruralco and to change the culture within the leadership to enable greater female representation in management positions.

Ruralco's Diversity Action Plan focuses on introducing sustainable, long term strategies in fundamental areas throughout Ruralco:

1. Leadership
2. Attract, develop and retain a diverse workforce
3. Development of staff
4. Creating a flexible working environment
5. Improve statistics and reporting

## Our commitment

- Since July 2016, 48 female employees have received **paid parental leave**, and of those, 43 have returned to work after maternity leave using flexible work practices to support their family/work responsibilities.
- **Ruralco's Graduate Program** attracted a number of young female graduates including 75% female participation in 2016 and 70% in 2018.
- Ruralco entered into a partnership with **Macquarie University's 'Women in MBA' program** to encourage female employees to undertake MBA studies.
- We provide annual scholarships to our female employees to attend Women in Agri Conferences throughout Australia and annual scholarships aimed at high potential females to complete leadership programs with **Women & Leadership Australia**.

- We have launched the innovative **Empowering Women in Ruralco Program** including functions and training programs to provide women with confidence around ethics and values, communication, influence and resilience.

## Our Values

- Integrity
- Accountability
- Loyalty
- Leadership
- Common sense
- Aim high

## Engagement

Ruralco's employee engagement results highlight a highly engaged workforce. In a recent survey we achieved a 7% increase on the previous year, pushing us in to the top 25% of businesses who complete the survey on an annual basis.

**Growing our business through women - Committed to providing long term career paths for women**



[careers.ruralco.com.au](https://careers.ruralco.com.au)



Ruralco's aim is to be the employer of choice within the agribusiness sector offering a diverse range of career options.

## Olivia, Marketing and Business Support Co-ordinator



"I started with Ruralco on their Graduate Program in 2016 at the head office in Sydney. I have since relocated to a Ruralco business in Bendigo. Ruralco is so diverse that they can offer people really great opportunities, within the business. I know of so many people within Ruralco that have been able to explore other areas with the support of the business. It really shows they put their people first."

## Meaghan, Trainee Agronomist



"I joined Agritech Rural in Dimboola four years ago and I love the variety of my role. You never know what each day will hold. It's impossible to get bored."

## Emma, Business Development Manager



"Working in the mergers and acquisition team at head office means I get to partner with colleagues from across Australia from a range of industries including livestock agency to irrigation specialists. I get exposed to a wide range of challenging and highly rewarding projects that allow me to continually develop my skills and knowledge base."

## Rebecca, Livestock Agent



"I have been working for Roberts for nine years starting out on a two-year traineeship program. I consider myself lucky that my first full time job is my dream job."

## Annique, Financial Controller



"Ruralco has supported me with my request for flexible work arrangements, allowing for the option of part-time work and flexibility so I can strike a balance between my career and family commitments."

## Anna, National Supply Chain Manager



"I'm so lucky that I get to work in an environment where my manager is open to my ideas and a leadership team that motivates me to be the best I can be."

For more information about your career with Ruralco go to [careers.ruralco.com.au](https://careers.ruralco.com.au)



# Be a Journey Maker



**A**t 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.

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.



[transdev.com.au/careers](https://transdev.com.au/careers)

### Meet our Journey Makers

#### Veranika, Network Planning Graduate

Nika graduated from Curtin University with a Bachelor of Science, before joining Transdev's graduate program in 2018. The first stop for all of our graduates is a two month operational placement; for Nika, this provided the opportunity to become a fully qualified bus driver. "Seeing Perth's bus network from the driver's seat has given me invaluable insights for my future work as a transport planner," Nika said. For Nika, being a Journey Maker means working out how we can make the "line between A to B" and our customers experience seamless, safe and comfortable.

#### Ajenta, Environmental Specialist

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

#### 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."

#### 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."

#### Chloe, Projects Coordinator

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

#### 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."

#### Dusica, Customer Feedback Officer

"It may look like I contribute in a small way, but I make a big difference to my community."

#### 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."

#### Jocelyn, Contracts and Commercial Graduate

"I found it very inspiring that some of my colleagues started as a qualified tradesperson or driver and progressed into leadership roles. There are so many opportunities at Transdev especially for those just beginning their careers."

#### Mel, Learning and Development Manager

"It means a lot to me that I'm now involved with such a community-driven organisation."





# Build your career. Get into construction!



**B**uild 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](http://www.buildyourcareer.com.au)



[buildyourcareer.com.au](http://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 [buildyourcareer.com.au](http://buildyourcareer.com.au). Build Your Career is brought to you by the Australian Constructors Association.

### 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.

### 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.

### It's for everyone

The construction industry is inclusive, offering opportunities for everyone.

### 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.

### 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.

### 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.

### 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.

### 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!

### 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.

### 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.





# Put your career on the right track

**M**elbourne 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.



[metrotrains.com.au/careers](https://metrotrains.com.au/careers)

There are many examples of personal success across the business...

#### ◆ 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.

#### ◆ 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.

#### ◆ 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.

#### ◆ 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.

#### ◆ 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.

#### ◆ 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.

#### ◆ Scheduling Officer

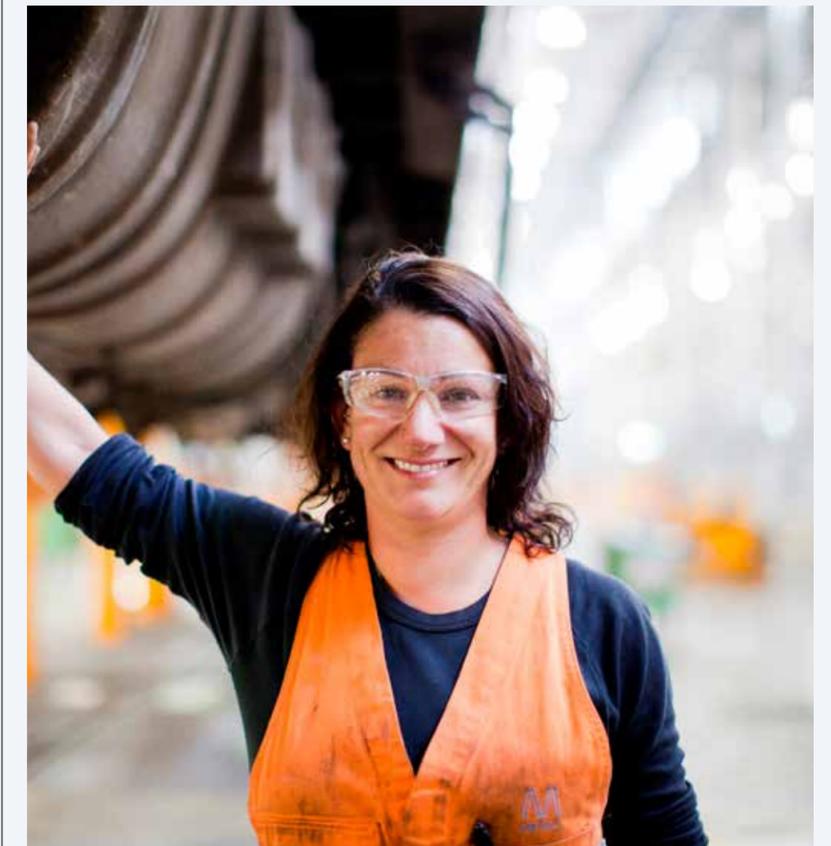
Amanda is one of the scheduling officers helping to timetable the 14,000+ train services we deliver each week. As demand increases and more trains are brought into service, Amanda and her colleagues will play a key role in the move to a high-capacity railway.

#### ◆ 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.

#### ◆ 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.



# Disability



---

302 

---

304 

---

306   
CommonwealthBank

---

308   
pwc

---



# Great place to belong – accessible and inclusive for all



Simon



James

**W**e're committed to giving you every opportunity to learn and grow by creating a thriving and inclusive workplace. Our purpose is to shape a workplace where people and communities thrive. That means ensuring our future workforce is open to everyone.

Our future workforce requires leaders who will be curious, create shared clarity, empower people, connect with empathy, and grow people selflessly. Diversity and inclusion is integral to our future business.

ANZ employees are a part of one of Australia's largest companies, with a world of opportunities available 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 every member of our team.

## Accessibility and inclusion plan

We're focused on improving accessibility and inclusion for our customers and employees, helping change attitudes towards people with disabilities in the community.

Our 2016-2018 Disability Action Plan outlines specific commitments in the following areas:

- **Customer** – To use innovation and technology to make banking more accessible and easy for customers with disabilities in Australia and NZ. To commit to further improving financial capability and inclusion for customers with disabilities and their carers.
- **Community** – To help change attitudes towards people with disabilities in the community through partnerships with other organisations.
- **Employment** – To create an inclusive workplace for our employees with a particular emphasis on flexible working – available to anyone for any reason at ANZ.

We're making inroads at our workplace in continuing to focus on becoming an accessible and inclusive organisation, empowering 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 organization, including:

- the development of the ANZ goMoney and Grow by ANZ apps, which meet best practice accessibility requirements
- setting 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
- partnering with the Australian Network on Disability to sponsor the Positive Action towards Career Engagement (PACE) mentor program.



[anz.com/careers](http://anz.com/careers)

## Flexibility for anyone for any reason

We offer a range of informal and formal flexible working practices, including part time, flexible location, flexible hours, job sharing and breaks from work.

## You'll be supported

We want all our employees to feel supported and included so they can bring their whole selves to work. Through our Accessibility and Inclusion Plan, we continue to build a diverse and inclusive organisation. This can be demonstrated in the improvement in trust by our employees, with our self-disclosure rates of employees with a disability having recently risen to 7.3%.

## We celebrate success

ANZ was a finalist in the **2017 National Disability Awards** as Employer of the Year. The awards recognise outstanding achievements and contributions of people, organisations and initiatives that improve the lives of people with disability. ANZ was recognised for its leadership in inclusive recruitment and employment.

In 2017, ANZ benchmarked its inclusion of people with a disability as employees, customers and stakeholders against other Australian organisations, using the **Access & Inclusion Index** led by the Australian Network on Disability. ANZ ranked #3 overall and was described as a 'role model for other organisations when it comes to access and inclusion'. ANZ will continue to build on its commitment to greater accessibility for all by drawing on the insights gained from the benchmark. Every year ANZ celebrates employees who have made an exceptional contribution to making ANZ more accessible and inclusive at its Star awards, which have been running since 2007.

## ANZ Networks

The ANZ Abilities Network is one of a number of networks open to all staff, and comprises individuals who are passionate about making a difference for people with disabilities. The ANZ Abilities Network runs programs and events to promote awareness and inclusion for all people with disabilities.

## PACE Mentoring Program

ANZ is the proud principal sponsor of the Positive Actions towards Career Engagement (PACE) mentor program run

by the Australian Network on Disability. PACE provides an opportunity for students and job seekers with disabilities to develop their skills and confidence in a workplace setting, assisting them in their personal and professional development and their job search.

## Spectrum Program

By providing a supportive employment environment we hope to empower autistic people to build greater independence and thriving careers at ANZ – and beyond. We believe the diversity of different ways of thinking – can bring to teams within ANZ represents a valuable problem-solving capability. The Spectrum program is one way ANZ is responding to the need to recruit the right people for in-demand capabilities in areas such as – but not limited to – cybersecurity, coding and testing. We believe that, given the right support, we can help autistic people build meaningful and fulfilling careers.

## Jan Kondratowicz, Information and Technology Risk Specialist

"I could never imagine or conceive the success I have had in advancing my career as a cybersecurity analyst, even as recently as a year ago. I have had no formal education in information technology, and although I possess a Bachelor of Science, I applied for ANZ's partnership with DXC Technology's Autism@Work program with an open mind, but I had low expectations as to my prospects. Needless to say I am overjoyed at the successful outcome of my application, which I am told came down to my open mindedness, inquisitive nature and capacity for collaboration. I think the single most important way ANZ has supported me was their willingness to reach out to this marginalised section of society. Cybersecurity roles are generally inaccessible to entry-level applicants due to the level of certification needed. ANZ has effectively offered to take me and my team on as trainees and provide support for us in working towards obtaining these required certifications."

ANZ's embracing of diversity stems from the acknowledgment and nurturing of people's strengths and unique perspectives to enrich the workplace and business practices.

## Simon Giddings, Customer Solutions Consultant

"Before I was employed by ANZ, I went through redundancy and was not at all confident that I would be able to provide a secure future for my family. But I had some good luck. I had the opportunity to go through the PACE mentor program that ANZ sponsors, and was mentored by a senior ANZ manager. Some time after this, I was recruited to work for ANZ through its Abilities program. Everyone at ANZ has dealt with me with the utmost respect and total support. So I try hard to do the same for our staff and customers."

Simon is totally blind and uses screen reading and braille technology. He received an Individual Excellence Award for delivering on ANZ's customer promises in 2017.

## James Leonard, Technology Graduate

"I joined ANZ after the PACE mentoring program, where I worked as an intern for two days a week whilst finishing my Bachelor of Information Technology. After completing the internship, I then went for a technology graduate position, which I'm proud to say I am currently completing. ANZ has supported me in many ways in just my short career here. Not only did they support my studies but they also provided support for my hearing difficulty. I am hard of hearing, which makes listening to meetings a challenge, whilst at the same time providing funny stories of misheard discussions! ANZ's vision is to be an inclusive workplace, and this is the main reason I enjoy working here. ANZ is a firm believer in seeing beyond the disability and instead seeing the potential and skills that person has to offer.

I can see that ANZ really embraces everyone; we have a very diverse workplace, from having people who have sight impairments, to people in wheelchairs, to people with other mobility restrictions. Though what doesn't differ are that these people – regardless of their situations – contribute to this great organisation. I always say, 'There is always another way to achieve the same outcome', and ANZ is a testament to this. ANZ really value their staff and supply support to every unique need that will help the person perform well in their role."

## To find out more about Life at ANZ, visit us here

[www.anz.com.au/careers/life-at-anz/](http://www.anz.com.au/careers/life-at-anz/)



# Telstra – Thrive, your way

**A**t 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.

**i** With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](https://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



[careers.telstra.com](https://careers.telstra.com)



**We have a deeply held belief that together we can accomplish far more than individually. It's about a common purpose, driven by a tight collective, who as a team achieve great things. We are better together.**

### ● Grow your career

Our leaders and recruiters are trained to understand individual needs and can offer support, understanding and a range of opportunities. Employees with sensory, physical or other disabilities also have access to a great range of resources, which means more opportunities for great performance and a fulfilling career.

### ● Recruitment support

If you identify as living with a disability, we'll work with you (and your Disability Employment Services provider if you would like us to) to help you through the recruitment process. Examples of where we've provided support during the recruitment process include face-to-face or instant messenger interviews for candidates who identify as living with a hearing impairment, or standing face-to-face interviews for candidates with back injuries.

### ● Access all areas

Through our Personalisation at Work approach, we encourage people leaders to have conversations with team members with disability to get what they need for work, such as computer programs, equipment and different ways of working. We also have a dedicated Disability Champion group comprising recruiters, senior executives and human

resources specialists, who are visible supporters of inclusion for people with a disability.

### ● Supportive connections

We have many employee networks where you can build relationships and influence, learn and support each other. These includes our online Disability and Accessibility network, which is one way our employees connect and promote a positive and inclusive workplace at Telstra.

### ● Living our values

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.

### ● 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.

### ● 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.

### ● 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.

### ● 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.

### ● 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.**



# Start your career with Australia's largest bank



## Our disability and accessibility network – ENABLE

Our disability and accessibility employee network, ENABLE, is committed to increasing awareness, inclusion and employment opportunities for people with disabilities at CommBank.

The 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.

Through our membership with the Australian Network on Disability (AND), we participate in the 'AND Pace' mentoring program whereby volunteers from CommBank mentor a person with a disability outside of our organisation. The 'AND Stepping In' Internship Program allows talented university students with a disability to gain vital work experience while they're studying and allows the business to develop a talent pipeline that helps build a more inclusive and diverse workplace culture.

*"Leading ENABLE's army of dedicated volunteers and champions is an incredible privilege. Our goal is to become Australia's most accessible bank and I am proud of the work we are doing to make a positive difference for our people and customers with a disability."*

Robyn Clark  
General Manager and ENABLE  
Co-Chair

**W**e endeavour to support our people and customers with a disability.

## Disability, Accessibility and Inclusion

The provision of equity, access and support for people with a disability is part of our culture and integral to our diversity and inclusion strategy. Our 2017-2020 Accessibility and Inclusion Plan outlines the steps we are taking to improve access for our customers, our people and the communities we operate in.

Improvements in the accessibility of our bank branches and workplaces, along with accessibility e-learning for employees, have been a particular focus for us over the financial year.

We have also set ourselves minimum accessibility standards and created an assessment tool for internal projects and

product development to help guide our day-to-day business.

Through our 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 are a member of the Australian Network on Disability (AND) and work with a broad cross-section of disability organisations.

## Employee networks

Our employee-led networks play an important role both inside and outside of the Bank. They give our people a stronger voice to shape areas such as recruitment, leadership initiatives, product development, accessibility of services and community outreach initiatives.



[commbank.com.au/careers](http://commbank.com.au/careers)

### 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.

### Values

Our commitment to our purpose is guided by our values:

- We do what is right
- We are accountable
- We are dedicated to service
- We pursue excellence
- We get things done

### You can be you

At CommBank, your colleagues will respect and celebrate your unique perspective, as well as the things you have in common.

### Opportunities

With 13 business areas within CommBank and almost 50 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

### Training and development

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

### 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.

### 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, such as flexible working options, to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business customers.

### 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 many of our partner charities.

### 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.

### Award winning employer

- We've been recognised with a wide range of employer awards, including
- **Canstar** Junior and Youth Banking Awards winner 2018
  - **LinkedIn Top Companies** 2nd most in demand employer, *LinkedIn*, 2018
  - **AWEI Platinum Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2018
  - **Workplace Equality Index** Employer of Choice, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2018
  - **Grad Australia** Top 100 Graduate and Intern Employers 2018
  - **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2018



For more information on your career at CommBank, head to [commbank.com.au/careers](http://commbank.com.au/careers)



# Committed to ensuring people with disabilities thrive

**W**e strive to create a culture of safety, that will empower people with disability to be open about their needs without fear of bias, and receive the support and adjustments they may require to be their best self while at work.

Australia's current climate of people with disability in the workforce isn't where it should be. Approximately 18 per cent of Australians are living with a disability and workforce participation of Australians with disability sits at 54 per cent. Even more alarmingly, just under half (45 percent) of all people with disability are living near or below the poverty line.

We recognise the role we can play in shifting attitudes and creating equal employment opportunities for people with disability, and have been working towards increasing awareness and inclusion within our firm and on a wider scale.

In 2015 we became the first professional services firm to lodge an Access and Inclusion plan with the Australian Human Rights Commission. We are gold members of the Australian Network On Disability and have a number of innovative initiatives in place to help remove barriers and transform the experience of people with disability within our firm.



**i** If you are interested in becoming part of the PwC team, please visit our careers site at [pwc.com.au/careers](http://pwc.com.au/careers)



[pwc.com.au/careers](http://pwc.com.au/careers)

### • Accessible employment

We encourage people with disability to apply and gain employment through our mainstream recruitment pathways and have worked to ensure our processes are accessible. We also actively seek to employ people with disability through specialist programs, working with organisations such as Specialisterne Australia, The Australian Network on Disability, the Paralympic Employment Program and Enabled Employment.

### • Mental health support

We're proactive in addressing mental health with a strategy in place for ongoing workshops, workplace support and a network of mental health first aid officers. We provide support through our CARE (Coaching, Advice, Resilience and Empowerment) program, which is available to all staff and their immediate families.

### • In-house clinical services

Our people have access to in-house Occupational Therapy, Physiotherapy and Psychology services through our Health and Wellness team for assessment and case management services.

### • Workplace Adjustment policy

We've implemented a centralised process for workplace adjustment requests during both recruitment and employment.

### • National employee-led Network (Ability@PwC)

We've created a network across our firm that connects and supports people with disability, and those who care for someone with disability to drive positive cultural change.

### • Disability awareness training

We provide training sessions to key staff groups including Recruiters, Client

Service staff, and our Human Resources community, and continue to offer these sessions to our people as needed.

### • Flexible work

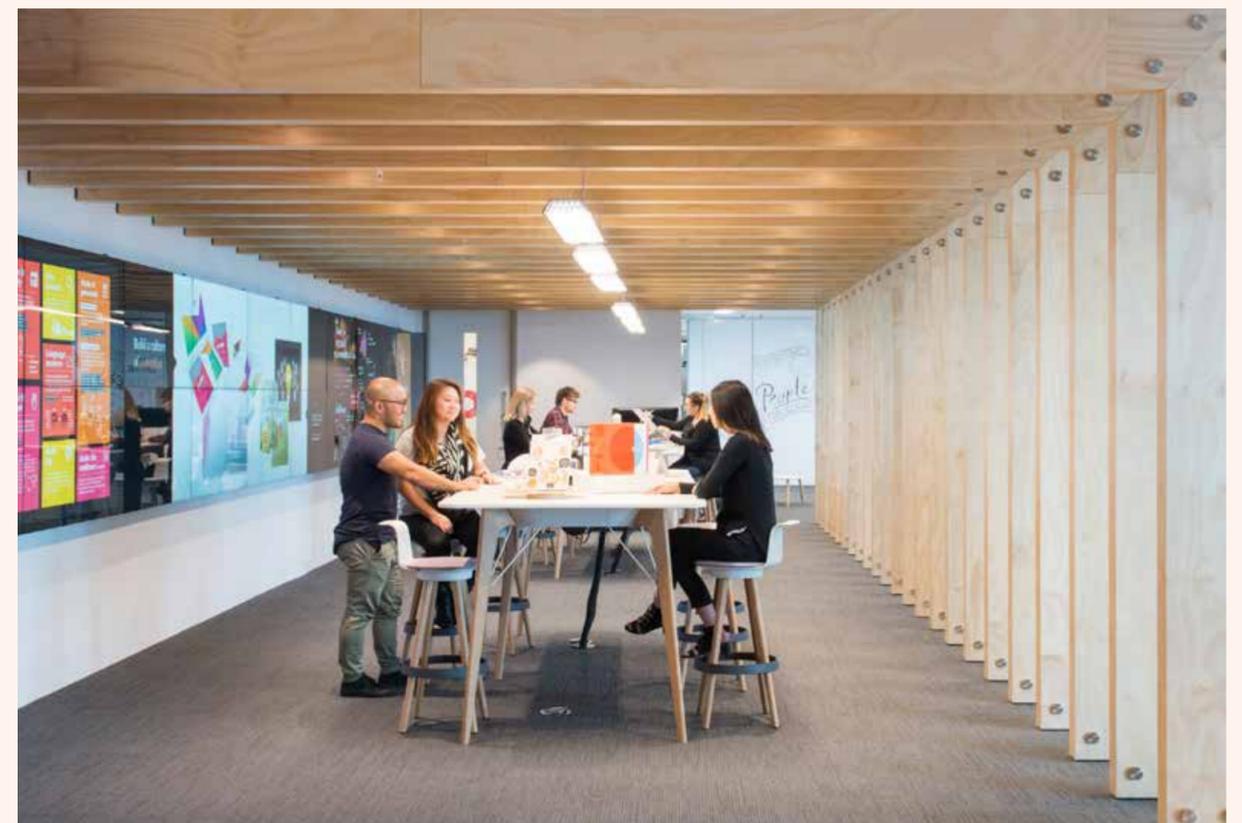
Informal and formal flexible work arrangements are possible as part of our 'All Roles Flex' policy. Our people have the opportunity to work flexibly and in a way that works best for both themselves and their clients.

### • Learning and development

We work to ensure any training that employees receive is accessible and barrier-free for all abilities.

### • 'Dress for your day' policy

With no dress code in place, we embrace individual difference and trust our people to wear what they feel is appropriate and comfortable for the type of work they do in their day.



# LGBT+



312



MACQUARIE

322



CommonwealthBank

314

coles

324



316

accenture

326



318



nab

328



320

SCENTRE GROUP

Owner and Operator of Westfield in Australia and New Zealand



# Pride@Macquarie



**A**t 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 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 events.

Find out more at [macquarie.com/careers](https://macquarie.com/careers)



[macquarie.com/careers](https://macquarie.com/careers)

## Meet Our Members Colm, Business Analyst, Banking and Financial Services



The Pride@Macquarie network was one of the main factors in choosing to work at 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.

## Meet Our Members Michael, Corporate Operations Group



To me, Pride is about authenticity. Macquarie is a great advocate for 'you being you' and being proud of who you are. Pride@Macquarie ensures I feel comfortable interacting with all business groups, which allows me to perform my role well, develop my understanding of our business and expand my network.

## Meet Our Members Nick, Digital Marketing Manager, Corporate and Asset Finance



At Macquarie, we're encouraged to embrace what makes us different. It's this environment that makes me comfortable bringing my whole self to work, every single day.

## Meet Our Executives Greg, Deputy Managing Director, 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.

## Meet Our Allies Hazel, Executive Assistant, Banking and Financial Services



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.

## Meet Our Allies Chris, Business Analyst, Banking and Financial Services



Our large and growing employee network group 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 encourage others to do the same.

## 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 effectively and making a difference.

## 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.

## Your Resources

Through our internal social media platform, Workplace by Facebook, Pride@Macquarie continues to drive active discussion 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 we provide an inclusive workplace in which individuals can reach their full potential. We do this by promoting LGBTI workplace inclusion through training, sponsorships, community partnerships and participation in benchmarking indexes.

## Your Opportunities

All of our employees based in Australia have access to our LGBTI Awareness training, LGBTI Allies training and our events.

## 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 endeavour.



# LGBTI



Our Pride at Coles pillar is focused on creating and maintaining an inclusive culture in which members of the LGBTI community feel they can be their authentic selves and have a safe place to work and grow.

Coles' LGBTI (Lesbian, Gay, Bisexual, Transgender, and Intersex) committee, Pride at Coles, is 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 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



If you are interested in becoming part of the Coles team, please visit our careers site at [colescareers.com.au](https://colescareers.com.au)



• **Led from the top** by our sponsors David Brewster, Coles Legal Director, and Genevieve Hawkins, General Manager Insurance who champion LGBTI inclusion across Coles.

• **Our Pride at Coles SteerCo** of senior leaders was established in late 2017 following the success that our other inclusion Steer Committees have had in driving activity across Coles. This SteerCo is chaired by our sponsors and meets on a bimonthly basis.

• **Creating connections** between team members through our Pride at Coles network. This committee started as a grassroots effort in 2015 and since then we have welcomed more team members into the network and established a Pride at Coles mychat group where team members from across the country can share their stories and feedback.

• **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.

• **Visible allies** in the workplace are an important way to show support and commitment to inclusion in the workplace. Team members are encouraged to wear a pride pin on their lanyards and to attend both internal and external events. We also have a group of trained allies who are profiled on our intranet and offer peer to peer support.

• **Supporting our team members** through offering a range of resources, tools and videos on our Pride at Coles intranet site. This includes our Gender Affirmation and Transition at Coles Guidelines, Pride in Diversity publications such as Let's Talk Gender and Sexual Orientation and Gender Identity in the workplace and information on where to go for peer to peer and confidential support. Over the next 12 months, we will continue to develop targeted supporting material for LGBTI identifying team members, line managers and our People & Culture team.

• **Supporting our communities** through both internal and external events. Coles team members participated in the **Adelaide Pride March** as well as **Big Gay Day** at the Wickham Hotel in which Coles donated \$10,000 to support local LGBTI charities in Queensland. Internally, Coles recognised **International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)** through a range of different activities and celebrations.

• **Recognised as LGBTI inclusive workplace** through the Australian Workplace Equality Index (AWEI) submission. Coles received Bronze status for the work we undertook in 2017 and we are excited to continue to make progress in this space.

• **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.

• **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 tell us will make a difference.





## Be proud of who you are



**A**t Accenture, we believe in workplace equality. We are committed to providing an inclusive environment for everyone, regardless of gender, sexual orientation, cultural background and experiences. Our goal? To bring out your best, authentic self by helping you grow in a safe, inclusive and nurturing workplace.

You couldn't be in better company. We have employee resource groups in 44 countries and a global Ally program with more than 36,000 members that can help you thrive as your authentic self. Our global Pride network—our community of lesbian, gay, bisexual, transgender and intersex (LGBTI) members and supporters—offers guidance and wonderful opportunities for everyone to come together and celebrate uniqueness.

And our efforts in making Accenture a safe, inclusive place to work haven't

gone unnoticed. For helping make everyone feel comfortable and shine as their true selves, we've been awarded Platinum Employer status at the Australian LGBTI Inclusion Awards 2018. We're also an accredited White Ribbon Workplace for our commitment to ending physical, emotional, mental and financial violence against women.

Join us as we create a more inclusive and diverse Australia. Together with our gender-equal workplace, we'll help change the way the world works, lives, plays and grows.



[accenture.com.au/careers](https://accenture.com.au/careers)

Here are 10 things to look forward to if you join our inclusive and diverse workplace in the future:

◆ **Thrive in an open, respectful environment.**

At Accenture, we value your unique skills and talent because we want to create an inclusive and open environment where every employee is treated with respect. As part of our core values, our respect for the individual shapes the way we work with our people and clients.

◆ **Discover your best self.**

We empower our people to develop a can-do attitude. We provide a workplace where you can unleash your creativity, collaborate with like-minded colleagues and do your best every day.

◆ **Make an impact through our inclusion and diversity initiatives.**

Pride at Accenture is our community of LGBTQI people who aim to raise awareness, understanding and appreciation of our gender-diverse workforce. We also have our Ally Program, a group of supporters who are not just LGBTQI people and are committed to promoting LGBTQI awareness.

◆ **Show support for the Queer Screen Film Festival.**

We're a proud supporter of the Queer Screen, the organisation behind the yearly Mardi Gras Film Festival. This group aims to promote LGBTQI titles to help raise awareness and create a community free of bias and discrimination.

◆ **Join our global and local initiatives.**

From International Women's Month and Movember to National Coming Out Day and International Day of Persons with Disabilities, we support these events that promote equality, respect and acceptance regardless of gender, sexual orientation, physical capabilities and other aspects that make each of us unique.

◆ **Work at a White Ribbon Workplace.**

As a proud member of the White Ribbon Workplace Accreditation Program, we are committed to helping stop violence against women, strengthening gender equality and creating a safer, more respectful workplace. Without bias, we



support all our employees and encourage them to speak up if they experience inappropriate behaviour.

◆ **Shape your career your way.**

Regardless of your gender, background and beliefs, we'll help you follow your passion. Explore your unique blend of interests and talents, making the most of it through a rewarding career at Accenture.

◆ **Work with global teams.**

We value diverse teams with unique perspectives and experiences. DiversityInc agrees—we've placed 9th on its list of Top 50 Companies for Diversity for 2018. Join our organisation in Australia and connect with our global network of highly skilled strategists, digital innovators and tech wizards.

◆ **Celebrate Pride Month with us.**

Throughout the month of June, we host global celebrations of Pride Month in support of the LGBTQI community.

Across Australia, we bring together people of different cultures, beliefs and backgrounds and tackle ways to break the barriers that prevent the LGBTQI community from thriving. We look forward to these celebrations with you!

◆ **Take the chance to join our global leadership training.**

Every year, we send some of our Best People to a host city for the LGBT Leaders Learning (L3 Training). This two-day event has been known to help participants grow as a leader in a more inclusive and diverse place to work. So far, we've held it in Manila, Bangalore and Shanghai. Who knows which city will host the next training?

**i** If you're interested in a future career with Accenture, please visit our careers page to find out more at [accenture.com/careers](https://accenture.com/careers)



# Where a career is more than money



**F**or almost 160 years, we've been helping our customers with their money. Today, we have more than 30,000 people serving 9,000,000 customers at more than 900 locations in Australia, New Zealand and around the world.

As Australia's largest business bank, we work with small, medium and large businesses. We're there from the beginning to support them through every stage of the business lifecycle.

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.

## Life's about more than money

Over time, we've learned a thing or two about helping our customers make the most of their money. And while money is important, it's not what matters most. It's the connections we share and the relationships we build. And that's why we do things a little differently.

For more information please visit [nab.com.au/about-us/careers/working-at-nab/diversity-and-inclusion](https://nab.com.au/about-us/careers/working-at-nab/diversity-and-inclusion)



[nab.com.au/about-us/careers](https://nab.com.au/about-us/careers)

## ● A place where inclusion matters

Promoting an inclusive culture is at the core of our Diversity and Inclusion Strategy – and regardless of your age, gender, physical abilities, cultural background and ethnicity, marital, family or relationship status, religious beliefs, sexual orientation and gender identity we want everyone to feel like they belong at NAB. We're committed to building a workplace that is as diverse and inclusive as it is dynamic. 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.

## ● 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.

## ● 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.

## ● 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 and we've always taken pride in being a company that supports people for who they are. Our NAB Pride 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.

## ● 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. In April 2018, NAB was the Presenting Partner for the 2018 Special Olympics Australia National Games Adelaide. We were proud to back this inspirational event that saw more than 1,000 athletes with an intellectual disability compete in Adelaide across 11 sporting disciplines. You can read more about our commitment to our people, customers and communities on [nab.com.au](https://nab.com.au)

## ● Supporting and engaging employees with accessibility needs

We're always working towards 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.

## ● 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.

## ● 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, stronger communities 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 \$44.6M in community investment in 2017 which includes the value our people contributed to the community through 16,000+ volunteer days, helping 515,000+ 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.

## ● Embracing cultural difference

By embracing individual differences, we will reflect the customers we serve and the communities in which we operate. What this means in practice is that NAB always strives to create a work environment where individual difference is understood, respected and valued.

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.

The primary barrier preventing qualified African-Australians with securing employment is a lack of local experience in the Australian business sector. 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.

SCENTRE  
GROUPOwner and Operator of **Westfield** in Australia and New Zealand

# Bring your whole self to work



**S**centre 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."



[scentregroup.com/careers](https://scentregroup.com/careers)

## 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

## 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

## 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.

## Strength in diversity

We value diversity of thought and different ways of seeing the world. We're proud to be endorsed as an Employer of Choice for Gender Equality – one of only 120 companies in Australia.

## Realise your dreams

Our purpose is to create extraordinary places, connecting and enriching communities.

## It's in our DNA

Throughout our history and evolution, we've always stayed true to our DNA: we act with integrity, we act as an owner, we work together, we push the limits, we never give up, we create a positive legacy

## 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.

## Innovation

If you enjoy the challenge of reimagining the world around you and the pursuit of new ideas, you'll love the fast-paced energy in our teams as we strive to exceed the changing expectations of our customers, retailers and communities.

## "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 better. We believe that all roles – regardless of level or location – can be undertaken with some form of flexibility.

## Passionate people; exceptional career experiences

We manage every aspect of our living centre portfolio – from development, design and construction to leasing and retail solutions, media sales, strategic asset management, customer experience and brand experience – providing you with a unique opportunity to develop an exceptional career like no other.





# Start your career with Australia's largest bank



**W**e 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.

## LGBTIQ inclusion

- We have a number of initiatives and resources to support LGBTIQ inclusion:
- Establishment of a comprehensive LGBTIQ resources hub helps our people navigate the many policies, tools and resources available to support them
  - LGBTIQ Champion and Ally training rolled out across Australia
  - LGBTIQ inclusive policies and benefits

- Support guides for Transitioning in the Workplace, Coming Out and Intersex inclusion
- LGBTIQ FAQs and support for leaders with questions
- Networking events in all major geographies
- Partnerships/Sponsorships/Fundraising for LGBTIQ organisations, events, organisations, events, or individuals such as Wear it Purple and IDAHOT Day (International Day Against Homophobia, Biphobia, Intersexism and Transphobia).

## Our LGBTIQ inclusion network – Unity

Unity empowers our people to bring their whole selves to work every day – regardless of their sexual orientation, gender identity, gender expression or

intersex status.

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.

Since its inception, Unity has driven awareness, engagement and behavioural change, helping the Bank achieve recognition as one of Australia's top LGBTIQ employers for five consecutive years as measured by the Australian Workplace Equality Index awards.

Two members of our Unity network were recognised in Deloitte and Google's Outstanding 50 LGBTIQ Leaders Report in 2018, a prestigious annual list that highlights role models across the private and public sector.



[commbank.com.au/careers](http://commbank.com.au/careers)

## • 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.

## • Values

Our commitment to our purpose is guided by our values:

- We do what is right
- We are accountable
- We are dedicated to service
- We pursue excellence
- We get things done

## • You can be you

At CommBank, your colleagues will respect and celebrate your unique perspective, as well as the things you have in common.

## • Opportunities

With 13 business areas within CommBank and almost 50 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

## • Training and development

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

## • 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.

## • 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, such as flexible working options, to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business customers.

## • 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 many of our partner charities.

## • 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.

## • Award winning employer

- We've been recognised with a wide range of employer awards, including
- **Canstar** Junior and Youth Banking Awards winner 2018
  - **LinkedIn Top Companies** 2nd most in demand employer, *LinkedIn*, 2018
  - **AWEI Platinum Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2018
  - **Workplace Equality Index** Employer of Choice, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2018
  - **Grad Australia** Top 100 Graduate and Intern Employers 2018
  - **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2018

"I am proud to be part of an organisation that is such a champion for LGBTI+ people, both in and out of the workplace. Knowing that CommBank had a long-standing employee network group like Unity was one of the reasons I joined the Group over a year ago and I am now pleased to be able to serve as a member of the Unity Council. We've been very active in the communities we operate within, supporting the YES campaign for Marriage Equality, sponsoring regional Pride festivals and our branches all over Australia have participated actively in key LGBTI days like Wear it Purple Day, which in turn has such a positive impact on our customers."

Ross Wetherbee,  
Organisational Development  
Manager, Diversity & Inclusion  
Performance and Unity Council  
Member



For more information on your career at CommBank, head to [commbank.com.au/careers](http://commbank.com.au/careers)



# Proud to be a top LGBTI employer

**A**t PwC we foster an inclusive culture which embraces differences – one that allows us to live our values every day, be ourselves and to feel empowered to realise and discover our potential. Because we know that when people from different backgrounds and different points of view work together they create the greatest value – for our business, our clients and society.

Joining a number of national employee-led initiatives, the GLEE@PwC network (Gays, Lesbians and Everyone Else) is a community of like-minded individuals who are committed to championing diversity and creating a culture that ensures everyone can bring their whole selves to work. Anyone can join and become involved in the various initiatives and events organised and shared.

We are proud to have been previously recognised as Australia's top employer at the Australian LGBTI Inclusion Awards, hosted by Pride In Diversity - the only organisation to have been awarded this honour twice! And in 2018, Luke Sayers was named CEO of the Year, recognising his advocacy and contribution to promoting LGBTI inclusion within PwC and nationally.

**i** If you are interested in becoming part of the PwC team, please visit our careers site at [pwc.com.au/careers](https://pwc.com.au/careers)

## Meet Nicolle Chapman



Nicolle is a Campus Recruitment Manager within our Talent Acquisition team, which sits within the wider Human Capital team. As well as being a fulltime PwC employee, Nicolle is also an active member of the LGBTI community, GLEE@PwC.

"At PwC we are told that everyone has a role to play when it comes to creating a diverse and inclusive culture. I've been comfortably out since I joined and my team and the wider firm both support and encourage me to bring my true authentic self to work each day. Whether that be suited and booted in the office, wearing

my GLEE t-shirt at an internal event or in my jeans on my balcony at home.

"Externally, we don't just walk the walk, we talk the talk. For me this is demonstrated in PwC's ongoing support for the LGBTI community. Be it making a stand for marriage equality or understanding the effects of intersectionality on same sex attracted women in the workplace, the firm dedicates a lot of time, resources and passionate people to drive change.

"As a member of the GLEE community, I've been able to connect with like-minded people, many who have shared similar experiences. It's a huge support network. Whether I am attending morning tea, interfirm drinks or a pride event – GLEE is an opportunity for me to be myself and help educate others. Thanks to my involvement, I was asked to co-host our Sydney International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) event this year which was a real highlight.

"Unfortunately there are people who have spent large portions of their careers hiding parts of who they are. Working in the talent team and being 'out' on campus gives me an opportunity to help shift the dialogue and ensure more students enter the workforce proud to be themselves."



[pwc.com.au/careers](https://pwc.com.au/careers)

## Passion meets purpose

We all want to engage in work that fulfils us with a sense of purpose. 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 encourages you to be yourself. We aim to align you with projects you are interested in and help bring out your strengths for the greater good.

## The future starts now

We seek bright, passionate and like-minded individuals who can join us in embracing the ever changing business landscape. We know many will become our future leaders and we're dedicated to investing in their development both professionally and personally. We want our future to be one that fosters equal opportunity, from more female leaders to greater team diversity.

## 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.

## Tech loving

Our goal is to become the most technology enabled professional services firm in the world! And creative thinkers skilled in Science, Technology, Engineering and Maths (STEM) are at the forefront of this movement. Whether we're exploring the future of business, restructuring a client's internal systems, developing new software or tech to use in-house, there's a passion for innovation across everything we do.

## Flex your work

We provide you with the freedom and flexibility you need to personalise your working lifestyle. Our tech solutions mean that you can work anytime and anywhere. Whether that's in the office, at home, on a treadmill or from a cafe – the choice is yours! With no dress code in place, you can feel free to wear what you like and what's most appropriate for the type of work you do.

## 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 clients. Travel and secondment opportunities are both supported and encouraged.

## Unleash your potential

Those who join us receive on-the-job training, support from a dedicated coach, access to further education like the CA Program, internal development programs, and study and exam leave should they wish to pursue other qualifications. There is a genuine support structure ensuring everyone feels comfortable to be themselves and perform their best from day one.

## Embracing difference

At PwC we foster an inclusive culture which embraces differences – one that allows us to live our values every day, be ourselves and to feel empowered to realise and discover our potential. We know that when people from different backgrounds and points of view work together they create the greatest value – for our business, our clients and society. We're proud of our employee-led diversity networks that promote Indigenous, cultural, disability, LGBTI and gender equality.

## Driven by values

We are proud to be a values based organisation. Our values define us and we live and breathe them every day in the work we do and the interactions we have.

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

## Make an impact

PwC has a dedicated team driving firm wide Corporate Responsibility initiatives and we encourage our people to lend their time and skills to activities such as volunteering, mentoring and non-profit engagements. Every employee is granted one day of volunteer leave per year, with flexibility for additional leave when applying their business skills.

## Perks are also important

We know things like birthday leave, the ability to purchase up to an additional 12 weeks of annual leave, 18 weeks paid parental leave and \$295 to spend on wellness activities each year, 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 we help our people achieve both!

## We're so much more than accountants

Operations, R&D, Software Development, Cyber Security, Web Design, UX, Real Estate Advisory, Risk Assurance, People & Change, Mergers & Acquisitions, Economics & Policy, Strategy Consulting, Performance & Remuneration, Analytics, Data Modelling and Project Management are all teams at PwC – just to name a few.

## Many pathways, many possibilities

Beyond our Graduate, Vacation and Trainee programs is a new entry path for high school leavers! Our Higher Apprenticeship program is an opportunity to earn a competitive salary while studying towards a professional qualification from a leading training organisation.





# Together, we reimagine the future

**A**t 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.

**i** With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](https://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



[careers.telstra.com](https://careers.telstra.com)

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.

### ● Thrive, your way

We know how important it is for everyone to take a stand against homophobia, biphobia and transphobia. Our LGBT+ employee network and allies play a really crucial role in spreading the message that it's not okay to feel like you have to hide who you are, or feel excluded because of who you are. We 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 celebrated. If you feel included, you bring your whole self to work, and contribute fully to your work and team, and our brilliant 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 our business outcomes by enabling better collaboration, leading to creative, innovative customer solutions.

### ● 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.

### ● 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.

### ● 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.

### ● 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**

### ● 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.

### ● 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.

### ● 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.

### ● 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.

### ● 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.



# Great place to belong – accessible and inclusive for all

**A**NZ 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 Partner of 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 communities through public displays of commitment such as GAYTM's, GAYNZ branches as well as our recent multi-award winning "Hold Tight" awareness platform.

## 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 LGBTI communities. 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 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.



[anz.com/careers](http://anz.com/careers)

## • 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.

## • 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, sex, gender expression and identity, ethnicity, education, family and relationship status, sexual orientation, religious beliefs and/or socioeconomic background.

## • 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, sex, 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, Transgender and Intersex (LGBTI) employees and their allies.

## • 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.

## • ANZ Pride Network

ANZ is proud to have an LGBTI (Lesbian, Gay, Bisexual, 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 Sydney Gay and Lesbian Mardi Gras, Intersex Awareness Day and Transgender Awareness Week as well as many other smaller awareness raising events throughout the year.

## • 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.

## • Mardi Gras

ANZ is proud to have been a major sponsor for over 11 years now of Australia's largest celebration of diversity, inclusion and love. Sydney Gay & Lesbian Mardi Gras has grown from a protest, to 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.



## • 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.

## • 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.

## • 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](http://www.anz.com/careers) or follow us on Facebook, Twitter, Instagram, YouTube or LinkedIn.

# Cultural



332 **medibank**

334 **Allianz** 

336  **Guardian**  
EARLY LEARNING GROUP

338   
**CommonwealthBank**

340   
**Dairy for life**



# Equality at Medibank



**W**e are Australia's leading private health insurer, providing private health insurance through our Medibank and ahm brands, and complementary health services.

We also provide a range of integrated healthcare services to our private health insurance policyholders, government, corporate and other retail customers. With over 3,000 employees, our head office is located in Melbourne, Victoria, with operations nationally throughout Australia.

At Medibank, we make a central promise to our employees to foster an environment that is committed to care, collaboration and passion.

By delivering on our promise, we work better together; better as individuals, better as a team and better as a business.

### Our Commitment

We are committed to ensuring everyone enjoys the same opportunities and rewards at Medibank, regardless of

gender. With gender balanced leadership throughout our organisation, we are serious about addressing gender bias, pay equity, women in leadership, sharing of parental responsibilities, and domestic and family violence. Regardless of gender, at Medibank, every voice counts.

### Our Actions

The Gender Workgroup is one of five workgroups in the Diversity & Inclusion space at Medibank and its role is to improve gender equality at Medibank by:

- Ensuring that gender diversity remains a high priority of the company;
- Providing and facilitating communication discussion around gender diversity issues;
- Providing suggested initiatives to Medibank P&C and the Diversity Council;
- Providing feedback to P&C and the Diversity Council on suggested initiatives;
- Addressing the barriers and enablers faced at Medibank to have successful careers;
- Celebrating achievements of women at Medibank and in the Health industry; Medibank champions change in the areas of:
  - Pay equity
  - Women in leadership

- Gender bias & discrimination
- Parental leave
- Domestic & family violence

### Flexibility + Work Life Balance

At Medibank, our purpose is: For Better Health. To live this purpose, we embrace a healthier way of working by providing employees with flexibility in how and where they conduct their work.

This approach is known as



We recognise that for us to embrace an inclusive culture, we need to have a workplace which is flexible. We appreciate that each individual's work preferences, and work needs, can change over time and are influenced by life outside work.

Flexibility is available to all our employees – whether that be to spending time volunteering, participating in sports or leisure activities, dressing in smart casual, or making it home in time to spend some time with your family at the end of the day. The FLEXbetter approach is all about balance – supporting the wellbeing of our employees as well as our customers.



careers.medibank.com.au

### • Dilan Perera – Head of National Sales & Service



As someone with a diverse background, and also as a people leader of a large team carrying a very diverse group of team members nationally, I see diversity as a competitive advantage at all levels of the business. Medibank has a very inclusive and progression culture, where individuals get the opportunity to come together and collaborate as we transform the concept of better health for better lives every day.

### • Komal Rao – Store Manager, Docklands



I find myself completely aligned with Medibank and its values. Diversity is a very important aspect of both personal and professional life, we have an amazing leadership team who actually lead the way and walk the talk and are supportive. We receive all the tools and resources to well in our roles. We get recognised for our work and values.

### • Gareth Tonkin – Channels Enablement Lead, Commercial Excellence & Growth



I believe my own career journey at Medibank speaks to the opportunities available to anyone. It's really critical to get a diverse selection of leaders, from a range of background and each with their own unique style and perspective. I think the organisation has sent a very strong message around this and other important topics I think there is the right balance of support vs find your own path, and everyone is encouraged to own their own development and career path.

### • Renee Fairbairn – Analyst – Hospital & Performance, Healthcare & Strategy



Medibank is a diverse workplace so I feel that my skills are valued and I have a lot of opportunity to grow and improve through others. Typically the analytics field can be skewed more towards males, which being a female means I have a point of difference and can bring diversity to a team. At Medibank, I have found there is a very diverse team which I think is

very important to have a mix not only of gender, but skills, backgrounds and experience.

### • Jasmin Hill – Lead Compensation Consultant



Throughout my work life so far I have had a combination of female and male peers and leaders who have influenced and played a part in my career growth. Each have been equally as important to me and gender has not been something that has determined whether one individual was more successful to me than the other. It was the qualities they possessed, the confidence and the values they held that had most impact on me and how I performed in a role. I feel there are no limitations to anything we do and that includes what career options we choose.

### • Josh Stamp – National Manager, Business Development



A sense of 'belonging' comes from Medibank's focus on diversity and inclusion where from the top down we are functioning without prejudice and want people to feel as if they can bring their 'whole self' to work. Diversity has played a big part in my every day working life. Leading and working alongside teams across the country with rich cultural differences has given me the opportunity to not only experience this fantastic diversity first hand but also play my part in supporting opportunities where our people can participate in activities that are culturally significant to them on a personal level.

### • Lauren Bonander – L&D Coordinator



I will never forget the time I got my first tattoo, my dad turned to me and said "well, that's it, you're never going to get a job now". Medibank has always had a very diverse culture, and when I went for my first interview I was very surprised that I was treated with respect and more importantly, successful in getting the job! I have always been a bit conscious that being in the corporate space, now having slightly more tattoos, that it may affect my ability to move forth or I be taken seriously but it has proven to be quite the opposite and guess what, my dad is very proud!

### • Sarah Kerr – Employee Experience Consultant



The great thing about working at Medibank is that you're not only empowered to do your day job but you're encouraged to take part in the community here. Whether that's about diversity and inclusion, health and wellbeing or the customer, that's up to you. Your experience at Medibank is what you make of it and if you're passionate about something, Medibank empowers you to step up and create that change.

### • Hiruni Pathirana – Talent Acquisition Advisor



I especially appreciate the 'flex better' program that Medibank as it allows me to bring my best self to work. I have always felt encouraged to explore different opportunities and career paths, starting off in retail and now being a member of the Talent Acquisition Team, I feel so fortunate to now be in a position to help other people reach their career goals! People at Medibank work very hard to ensure people feel safe and included and that's something I'm very proud of.

### • Learn more by visiting our website

<https://careers.medibank.com.au/career-opportunities/medibank-opport>





# For those who DARE to be themselves

**A**t Allianz, we value talented people focused on doing what's right for our customers, each other and our communities. We recognise that talent comes in many different forms and from many different walks of life. That's why we are serious about creating an inclusive environment where people are respected, feel safe and dare to be themselves.

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**

### Our commitment to diversity:

Across our 4,300 employees, our greatest strength is the diversity of our experiences, skills and thinking. We are continually reinventing an environment that is a place for people to feel that they belong and are empowered to do their best work.

An inclusive work environment in support of diversity is not just a nice to have initiative. At Allianz, we recognise that the engagement of our people is the key to creating high performing teams that come together to drive innovation and great service for our customers.

### Our diversity priorities:

Although we recognise that all diversity dimensions are important to getting the mix of people at Allianz right, our strategic priorities are:

- Gender Equity
- Cultural Diversity
- Disability and Accessibility
- Supporting new ways of working (flexibility)

We also support our people through our Employee Network Groups including:

- Women of Allianz
- Pride – LGBTI Inclusion.

Our policies and processes support our diversity and inclusion goals and include:

- Flexible work options
- Parental Leave provisions and support for families
- Domestic Violence support
- Learning and Development opportunities
- Health, Safety and Well-being programs
- Career Development opportunities
- Additional purchased leave
- Inclusive culture development
- Tracking cultural diversity and gender equity in senior leadership
- Internal and external education and celebration of all forms of diversity
- Identification and mitigation of unconscious bias in people processes

**If you dare there is an opportunity for you at [allianz.com.au/careers](http://allianz.com.au/careers).**

*The home for those who dare*



[allianz.com.au/careers](http://allianz.com.au/careers)



### People Attributes

At Allianz, our commitment to diversity and inclusion is baked into our DNA. Our People Attributes include Collaborative Leadership, Trust, Customer & Market Excellence, and Entrepreneurship. Inclusion and diversity sit at the heart of each of them. They embody what we believe in.

### Providing opportunities

Since 2016, we have provided 24 refugees with permanent employment and supported 90 refugees with education grants through our Sustainable Employment Program. The 'Allianz Ladder' program – part of the Allianz Group's global commitment to encouraging future generations – familiarises refugee youths in a business environment and helps develop core skills and confidence to find their first job in Australia.

### Being recognised

In 2017, Allianz won the prestigious Australian Human Rights Business Award in recognition of our commitment to supporting refugees employment and education through our ongoing partnership with Settlement Services

International (SSI). We were also proud recipients of the 2017 Cross Cultural Management Award from the Australian HR Institute.

### Diversity in leadership

Gathering and reporting data on cultural diversity must accompany leadership commitment to the issue. That's why Allianz conducted a cultural diversity census allowing us to understand our current profile and set targets to ensure multicultural representation. We are currently at 10% non-Europeans in senior leadership, against a 2020 target of 14%.

### Dare to be yourself

We welcome people who dare to be themselves by creating an inclusive work environment that embraces both individuality and performance. We want our people to be safe to speak up, bring new ideas to the table and work collaboratively with respect and understanding.

### Our inclusive culture

We continue to strengthen inclusion as a key pillar of our culture. In 2018 we

made a differential investment in our people through campaigns, coaching and collaboration workshops. Everyone is asked to consider what they can do to contribute to a more inclusive work environment.

### Flexibility for all

At Allianz, no matter who you are or what you do, we invite you to start the conversation about the flexibility needs you may have. We recognise that everyone, at some point in their career will require a level of flexibility. Although not all roles can support all forms of flexibility, most roles can support some. Our approach to flexible working starts with an open discussion with your manager to understand your needs.

### Striving for excellence

We are proud of our accomplishments in creating a work environment which supports women and men equally. But we know we cannot become complacent in our achievements. We are committed to continuing to improve the representation of women and men at all levels of the organisation.

# Nurturing today and tomorrow



**A**t Guardian, we understand that a child's connection to culture is developed through their experiences and we are fortunate to have a wealth of different cultures across our centres. Having a strong sense of their own cultural heritage and the associated traditions helps children build a positive cultural identity for themselves and their families.

We also recognise building a positive cultural identity facilitates a sense of belonging and emotional wellbeing. Learning in a multicultural environment also affords additional benefits including development of empathy and the heightened ability to build and maintain positive relationships with others.

As part of our curriculum, these programs and our approach reflect the broad and naturally diverse cultural heritage of our Educators, our families and our children. Many of our centres celebrate a wide range of cultural events such as the NAIDOC

Week, Lunar New Year, Harmony Day, or many more. Our centres also participate in traditions important to the community they are part of, by celebrating significant milestones or through food and even language programs.

Visit our careers page to review current opportunities: [www.guardian.edu.au/careers](http://www.guardian.edu.au/careers) or email our Talent Acquisition Team [careers@guardian.edu.au](mailto:careers@guardian.edu.au) for more information.



[www.guardian.edu.au/careers](http://www.guardian.edu.au/careers)



### Meet Mandy Zahra – Educational Leader, Playdays Rouse Hill Preschool & Long Day Care Centre, NSW



As Educational Leader, Mandy's role is to support our educators with incorporating a quality education program into our day to day practice. Mandy is very

passionate about cultural diversity and understands we are living in a culturally diverse country and world.

The Diwali celebrations are important to our educators who work at this centre and five families who have children who attend our centre every week. Diwali is a five-day festival of lights, celebrated by many across the world. Diwali celebrates new beginnings and to connect with our educators, children and families. On this special date we lit traditional earthen diyas (candles) and created colourful rangoli artworks with the children.

During Diwali, families and friends share sweets and gifts. There is also a strong belief in giving and community involvement. There was a wonderful contribution from so many and such a strong sense of heart. Everyone brought in so many special dishes or snacks, so we had an abundance of food and fun on the day.

Our families and children were able to gain an understanding and awareness of the culture in our centre and in the community. The team members and families involved were very grateful and appreciated the centres enthusiasm and effort to celebrate with them.

### Meet Jessica Armitt – Assistant Educator, Munro Early Learning Centre, QLD



As a Diploma Qualified Educator, Jessica works closely with our children, educators and her centre community. It is important to Jessica that cultural diversity is

incorporated into our day to day practice at the centre. Jessica is very passionate about early childhood development and understands the early years are the most critical stage in a child's life. Across our centres you will find creative learning environments so that children can develop socially, emotionally, cognitively and physically. To achieve this, we create new learning experiences and collaborate with our local communities.

In 2018, Jessica invited a special guest to visit the centre to teach the children and educators about Australian Sign Language (AUSLAN). The children enjoyed learning different signs including: thank you, orange, banana, apple, carrot, chair, table and lounge chair, also finger spelling the alphabet and counting to 10. The AUSLAN experience was excellent as it allowed the children to engage in the community to discover different roles in society and understand about different ways of communicating.

This knowledge allows educators and children to learn about diversity and different needs. The experience also allowed for the children to develop their fine motor skills through using their hand eye coordination to perform the different signs.

Together everyone had a great sense of pride as they learnt how to communicate using their hands.

Our educators gained great new skills in sign language and learned how important it is to have inclusive skills to connect with the community. The activities created a culture of acceptance in our Centre and a reminder that working in Early Childhood can teach you a broad set of life skills. You grow and learn on a professional and personal level in your role.

### Our Approach to Learning

By choosing a career with Guardian you will thrive in your role as an educator. We hold regular events to enable connection across a large network of educators for professional inspiration and support. From international thought leaders to Educator Days we believe learning is a life long journey. The opportunity to share ideas and information about curriculum and how to incorporate cultural diversity continues as part of building a positive cultural identity.

### Career Pathways

By bringing together a broad range of skills and experience, our educators create a diverse and inclusive environment, to form a sense of connection and belonging for all in each of our Centres.

We also offer a range of creative workshops and subsidised Diploma and Degree courses to allow you to further your education, as well as recognise and reward amazing achievements through our Guardian Star Program.



# Start your career with Australia's largest bank



## Our cultural diversity network, MOSAIC

MOSAIC is our employee-led network for cultural diversity.

In 2017, MOSAIC joined forces with our Multicultural Banking team to help launch our first African Internship program in partnership with the Melbourne Employment Forum. The program provides meaningful work opportunities for African communities and was designed to promote a pipeline of diverse talent into the Group.

In addition to this, MOSAIC have been working with the Victoria University Mentoring Program to mentor students from diverse backgrounds and assist them with navigating, and transitioning to, the corporate world.

In 2016, MOSAIC were instrumental in championing the introduction of a hijab as part of our corporate uniform range. Over 375 CommBank employees across the business, proudly wear the hijab to work every day.

As part of CommBank's Financial Inclusion Action Plan, we committed to develop cultural diversity 'champions' throughout our business. Over 2,000 employees have completed the Mosaic Champion cultural diversity awareness training.

*"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  
Analytics Strategy Advisory

**W**e strive to create an inclusive culture where everyone belongs because of their uniqueness – a place where 'You Can Be You' – to do the best you can every day to achieve our organisation's purpose.

Diversity and inclusion is an integral part of our culture, values and the way we do business. It offers tangible benefits for our employees, customers, shareholders and the communities where we operate. Our 2018+ Global Diversity and Inclusion Strategy, along with our Corporate Responsibility plan – Opportunity Initiatives – details the steps and focus we need to build an inclusive culture that embraces the diversity of our people, customers and communities and role models reconciliation.

Understanding and responding to the needs of our customers is best accomplished when our people and leaders reflect the diversity of our customers. Our people feel encouraged to share their unique perspectives – all which are shaped by different backgrounds, experiences, thinking and communication styles.

**We are committed to recruiting and retaining a culturally diverse workforce and have targets in place to.**

Our Cultural Diversity Index (CDI) measures how culturally diverse we are as a business. Our 2018 result shows that CommBank is more culturally diverse than the population of Australia. However, we recognise more progress is needed in leadership, and so we have robust targets in place for gender and culture.



[commbank.com.au/careers](http://commbank.com.au/careers)

### 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.

### Values

Our commitment to our purpose is guided by our values:

- We do what is right
- We are accountable
- We are dedicated to service
- We pursue excellence
- We get things done

### You can be you

At CommBank, your colleagues will respect and celebrate your unique perspective, as well as the things you have in common.

### Opportunities

With 13 business areas within CommBank and almost 50 000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

### Training and development

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

### 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.

### 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, such as flexible working options, to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business customers.

### 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 many of our partner charities.

### 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.

### Award winning employer

- We've been recognised with a wide range of employer awards, including
- **Canstar** Junior and Youth Banking Awards winner 2018
  - **LinkedIn Top Companies** 2nd most in demand employer, *LinkedIn*, 2018
  - **AWEI Platinum Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2018
  - **Workplace Equality Index** Employer of Choice, *Commonwealth Workplace Gender Equality Agency (WGEA)*, 2018
  - **Grad Australia** Top 100 Graduate and Intern Employers 2018
  - **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2018



For more information on your career at CommBank, head to [commbank.com.au/careers](http://commbank.com.au/careers)



# Respecting, embracing and harnessing the unique

**A**t Fonterra, our people are at the heart of our success. We are committed to attracting, developing and retaining a diverse group of talented individuals and creating an inclusive culture that enables everyone to bring their best and authentic selves to work every day.

At Fonterra, our people are at the heart of our success. We are committed to attracting, developing and retaining a diverse group of talented individuals and

creating an inclusive culture that enables everyone to bring their best and authentic selves to work every day.

Across our global workforce, our focus is on ensuring equal opportunities for all to support our diversity and inclusion goals.

**What we believe**  
**Why diversity is so important for Fonterra**

Embracing diversity and inclusion is not only the right thing to do, but it's great for business. At Fonterra, we believe that the range of thinking styles created through our richness of difference enables us to drive innovation and improve strategic decision making, which in turn enables

Fonterra to deliver on our ambition and goals.

When organisations take a diverse and inclusive approach, everyone reaps the rewards – employees, customers, the community and shareholders.

**Diversity Strategy**  
 Although we have a core D&I Strategy linked to our business strategy and based on our values, we don't apply a 'one size fits all'. We know that our business units and markets have specific needs and areas of focus and each is free to explore approaches to supporting diversity & inclusion that recognises their unique challenges and suits their business best.



[fonterra.com/au/en/work-with-us](https://fonterra.com/au/en/work-with-us)



**Our values drive our beliefs**

We're committed to living our values every day and pride ourselves on our can-do attitude, collaborative spirit, richness of difference and shared passion for what we do.

**We are committed**

Fonterra is an equal opportunity employer committed to providing an environment of mutual respect, free of discrimination and harassment.

**We do what's right**

Respecting, leveraging and embracing the unique skills and diverse perspectives of our people is consistent with what we stand for.

**We value you for what you are**

We truly believe each of our employees bring their own individuality to our workplace and we value that.

**You bring the passion, we give you the tools**

At Fonterra you will learn from the top experts. Our employees are treated equally and receive the greatest support to achieve their best results.

**From here to everywhere**

We highly encourage our people and their career progression so get ready to fly around the globe!

**Flexibility**

We support work-life balance and encourage our people to work flexible from-to-time; including different times and locations when needed.

**We always look for improvement**

We know our business and our market has different needs therefore we always look for different ways to explore and support Diversity and inclusion.



**Susan Doughty**  
 Diversity & Inclusion Manager

**We challenge boundaries**

We believe Diversity & Inclusion needs to be embedded as part of our culture and we aim to be a leader, helping to drive the society forward to embrace it.

**Community work**

We are committed to making a positive difference to our people, our farmers, our customers, our communities and environments where we operate.

# Aboriginal & Torres Strait Islander

344	 Commonwealth Bank	358	 Guardian EARLY LEARNING GROUP	372	 McCONNELL DOWELL CREATIVE CONSTRUCTION™
346	NAVY ARMY AIR FORCE	360	 VICTORIA State Government   Justice and Regulation	374	
348	 EY Building a better working world	362	SCENTRE GROUP <small>Owner and Operator of Westfield in Australia and New Zealand</small>	376	
350	 Downer Relationships creating success	364	 pwc	378	 AUSTRALIAN CONSTRUCTORS ASSOCIATION
352		366	 Jaybro CONSIDER IT DONE.	380	<b>JOHN HOLLAND</b>
354		368	 Australian Unity		
356		370			



# 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 at CommBank 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. Many of our former trainees have progressed

into exciting careers with CommBank including such roles as business managers, leadership and product roles.

Trainees are provided with ongoing development for the two-year duration of their traineeship to ensure they reach their full potential. They are fully inducted into the branch environment and trained to be a customer service representative. The skills they will gain working with customers and identifying how the bank can help them achieve their financial goals will benefit their future career. Trainees learn a great deal of important information about loans, savings and credit cards.

Trainees often become a respected source of information on financial products for family and friends. As Australia's largest bank with over 1000 branches, we can offer a greater geographic spread of opportunities across the country than any other bank.

## What we look for in a potential School-Based Trainee

We encourage all interested students to apply however to help you decide if a School-Based Traineeship is right for you, we are particularly interested in students who:

- Are Australian Aboriginal or Torres Strait Islander and in Year 10 or 11
- Want to work in a customer service environment
- Are committed to completing high school
- Are motivated to work
- Have the support of their parent/guardian
- Have the support of their school when applying
- Understand they will be expected to work during some of their school holidays over the two years of the traineeship
- Have a good school attendance record, and
- See a potential career in IT, Law, Finance, Law and Human Resources.



[commbank.com.au/careers](http://commbank.com.au/careers)

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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, as well as other exciting career paths along the way.



For more information on your career at CommBank, head to [commbank.com.au/careers](http://commbank.com.au/careers)



# Rewarding careers that offer more



**A** boriginal 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](http://defencejobs.gov.au)



[defencejobs.gov.au](http://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.**

### 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.

### 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

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

### 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.

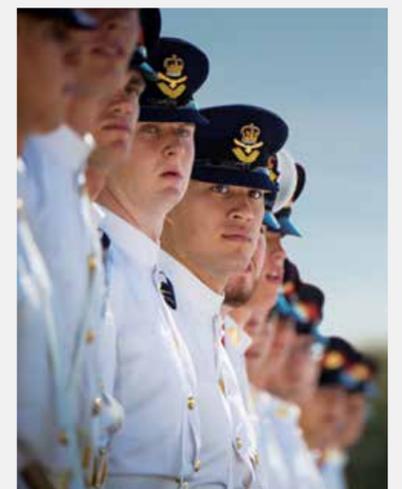
### SERGEANT COOMARA MUNRO

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.





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

**E**Y is committed to increasing employment opportunities for Aboriginal and Torres Strait Islanders. It is our vision to embed reconciliation across EY to drive improved social and economic outcomes for Aboriginal and Torres Strait Islander peoples and enhance relationships between Australia's First Peoples and other Australians.

Once you start university, you will have the choice to join EY's Indigenous Intern Program, either directly or through our collaboration with CareerTrackers. This program offers you up to twelve weeks paid work experience per year throughout your university degree. Whether you are in your first to final year, we offer an Indigenous Intern Program over both the summer or winter university holiday.

Upon graduation a number of our interns are offered a full time graduate position where you can continue your career and professional development with EY. Our graduates gain broad experiences working with a variety of clients and are supported through coaching and professional learning. You may even decide to pursue post-graduate study to further your skills and qualifications. As you progress in your career, you may also decide that you would like to join our national Indigenous Sector Practice (ISP) which operates across all service lines.

The ISP is a purpose-led offering to generate transformative impact and endure positive outcomes for Aboriginal and Torres Strait Islander communities. The ISP works with and for Aboriginal and Torres Strait Islander peoples and communities and the government agencies, non-government organisations and corporates that support and work with them.



## A day in the life of an Indigenous Intern



**Tahyla has been spending her holidays with EY since the summer of 2016 gaining experience in the Internal Audit team within Advisory. She is now in her third year**

**of university studying a Bachelor of Business majoring in Entrepreneurship and Self-Employment and a Bachelor of International Business majoring in International Management at Griffith University.**

"As a consultant in a fast-paced environment, my role requires adaptability. Not one client is the same, so adapting to the client's needs and working with a team of highly skilled people allows me to complete my job

to the best of my ability. My role for one specific project consisted of me attending important meetings to write notes and formulate structured processes that the client is currently using, and to understand EY's recommendations. It's empowering knowing that the work you are contributing, is going towards the end product or report. I was lucky enough on this specific project to see the whole project life cycle from the beginning to end. I have also worked on proposals and reports, which required research and data analysis and even gathering internal CVs.

The opportunities I have been given are limitless and doing work that interests me drives me to come to work every day.

There is never a dull moment at EY and everyone from senior leaders through to consultants are more than willing to help me along my journey. The people at EY are encouraging, friendly and willing to lend you a hand or point you in the direction of where you want to take your career."



[ey.com/au/careers](http://ey.com/au/careers)

### • EY Indigenous Sector Practice

By joining EY you have the opportunity to share your knowledge, lived experience and understanding of the issues surrounding Aboriginal and Torres Strait Islander communities and organisations, in a role and practice where you truly contribute to improved social, economic and cultural outcomes for First Nation's peoples.

### • Join the Indigenous staff network

Our Indigenous staff network gives you the opportunity to connect with other Indigenous people across Australia.

### • Be supported by an Indigenous mentor

Whether you join as an intern or graduate, you will be supported by an indigenous mentor, assigned a buddy and counsellor and have the opportunity to connect with other indigenous people in your office and across the country through our indigenous staff network.

### • Be part of the Career Tracker Program

Whether you are in your first to final year of university you can join our Indigenous Intern Program directly or through our

partnership with CareerTrackers. This gives you the opportunity to join in the style that suits you.

### • Applications always open

Applications for our Indigenous Intern or Graduate Programs are open all year round. Therefore whenever you decide you would like to join EY, we encourage you to submit an application and one of our recruiters will be in touch with you.

### • 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.

### • Be successful

At EY, you're encouraged to create a path that reflects your individual talents and aspirations. We assess your individual strengths and development needs and provide a tailored framework to advance

your progress. We'll work with you to help you succeed professionally and personally.

### • EY and you

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 show you how to realise your talents and aspirations.

### • 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 world and seek diverse opinions. You'll gain perspective and insights that will help you provide better answers for your clients.

### • 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.

**Will you wait for the future to happen, or take a hand in shaping it?**

Discover more about Indigenous Student Programs at EY

[ey.com/au/betterbeginsnow](http://ey.com/au/betterbeginsnow)

**The better the question. The better the answer. The better the world works.**

# Be your best

**A**t Downer, our customers are at the heart of everything we do.

Our Purpose is to create and sustain the modern environment by building trusted relationships with our customers.

Our Promise is to work closely with our customers to help them succeed, using world-leading insights and solutions.

Downer designs, builds and sustains assets, infrastructure and facilities and we are the leading provider of integrated services in Australia and New Zealand.

With a history dating back over 150 years, Downer is listed on the Australian Securities Exchange and New Zealand Stock Exchange as Downer EDI Limited (DOW). We are an ASX 100 company that also owns 88 per cent of Spotless Group Holdings Limited (SPO).

Downer Group employs approximately 56,000 people across more than 300 sites, primarily in Australia and New Zealand but also in the Asia-Pacific region, South America and Southern Africa.

Due to the nature of the sectors in which we work, our operations are often situated in regional and remote locations, which have significant Aboriginal and Torres Strait Islander populations.

We recognise that we are well placed to provide these communities with opportunities for economic participation through employment, skills development and business opportunities.



## CASE STUDY Downer launches the *Aboriginal People and Torres Strait Islanders in Mining program in Blackwater*

The first five weeks, work readiness program, for local Aboriginal and Torres Strait Islander people in Blackwater was launched at the end of 2016. The program runs in partnership with PCYC Blackwater and is designed to provide support and training to prepare the participants for work in the mining industry. Six participants of the voluntary program have been offered full-time positions. They began work in late November 2016, in positions ranging from Production Operator, Serviceperson and Apprentice Auto Electrician. To celebrate the successful completion of the program, the participants spent two days at the Capricorn Coast PCYC Leadership Development Centre and were accompanied by Downer Production Operators, Duncan Hall and Mathew Jarvis. The program continued in 2017, with many applications rolling in from locals eager to work for Downer and to start their careers in the mining industry.

**“DOWNER ACKNOWLEDGES ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AS THE FIRST AUSTRALIANS AND THE TRADITIONAL CUSTODIANS ACROSS AUSTRALIA. WE PAY RESPECT TO THE ELDERS OF THE PAST, PRESENT AND FUTURE IN MAINTAINING THE CULTURE, COUNTRY AND THEIR SPIRITUAL CONNECTION TO THE LAND. AT DOWNER, WE COMMIT TO WORKING TOGETHER TO MAKE A DIFFERENCE ACROSS THE URBAN, RURAL AND REMOTE COMMUNITIES OF AUSTRALIA. WE ALSO LOOK FORWARD TO BUILDING ON EXISTING RELATIONSHIPS WITH ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES, THEIR COMMUNITIES AND ORGANISATIONS.”**

– Grant Fenn,  
Managing Director and  
Chief Executive Officer.



[careers.downergroup.com](http://careers.downergroup.com)

### Our brand

The Downer brand sends a strong message about who we are and what we do. Our business is founded on the principle of 'Relationships creating success', which is the cornerstone of our brand and we seek out employees who can bring this to life. We implement a range of initiatives across the Group to position ourselves as an employer of choice for Aboriginal and Torres Strait Islander people. This commitment and philosophy is captured in our Diversity and Inclusion Policy, which is available to view on our website.

### Zero Harm culture

Zero Harm is embedded in Downer's culture. The health and safety of our people and the communities in which we work is our first priority. We are committed to conducting our operations in a manner that keeps our people safe and is environmentally sustainable. We work closely with Indigenous community groups and elders to adapt the way we deliver our services and products to minimise short-term impacts and create lasting benefits.

### Variety and exciting experiences

Downer operates nationally and internationally in several industries. Employing about 56,000 people, we provide our employees with access to diverse career opportunities and experiences.

Job opportunities currently range from plant operators, tradespeople, engineers, office administrators, and many other professional and management level roles. With so many job options – there is likely to be one that will suit your interests and skills.

### Making a difference

Downer is committed to supporting the success of the communities in which we operate by fostering and maintaining strong relationships built upon trust. Downer proudly supports a range of local and national initiatives. Current community partnerships include:

- Jawun, a not-for-profit organisation that places secondees from corporate and government partners into Indigenous organisations. By assisting Indigenous leaders, organisations and communities to achieve their own development goals, our employees have a unique and rewarding experience

while delivering lasting benefits to the community. The secondments are varied, depending on the skills of the participants.

- The Australian Literacy and Numeracy Foundation's (ALNF) Wall of Hands Appeal works with Indigenous communities and schools around Australia with the aim that five out of five children will learn to read – the vital first step to a satisfying and successful life.

### Your culture matters

Our company has been built by bringing together teams of great people to deliver excellent work for our customers. We are dedicated to nurturing our employees personally and professionally to actively foster a diverse and culturally inclusive workplace. At Downer we have a Reconciliation Action Plan (RAP), which demonstrates our commitment to reconciliation and improving outcomes for Indigenous people, organisations and communities. We are committed to promoting cultural awareness through employee engagement and participation in events such as National Reconciliation Week and NAIDOC Week.

### Entry pathways

Downer offers a range of entry-level roles and programs that will put you on the path to success. These include:

- Apprenticeships
- Cadetships and traineeships
- Graduate programs

All three of these career pathways are designed to provide you with the practical skills, knowledge, experience and support you need to succeed in the industry.

### World-class training and development

The continued growth of Downer is directly linked to the success of our people. To ensure our people succeed we are committed to their development by providing the skills, resources and support needed to succeed and deliver for our customers. We provide opportunities for our employees to gain relevant skills and work experiences that equip them for a lifetime of successful employment.

### Support in and out of work

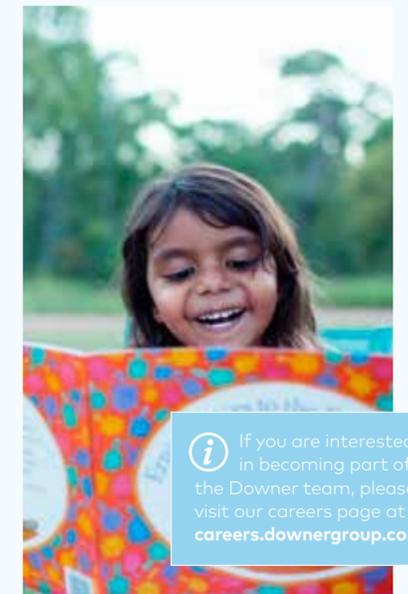
Employees benefit from a range of career support programs, wellbeing packages and financial benefits that are available through our partners. We recognise that throughout your career you may have changing demands at work and within your personal life. To assist with this, Downer offers a range of services to support our employees including our Employee Assistance Program as well as private health insurance deals and other health programs.

### Leadership Mentoring Program

We value the skills and experience our employees bring, and we believe the informal transference of skills and learning through a mentoring program is an effective way of passing on learnings to others. The Downer Leadership Mentoring Program supports leadership development and learning across the business, and at the same time increases Downer's pipeline of talent, in order to meet current and future business needs.

### Be your best, now!

To learn more about joining Downer, head to our careers website at [careers.downergroup.com](http://careers.downergroup.com) and join us on LinkedIn to keep up to date with opportunities across Australia.



If you are interested in becoming part of the Downer team, please visit our careers page at [careers.downergroup.com](http://careers.downergroup.com)



# Be a part of our journey



## Our Business

With 130 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.

Toll is committed to supporting Aboriginal and Torres Strait Islander peoples, businesses and communities work with us. 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



Seven 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.



tollgroup.com

## Here's why you should start your career journey with Toll

### 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.

### 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.

### 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.

### 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.

### 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.

### Toll is committed to making a difference for Aboriginal and Torres Strait Islander peoples

Toll has been working with Aboriginal and Torres Strait Islander peoples communities for many years and we have employed many Aboriginal and Torres Strait Islander people within our businesses. We launched our first RAP in 2013 and since then, we have working towards Reconciliation. Our RAP helps guide us to ensure that our workplace is welcoming and creating positive opportunities.

### Working towards cultural understanding and celebrating Aboriginal and Torres Strait Islander engagement events

At Toll, we are committed to creating 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.

### 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.

### 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.

### 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.



For more information go to [tollgroup.com](http://tollgroup.com)



# Start your career with Australia's largest health insurer

**M**edibank stands For Better Health, and we believe everyone has the right to good health. To this end, we recognise we have a role to play in addressing the huge challenge of health inequality between Aboriginal and Torres Strait Islander and other Australians.

We are proud that we were the first private health insurer to launch a Reconciliation Action Plan (RAP) in 2012. It takes a whole of community approach to close the gap, and it takes a whole organisation approach for us to realise our contribution.

Our Indigenous Employment Strategy is part of our RAP commitment and an important step towards lifting Indigenous employment throughout the organisation.

Indigenous Student Program  
Working towards closing the gap in an inclusive and diverse workforce, where there are equal employment opportunities for all Australians. Medibank's Indigenous programs extend across Internships with CareerTrackers and Yalari, and School based Traineeships with Maxima.

For more information on these programs, please visit:  
• Yalari: [www.yalari.org](http://www.yalari.org)  
• CareerTrackers: [www.careertrackers.org.au](http://www.careertrackers.org.au)  
• Maxima: [www.maxima.com.au/medibank](http://www.maxima.com.au/medibank)

Pictured right middle: Third year interns Jazleen De Busch and Nakita Kirby lead a Q&A discussion at our fourth RAP Launch in 2018.

For more information please visit us at [careers.medibank.com.au](http://careers.medibank.com.au)



[careers.medibank.com.au](http://careers.medibank.com.au)

### Our RAP

Medibank was the first private health insurer in Australia to take a step towards greater reconciliation in 2012 when we developed and released our first RAP. Since then, we have continued across the business, with consultation and guidance from Aboriginal and Torres Strait Islander peoples, communities and organisations. This builds our understanding of, and supports our meaningful contribution to, the national reconciliation effort.

### Indigenous logo

The Medibank RAP features an original design by Marcus Lee, creative director of Marcus Lee Design - a creative agency certified by Supply Nation. The three purple shapes combine to create a figure representing people and the community. The figure is intertwined within the radiating, colourful forms that express and represent health and wellbeing. The colours were chosen to reflect energy in the image whilst also aligning with Medibank's brand values.

### Indigenous Internship Program

As part of our Indigenous Employment Strategy, we are committed to boosting career pathways for Indigenous university students via a dedicated paid internship program. The initiative was developed together with recognised not-for-profit service providers Careertrackers and Yalari, whom we work with to recruit students whose career interests align with opportunities at Medibank. This paid internship runs that for 12 weeks over summer is designed to provide interns with experience across a number of business areas and can be tailored to student interests. The program includes a potential pathway to the Medibank Graduate Program application process if of interest to students.

### Indigenous sculptures in Medibank Place

The Wulinj digging stick at Medibank Place. One of three sculptures created by local Wurundjeri artist Mandy Nicholson that represent health & wellbeing from a traditional Wurundjeri perspective. Designed by Wurundjeri Artist, Mandy Nicholson and shot by James Henry.

### Acknowledgement

Medibank acknowledges Indigenous Australians as the First Australians, and pays respect to Elders past, present and future across all the lands on which we work and live. At Medibank we value respect. We understand that respect for Aboriginal and Torres Strait Islander peoples' cultures is tied to our continued growth as an organisation. We gratefully acknowledge the guidance and contributions from all our Aboriginal and Torres Strait Islander community stakeholders who have supported the development of this RAP. Your input is greatly valued.

### Respect

Diversity and inclusion are values that are strongly supported within Medibank's organisational culture. This includes a deep respect for the Traditional Custodians of the lands on which we live and work. Increasing awareness among our people, customers and the businesses we interact with of the histories, significance and cultures of Aboriginal and Torres Strait Islander peoples is an integral part of our reconciliation journey. We aim to encourage our people and customers to connect with and develop their own sense of value and respect for Aboriginal and Torres Strait Islander peoples and cultures.

### Relationships

Medibank recognises that our vision for reconciliation and closing the gap in health outcomes between Indigenous and other Australians is inextricably linked to fostering positive and trusting relationships with Aboriginal and Torres Strait Islander individuals, communities and organisations. We have learned to value the time it takes to deepen these relationships. We are committed to continually developing a shared understanding of the health issues facing local communities, to assist in identifying the supportive roles Medibank can play in the health sphere that will contribute towards greater reconciliation.

### Achievements

The contribution of talented, engaged students in various aspects of the business creates benefits for the students and enriches the organisation and its people who participate directly in our RAP journey. We enjoy the energy and skills the students bring to our business.

### Diversity & Inclusion

We are all different + different is better. It is our belief that every person has the right to better health and we work hard to ensure we deliver this to the community. We also recognise that the health market is changing, and along with it, the expectations of our people, our customers, our shareholders and our communities. Supporting diversity and inclusion at Medibank is part of our DNA, and helps us to serve our customer better and be more competitive.

### Our Values

- Customers First. Our customers are at the centre of everything we do
- Own It. Do It. We are accountable. We deliver on promises, even when it's hard. We make it happen.
- Show Heart. We show compassion. We care for each other, our customers and community.
- One Team. We work better and smarter together. More we, less me.





# Coles Indigenous careers

**A**t Coles we are committed to ensuring our team represents the communities we serve.

Coles is one of Australia's largest corporate sector employers of Indigenous Australians with over 4,000 team members nationally, representing 3.5 per cent of total headcount. This is a significant achievement considering Coles employed only 65 Indigenous team members across Australia when our original Aboriginal and Torres Strait Islander plan was launched in 2011.

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.



**i** If you are interested in becoming part of the Coles team, please visit our careers site at [colescareers.com.au](http://colescareers.com.au)



[colescareers.com.au](http://colescareers.com.au)



## Aboriginal & Torres Strait Islander Plan



We will reflect the communities we serve by providing more opportunities for Aboriginal and Torres Strait Islander peoples and organisations to engage with our business.

## Indigenous Employment

Coles is one of the largest corporate employers of Indigenous Australians, with over 4,000 team members across the country, up from 65 in 2011. We have a dedicated Indigenous affairs team that works with job seekers and our hiring managers to drive great employment outcomes.

## Pre-Employment Training



Coles' pre-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.

## Inclusive Environment

Coles prides itself on employing people from all different backgrounds and

cultures. Over 600 of our department managers, store managers and senior leaders completed Indigenous cultural diversity training in 2018, ensuring we create the right environment to allow our team members to flourish.

## 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.

## Career Development

Coles builds great careers, just 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."*

## Indigenous Leadership

Coles has over 150 Indigenous team members in leadership positions across our supermarkets, liquor and convenience outlets, including 24 store managers.

## 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.

## Indigenous Suppliers

Coles has existing relationships with over 40 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.

## Community Involvement



Coles supports numerous Indigenous community organisations and initiatives, including fundraising for organisations such as Clontarf, Girls Academy and Stars Foundation.

# At Guardian, we offer you a career, not just a job



**A**t Guardian, we are proud to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. We recognise how important it is to incorporate Indigenous culture into our curriculum in an authentic way. Aboriginal and Torres

Strait Islander cultures are very much alive across our centres and everyone is encouraged to share their culture and customs; this helps to create a vibrant and inclusive community.

By recognising the traditional custodians of the land, our centres learn about and embed an appreciation

for Indigenous culture. We do this through Acknowledgement of Country, celebrating NAIDOC Week and learning about indigenous traditions and customs as part of our everyday experiences.

[www.guardian.edu.au/careers](http://www.guardian.edu.au/careers) or email our Talent Acquisition Team [careers@guardian.edu.au](mailto:careers@guardian.edu.au) for more information.



[www.guardian.edu.au/careers](http://www.guardian.edu.au/careers)

## Meet Bronwyn Thomson – Curriculum Mentor, QLD



As the Curriculum Mentor, Bronwyn supports our educators with educational practices to ensure we work in line with the Early Years Learning Framework, the

National Quality Standards and our Guardian Curriculum. During NAIDOC Week the educator team worked together to celebrate Aboriginal and Torres Strait Islander cultures. NAIDOC Week provided the opportunity for a child and their family to learn about the long Aboriginal history, the beautiful culture and amazing achievements of Aboriginal and Torres Strait Islander peoples.

Working as an educator, you capture wonderful experiences in the documentation of the children's learning and development. In a way, Bronwyn is the documenter and the Centre Manager is the photographer.

### "My feet understand the rhythms of my cultures"

*I am Lemmy and my feet understand the rhythms of culture. I listen to the stories – the time stories which trace patterns of beat, colour and celebration. These are the stories of a vast history where I come to know of this land, sky, water and peoples. It is important to me that I watch others. Adults and children do this listening too. Here is my pride...*

*I sing and dance and taste the stories, the now stories of respect, recognition and appreciation. This is my response and my identity is strong. Here is my joy, I create my stories. I have knowledge that is lived deep and connected experience. I am past. I am present. I am future. I am the teller of stories too, as I grow my culture here today with you.*

The learning in this is that Lemmy develops her understanding and empathy skills by responding to diversity with respect and she watches others, adults and children do the same. Lemmy also learns more about herself, her family and the richness of experience of cultural diversity.

When families receive this kind offering from us, they feel they belong to the community and our centre.

Across several of our centres you will find collaborative art pieces made by the children. In 2018 the theme for NAIDOC week was "Because of Her, We Can". This initiated discussions about the important



women in the children's lives and not just their mothers, but their grandmothers, sisters, aunts and even 'mums best friend'. The children collected photos of special women in their lives.

The result is a beautiful art piece that the children and families are all so proud of, it represents learning, respect but most of all love.

### Our Commitment

We are committed to providing our educators with an environment that promotes respect, equity, diversity and inclusion. This supports the focus for our educators, children and families in diversity and inclusion.

A role at Guardian can take you on an exciting career journey and our centres are supportive of diversity and inclusion. We are inspired to shape the world of tomorrow through the children of today. One of the many ways we do this, is by celebrating diversity and inclusion in an authentic way. To continue to work towards this aspiration, we strive to attract team members that are reflective of our communities and the families who entrust us with their children each day.

We reward and recognise educators who demonstrate our commitment in our centres. We believe children have insights to contribute to this larger conversation if we take the time to listen to them. This ethical stance informs the work we do with children. Guardian radiates respect for children, for culture and for educators. Having the knowledge of indigenous cultures shared through relationships with Aboriginal and Torres Strait Islander peoples and communities not only adds

richness to our identities as Australians but it makes us very proud of who we are and what we stand for at Guardian.

### Career Pathways

We create pathways for TAFE or University students into employment by providing work experience, and valuable training through a range of programs. Specifically, we offer traineeships in order to provide opportunities to enter a career in early childhood education. As part of our traineeship program you will receive guidance, support and mentorship throughout your studies of the Certificate III qualification and beyond.

If you'd like to work with and learn from some of Australia's most passionate and experienced early childhood professionals who have a close relationship with the community, please visit our careers page to review current opportunities.



# Help shape our state's future

## Our business

The Department of Justice and Regulation (the department) is proud to be an Aboriginal and Torres Strait Islander (Aboriginal) inclusive workplace, and is committed to increasing the number of Aboriginal people employed across all levels of the justice portfolio.

The department offers a variety of career options for Aboriginal people within mainstream (general) roles or Aboriginal identified/designated roles, working closely with the Victorian Aboriginal community.

## Aboriginal and/or Torres Strait Islander identified/designated roles

Community Correctional Services (CCS) have a number of Aboriginal designated case management roles at various locations across the state. People in these roles provide culturally appropriate guidance and support to Aboriginal offenders and assist them to participate in programs and community work utilising strong linkages with Aboriginal agencies.

Within the state's prisons, Aboriginal wellbeing officers (AWOs) provide Aboriginal prisoners with ongoing support regarding their welfare and wellbeing, and help them to maintain links with their families, Aboriginal community organisations and other relevant groups. The AWOs also provide culturally appropriate support to Aboriginal prisoners and advocate on their behalf when required.

The Youth Justice equivalent to AWOs are our Aboriginal Liaison Officers (ALOs). The ALOs are responsible for engaging and actively working with young Aboriginal people in custody. They provide culturally specific support and programs to the young people, their families and community.

**To find out more about these roles and the recruitment process, please call the Aboriginal Employment Team on 03 8684 1751 or email [aboriginal.employment@justice.vic.gov.au](mailto:aboriginal.employment@justice.vic.gov.au)**



## Who are we looking for?

We're looking for people with the right mix of skills, experience and qualifications (though, not all roles have this requirement), we also want people coming to be prepared to do their very best in line with our values and behaviours to:

- serve the community
- work together
- act with integrity

- respect other people
  - make it happen.
- Our values shape and influence ongoing training and development, performance planning, recruitment and our relationships with stakeholders.
- To learn about the numerous employment opportunities available with the Department of Justice and Regulation, please take a look at the department's feature pages earlier in this book.**



[justice.vic.gov.au/aboriginal-employment](https://justice.vic.gov.au/aboriginal-employment)

## Aboriginal Employment Team

The department has a dedicated Aboriginal Employment Team to help form your career in justice.

The team supports Aboriginal and/or Torres Strait Islander applicants through the recruitment process and provides ongoing support in the role.

## Support network

The department also has its own Aboriginal Employee Network with more than 100 Aboriginal and/or Torres Strait Islander members. The network provides state-wide peer support along with unique career development and cultural opportunities.

## Culturally inclusive workplace

We are committed to creating a culturally inclusive workplace and deliver our own internal Aboriginal Cultural Awareness program to all staff. The department actively celebrates significant Aboriginal events and dates such as Reconciliation Week, NAIDOC Week and Sorry Day, and we have well established ceremonial and cultural leave policies.

## Aboriginal Tertiary Scholarship Program

The scholarship program supports Victorian Aboriginal tertiary students in completing their studies. The department offers four annual scholarships of either \$10,000 or \$30,000. Scholarship recipients will also gain access to work placements at the department and may be eligible to apply for the Aboriginal Graduate Scheme. Our graduate program provides a culturally inclusive environment for Aboriginal students to launch their careers in justice.

## Your next career move

*"Inspired by stories from community, I will continue to listen and learn through my future career in justice."* Zachary, 2018 Scholarship recipient.

The department offers a number of diverse career pathways that enable staff to work together with community towards better outcomes.

## Why work with us

We provide opportunities to achieve personal potential through ongoing learning and development in a culturally

inclusive and supportive environment. Some of the benefits of working here are:

- Competitive salaries
- Flexible working arrangements
- Salary packaging of superannuation, car leases and travel discounts
- NAIDOC, ceremonial and cultural leave

## Opportunities for growth and career development

The department offers a range of online and face-to-face professional development opportunities, enabling you to upskill and grow in your role. These opportunities include leadership development, coaching and mentoring, as well as vocational education training (VET).

## Want to find out more?

Head to these websites for more info about what we can offer you:

<https://www.justice.vic.gov.au/aboriginal-employment>

<https://www.justice.vic.gov.au/careers/graduate-program>

[www.correctionsjobs.vic.gov.au](http://www.correctionsjobs.vic.gov.au)



# Connecting and enriching our Indigenous communities

**S**centre Group is the owner and operator of Westfield in Australia and New Zealand. We develop, design, construct, lease and manage the highest-quality 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 more than 530 million customers we welcome through the doors of our 41 centres every year. We call these dynamic places 'living centres' because they entertain, excite and reflect the enduring need we all have to socialise and connect.

Many of our 35 Australian living 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.

### Creating genuine employment opportunities: 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 living centres. We partner with AFL Sports Ready and Aboriginal Employment Strategy and are expanding our Indigenous recruitment into additional areas of our business.



As a school-based trainee, you'll have exposure to a range of operational roles, including Concierge and Parking Experience, Facilities Management, Brand Experience 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 meaningful, transferable skills.

### From AES school-based traineeship to Carpark Supervisor

In 2011, Chey Rolfe, member of the Mullenjarli people and one of our early trainees, was a Year 11 student at Aviation High in QLD. Fast-forward seven years and Chey's career aspirations have seen him develop into a leader in our

Centre Experience team. "When I saw the traineeship for a "security and facility" role in the Carpark team at Westfield, I jumped at the opportunity – I'd been shopping there as long as I could remember and loved the idea of a hands-on role." At the end of Year 12, Chey was offered a part-time role, allowing him to accelerate his learning and development. When a supervisor role became available at North Lakes, Chey had the backing of his manager and supervisor to go for it – which he successfully did! For me, there's nothing more you can ask for in a position than having a great team, a great manager and role that challenges you. I know I'm growing professionally, but also as a person."



[scentregroup.com/careers](https://scentregroup.com/careers)

### Relationships first

"Our Reconciliation Action Plan (RAP) is the responsibility of every team across our organisation – the level of energy and support for Indigenous employment within our company is fantastic. Our Indigenous employment program is a key pillar in our Diversity and Inclusion strategy and reflects our commitment to truly enrich and reflect the communities in which we live." **Matt Fisk, Construction Project Manager and RAP Working Group Lead.**

### 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 Westfield living centres or on our construction sites – goes to the heart of what our organisation represents." **Ian Irving, Director Design and Construction.**

### Inclusive leadership

All of our people managers participate in our industry-leading inclusive management program, which includes cultural awareness education and training.

### Strength in diversity

We value diversity of thought and different ways of seeing the world. We're proud to be endorsed as an Employer of Choice for Gender Equality – one of only 120 companies in Australia.

### Realise your dreams

Our purpose is to create extraordinary places, connecting and enriching communities.

### It's in our DNA

Throughout our history and evolution, we've always stayed true to our DNA: we act with integrity, we act as an owner, we work together, we push the limits, we never give up, we create a positive legacy

### 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.

### Innovation

If you enjoy the challenge of reimagining the world around you and the pursuit of new ideas, you'll love the fast-paced energy in our teams as we strive to exceed the changing expectations of our customers, retailers and communities.

### 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 better. We believe that all roles – regardless of level or location

– can be undertaken with some form of flexibility.

### Passionate people; exceptional career experiences

We manage every aspect of our living centre portfolio – from development, design and construction to leasing and retail solutions, media sales, strategic asset management, customer experience and brand experience – providing you with a unique opportunity to develop an exceptional career like no other.





# A Certified Indigenous business

**T**he Indigenous community plays a large role in our organisation, both in a business and corporate responsibility sense. Acknowledging the traditional custodians of the lands, where we live and work is always at the forefront of our minds. We are committed to our own unique Reconciliation Action Plan, outlining alliances to the Indigenous community and our actions as a firm to ensure positive change.

One of our most profound achievements, as a firm, was the launch of PwC's Indigenous Consulting (PIC) in 2013. Majority owned by four Indigenous Consultants and co-owned by PwC, this collaboration is creating positive change for Indigenous communities by providing trusted professional services and advice to government, corporate and community clients on Indigenous matters. We believe that meaningful change happens when it is created by Indigenous people, not for Indigenous people. Our desire to create this offering reflects our belief in the rights of our communities to determine their own futures.

Those who join PwC have the opportunity to be involved in our Corporate Responsibility initiatives, express interest in PIC and gain exposure to their client engagement and community projects. As PIC continues to grow, there are more and more opportunities to get involved, joining them in recognising the unique challenges different Indigenous communities face. PIC operates across Australia; currently in Victoria, New South Wales, Queensland, Northern Territory and Western Australia.



## Meet Shelley Cable

**Job title:** Consultant  
(PwC's Indigenous Consulting)  
**Mob:** Noongar

### What do you do?

I work with government departments, companies and community organisations to help them achieve their goals and create social change. This usually involves conducting research, interviewing stakeholders, holding workshops, writing reports and forming recommendations for the client to implement.

### Career highlights

The highlight for me is working directly with the mob. It's really humbling to meet

and work with community and business leaders from all over the country, and to realise that they value my opinions. I didn't expect to have such influence through my behind-the-scenes role in shaping organisational strategies and helping clients create opportunities and outcomes for the mob.

### Advice for students

As Indigenous graduates, you're in demand, so you probably 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.



[pwc.com.au/careers](http://pwc.com.au/careers)



### Passion meets purpose

We all want to engage in work that fulfils us with a sense of purpose. 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 encourages you to be yourself. We aim to align you with projects you are interested in and help bring out your strengths for the greater good.

### The future starts now

We seek bright, passionate and like-minded individuals who can join us in embracing the ever changing business landscape. We know many will become our future leaders and we're dedicated to investing in their development both professionally and personally. We want our future to be one that fosters equal opportunity, from more female leaders to greater team diversity.

### 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.

### Tech loving

Our goal is to become the most technology enabled professional services firm in the world! And creative thinkers

skilled in Science, Technology, Engineering and Maths (STEM) are at the forefront of this movement. Whether we're exploring the future of business, restructuring a client's internal systems, developing new software or tech to use in-house, there's a passion for innovation across everything we do.

### Flex your work

We provide you with the freedom and flexibility you need to personalise your working lifestyle. Our tech solutions mean that you can work anytime and anywhere. Whether that's in the office, at home, on a treadmill or from a cafe – the choice is yours! With no dress code in place, you can feel free to wear what you like and what's most appropriate for the type of work you do.

### 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 clients. Travel and secondment opportunities are both supported and encouraged.

### Unleash your potential

Those who join us receive on-the-job training, support from a dedicated coach, access to further education like the CA Program, internal development programs, and study and exam leave should they wish to pursue other qualifications. There is a genuine support structure ensuring everyone feels comfortable to be themselves and perform their best from day one.

### Embracing difference

At PwC we foster an inclusive culture which embraces differences – one that allows us to live our values every day, be ourselves and to feel empowered to realise and discover our potential. We know that when people from different backgrounds and points of view work together they create the greatest value – for our business, our clients and society. We're proud of our employee-led diversity networks that promote Indigenous, cultural, disability, LGBTI and gender equality.

### Driven by values

We are proud to be a values based organisation. Our values define us and we live and breathe them every day in the work we do and the interactions we have.

Our five values are:

- Reimagine the possible
- Make a difference
- Care
- Work together
- Act with integrity

### Make an impact

PwC has a dedicated team driving firm wide Corporate Responsibility initiatives and we encourage our people to lend their time and skills to activities such as volunteering, mentoring and non-profit engagements. Every employee is granted one day of volunteer leave per year, with flexibility for additional leave when applying their business skills.

### Perks are also important

We know things like birthday leave, the ability to purchase up to an additional 12 weeks of annual leave, 18 weeks paid parental leave and \$295 to spend on wellness activities each year, 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 we help our people achieve both!

### We're so much more than accountants

Operations, R&D, Software Development, Cyber Security, Web Design, UX, Real Estate Advisory, Risk Assurance, People & Change, Mergers & Acquisitions, Economics & Policy, Strategy Consulting, Performance & Remuneration, Analytics, Data Modelling and Project Management are all teams at PwC – just to name a few.

### Many pathways, many possibilities

Beyond our Graduate, Vacation and Trainee programs is a new entry path for high school leavers! Our Higher Apprenticeship program is an opportunity to earn a competitive salary while studying towards a professional qualification from a leading training organisation.

**i** If you are interesting in becoming part of the PwC team, please visit our careers site at [pwc.com.au/careers](http://pwc.com.au/careers)



# Get to know us

**J**aybro Group acknowledges Aboriginal and Torres Strait Island Peoples as the first Australians and the traditional custodians of the land across Australia.

Our aim is to develop a culture within Jaybro that will demonstrate respect for the needs and priorities of Aboriginal and Torres Strait Islander Peoples in all Jaybro Group projects and activities.

We pay respect to the elders of the past, present and future in maintaining the culture, country and their spiritual connection to the land. Jaybro Group is committed to making a difference by working closely together and forming strong relationships with Aboriginal and Torres Strait Islander peoples, families, communities and organisations.

– Luke Dutton GM Operations Jaybro

Jaybro is a leading supplier to the civil construction industry with over 11 sites across Australia and New Zealand. Our mission is to make life easier for construction contractors and our vision is to be the number one in distribution to contractors. Our Core Values are the principles that we use to guide us through our day to day business. They play an integral role in setting the high standards expected for how we operate and interact both as a business and as individuals. Our business has been built on pride, application, dedication and responsibility – with everyone contributing in similar fashion. Delivering efficient and productive internal processes has made our company the success that it is today.

### Our employees

We also understand that our staff come from a wide range of diverse backgrounds, embracing this diversity



enables Jaybro to better serve our customers and community, realising that many minds of many influences provides better solutions and is key to our fantastic customer service. Our aim is to attract, keep and promote the most qualified person for the job, regardless of race, religion, gender, age or education. We strive to make our workplace inclusive, supportive and free of discrimination or harassment. When recruiting, we identify the best candidate for the job with systems in place to further that candidate's knowledge to achieve the best outcome and those results are rewarded and recognised based on their individual results and performance. Jaybro is committed to supporting Indigenous Australians overcome the disadvantages they have experienced and we understand the importance of the Indigenous culture within our workplace and community. If you are an Indigenous Australian looking to kick start your career at Jaybro, you are encouraged to apply for positions on our website careers page.

### Reconciliation Action Plan

Jaybro has recently submitted its first Reconciliation Action Plan for review. This reconciliation action plan focuses on Indigenous employment as we aim to employ, develop and promote Indigenous people so that Jaybro has a true representation of the communities in which we live, work and operate. We have recently become a Supply Nation member and look forward to building new business relationships with Indigenous owned companies and businesses. In coming months we plan to launch cultural recognition and awareness sessions for staff with the aim of providing education and information that will lead to a better understanding of Indigenous culture and which in turn will develop a greater understanding of the needs of both our staff and our customers.



[jaybro.com.au/about/careers](http://jaybro.com.au/about/careers)

### Our RAP

Jaybro has just commenced its journey towards greater reconciliation by developing our first RAP which is currently under review. In these early stages we are focusing on our mission to build a greater understanding of the national reconciliation effort by working with and undertaking consultation and guidance from Aboriginal and Torres Strait Islander peoples, communities and organisations to reach our goal.

### Acknowledgement and Respect

At Jaybro we value respect and acknowledge Indigenous Australians as the First Australians. We pay respect to Elders past, present and future across all the lands on which we work and live and understand that respect for these cultures is tied to our continued business growth. Increasing awareness is an important part of the journey to the development of our first RAP so we look forward to the future and the input, guidance and contributions from the Aboriginal and Torres Strait Islander community.

### Join Jaybro

Jaybro offers entry-level roles and programs that will put you on the path to success such as apprenticeships and traineeships. Career pathways are provided to show you how Jaybro works, help you understand our culture and guide you to success by providing you with the practical skills, knowledge and support for your job success. At every level of your career you will be supported by

### Safety First

Jaybro is committed to a safety first culture and the health and safety of our people and our working environments is always our first priority. We are committed to performing our work in a manner that keeps our people safe we aim to work closely with Indigenous community groups and elders to deliver our services and products in a way that creates lasting benefits.

### Training and "The Toolbox"

Jaybro is focussed on the success of its people and we prioritise staff development at every opportunity. We ensure there is always continuous learning opportunities through our Learning Management platform "The Toolbox" and by providing ongoing

training, mentoring and cross skilling opportunities to all staff. This in turn equips our employees to gain skills and experience that sets them up for a journey of success throughout their life.

### Our Values – WOW Customers with Service

Jaybro is an outstanding company, our service is outstanding, and we want our people to be outstanding. We expect every employee to consistently deliver WOW. Our customers pay us for the service and stay with us because we go above and beyond. Our customers tell us they want a consistent, dependable service and that is what we deliver.

### Move Fast to get Results

We don't get caught up in the detail. We must never lose our sense of urgency, time is the world's most precious commodity – we must NEVER waste it. We want to create an environment that is fast paced, results driven and exciting. We believe in working hard and putting in the extra effort to get things done. We must measure what matters – what gets measured gets done.

### Keep it Simple

We firmly believe open and honest communication removes the anxiety of the unknown. We believe operational excellence comes from simplification. We understand if it's complicated it costs time and money. We do what we say so we don't have to make up complicated excuses.

### Challenge the Status Quo

We must never settle for "good enough" because good is the enemy of great. We never want to become complacent and accept the status quo just because "that is the way things have always been done around here".

We embrace and drive change, it's here to stay.

### We care!

We are more than just a team, we are a family. Our team members have families to feed and care for – they deserve a safe, enjoyable, challenging and rewarding atmosphere, so they love coming to work every day.

We watch out for each other, care for each other and go above and beyond for each other because we trust each other. We must pay our bills on time and we expect the same from our customers.

### Join us now!

To learn more about joining Jaybro, head to our careers website at [www.jaybro.com.au/about/careers/](http://www.jaybro.com.au/about/careers/) or join us on LinkedIn to see our latest opportunities throughout Australia and New Zealand.



For more information go to [jaybro.com.au](http://jaybro.com.au)  
[facebook/jaybro](https://www.facebook.com/jaybro)  
[linkedin.com/company/jaybro](https://www.linkedin.com/company/jaybro)



# Care for your community



**A**ustralian 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.

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



[australianunity.com.au](http://australianunity.com.au)

**• 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.

**• 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.

**• 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.

**• 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.

**• 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.

**• 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.

**• 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.

**• 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.

**• 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.

**• 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.





# Help us shape a world where communities thrive

**O**ur purpose is to shape a world where people and communities thrive. Our people are proud to help people achieve incredible things – be it buying their home, building a business or savings for things big or small.

We're just as focused on seeing our people thrive as well as our customers. We'll give you every opportunity to develop your career. Our people are striving to create a balanced, sustainable society where everyone can build a better life.

We're guided every day by our purpose and values.

Our values mean that whatever situation we're in, we care about our customers, our colleagues and how our actions contribute to the community.

ICARE: Integrity, Collaboration, Accountability, Respect and Excellence.

Our values are a huge part of our culture – a culture that's growing to support our business strategy; our people; and our customers' and society's expectations of us. Innovation and ongoing learning underpin everything we do.



Fallon



Sinoma



Roshuan

**i** For further information and to view a range of careers at ANZ visit [www.anz.com.au/careers/programs/indigenous-opportunities/](http://www.anz.com.au/careers/programs/indigenous-opportunities/)



[anz.com/careers](http://anz.com/careers)

### Our employees

We are focused on creating opportunities, nurturing our employees and supporting career progression, enabling social and financial participation of Aboriginal and Torres Strait Islander peoples and building capacity of related organisations. Wherever we operate, we want our customers to experience great service from us, and this means we need to attract and develop the most well-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, as well as innovate and make better decisions for our business.

### Indigenous trainee reflection:

My name is Fallon Wanganeen. I am a Narungga man from Yorke Peninsula in South Australia. I am a Senior Personal Banker at an Adelaide branch. I started with ANZ as a full time indigenous trainee nearly six years ago. Previous to working in the bank I was working on a mine site in northern South Australia – the mining industry and lifestyle was not a great fit for me. Fortunately, ANZ gave me an opportunity with the traineeship and I haven't looked back. The support I have received from ANZ in the workplace has been great, especially during my traineeship. The team at my branch were very supportive of me and my studies and always willing to help. I was supported by other Indigenous staff who had previously been trainees and managers above me have supported my career development and want me to succeed.

ANZ has supported me throughout my banking career, through my traineeship and my post-traineeship move from country South Australia to Adelaide. This journey has allowed me to connect with different people across South Australia, which made applying for other ANZ opportunities much easier. I feel comfortable and proud coming to work every day knowing who I am and where I come from. The most enjoyable thing about working for ANZ – and especially the Branch Network – is being able to connect and help many people on a daily basis. I am a real people person so to be able to converse with people every day, educate them and guide them to their goals is really rewarding.

### A program to fit you

If you're 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.

### Earn while you learn

As a school-based trainee, you will be paid for your work at ANZ, while completing your certificate and school studies. As a full-time trainee you will work full time and be paid for your work, plus three hours of study time per week. 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 and part-time trainees, you will have time set aside from your work at ANZ to help you study for your Certificate III.

"The program has definitely taught me how to budget and it's made me more confident and organised." Rakeem, WA, Indigenous School Based Trainee

### A career

As an Indigenous trainee at ANZ, you will be joining one of Australia's largest companies. Employing around 46,000 people in Australia and the rest of the world means that there is a world of opportunity available to you to grow and build a career. Our Indigenous trainees have moved into a variety of roles in ANZ: branch managers, trainee accountants and recruiters. The traineeship provides transferable skills such as teamwork, customer service, cash handling and sales.

### Join more than 1000 other young Indigenous people who have been a part of ANZ's traineeship program

Since 2003, ANZ has had more than 1000 Indigenous students join our program. We have had opportunities available across Australia, from far north Queensland to

south-west Western Australia and from Darwin to Hobart.

### Great support network

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. You can share your experiences, get advice or just chat about life in general.

### What skills you need to join ANZ?

For an Indigenous school-based traineeship, the main skills required 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 an Indigenous full-time or part-time traineeship, we are also looking for some retail sales experience and/or a desire to work in a sales role.

### What does Sinoma Gilbert have to say about the program?

"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."

### What message would you communicate to your fellow Indigenous Australians 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."

**For further information visit** [www.anz.com.au/careers/programs/indigenous-opportunities/](http://www.anz.com.au/careers/programs/indigenous-opportunities/)



# Build your career with us

**M**cConnell 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.

### 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.



[mcconnellldowell.com](http://mcconnellldowell.com)

### The McConnell Dowell Group offers:

#### • 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, South East Asia & Middle East, and New Zealand & Pacific construction industries.

#### • Fulfil your 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.

#### • 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.

#### • 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.

#### • 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.

#### Identity

We are a proud multicultural organisation of over three thousand employees. We celebrate our cultural differences, and our individual and collective achievements.

### Flexibility

Throughout your career there will be situations that change when and where you are able to work, McConnell Dowell is committed to working with you along the way to offer tailored solutions to meet your changing needs.

### Sustainability

We act today with the future in mind. McConnell Dowell is committed to working together to protect and maintain our environment – we think creatively and sustainably when building infrastructure and resources for our communities. Ensuring a sustainable tomorrow for our teams, customers and the environment, means we must perform to the best of our ability today.

### Local engagement

Working with Traditional Owners, we develop programs tailored to the area that we work in to engage with local employees at both entry and experienced levels. We have established partnerships with trusted organisations that have resulted in the successful placement of staff, supervisors and engineers on multiple projects.

### Community

We aspire to work with local individuals and companies to transform communities for the better. Our projects involve the community at every step, and we partner with them to create the best results for our towns and cities.





# Telstra – a place to belong

**A**t 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.

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.



**i** With a career at Telstra, you'll always be part of something bigger. For more information go to [careers.telstra.com](https://careers.telstra.com)



[careers.telstra.com](https://careers.telstra.com)



**We have a deeply held belief that together we can accomplish far more than individually. It's about a common purpose, driven by a tight collective, who as a team achieve great things. We are better together.**

#### ● A place to belong

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.

#### ● 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.

#### ● 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.

#### ● 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.

#### ● 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.

#### ● 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.

#### ● 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.

#### ● 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.

#### ● 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.

#### ● 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.



# Celebrating Indigenous Success

**N**ational Australia Bank Group is a financial services organisation with more than 30,000 people serving 9,000,000 customers at more than 900 locations in Australia, New Zealand and around the world.

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](http://nab.com.au/about-us/careers)



### ✦ 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.

### ✦ 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.

### ✦ Employment pathways

Our Indigenous employment program provides opportunities and pathways for talented Indigenous Australians who want to pursue a career in financial services.

### ✦ How our traineeships work

School-based and full-time trainees receive an income while learning new skills. They will achieve a National Certificate qualification at the end of their traineeship and will be supported by

NAB employees and Indigenous mentors. They can also take on career opportunities within or outside NAB at the end of their traineeship.

### ✦ United

We're building a better future. It's a big job, but we've been quietly doing it for more than 150 years. It's simple: we always do the right thing and work hard to create opportunities for our customers, our communities and the economy. It's why, today, millions of Australians trust us to help them have a great relationship with their money.

### ✦ Learning and development

Everyone's a leader at NAB. It doesn't matter how fancy your job title is, or where you call home. If you work hard and play right by your team, you'll always be valued for who you are and what you bring to the table. We believe that giving people the freedom to be themselves results in the best ideas and the biggest wins.

### ✦ Community relationships

Our employees are lending their skills on volunteering and secondment opportunities in Indigenous organisations. In partnership with Jawun, NAB secondees can undertake a five-week assignment working with Indigenous organisations in the Kimberley to assist with economic and social projects.

### ✦ Cultural awareness

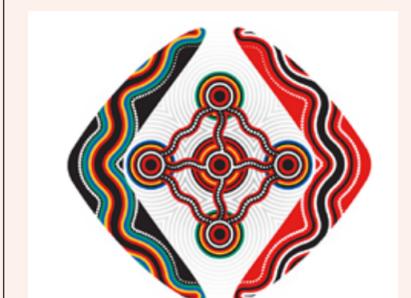
Strong relationships are built on understanding and respect. Every year we give our employees the opportunity to improve their understanding of, and respect for, Indigenous culture.

### ✦ Respected

NAB wouldn't be the bank we are today without our people. So, as we thrive and prosper, we'll make sure that you do as well. We're invested in your career and making sure we arm you with diverse learning experiences that will help you grow – not just professionally, but on a personal level too.

### ✦ Want to know more

To find out more about any of our programs or how to apply please visit <http://www.nab.com.au/about-us/careers/trainee-programs/indigenous-traineeships> or contact us by email at [Indigenous@nab.com.au](mailto:Indigenous@nab.com.au).





# Build your career. Get into construction!

**B**uild 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?



[buildyourcareer.com.au](http://buildyourcareer.com.au)



### 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 [buildyourcareer.com.au](http://buildyourcareer.com.au). Build Your Career is brought to you by the Australian Constructors Association.

### 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.

### 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.

### It's for everyone

The construction industry is inclusive, offering opportunities for everyone.

### 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.

### 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.

### 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.

### 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.

### 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!

### 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.

### 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.



# JOHN HOLLAND

## Bright futures for our Indigenous employees

**A**s one of the nation's leading infrastructure and property companies, John Holland has been driving positive change in Australia for 70 years.

Our projects are built to improve the lives of the people they serve, but our commitment to transform for the better starts at home where we are passionate about encouraging all our employees to reach their full potential.

At John Holland, we employ more than 4,000 people across Australia, New Zealand and South East Asia and have a total of 268 Aboriginal and Torres Strait Islander employees.

We are dedicated to championing every employee on their journey to turn their career dreams into a reality.

### A career to be proud of

At John Holland, we are proud to have had a hand in the Australia we all know today. From Parliament House to the MCG's Great Southern Stand, we deliver projects that matter. Our teams are currently working on many of Australia's mega projects, including the Sydney Metro project and Melbourne's West Gate Tunnel and Metro Tunnel projects. When completed, these new

transport options will transform travel in two of our biggest cities.

### What you can do with us

Our door is open for determined career seekers who represent our values of being imaginative, future-focused, caring and empowering. Young professionals can explore opportunities in areas including: design, engineering, construction, project management, finance, technology, communications, human resources, sustainability, rail, safety, tunnelling, property, building, water and much more.

### Your future, your way

At John Holland, we offer programs to inspire learning and development. We believe in a "hands-on" approach, meaning that from our highly regarded Graduate Program to our traineeship opportunities you will be involved every step of the way in shaping a career that is meaningful to you.

### Our Indigenous approach

We care about creating an industry that recognises and celebrates the communities we work in. We have an Indigenous Engagement Manager and two Indigenous Engagement Advisers who have great relationships with our Indigenous employees and local Indigenous community leaders and businesses.



### Meet trainee Dominic Eggmoss-Smith

Dominic was one of the 17 Indigenous trainees who completed a Certificate II Civil Construction on our Wentworth to Broken Hill Pipeline Project in 2018. Here he shares his experiences working on the life-changing project.

### What have you learnt from the traineeship?

I know that my future is strong in construction. I enjoyed learning new things on site and took pride in contributing to giving Broken Hill locals access to fresh water and helping to improve their quality of life.

### Was there a highlight of the program for you?

I received the team safety award. This was a truly memorable experience and it was a great feeling to be recognised for my contributions.

### How did the traineeship influence your career journey?

It opened my eyes to a number of opportunities that I would never have thought possible in the past. I'm considering enrolling into a Certificate III in Carpentry, then I can become a qualified builder; or I might continue on with Civil Construction.



John Holland/careers



John Holland's Metro Tunnel Early Works team celebrates NAIDOC Week.

### Join our highly regarded Graduate Program

Build a rewarding career with us in our two-year Graduate Program. We believe on-the-job training is the best way to learn and have fine-tuned our program over its 11 years to ensure our grads get the most out of it.

### Make a difference everyday

We believe in empowering you to make a difference. We encourage imaginative thinking from our young workforce, which is strongly represented at John Holland – almost half of our business is made up of millennials. We also have valuable programs to support our up-and-coming talent that are fun and fulfilling.

### Celebrating Indigenous culture

We are proud to embrace our nation's rich history by celebrating NAIDOC Week each year with activities across our business. In 2018, we honoured the NAIDOC Week theme "Because of

her, we can" by hosting workshops and inviting influential Indigenous women to share their stories with our teams.

### Partnering with Indigenous businesses

We are passionate about partnering with local Indigenous businesses to deliver our projects. We are in direct contact with 1,300 Aboriginal and Torres Strait Islander businesses and we regularly host forums for local Indigenous businesses to showcase their services and products.

### The power of learning

As many of our projects are located on land that Aboriginal and Torres Strait Islander people have a deep connection with, we encourage employees to join our cultural learning programs to better understand the long histories and cultural beliefs of our First Nations people.

### Building meaningful relationships

We care deeply about the communities

in which we work and aim to build meaningful relationships, trust and respect with Elders, their representatives and community bodies. We connect with traditional land owners on each of our projects and this has led to great opportunities. For example, our Canberra Metro team integrated aspects of local culture into the project by working with an Indigenous artist to design the seat fabric for the light rail vehicles.

### Opportunities for Indigenous students

We are determined to be the employer of choice for Aboriginal and Torres Strait Islander people. To shine a light on the many opportunities we offer, we host site tours to inspire students, run Indigenous STEM and Engineering Winter and Summer school workshops in partnership with universities around Australia and host pre-employment programs to ensure our people are ready to conquer from day one.



# Index

## Accenture

accenture.com.au/careers  
166-167, 238-239, 316-317

## Allianz

allianz.com.au  
18-19, 250-251, 334-335

## ANZ

anz.com/careers  
20-21, 302-303, 328-329, 370-371

## APA

apa.com.au  
76-77, 282-283

## Aristocrat

aristocrat.com/careers-culture  
58-59

## Australian Constructors Association

constructors.com.au  
118-119, 296-297, 378-379

## Australian Government

dpmc.gov.au/work-for-us  
192-193

## Australian Super

australiansuper.com  
22-23

## Australian Unity

australianunity.com.au  
48-49, 368-369

## Bankwest

bankwest.com.au/careers  
32-33

## BP

bp.com/grads/au  
80-81

## Careers in Insurance

careersininsurance.com.au  
26-27

## Carlton & United Breweries

cub.com.au/careers  
62-63

## Cimic

cimic.com.au  
106-107

## Cochlear

cochlear.com/careers/grads  
230-231

## Coles

colescareers.com.au  
152-153, 268-269, 314-315, 356-357

## Commonwealth Bank

commbank.com.au/careers  
16-17, 240-241, 260-261, 306-307,  
322-323, 338-339, 344-345

## Costa

costagroup.com.au  
176-177

## Craveable Brands

craveablebrands.com/careers  
68-69

## Defence Force Australia

defencejobs.gov.au  
86-87, 88-89, 90-91, 92-93,  
94-95, 258-259, 346-347

## Dexus

dexus.com/careers  
40-41

## Downer

downercareers.com  
104-105, 350-351

## EY

ey.com/au/careers  
162-163, 242-243, 348-349

## Fonterra

fonterra.com/au/en/work-with-us  
70-71, 340-341

## G8 Education

careers.g8education.edu.au  
136-137

## Glascott

glascott.com.au  
220-221

## Greenlit Brands

greenlitbrands.com.au/careers  
158-159

## Guardian Early Learning Group

guardian.edu.au/careers  
138-139, 336-337, 358-359

## Hanson

hanson.com.au/Careers  
114-115

## HCF

hcf.com.au/about-us/careers  
46-47

## Holcim

holcim.com.au/careers  
122-123, 284-285

## Holden

holden.com.au/about/careers  
156-157, 232-233, 264-265

## Jaybro

jaybro.com.au/about/careers  
120-121, 366-367

## Jetstar

jetstar.com/au/en/careers  
200-201

## John Holland

johnholland.com.au/careers  
116-117, 252-253, 380-381

## Junior Adventures Group

junioradventuresgroup.com.au  
134-135

## Kennards Hire

kennards.com.au  
108-109, 272-273

## Landmark

landmark.com.au  
178-179

## Lion

lionco.com/people-careers  
66-67, 256-257

## Macquarie

macquarie.com/careers  
14-15, 254-255, 312-313

## Mainfreight

mainfreightcareers.com  
212-213

## Mars Group Australia

mars.com/australia/en/careers  
64-65

## Marsupial

marsupial.com.au  
222-223

## Master Builders Association of Victoria

mbav.com.au  
110-111, 288-289

## McConnel Dowell

mconnelldowell.com  
102-103, 278-279, 372-373

## McDonalds

apply.mcdonalds.com.au  
72-73

## Medibank

careers.medibank.com.au  
44-45, 332-333, 354-355

## Merivale

merivale.com.au/careers  
142-143

## Metro

metrotrains.com.au/careers  
194-195, 298-299

## Myer

myer.com.au/careers  
154-155

## NAB

nab.com.au/about-us/careers  
28-29, 276-277, 318-319, 376-377

## Newcrest

newcrest.com.au/careers  
82-83

## Only About Children

oac.edu.au/careers  
132-133

## Opal

opalagedcare.com.au  
50-51

## Orora Group

ororagroup.com/careers  
184-185

## Programmed

programmed.com.au  
170-171, 262-263

## PWC

pw.com.au/careers  
164-165, 228-229, 266-267,  
308-309, 324-325, 364-365

## Qantas

qantas.com/au/en/about-us/  
qantas-careers  
202-203

## Racing Victoria

careers@racingvictoria.net.au  
98-99

## RACV

racv.com.au  
30-31

## Reece Group

reecegroup.com.au/careers  
112-113

## Ruralco

careers.ruralco.com.au  
174-175, 292-293

## SAAB

saabgroup.com/career  
54-55

## SAS

sas.com  
216-217, 244-245, 274-275

## Scentre Group

scentregroup.com/careers  
38-39, 280-281, 320-321, 362-363

## Solotel

solotel.com.au/careers  
144-145

## Sportsgirl & Sussan

sportsgirl.com.au/get-a-job  
sussan.com.au/sussan-careers  
148-149, 150-151, 248-249

## Thomas Foods

thomasfoodscareers.com  
180-181

## Telstra

careers.telstra.com  
56-57, 290-291, 304-305, 326-327,  
374-375

## Toll

tollgroup.com  
206-207, 286-287, 352-353

## Transdev

transdev.com.au/careers  
208-209, 294-295

## Transurban

transurban.com  
128-129, 236-237, 270-271

## Viva Energy Australia

vivaenergy.com.au/about-us/careers  
78-79

## V/Line

vline.com.au/careers  
188-189

## Victoria State Government

careers.vic.gov.au  
190-191

## Victoria State Government Justice and Regulation

careers.vic.gov.au  
196-197, 360-361

## Volvo Group

volvogroup.jobs  
210-211

## Watpac

watpac.com.au  
124-125

## Westpac Group

westpac.com.au/careers  
24-25, 234-235

## WorkSafe Victoria

worksafe.vic.gov.au/careers  
34-35

**JOBS, NEWS,  
VIDEOS,  
PODCASTS,  
AND MORE**

**EXPLORECARREERS.COM.AU**

**explore**  
CARREERS

