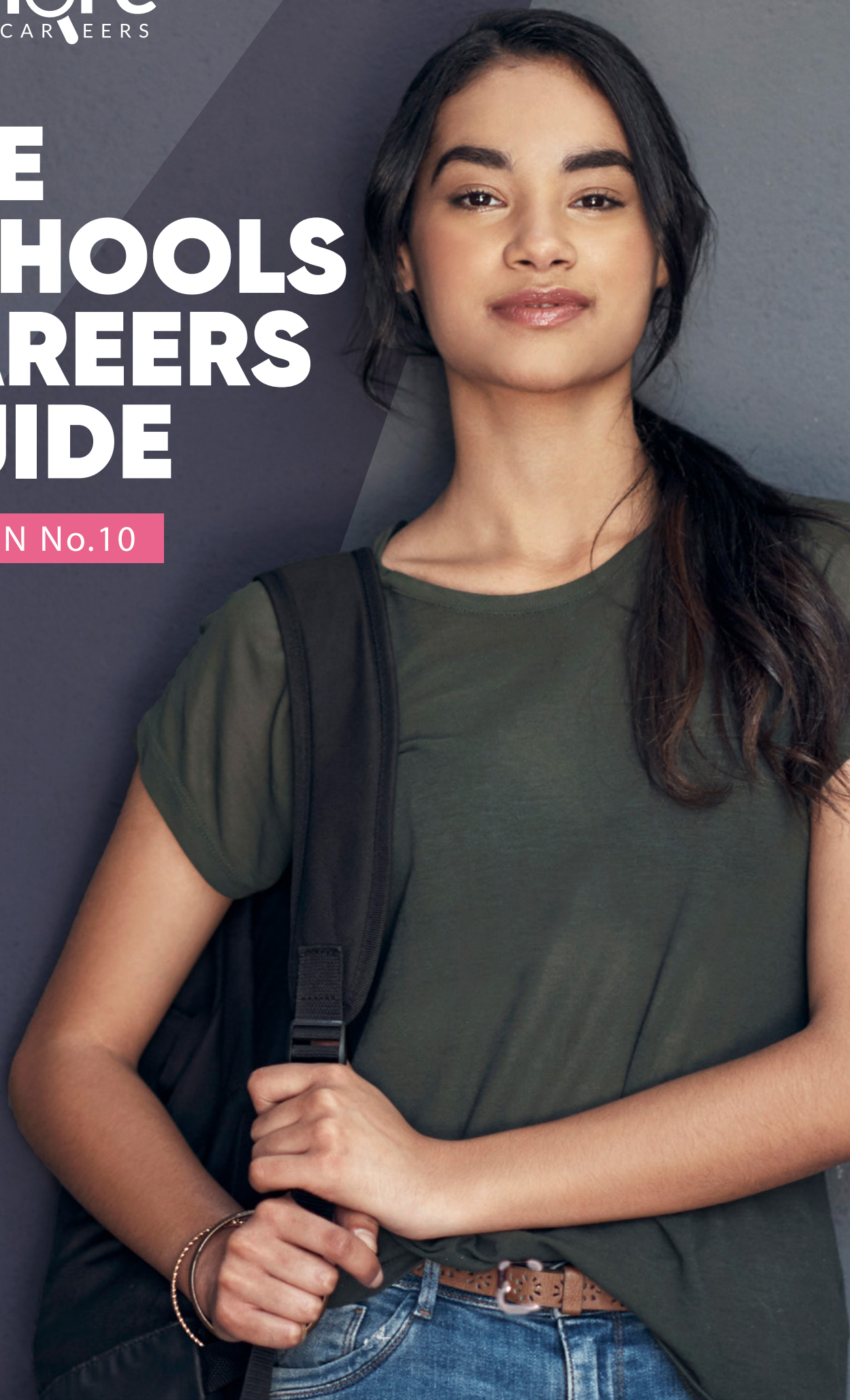


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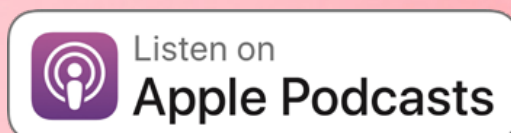
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Welcome to the 2021 Schools Careers Guide



elcome to the 2021 Schools Careers Guide, our 10th edition, and the first that's 100% online.

But first, let's introduce ourselves. Supported by over 130 top employers, Explore Careers is Australia's leading careers, employment and education program, designed to connect Australian organisations directly with the secondary school community.

Why is this so important?

Young Australians are tasked with making critical decisions about their futures at a remarkably young age and often aren't prepared appropriately. This is why we believe it's vital to help students navigate through the clutter so they can make better and more informed decisions about their future career options. It's also just as important to help better educate and assist these students' key influencers, being parents and school-based career advisors.

It can be challenging to stay up-to-date with career information and trends in Australia. This guide gives you current and accurate information directly from Australian employers.

What else do we do?

Explore Careers is an entirely free service for every secondary school in Australia and offers a comprehensive program, which includes:

- + Schools Careers Guide
- + ExploreCareers.com.au
- + Events & webinars
- + Student job-board
- + Podcasts & interviews
- + Regular eNewsletters
- + And much more

You can find out more about Explore Careers at ExploreCareers.com.au

The 2021 Schools Careers Guide features employers across 15 different industries and 6 diversity areas.

We're excited to bring you the 10th edition of the Schools Careers Guide and hope that it will help students, parents, and career advisors.

Cliff Stoneman
Founder & CEO



The 2021 Schools Careers Guide 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.

 **accenture**

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A woman with dark hair tied back, wearing a blue and white striped t-shirt, is seated at a desk, focused on her work on a silver laptop. She is wearing a multi-strand beaded bracelet on her left wrist. To her left, a vibrant green vase holds several tall, blue, spiky flowers. The background is a warm, out-of-focus scene of a creative studio or workshop, featuring a brick wall adorned with various papers, sketches, and colorful hanging decorations. A diagonal white line cuts across the upper right portion of the image.



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BAE SYSTEMS

Set sail on a career in shipbuilding



Secure your career working on some of the most technologically advanced programs in the world. The Naval Shipbuilding College (NSC) can help you on the path to discovering the possibilities of a career in shipbuilding.

Did you know Australia has a Naval Shipbuilding Industry? Up to 23 classes of Defence maritime vessels will be built in Australia by the 2050s for the Royal Australian Navy – including the nine Hunter Class Frigates, 12 Attack Class Submarines and 12 Arafura Class Offshore Patrol Vessels. The Naval Shipbuilding Industry also carries out sustainment for the vessels. If you think of ships and submarines like a car, they need to be maintained and have regular services and upgrades to keep them running smoothly and with the latest technology.

More than 15,000 people are expected to be employed in the industry in a wide variety of roles by 2027. Thousands of people will be required to fill roles, including trades, program and project managers, purchasing, quality, designers, quality, engineering, logistics and professional support.

How do I get a job in the industry?

The Naval Shipbuilding College (NSC) is here to help young people and job seekers – just like you – to understand the opportunities and pathways and start a long and successful career in naval shipbuilding. Visit our website to set up a conversation with one of our experienced consultants who can help you understand the opportunities available.

Do I need to join the Navy?

You don't need to join the Navy to work in naval shipbuilding. It is just like working for any other but the projects that you'll be working on have been contracted by the Australian Government and Australian Defence Force.

This industry offers the opportunity to work on some of the most advanced technology programs in the world. The complexity and diversity of the work will give you greater opportunity to advance and learn new skills, meaning you may not finish your career where it started.

Australia is going to need people with lots of different skills to work in a wide range of jobs from city-based office roles to hands on positions in the shipyards. Opportunities are available in the following areas:

Engineering (University and TAFE)

- + Designers
- + Software Engineers
- + Mechanical Engineers
- + Electrical / Electronic Engineers
- + Structural Engineers
- + Production Engineers
- + Systems Engineers
- + Integrated Logistics Support

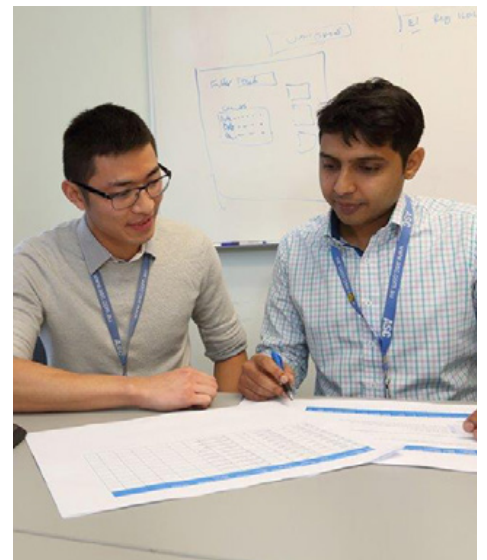
Operations/Trade (Apprenticeships and TAFE)

- + Mechanical Operations
- + Electrical Operations
- + Piping Operations
- + Welding Operations
- + Fabrication Tradespeople
- + Supply Chain (TAFE)
- + Purchasing Officers
- + Warehouse Managers

Program Management (University and TAFE)

- + Project Managers
- + Planners
- + Schedulers
- + Program Support
- + Legal
- + Human Resources
- + Finance
- + Communications

Visit the NSC website to set up a conversation where we can help you understand how you can get a job in one of these areas.



Things you need to know...

Naval Shipbuilding by the Numbers

- + The Attack Class Submarine takes 8 million hours to build and comprises 1 million parts. If you convert the hours into days that's 333,000 days of work in one vessel!
- + The Hunter Class Frigate is longer than six tennis courts, or the length of around three Olympic-sized swimming pools.
- + The Hunter Class Frigate Program is expected to create and sustain more than 5,000 jobs across BAE Systems Maritime Australia, their sub-contractors and the Australian defence supply chain over the life of the program
- + There will be 1,700 direct jobs in Naval Group through Future Submarine Program
- + 1,000 apprentices will join BAE Systems Maritime Australia on the Hunter Class Frigate Program



Want to find out more about Australia's Naval Shipbuilding Industry? Visit: **navalshipbuildingcollege.com.au**



navalshipbuildingcollege.com.au

Passion for Technology



Rheinmetall in Australia is seeking talent! Join us as we experience an exciting period of growth in Australia. We are establishing a customer-centric workforce that takes pride in delivering quality work for our customers. Rheinmetall Defence Australia has fantastic opportunities for all skillsets, trades, professions and people at all stages of their career. The future is waiting for you. So are we.

#joinrda

Why Rheinmetall Defence Australia

Our Company's values of Respect, Trust and Openness help us to create a workplace environment where employees value each other, live up to their promises and communicate openly every day.

One company, endless opportunities

If you're asking yourself where in the world you can find us, the answer is simple: we're everywhere! Rheinmetall gives you a whole range of opportunities to gather wide-ranging experience in key markets. Discover the career opportunities that await you in our teams around the world. It doesn't matter where

you choose for your next career move – we're looking forward to getting to know you!

Diversity and Inclusion

RDA recognises the strength that comes with employee diversity. We are committed to providing an inclusive work environment where each employee is treated fairly and respectfully. Diversity is critical to our ability to work successfully as a team regardless of borders, language or culture. Our workforce includes employees of varying gender, age, race and ethnicity, professional and cultural backgrounds. We encourage our employees to comfortably blend private and professional life and we provide a number of attractive employee benefits that our team members can enjoy.



Mechanical Design Engineer

JESSICA VEIVERS

Q What's your role?

A I am a Mechanical Design Engineer within RDA's Lynx engineering team. I am involved in design development, prototyping and manufacture of vehicle components. I work across all areas the business and with our engineering teams internationally. Occasionally, I even get to go for a ride in one of our vehicles!

Q What do you love most about what you do?

A Getting to do diverse work that interests me. I constantly get to learn new things because of this. My exposure to so many different projects is also exciting.

Q Where to from here?

A I look forward to continuing my work on the Lynx project. I have learnt so much in my time with RDA already and I will continue to as we still grow as an organisation here in Australia. In coming years I hope to develop leadership and management skills to take on the next steps in my career.

Things you need to know...

Apprenticeships, Traineeships & Graduate Programs

RDA is excited to have commenced the Apprenticeships and Traineeships program as part of our employment offering in 2021 and beyond. These programs will provide unique opportunities to launch your career in a highly specialised manufacturing space within our country. Our Graduate Programs set you up for success, offering exciting, and hands on, real life experience across many of our corporate disciplines including engineering, finance, IT, commercial and human resources.

Training & Development – A Game Changer!

We are committed to the professional development of our people and we advocate for the opportunity for continued career development and growth for all. Our "Technology Transfer" project gives many of our Australian-based employees the chance to work and learn on the job at our sites in Europe before returning to Australia to share knowledge to our wider Australian workforce.

The Sky is the Limit!

Starting your career at RDA has endless possibilities. If you are a committed and hardworking individual with standout performance on the job, the sky is the limit. You will have the choice to grow your career within your chosen field: to become a specialist, a leader or even a Director one day. Or you can venture into new horizons and broaden your skills and experience into new areas of specialisation and roles that are rare in the Australian workplace.

My Career Pathway

- 1 Graduated university in 2018 (studied double major in Mechanical and Medical engineering)
- 2 Started working at RDA in early 2019 as a Graduate Mechanical Design Engineer.
- 3 Worked on exciting projects here in Australia but also spent 2 months in Germany to hone my skills and experience as an Engineer.
- 4 2020 Finalist in both the Defence Connect Australia's Graduate of the Year Award and the Australian Industry Defence Network Queensland's Young Achiever Award.



To find out more about a career with Rheinmetall, visit:
rheinmetall.com/en/rheinmetall_ag/career_1/index.php



rheinmetall.com

Protecting Australia's Future



At Saab Australia, we're an industry-leading systems provider for defence, civil and security projects world-wide. With over 30 years of proven capability, we offer unique career opportunities, along with a high performing, supportive and collaborative work culture.

In 1987, we established our headquarters at Technology Park, South Australia to support and develop the defence capability of Australia. Our first contract was building and integrating Australia's combat management system for the Anzac Class frigates. Since then Saab Australia has developed and integrated technology to protect and empower Australia's Navy, Army and Air Force to keep people and society safe. We develop high-technology solutions for allied nations, as well as civil security and aviation technology with major installations in prisons, airports and iconic public spaces.

Our 'thinking edge' philosophy keeps us looking ahead for new ways to make the world a safer place. We do this by pioneering Australia's

defence and security capabilities and striving for continual development, growing our solutions to adapt to the changing needs of our customers.

As a subsidiary of global company Saab AB, a career with us provides exciting opportunities to work with international colleagues on innovative global projects. No other single company designs and builds submarines, aircraft, underwater vehicles, combat management systems, missiles, torpedoes, radars, camouflage, security systems and everything in-between.

Why students join Saab Australia

Enriching Our Employees

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

Industry Leading Benefits

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

Our Thinking Edge

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

Global Presence

We pride ourselves on delivering technology solutions for customers around the globe. With offices across the world, we're able to provide international opportunities to employees who want to broaden their horizons.

Diversity Through Inclusion

We are a diverse and equal opportunity employer and a proud supporter of the Veteran Employment Program. We welcome interest from people of all walks-of-life and see the importance in fostering a culturally inclusive work culture.



Things you need to know...

Do you want to explore your potential and find your edge?

Join our team with a scholarship, internship or through our graduate program, where each year we take on ambitious engineers across the software, computer systems, electrical/electronics or mechanical/mechatronic disciplines.

"Saab is a high technology Australian employer – we rely on our younger generation choosing STEM careers. There is an increasing demand for these skills and is what forms the basis of our future workforce and recruitment plans..."

Andy Keough, CSC
Managing Director Saab Australia



For more information about a career with Saab visit:
saab.com/aucareers



saab.com/aucareers

Find your place in South Australia's defence industry



DIGITAL SPECIALIST?
YOU HAVE A PLACE
IN DEFENCE INDUSTRY.

Visit findyourplaceSA.com
and discover your career

 **SOUTH AUSTRALIA**  **Government of South Australia** **DEFENCE SA**

There is more than you think to a career in the defence industry, and you don't need a University degree or a background in the Defence Force to get involved – just the drive to be part of an innovative and diverse industry.

In the coming years, South Australia will be home to \$90 billion of continuous naval shipbuilding projects. With a lifespan of more than 50 years, creating more than 4000 direct jobs and thousands of additional jobs in adjacent and support industries, there is no better place to start your career.

Careers in defence industry are much more than just building ships and submarines. South Australia's defence industry is also delivering world-class cyber and systems solutions for major Defence projects and intelligence, including surveillance, reconnaissance and electronic warfare capabilities housed at RAAF Base Edinburgh.

There are many pathways to a lifelong career in one of South Australia's fastest growing industries. This could be via one of the state's three leading universities, TAFE SA or through on-the-job training and apprenticeships.

Starting now and moving into the future, the defence industry offers a wide range of exciting careers in everything from project management to combat systems engineering, contracts management to Information Technology, supply chain to WHS, marketing and communications to logistics.

Find your place in South Australia's defence industry and visit www.findyourplacesa.com today.



"There's a misconception that the defence industry is very serious, but the experience I've had is that we are a very creative and collaborative group of individuals working towards a common goal."

Jamila, Project Manager



"A lot of people study engineering and do very little engineering in their day to day role. I wanted to be doing calculations and getting my hands dirty in a workshop. I also wanted to be working at the forefront of technology development. This made [the defence industry] the obvious choice."

Seth, Mechanical Engineer



"You don't need to be in the armed forces or necessarily have experience in the defence industry in order to be successful and have a rewarding career. The industry is growing, well-funded and rampant with opportunity...I can't see myself moving on anytime soon. The reality is that businesses in the defence industry are like any other, if not more exciting!"

Rozanne, Senior Financial Accountant

Q If I work in the defence industry, does this mean I am part of the Australian Defence Force? Do I need to study at the Australian Defence Force Academy?

A No, a career in the defence industry does not mean you are a part of the Australian Defence Force, so you won't need to study at the Australian Defence Force Academy. A career in the defence industry will see you working on projects that support the Australian Defence Force, and there are many pathways into these careers – including university, TAFE SA and apprenticeships.

Q Do I need to have a security clearance to work in the defence industry?

A Generally speaking, some level of security clearance or the ability to obtain one will be required as most projects associated with Defence are classified. This is something your potential employer would discuss with you and help you with. This means that you will also need to be an Australian citizen. If you are not an Australian citizen, you may still be able to gain employment, however, this is something that should be discussed with your potential employer at the time of application.

Q What type of companies make up the Australian defence industry?

A The defence industry consists of large, multi-national primes, Australian owned and operated small to medium enterprises (SMEs) and smaller companies that often provide specialised parts and equipment to larger companies through the local supply chain.

Things you need to know...

The Find Your Place website has all of the information you need to plan for a career in the defence industry including:

Major Projects

Explore the range of projects happening in South Australia and the opportunities available now and into the future across Naval Shipbuilding, Systems and Cyber and Space.

Higher Education Pathways

There are a range of pathways to find your defence industry career. TAFE SA and South Australia's three leading universities are great places to start when it comes to getting the qualifications you need.

Career Stories

Learn about the wide variety of roles and the pathways to get there from some inspiring South Australian defence industry employees by watching their videos and reading their stories.



Want to find out more about a career in the defence industry?

Visit:
findyourplacesa.com



findyourplacesa.com

Advancing the Next Generation



BAE Systems Australia is proud to nurture and inspire the next generation of Australian scientists, engineers and innovators. We employ over 4500 of the most skilled people in Australia, who work to design, build and support systems that help defend our nation.

"Currently, we have around 4,500 people working across 40 sites around Australia – with a presence in almost every state and territory. We employ some of the most skilled people in our country and they are dedicated to working on defence solutions that produce some of the world's most advanced technologies..."

We are going to need a lot more people to help us and the Australian Defence Force deliver the contracts that we are working on over the next few decades as we seek to deliver unique systems and find solutions to solve complex problems."

BAE Systems CEO Gabby Costigan

The sky is not the limit!

From land, sea and even space, BAE Systems is at the forefront of technology. We are leading the way in autonomy in vehicles, rocket decoys and aircraft. Our state of the art digital shipyard is developing the Hunter Class Frigate Program, the biggest surface ship project in Australia's defence history. BAE systems' technology around radar, surveillance and optical systems, along with control systems for rockets and hypersonic flight vehicles, means not even the sky is the limit!

Diverse and Inclusive

BAE Systems is facing a shortage of skilled employees, particularly in engineering and trades roles. This being the case, it has a practical as well as the moral reason for seeking to attract candidates from a broad and diverse talent pool.

Kick start your career

The defence industry in Australia continues to grow. This means BAE Systems can offer you a variety of programs to kick start your career, from graduates and interns to apprenticeships and traineeships. Follow on talent pathways are also available to enable your career to go from strength to strength. Where you start does not have to be where you stay. With BAE Systems, your dream career becomes reality!

A World of Opportunity

BAE Systems is not just here in Australia we have a large presence in the US, UK, the Kingdom of Saudi Arabia, as well as a number of other countries. We are one of the largest defence companies globally. So your career may start in Australia but if you want more, you could end up anywhere in the world creating, leading, building or designing the equipment and technology of the future.



A day in the life

Monique is a mechanical engineer.

When asked what does your average day look like, she had this to say "daily tasks include designing parts to be installed on the ship structure of the naval vessels I work on. It's pretty exciting. I contribute to the design of parts that go on the Royal Australian Navy's ships. Some days I'm required to actually get on board a Navy ship and do an inspection, so I'll put on my protective clothing, and head over to the docks. That's a really thrilling part of my day – actually getting up close and personal with ship and its technology"

What our graduates say...

"The breadth of experiences I get to have and contribute to - no photocopying and fetching coffee here!"

"Very good industry training related to work solving real-world problems - the opportunity to work on significant platforms/systems/projects for Defence"

"Interesting projects, supportive leadership, great focus on training and self-improvement."



To find out more about a career at BAE Systems visit:

baesystems.com/en-us/careers/careers-in-australia



baesystems.com/en-us

Trades & Maintenance





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 *PROGRAMMED*

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mycar
Tyre & Auto

Be part of something exciting



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.

Our journey began over 65 years ago, with one van and a few painters.

Today Programmed employs over 20,000 people across Australia and New Zealand providing all kinds of services, from painting, signage, grounds and building refurbishments to providing data communication, lighting, audio visual and electrical technology installations.

We also look after industrial and facility maintenance and are Australia and New Zealand's leading provider of managed workforce and training services.

Our continuing growth means there is an opportunity for you to develop and grow with the company. With Programmed, we'll help you on your journey throughout your career.

Endless Opportunities

From the top of tallest light towers in the MCG, the largest stadium in the Southern Hemisphere, to the mines in WA, and in locations like wineries, hotels, container terminals and defence bases.

We work closely with employers and businesses from a range of industries including:

- + Commercial and Retail
- + 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)



Apprentice

EMMA REYNOLDS

Emma is a second-year airconditioning and refrigeration apprentice based at Programmed's Wollongong branch. Among the customer sites under her care are Bluescope Steel and the University of Wollongong.

Q How did you decide on an apprenticeship with Programmed?

A Pursuing a trade wasn't something I was always interested in doing. It came about when I was talking to my dad one day who has done a trade and he also works for Programmed. I did a bit of research and found out that a trade was actually something I wanted to do.

Q What is your career goal?

A I have always felt welcomed and supported by Programmed in every aspect. After my apprenticeship, my goal is to complete my electrical trade and progress into leadership roles.

Q What advice would you give to others who are considering taking up a trade apprenticeship?

A Do it. Go for it. Programmed looks after their workers really well and makes us all feel comfortable and we all feel like a team. There is always someone to talk to if you need anything and they are really supportive of everything that you do.



Things you need to know...

Values

We put people first, which is why we have a culture that focuses on personal safety, care & empathy, customer service and diversity, inclusion & equality. These values and attitudes allow us to fulfill our commitment to our customers and employees.

Training and Development

Whether you are settled on a career or are looking to explore different opportunities, Programmed encourages employees to gain new experiences and skills. As you progress throughout your career, we will assist you with training, mentoring and the opportunity for further study and upskilling.

Benefits

Programmed offers a range of benefits to our employees including paid parental leave, great discounts with selected retailers and an Employee Assistance Program, which incorporates a tailored wellbeing initiative.



Want to find out more about a career at the Programmed?

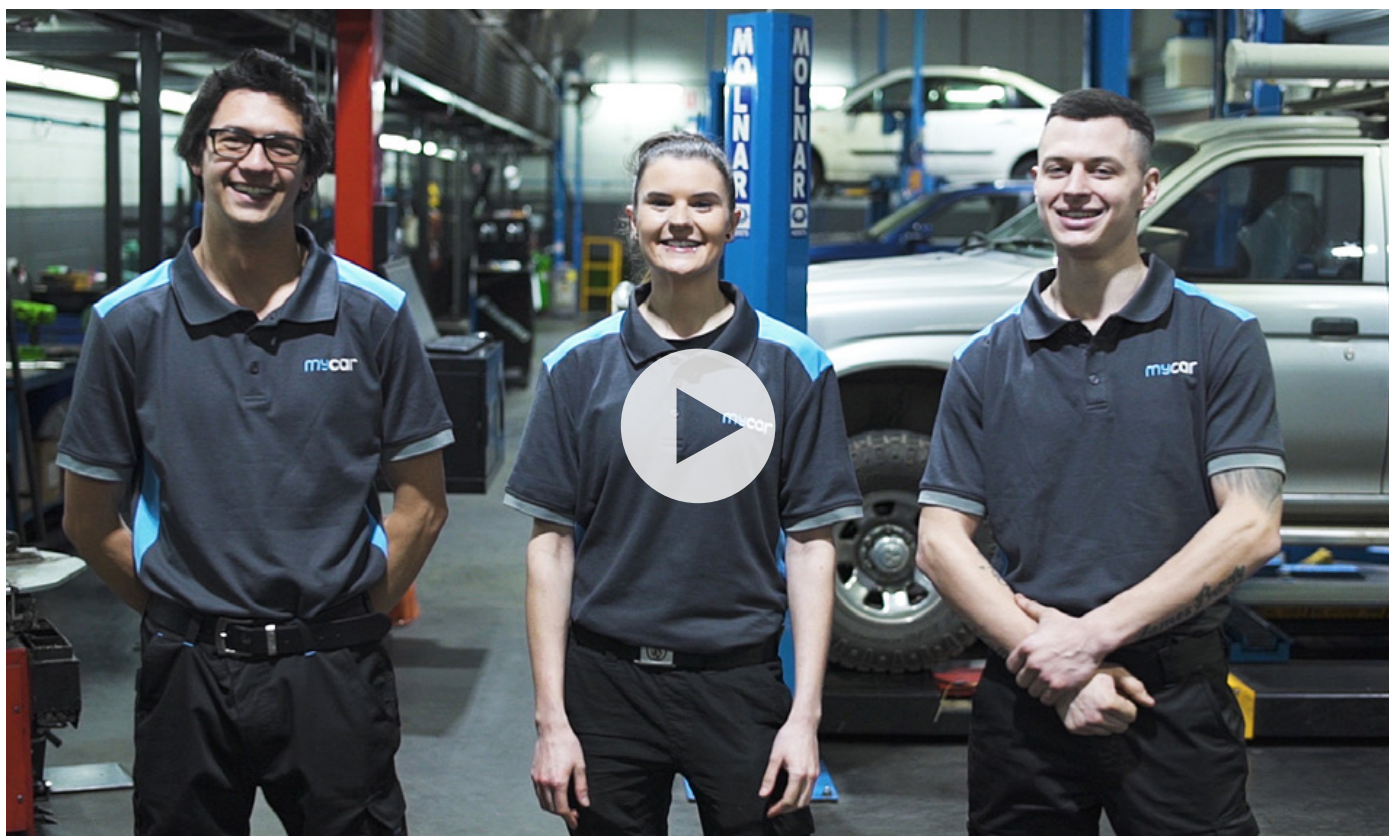
Visit: **programmed.com.au**

or email: **maintenancehr@programmed.com.au**



programmed.com.au

mycar Automotive Apprenticeships



mycar is the team of auto experts famous for customer care.

With over 1,300 employees nationally, we're one of the largest employers in the automotive service and repair industry.

We're also the largest single employer of apprentice motor mechanics in Australia.

Outstanding career opportunities

Our network of over 265 stores, allows us to offer great career pathways and personal career growth in both technical and management roles. Whether you are looking to work close to home or around Australia our large network of stores offers different opportunities. We're proud to report that many of our apprentices have become successful leaders using our career pathway.

In-house technical training

We understand the value of continuous technical training better than most. That's why we ensure your skills are always relevant and up to date.

Great benefits and pay

We offer competitive salaries with access to a bonus program to reward good performance and we assist store employees by providing laundered uniforms. You'll receive a range of benefits, including discounts from over 60 suppliers in the areas of entertainment, travel, health, insurance, finance and more.

Great team values

You will be part of a customer focused team and a culture that values care, clarity, agility, commitment and quality. Plus, you'll be glad to know that mycar is committed to diversity and equal opportunities in all our departments.



Join the team that puts people first

+ Passion for Cars

"Team environment, being treated well, enjoy block TAFE so that gives me more time in the workshop. I have passion for cars and mycar seemed the best fit for me."

Keegan – 1st year apprentice

+ Learning Experiences

I enjoy working for mycar because of the challenges, learning experiences and being part of a successful team.

Simon – 4th year apprentice

+ Safety First

"I chose and like working for mycar as we are a very professional business that keeps me and my teammates safe. mycar really help support me to develop my skills in what I love to do, fix cars." *Daniel – 2nd year apprentice*

+ Job Security

"I like working at mycar because it is a large secure company, which provides a variety of experience and learning, due to the variety of different vehicles we work on, and the opportunity to work in different sites."

Ben – 3rd year apprentice

+ Training

Working at mycar with the variety of makes and models that we work on provides us the ability to offer great training to our apprentices and different challenges day to day for the entire team. No two days are ever the same." *Nathan – assistant manager*

+ Culture

"I have been here for 3 years, it's so much better than other workshops. I fix cars and learn about tyres. I really like learning new things and hope to be a manager one day." *Lucky – assistant manager*

Things you need to know...

People first means we're with you every step of your career

We Invest In People

Without a doubt, our biggest investment is in our team. We're proud to train our staff to higher industry standards, in service quality. We pride ourselves on our customer relationships and our team members learn that customer care is an important part of the role.

Latest Technology

mycar supports apprenticeships, qualified mechanics and support roles across Australia. We provide excellent working conditions, long-term training, the chance to work with the very latest technology and years of industry knowledge and experience.

National company

A company as big as ours offers a stable environment with job security. We ensure that safety and compliance standards are consistently maintained. Plus, we are always opening new stores in convenient locations, all with the latest technology and equipment.



Want to find out more about a career with mycar?

Visit: mycar.com.au/careers

email: chloe.todd@mycar.com.au

or phone: (02) 9680 6500



mycar.com.au

FMCG



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Did someone say KFC? Join the team and begin your career!



In Australia, KFC serves over 2 million customers every week, making it one of the largest restaurant systems in the country.

In Australia, KFC serves over 2 million customers every week, making it one of the largest restaurant systems in the country. The first restaurant opened in Australia in 1968 in Guildford, NSW and employed just 25 people. Since then, our business has grown to include more than 60

franchisees, 660 restaurants and around 36,000 employees. KFC's Restaurant Support Centre works extensively across our network to create an engaged workforce and to consult and provide guidance on operational matters to our franchisees.



A Career at KFC:

The Graduate Leadership Program

NATALIE CHISHOLM

Q Tell us about your journey at KFC so far.

A I am from Adelaide originally. I started as a Team Member at KFC when I was 15 years old and I worked part-time while I studied. I worked hard and was promoted through management positions across a number of Restaurants. After I completed my university degree and had enough experience running a restaurant, I was appointed to the Graduate Leadership Program and moved to Sydney to take the next step in my career at KFC.

Q Tell us about the KFC Graduate Leadership Program at KFC.

A The KFC Graduate Leadership Program is for Restaurant Managers who have a university degree and want to be future leaders. It is a fantastic opportunity to work within different areas of the business.

Q Where do you hope the KFC Graduate Leadership Program will take you?

A I hope to be a Managing Director in the future. At the moment, I am working on being the best leader that I can be.

My Career Pathway

- 1 Started as Team Member in Adelaide at 15 years old
- 2 Became a Shift Supervisor while studying at university
- 3 Progressed to Assistant Restaurant Manager
- 4 Completed Bachelor of Marketing and Communication
- 5 Promoted to Restaurant General Manager
- 6 Appointed to KFC Graduate Leadership Program



Want to find out more about a career with KFC?

Visit: careers.KFC.com.au

Things you need to know...

Y'know that happy feeling when you tuck into a tasty KFC feed? Well you can get the same warm fuzzies working at KFC too. Earn extra cash, learn some handy skills and have a blast with great new mates – join Team KFC today!

- + Competitive pay & discounts
- + Flexible hours & days
- + Training & a chance to advance
- + New friends & loads of fun



careers.KFC.com.au

Mondelēz International. Make it with us.



Mondelēz International empowers people to snack right in over 150 countries around the world.

We're leading the future of snacking with iconic global and local brands such as Oreo, belVita and LU biscuits; Cadbury Dairy Milk, Milka and Toblerone chocolate; Sour Patch Kids candy and Trident gum. We make and sell primarily snacks, including biscuits, chocolate, gum & candy as well as various cheese & grocery and powdered beverage products.

We have operations in more than 80 countries and employ around 80,000 in our factories, offices, research & development facilities and distribution activities around the world.

In Australia, we employ 1,800 people across all functions of our business, with our head office based in

Melbourne. We have five factories across Victoria, Tasmania and South Australia, as well as sales offices in each capital city.

Diversity & Inclusion

We are committed to creating and sustaining a workplace where differences are valued and where everyone can be themselves. We are committed to having a diverse workforce that truly represents the consumers that we serve. We aim to attract, develop and nurture talent wherever it exists. We believe passionately in a culture where everyone is treated with integrity and respect, because only through unleashing the power of our people can we lead the future of snacking.

Cocoa Life

Cocoa Life is our global cocoa sustainability program, which aims to create empowered and thriving cocoa farming communities and will benefit more than a million people by 2022. Our ambition is to create impact at scale by sourcing all our cocoa for our chocolate through Cocoa Life by 2025.

Using Less

Many of our most popular Cadbury, Pascall and The Natural Confectionery Company products are now made using renewable electricity. In January 2021, we switched to sourcing 100% renewable electricity for our Victorian factories – reducing our total carbon emissions by over 50%.

We're also working to ensure all our packaging is recyclable by 2025; and right now, over 90% of our total packaging is designed to be recyclable. Here in Australia our products display Australasian Recycling Labels on-pack, while we've also partnered with PlanetARK on campaigns to raise awareness and improve recycling behaviours among consumers.

In 2020, we also led a packaging trial on our Cadbury Energy blocks in New Zealand – the first time a manufacturer has developed a fully-sealed paper flow wrap, free from laminates, foils or plastics. The insights from these consumer trials will form future packaging solutions.



Things you need to know...

Things you need to know

Wanting to join the company that makes some of Australia's most loved products? We provide a number of fantastic opportunities across a range of disciplines all around Australia – some you can even do while studying!

Work while you study

Join us as a casual merchandiser within our sales team to gain fantastic grounding and understanding of how a multinational FMCG business works. As a casual merchandiser you can expect to work approximately 19 hours per week, visiting customers, building displays as part of our award-winning sales team.

#sweetcareers at Mondelēz

With a range of functions like Sales, Marketing, Finance, Supply Chain, Research & Development, Human Resources, Information Technology and Corporate Legal Affairs, we invest in our people to develop cross-functional leadership pipelines.



To find out more about a #sweetcareer at Mondelēz visit: **careers.mondelezinternational.com**



mondelezinternational.com



Nestlé Good food, Good life

We are Nestlé

The Good food, Good life company



Our Purpose

Our purpose is to unlock the power of food to enhance quality of life for everyone, today and for generations to come – this is why we exist, and what inspires us to make a positive contribution to society – for individuals and families, communities and our planet.

Guided by our values rooted in respect, we work alongside partners to contribute to society while ensuring the long-term success of our business. We call this Creating Shared Value, and we embed it in everything we do.

Our scale

With around 4,000 people across offices, factories, distribution centres and retail boutiques in Australia, we believe that the different backgrounds, ways of thinking and cultural experiences of our people at every level of our business make for a richer workplace and give us the insight and innovation to grow and continually delight our equally diverse consumers.

Our Brands

It's a thrill to walk through a supermarket or shop online and see our iconic brands and products in almost every aisle and category. Nestlé has an unrivalled portfolio of international and local brands like NESCAFÉ, KITKAT, MAGGI, UNCLE TOBYS, NESPRESSO, PURINA, SUSTAGEN and MILO.

Discover a career where you can

Be a force for good



Technical & Production

MELISSA ZAMMIT

NextGen Nestlé Graduate - Engineering

Q What degree did you do and why?

A I studied Food Science & Human Nutrition. I love food and I love people – my position in Operational Performance gives me an opportunity to work with both of my loves!

Q What does a typical day look like?

A I work in the factory on the line (on improvement activities) as well as with the operators (doing coaching and supporting). My days are never the same. I analyse data to understand patterns and trends, lead product waste reduction activities on the factory floor, and engage and motivate operators by making sure their needs are being met and working to create the kind of environment where they want to be involved.

Q Why did you chose Nestlé?

A To have the opportunity to work with iconic brands and learn in a hands-on environment. I've also had the opportunity to live and work across different factory sites across Australia. In my role I feel I can directly contribute to the company's vision to create a stronger, more sustainable tomorrow.

Things you need to know...

Types of jobs at Nestlé

Nestlé has many functions within our organisation from Marketing, Sales, Technical and Production, Supply Chain, Legal, Human Resources and Finance. Learn more about Nestlé and career paths by visiting our corporate website www.nestle.com.au/careers

Learning & Development

Nestlé has online tools to help you continue your lifelong learning journey. You can choose from online videos from subject matter experts, online articles from around the world, and a variety of free online courses to build your skills and capability!

Building your career

At Nestlé, employees manage their own career development and take responsibility for their career path. Our leaders aim to support employees on their career development journey, acting as a coach and putting processes in place to enable and empower their team.



Visit our careers website at www.nestle.com.au/careers

Search for jobs or you can register your details and get notifications as vacancies come up.



nestle.com.au

Explore what's possible



At Lion, we have a rich culture where our people can be the best they can be, really make a difference and have a great time doing it. Ours is a culture of going beyond - constantly pushing the boundaries to innovate, enter new markets and do things differently with a relentless focus on our customers, consumers, communities and environment. When you join Lion, you'll join a team of diverse and talented individuals who are passionate about their craft and working towards a shared purpose: to champion sociability and help people to live well.

Market leading brands

Our global team of 5,000+ people work across a variety of beverage categories including beer, wine, spirits, coffee and kombucha and our portfolio includes iconic brands like Tooheys, XXXX, Speights and Wither Hills; craft beer brands like Little Creatures, James Squire and Furphy; and other exciting partners like Four Pillars Gin, Havana Coffee and Remedy Kombucha.

A diverse career path

At Lion, we do everything from "land to hand", including manufacturing, distribution, sales and marketing of our products - making Lion an exciting and complex business with a wide range of career paths. Whether you want to work in one of our breweries, in a sales role partnering our customers or a business support role in one of our offices, we invest heavily in our people's wellbeing and their development.



Women in Supply Chain

SONYA RYAN

Beverage Development Manager

Q Why this career?

A It's a big playground for someone with a technical background. I get to do both of my passions – science and creating. I was torn at school because I used to do a lot of science but also loved art. I've naturally fallen into this career by communicating my passions.

Q What do you love most about your role?

A There's a massively inclusive environment across Lion. It's so much more engaging to be working with other departments on a common goal. It's a good balance, as you have to have the technical side to get recipes out properly and commercialise them, but you've also got to turn on your creative side if you want to change the beverage industry. I love it, and I can tell my team love it.

Read about my career pathway

- 1 Got Bachelor of Science Degree
- 2 Joined Lion as a Lab technician fresh out of uni.
- 3 Moved out of the lab into a brewery Team Leader role
- 4 Promoted to Beverage Innovation Development Leader
- 5 Currently the Beverage Development Manager ANZ



Things you need to know...

1 Leader in Sustainability – more than just doing the right thing, it is about an organisational culture and mindset that enables our people to create positive and enduring impact across our business and the communities in which we operate, while pursuing our craft.

2 Inclusion and Diversity – we welcome difference, actively seek diversity of thought and stand for fairness. Lion's leading practices in gender equality, flexible working, family/parental support, mental health and LGBTQIA make everyone feel safe, supported and respected.

3 Growth and Innovation – continuously investing in innovative new products and technology and recent acquisitions in the UK and US, Lion has high growth ambitions and is investing in the future.



To find out more about a career at Lion visit:
lioncareers.com



lioncareers.com

Banking, Insurance & Finance

A blurred background image showing a person in a white shirt with green stripes on the sleeve, sitting at a desk and using a laptop. The person is also holding a red credit card. The image is overlaid with a large, semi-transparent purple shape that curves from the top left towards the bottom right.



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MACQUARIE

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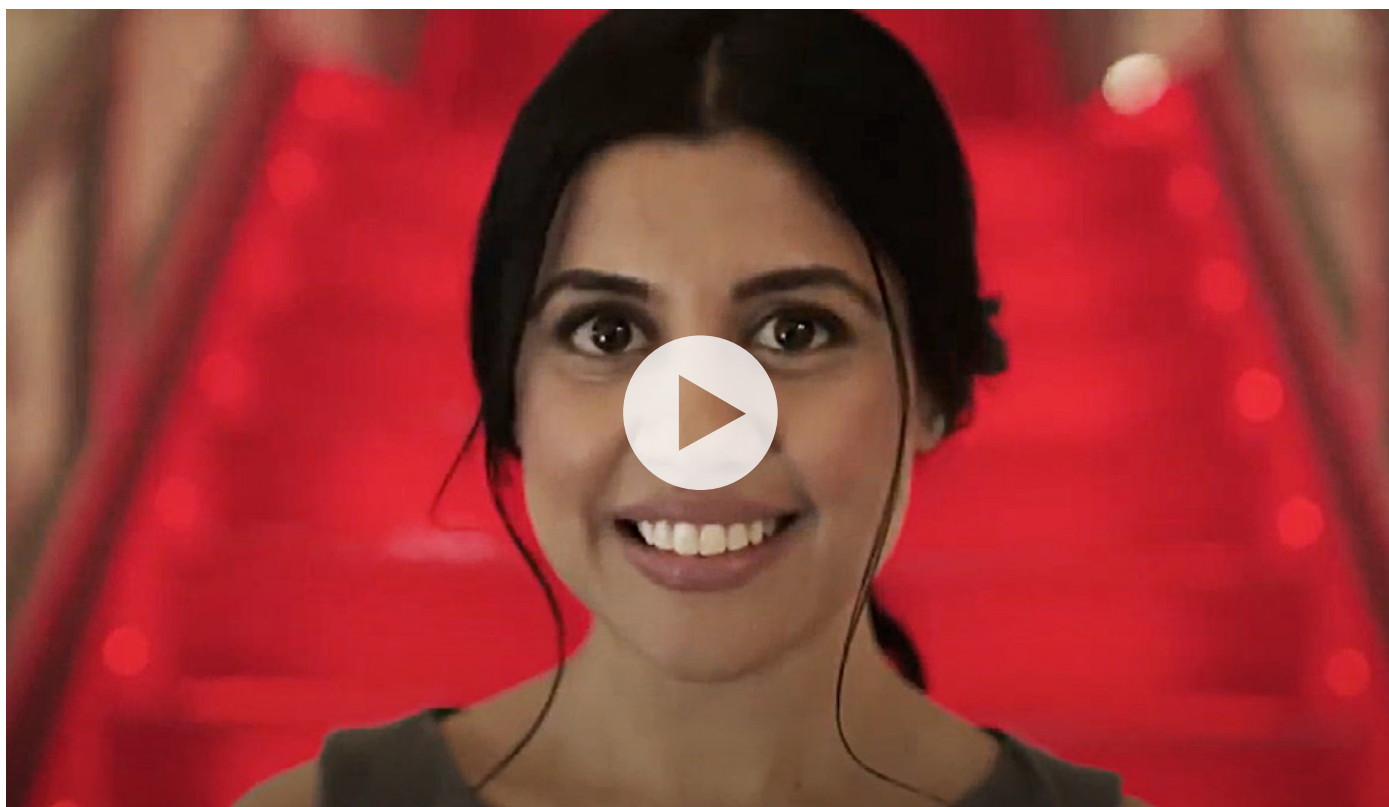
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Make a difference at Macquarie



A career at Macquarie means you'll have the opportunity to develop and utilise new skills, explore interesting fields and do challenging work that will impact the lives of people around the world—whether it's accelerating the green energy transition, helping sustain global food supplies, financing social housing projects or investing in essential infrastructure. At Macquarie, we're empowering people to innovate and invest for a better future.

A global organisation

Macquarie is a global financial group providing clients with asset management, retail and business banking, wealth management, leasing and asset financing, market access, commodity trading, renewables development, investment banking and principal investment. Our size and international presence means your work can take you anywhere—across business groups, disciplines, sectors and borders.

Make a difference

Joining us, you'll be empowered to address unmet needs in our communities as we advise and invest alongside our clients and partners. You'll also be encouraged to give back through the Macquarie Group Foundation which provides support to hundreds of community organisations each year through financial support, volunteering and skills sharing.

We know it's the unique perspectives, ideas and experiences that all of our people bring that have contributed to the success of our organisation. With our people representing 68 nationalities and speaking more than 70 languages, we focus on inclusiveness and respect. No matter your background, we're united by our focus on excellence and innovation.



How can you start your journey?

Sophie Lumsden, Graduate Recruitment Lead, answer your questions.

Q Do I need to study finance to get a job at Macquarie?

A In all of our offices around the world, you'll find individuals from varied backgrounds with different ways of thinking, different skills and different experiences. No matter what you study at university, you can expect a rewarding and challenging career with us.

Q What programs do you offer for students?

A We offer a variety of programs, including a 3-week Winter Development Program, a 10-12 week Summer Internship as well as our 12-24 month Graduate Program. All of our programs allow you to develop your skills and build your career while sitting side-by-side with our business leaders and work on projects from day one.

Q What's a typical career path at Macquarie?

A At Macquarie, there's no typical career path. You'll be encouraged to own your career and choose which direction you want to take – whether that's taking on a new project; progressing within your division; exploring an opportunity in a different team; or relocating globally.



Things you need to know...

Flexibility

We empower all of our people to manage their professional commitments to suit their own personal situation and equip our people managers to lead a flexible workforce. Because we recognise that working flexibly means different things to different people, flexible

working at Macquarie exists in many forms, and could include changes to hours, locations and patterns of work, study and exam leave or leave without pay.

Connecting with others

In addition to our Employee networks we have a range of employee-led groups and community initiatives such

as book club, choir, sporting groups and networking events.

Supporting the community

The Macquarie Foundation will match charitable donations and funds raised for non-profit organisations of your choice and provide support for hands-on or skills-based volunteering.

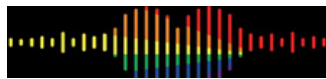


Want to find out more about a career with Macquarie?

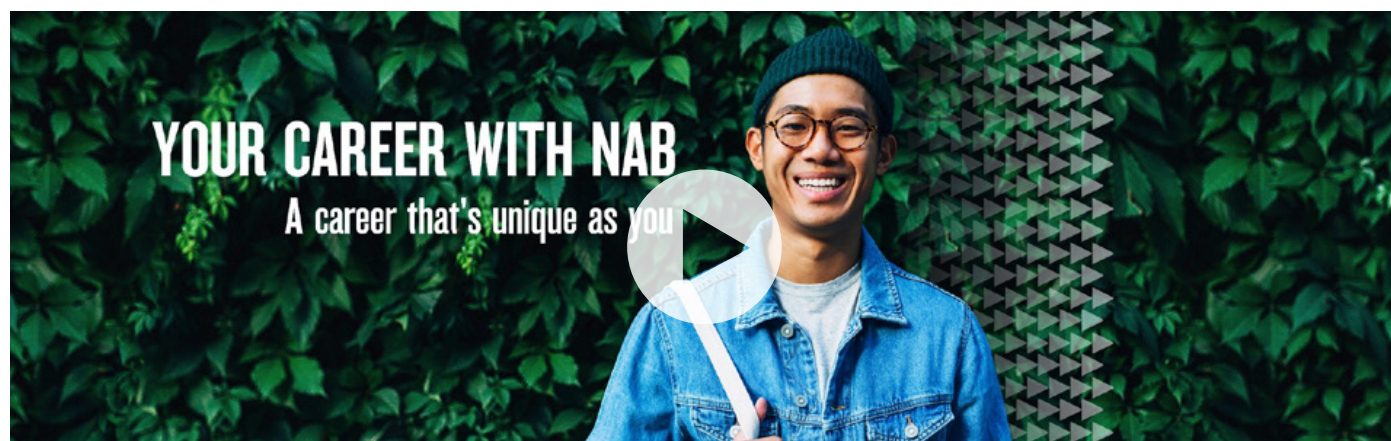
Visit: macquarie.com/graduates



macquarie.com



We're NAB



For more than 160 years we've been helping our customers with their money and today, we have more than 33,000 colleagues serving 9 million customers at more than 900 locations across Australia, New Zealand and around the world.

While money is important, we know that it's not what matters most. It's the connections we share and the relationships we build. It's the more than money experiences that really matter. That's why our business is founded on a commitment to serve customers well and help our communities prosper. A commitment that motivates our colleagues to provide exceptional customer service by putting our customers' needs first every time.

Through investment in our colleagues and customers, our ambition is to be:

- ✦ **Safe:** By protecting customers and colleagues through financial and operational resilience.

- ✦ **Easy:** By creating a simpler, more seamless and digital bank that gets things done faster.
- ✦ **Relationship-led:** By building on our market-leading expertise, data and insights to foster great relationships with our customers and community.
- ✦ **Long term:** By delivering sustainable outcomes for our customers, colleagues and community.

As Australia's largest business bank, we work with small, medium and large businesses. We're there to support our customers through every stage of their business needs. We also fund essential infrastructure in our communities (like schools, hospitals and roads) in a way that's responsible, inclusive and innovative.

A career at NAB

At NAB, we believe that having a workforce that reflects our communities will only help us provide better outcomes and solutions to our customers. That's why we embrace diversity and recognise our colleagues for who they are and the value they bring. We are proud to be an equal opportunity employer. So regardless of your gender, age, background, sexual orientation or disabilities you are welcome at

NAB. A career with NAB is truly about more than money; it's filled with many possibilities. You'll have backing and opportunity to learn, develop and grow a career that is meaningful and unique as you.

Our Summer Intern Program

This program provides penultimate year university students with a 7-week opportunity to develop skills, knowledge and capabilities to build an exciting and inspiring career, no matter where their career may lead them. Post program, students will have the opportunity to apply for our Graduate Program the following year.

Our Graduate Program

A 15-month accelerated experience allowing graduates to experience NAB and build both specialisation and breadth. At the conclusion of the program, our graduates gain deep insight into their strengths, targeted learning, gain practical experience, benefitted from coaching and mentoring that is key to having a successful career for the future.



Our Indigenous Trainee Programs

We're committed to providing career pathways for Indigenous Australians by providing a range of employment opportunities such as our School Based Traineeship for Year 10-12 students. During the traineeship, trainees complete a Certificate II in Business while gaining on-the-job experience, mentoring, and coaching to develop the tools and knowledge in which to build a successful career.

We also offer:

- + Regional & Agribusiness Trainee Program
- + Technology & IBL Intern Programs

Supporting our Colleagues

We're investing in our colleagues by providing a range of opportunities to learn and develop current and future skills to achieve their career aspirations while obtaining an industry qualification in banking.



Award Winning Employer

We have worked hard to be an employer of choice and we are proud to have been awarded the below recognition:

- + Top Graduate Employers 2020
- + Grad Connection Top 100 Employers 2020
- + WGEA Employer of Choice for Gender Equality
- + Grad Australia Top 100 Graduate Employers 2020
- + Endorsed employer for Women by Work180
- + LGBTI Gold employer status by AWEI

Things you need to know...

Supporting our Community

We're driving social impact through community grants, volunteering, workplace giving and supporting Indigenous successes to create stronger communities. Our colleagues create positive impacts within their communities through their 2 days of paid volunteer leave each year.

Environment and Sustainability

We're caring for our planet by adopting a sustainable approach to managing our business and helping our customers to do so too. We have committed \$70bn in financing to help address climate change.

Benefits

We support our colleagues to be their best by offering a wide range of financial, lifestyle, learning and development, and health and wellbeing benefits.



For more information about careers at NAB, visit: nab.com.au/about-us/careers



careers.nab.com.au

Citi – the road from campus to banking



Citi is more than a global financial services company. It's an engine for enabling economic growth and progress. Joining Citi means you'll have the chance to get involved in all its shapes and forms, right across the world.

From the micro to the macro, from Australia to New York, across 90 different countries, the work we do has a real positive impact. We help our clients meet the world's toughest challenges and embrace its greatest opportunities.

What we offer you

Our graduates and interns help us make progress happen, working across a broad range of business divisions in all of our regions – Asia-Pacific, Europe, Latin America, and North America. Our Australian business operates within the Asia-Pacific (APAC) region, however you are not limited to these walls. We are a global business and we encourage global movement.

If you are interested in a global move to another region the conversation is about when, not how. We encourage you to explore opportunities that align with your future career at Citi.

See below the business' areas you could join:

- + Banking Capital Markets & Advisory (Investment Banking, Capital Markets, Corporate Banking)
- + Markets & Securities Services
- + Treasury & Trade Solutions
- + Equity Research
- + Commercial Banking
- + Global Consumer Banking



MEET ADAM MCRAE
Associate - Investment Banking

Q What did you want to be when you 'grew up'?

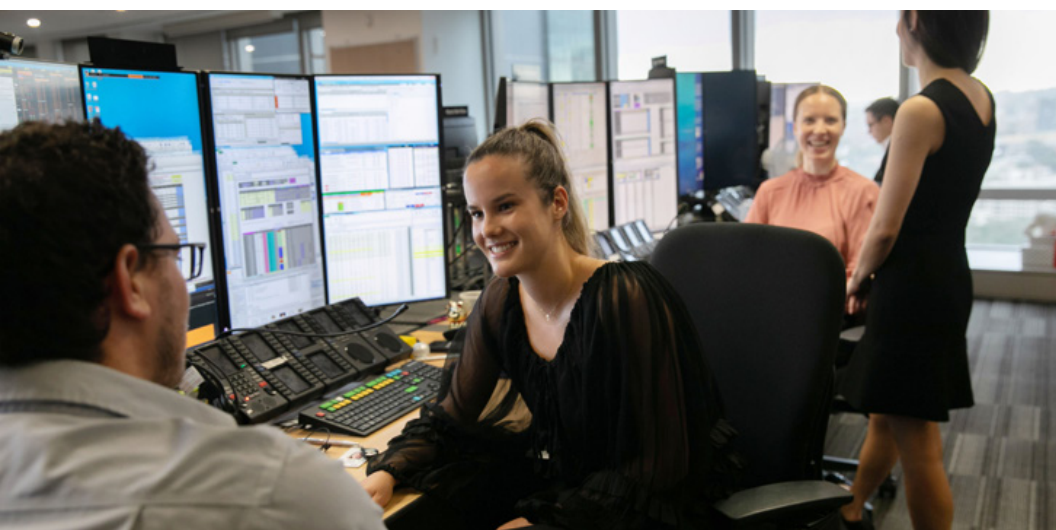
A When I was younger, I wanted to be a sportsman. I was a serious competitor in rowing and always imagined myself going to the Olympics. That didn't quite happen, so when I got to about 23, I thought it was time to make a change from rowing to focus on a more corporate career path.

Q Why Citi?

A I felt like I really gelled with the Citi team members I met during the recruitment process. Everyone was intelligent but also very down to earth. I was also drawn to Citi as a global company with opportunities for transferring overseas and working around the world.

Q What is your advice to students?

A This is one of my favourite quotes: 'How you do anything, is how you do everything.' I think when you're a graduate you need to grasp every opportunity and make the most of it. Even if you're not sure if this is something you want to be doing for the rest of your life. If you're willing to embrace that, I think you'll be surprised at how much you can learn.



Things you need to know...

At Citi, we are committed to providing you with a progressive working environment that will allow you to experience:

- + Staff commitment
- + Constant learning and development
- + Diversity
- + A network of global skills and expertise

Take a look into the types of programs available at Citi:

Summer internships

One of the primary ways in which we identify the very best talent is through our 11 week internship. You'll be exposed to a mixture of training, social events, and professional experience.

At the end of the internship, we offer the best people a full-time role, starting after graduation.

Virtual online internship experience (forage):

Are you a high school student and want to learn more about life as a graduate at Citi? Our Virtual Online Internship Experience aims to give you real-world experience as a Graduate Analyst.



For a full list of available opportunities and events across the Australia region, please visit our website:

au.gradconnection.com/employers/citi/

For our Online Virtual Internship Experience **[click here](#)**

Want to learn more about Citi APAC? Check out our Campus Brochure **[click here](#)**



oncampus.citi.com

Westpac Group Helping Australians Succeed



Westpac is Australia's first bank and oldest company, one of four major banking organisations in Australia and one of the largest banks in New Zealand.

Our businesses

Westpac is Australia's oldest bank and company, one of four major banking organisations in Australia and one of the largest banks in New Zealand. We provide a broad range of banking and financial services in these markets, including consumer, business and institutional banking and wealth management services.

Westpac Group's portfolio of financial services brands and businesses is focused on our purpose which is Helping Australians Succeed. It's what we do, who we are and why we come to work every day.

From ensuring customers can save and invest with confidence, to helping with the financial needs of small businesses, multi-national corporates, institutional and government clients, we put customers at the centre of everything we do.

Our business comprises four key customer-facing divisions which operate a unique portfolio of brands including Westpac, St.George, Bank of Melbourne, BankSA, BT and RAMS. Through these brands we serve over 13 million customers.

Our purpose and strategy

Our Purpose

Westpac Group's purpose is helping Australians Succeed. It's what we do, who we are and why we come to work every day.

Our Strategy

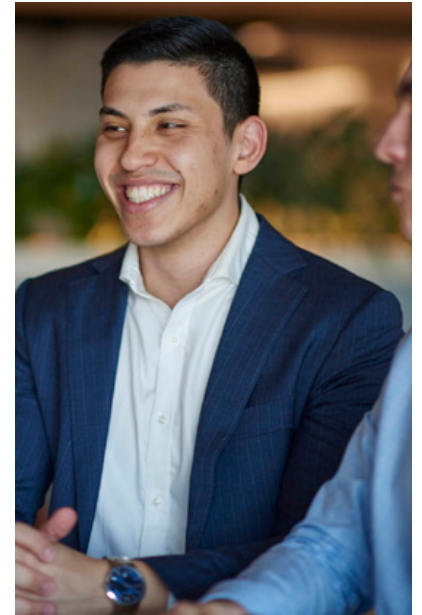
Our strategy seeks to deliver on this purpose by building deep and enduring customer relationships, being a leader in the community, being a place where the best people want to work and, in so doing, delivering superior returns for shareholders.

In delivering our strategy, we have five strategic priorities that help guide our activities.

- a) Service leadership
- b) Digital transformation
- c) Performance discipline
- d) Growth highways
- e) Workforce revolution

Sustainability

Sustainability is part of our strategy of seeking to anticipate and shape the most pressing emerging social issues where we have the skills and experience to make a meaningful difference and drive business value. Our approach makes sustainability part of the way we do business, embedded in our strategy, values, culture and processes.



Things you need to know...

The Group's customer-facing divisions include:

- + Consumer
- + Business
- + Westpac Institutional Bank (WIB)
- + Westpac New Zealand

Other Group divisions include:

- + Treasury
- + Group Technology
- + Core Support

Our values

Helpful - Passionate about providing a great customer experience

Ethical - Trusted to do the right thing

Leading Change - Determined to make it better and be better

Performing - Accountable to get it done

Simple - Inspired to keep it simple and easy



Want to find out more about a career with Westpac Group?

Visit: westpac.com.au/about-westpac/careers

Email: talentacquisition@westpac.com.au

Call: **1800 655 592**
9am-5pm Mon-Fri Sydney time

Scholarship enquiries:
westpacscholars@westpac.com.au



westpac.com.au



A great place to thrive



ANZ's purpose is to shape a world where people and communities thrive. We do this by aiming to improve the financial wellbeing of our customers.

We provide banking and financial products and services to 10 million retail and business customers in 34 markets. We are one Australia's top five companies and New Zealand's first by market capitalisation.

Diversity and inclusion

ANZ is creating a truly vibrant and inclusive workforce and we value the range of experiences, perspectives and backgrounds only a diverse workforce can bring. Everyone at ANZ has the opportunity to progress, regardless of race, gender, age, disability, culture or sexual orientation. Our passionate employee networks focus on gender equality, people with a disability, Indigenous Australians and for our LGBTIQ+ employees and their allies.

Flexible working

Our flexible work policy aims to help people make work "work for them". Flexibility can mean different things to different people so we have a range of initiatives to help our people balance commitments inside and outside of work. This includes a policy introduced in 2020 that allows most of our roles to be done from home up to three days per week.

Recognition as an employer of choice

ANZ has been recognised by the Australian Workplace Equality Index (AWEI) and Rainbow Tick (NZ). In 2019 we achieved Platinum Employer recognition through AWEI for sustained and ongoing commitment to LGBTIQ+ inclusion.

**ELLA KEARSLEY**

Agribusiness Assistant Manager
at ANZ

**Q What is your role at ANZ?
What do you do?**

A I am an Agribusiness Assistant Manager based in the Southern Highlands of NSW - no two days are the same! A "typical" day for me could be heading out on farm to visit our regionally based clientele, working to understand how we can help our clients grow and gain further value from their business.

Q What do you love most about what you do?

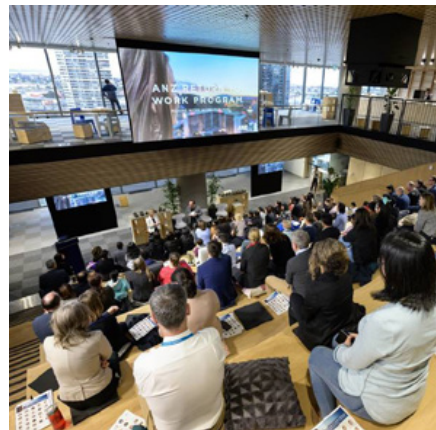
A The people I've met and worked with - I've had a great support network. I also love helping clients achieve their financial and personal goals.

Q Where to from here?

A I want to further my exposure in various ag commodities and geographies as I look to step into a Relationship Manager position.

My career pathway

- 1 Graduated from year 12 in Adelaide
- 2 Commerce degree from University of Adelaide
- 3 Summer Internship at ANZ
- 4 ANZ Graduate Program - Agribusiness
- 5 Current role: ANZ Agribusiness Assistant Manager



Things you need to know...

We have Virtual Internships

We offer two free virtual internships to whoever has a curious mind and wants to learn new things.

Job Ready Program

This internship has been created for Aboriginal and Torres Strait Islander students preparing for the workforce.

This program takes you through the hiring process with fun, interactive activities and seeks to support and inspire Aboriginal and Torres Strait Islander students to see themselves at a large organization like ANZ.

[Click here](#) to become job ready!

Cyber Security Program

Cybercrime in Australia is a growing threat. By building a diverse and talented cybersecurity workforce, we are protecting our customers and employees.

If you're thinking about a career in Cyber Security and want to know what it's like, [click here](#)



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



anz.com/careers

Professional Services





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Create your future, together with PwC Australia



Creating a meaningful career is important, but so is creating yourself. To do both, you need the right opportunities and an environment committed to helping you create your own success.

We do more than just crunch numbers

From digitising healthcare, tackling societal inequality, helping to grow sustainable infrastructure and building secure and safe digital societies, our people help businesses, not-for-profits and governments enhance the way they work.

Together, let's create your career

We know times have changed and it is no longer a necessity to follow the traditional school-uni-job trajectory. That is why we have other pathways to help you explore meaningful possibilities, where you can learn on the job alongside inspiring individuals, across industries and projects.

Here you'll join a collaborative, innovative and forever evolving community that delivers quality services in:

- + Assurance
- + Consulting

- + Financial Advisory (Deals, Infrastructure, Private Clients, Tax, Legal)
- + Cyber, and
- + Technology

With a global network spanning 157 countries, you'll be surrounded by tech, growth and creativity and belong to a community that thrives on turning ideas into reality. Our passionate people bring technology and clients together to live our shared purpose: to build trust in society and solve important problems.



What will you create with PwC?

We hire from all degree backgrounds

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.

We focus on tech

Our goal is to become the most technology enabled professional services firm in the world. If you're a creative thinker skilled in STEM, you'll find we have a passion for innovation across everything we do, whether we're exploring the future of business, restructuring a client's internal system or developing new in-house software.

We want to unleash your potential

We believe that everything we do must be driven by our human spirit. This is why we've fostered an environment that encourages you to be yourself and tap into what makes you tick. With a genuine support structure around you, you will certainly feel comfortable to be yourself, align your career to your personal goals, and perform your best from day one.

Things you need to know... Life at PwC

We foster an inclusive culture

We know that when people from different backgrounds and points of view work together, they create the greatest value. We're proud of our employee-led diversity networks that promote cultural, disability, LGBTI and gender equality.

We aim to make an impact

Every employee is granted one day of volunteer leave per year, with flexibility for additional leave when applying their business skills to social initiatives. If there's a cause you care about, we encourage you to pursue it!

We offer many perks!

Take a day off on your birthday. Spend \$295 each year on wellness activities. Wear what you want. We offer many benefits because we believe living your life to the fullest is just as important as investing in your career!



Want to find out more about a career with PwC Australia?
Visit: pwc.com.au/careers



pwc.com.au/careers

A career as unique as you are. It's yours to build.



You want a career as unique as you are. Success as defined by you. Your passion amplified by our purpose. Solving the world's toughest challenges whilst building a better working world, together. We provide the scale, teams and the tech. We will show you what's possible, so you'll see opportunities where others see challenges. With our help, you can make a meaningful impact, your way.

Choose your adventure

Whether your future lies in assurance, consulting, law, strategy and transactions or tax, 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

We'll help you discover what we offer and what you're capable of. We facilitate a range of programs for students: Career Compass, Cadet, Game Changers Club, Vacationer, Co-op and Graduate.



Technology Consulting

RACHEL CONNARD

Q What's the culture like?

A The working environment here is fast paced, and the team is full of motivated, energetic people who I am constantly learning from.

Q What learning and development opportunities have you had?

A I've had many opportunities for both formal and informal learning. When I started as a graduate, I participated in a 3-day graduate program in Sydney, with people from all over Australia and New Zealand. This included training on basic consulting skills and business writing, as well as daily social activities. Since then, I've completed a course on the Agile Methodology, project financials, and a core consulting skills workshop.

Q What advice would you give future students considering a career with EY?

A Be willing to try new things. You're not always going to be an expert in the task you have been assigned, but you could find that you really enjoy it, or at least learn a new skill. Keep an open mind and approach new tasks with enthusiasm.

Things you need to know...

Study Assistance

We'll help you meet the cost of approved external studies, which may include providing you with study/exam leave and financial assistance to cover all or part of your course fees and study materials.

Social Club

Our Social Club organises a range of activities for our people to connect, from sporting events to informal and formal social functions.

EY Ripples

Through EY Ripples you'll have the opportunity to participate in skilled volunteering. You could find yourself helping social impact entrepreneurs grow their businesses, work on projects that accelerate environment sustainability, or volunteer as a mentor for high school students.



To find out more about a career with EY, visit ey.com/au/careers



ey.com/au/careers

Be at the center of change



Get the chance to change the way we live and work with your ideas and the latest technologies such as artificial intelligence (AI) and robotics. If you love solving problems, working with teammates and helping other people, you'll enjoy working with us.

Do extraordinary things

Do you see yourself creating tools that will enable other people to do their jobs better? Or maybe you want to help others create more value for a business or the society. At Accenture, you'll work with iconic brands such as Telstra and BP, experiment with technologies, grow your skills and team up with experts so you can make a real impact.

Thrive in a supportive environment

To help you find a role that matches your interests and skills, you'll get to explore career paths, access training and development opportunities and

be mentored by inspiring leaders. You'll also be part of our inclusive and diverse team where everyone is respected for who they are and rewarded for their contributions. Plus, we provide flexible work arrangements and other perks for work-life balance.

Help communities in need

Want to make a difference in other people's lives? Volunteer through our Corporate Citizenship (CC) programs. We partner with organisations such as Out for Australia, which supports young LGBTIQ+ professionals, and Rugby Australia.



SOPHIE PHILIPS
Management
Consulting Analyst

What I do at Accenture

My work ranges from creating a tool or system that improves the way businesses operate to coming up with new ways to solve a problem. I work with different industries, global teammates and the latest technologies to reshape the way we think and do things.

How I started my career

I joined Accenture as a graduate in 2018, and since then have worked with heaps of exciting clients. I was fortunate to be exposed to Accenture back at uni—Accenture is a supporting industry partner for my degree, the UTS Bachelor of Creative Intelligence & Innovation.

Why I love the work I'm doing

My role at Accenture allows me to pursue my passion for innovation and the Sydney start-up community. The flexible nature of the work we do at Accenture means you're constantly pivoting towards a new problem and learning new skills. I pick up industry knowledge all the time working with different clients and colleagues.

Things you need to know...

Why join Accenture?

Work with iconic brands and our global network

Help create a better future by collaborating with organisations such as the Australian Youth Orchestra and the Australian Tax Office, and with colleagues in different countries.

Enjoy competitive benefits and perks

Get annual performance bonuses and exclusive discounts on different products and services. We also offer flexible schedules and generous leave policies such as an 18-week paid parental leave.

Be your best self

Access internships, graduate programs, training and development opportunities to upskill and explore career paths. Work in a supportive environment where everyone is valued and respected.



To know more about us, visit:
Accenture.com.au/campus



accenture.com.au /campus

Government & Community Services





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Kick start your career at Australia Post



It takes a big team to deliver millions of parcels each day. That's part of the reason we're one of Australia's largest employers.

But there's a lot more to us than just parcels.

Our retail store network is one of Australia's biggest. Our retail teams help customers shop, bank, pay bills and post.

And there's a lot going on behind the scenes too. We also provide digital products and services in ecommerce, banking and ID facilities.

Our people

We're all ages, genders and abilities, and we come from all walks of life. So no matter who you are, you're bound to find like-minded people at Australia Post.

One of the ways we encourage our people to connect is through our employee networks: Mob@Post, Women@Post, Accessibility Matters and Pride@Post.

We're united by our shared purpose

We connect people with each other and the world. We help unlock opportunities for everyone. That's why, when you start your career with Australia Post, the chance to make an impact is yours. And wherever you enter our business, you'll join a welcoming bunch of people who care deeply about our purpose.

Australia Post acknowledges the Traditional Custodians of the land on which we operate, live and gather as employees, and recognise their continuing connection to land, water and community. We pay our respects to Elders past, present and emerging.



ALEXANDRA HOPKINS
Marketing Co-ordinator

Q Did anything surprise you when you joined Australia Post?

A I'm constantly surprised by the size of our business. We have a presence in every single community across the country – everyone has their local Postie and Post Office, which I think is pretty special.

Q What do you love most about what you do?

A I feel lucky to work on a variety of marketing projects that challenge me – every day is different.

Q What advice do you have for high school graduates?

A Choose a path that excites you. Try not to over think it and give everything a go.

My career pathway

- 1 Graduated from Monash University with a Bachelor of Science Advanced (Global Challenges) Honours degree
- 2 Joined the Australia Post Graduate Program
- 3 Learned about our business through rotations in Business & Government and the Chief Marketing Office
- 4 Accepted a permanent position as a Marketing Co-ordinator



Things you need to know...

Your health and wellbeing

Because good mental health is vital, our people have access to a range of free counselling and support services. Employees can get assistance with everything from work/life balance and nutrition, to legal and financial management.

Get rewarded

Our people have access to discounts on hundreds of products and services, including restaurants, retail products and more.

Join an organisation making an impact for good

We were one of the first Australian organisations to embrace the UN Sustainable Development Goals in 2016. Now we're looking to 2030 to plan our impact as a business. Find out more [here](#).



To see all our vacancies head to:

Visit: yourcareer.auspost.com.au/ap/en/listing



auspost.com.au/jobs

More than just a job



NEWCASTLE: Tim, Business Graduate and Willamina, Engineering Graduate enjoying work life flexibility

Transport for NSW is a State Government organisation that leads the development of safe, integrated and efficient transport systems such as road, rail and maritime networks to keep New South Wales moving.

At Transport, we're part of everyone's everyday – moving today into the future in more ways than you realise. We offer a broad range of learning and career development options, enabling participants to discover what they love to do. These cater to students in their final years of secondary school all the way through to uni. Our programs provide invaluable access to:



Meaningful work that makes a difference



Flexible hours and leave*



Professional development opportunities and career support



Experience with a variety of teams and projects

* Leave does not apply to work experience as part of the Aboriginal HSC Scholarship Program.

Scholar Program

The Scholar Program is open for applications from students entering the first or second year of their university degree. We offer course reimbursement for credit average or above, as well as paid work experience for the duration of their degree. Roles are available throughout metropolitan Sydney and regional NSW.

Aboriginal VET Cadet Program

The Aboriginal VET Cadet Program is open for applications from Aboriginal and/or Torres Strait Islander people wanting to get paid to make a difference in the community. With their fellow VET Cadets, participants study a Certificate IV qualification. Roles are available throughout metropolitan Sydney.

Aboriginal HSC Scholarship Program

The Aboriginal HSC Scholarship Program is open for applications from Aboriginal and/or Torres Strait Islander students entering Year 11 or 12. The program comprises of two weeks work experience and a yearly payment of \$2,500 to support approved study expenses. Roles are available throughout metropolitan Sydney and regional NSW.

Visit our [Explore Careers](#) page to find out about our other programs - Graduate, Cadet and Humanitarian Cadet Programs.



SYDNEY HARBOUR: Aman, Engineering Graduate (Cadet Alumni), travelling to work on-site



OFFICE: Tullarah, Aboriginal VET Cadet and Paula, Program Manager, providing support with Certificate IV course work

Things you need to know...

Program Support

We're building the future NSW, and we want to be there to support our people as they build theirs. Employees are supported by Program and Placement Managers who are responsible for assigning suitable work, providing coaching and development and answering any questions along the way.

We're passionate about supporting our people to pursue their career goals. You'll get to participate in our learning and development program where there's direct access to mentoring, networking events, and workshops.



If you have questions or would like more information, email our Entry Level Talent Programs team at talentprograms@transport.nsw.gov.au

**More
than
just
a job**

**Be part of
something
bigger**



transport.nsw.gov.au



Australian Government

Department of the Prime Minister and Cabinet

Challenge Yourself – Discover, Grow, Learn



At PM&C we strive to be bold, be excellent and drive change. We provide fresh thinking and creative advice to government.

Our mission is to improve the lives of all Australians by delivering high-quality and timely support to the Prime Minister, the Cabinet, Portfolio Ministers and Assistant Ministers. Our expertise spans many policy areas, with special focus on social and women's policy, economic and international policy, defence, intelligence and national security.

How we work

The conditions under which Government operate are constantly changing in response to a variety of national and global challenges. No day is the same. It's our responsibility to stay informed on these issues. This

lets us provide considered advice to the Prime Minister, the Cabinet, Portfolio Ministers and Assistant Ministers.

PM&C plays three key roles to help ensure the Australian Government functions at its best.

- We coordinate government-wide policy and ensure its implementation.
- We work with the Australian Public Service Commission to create a productive public sector.
- We consult across government, private enterprise, the not-for-profit sector and the community.

Our culture

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

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

Employee diversity networks

PM&C is proud to be a member of the Diversity Council of Australia, the Australian Network on Disability, and Pride in Diversity. The Department has a range of networks that employees can get involved in.

Graduate Program

At PM&C we believe that the journey is more important than the destination. Our pathways into the Department reflect this.

To be a PM&C Graduate you have a genuine sense of curiosity – a desire to know and understand more about the people we serve and the challenges and opportunities for Australians in a changing world. We work fast. You thrive on change and adapt to new circumstances and priorities as the Prime Minister delivers them. You embrace perspective and diversity of thought. You will bring your whole-self to work.

Our Graduate Program, is our flagship pathway, and is for graduates from a variety of academic disciplines and people with diverse experiences and backgrounds. The Graduate Program empowers graduates to discover, learn and grow through diverse opportunities.

Working across PM&C gives you the opportunity to develop a broad knowledge and understanding of the Government's priorities. Applications open each year from March to April, with selection occurring from May to July, and commencements in February the following year. To find out more about our program, visit the Graduate Careers page.



Things you need to know...

Program Details:

The Graduate Program is a 12-month Program based in the Nation's Capital, Canberra.

Our graduates start as full-time, permanent employees at the APS3 level. After six (6) months you may be eligible to advance to the APS4 level, and on successful completion of the Program, you will be assessed for advancement to the APS5 or APS6 level.

The Department offers relocation assistance to successful candidates to ensure a seamless introduction to living in Canberra. This includes (if applicable) relocation assistance for dependents and in some cases your beloved furry friends.

The Graduate Program is not the only entry level program our Department offers, for more information please **click here**.



To find out more about a career at PM&M visit:

pmc.gov.au



pmc.gov.au

Help make a change to the lives of others

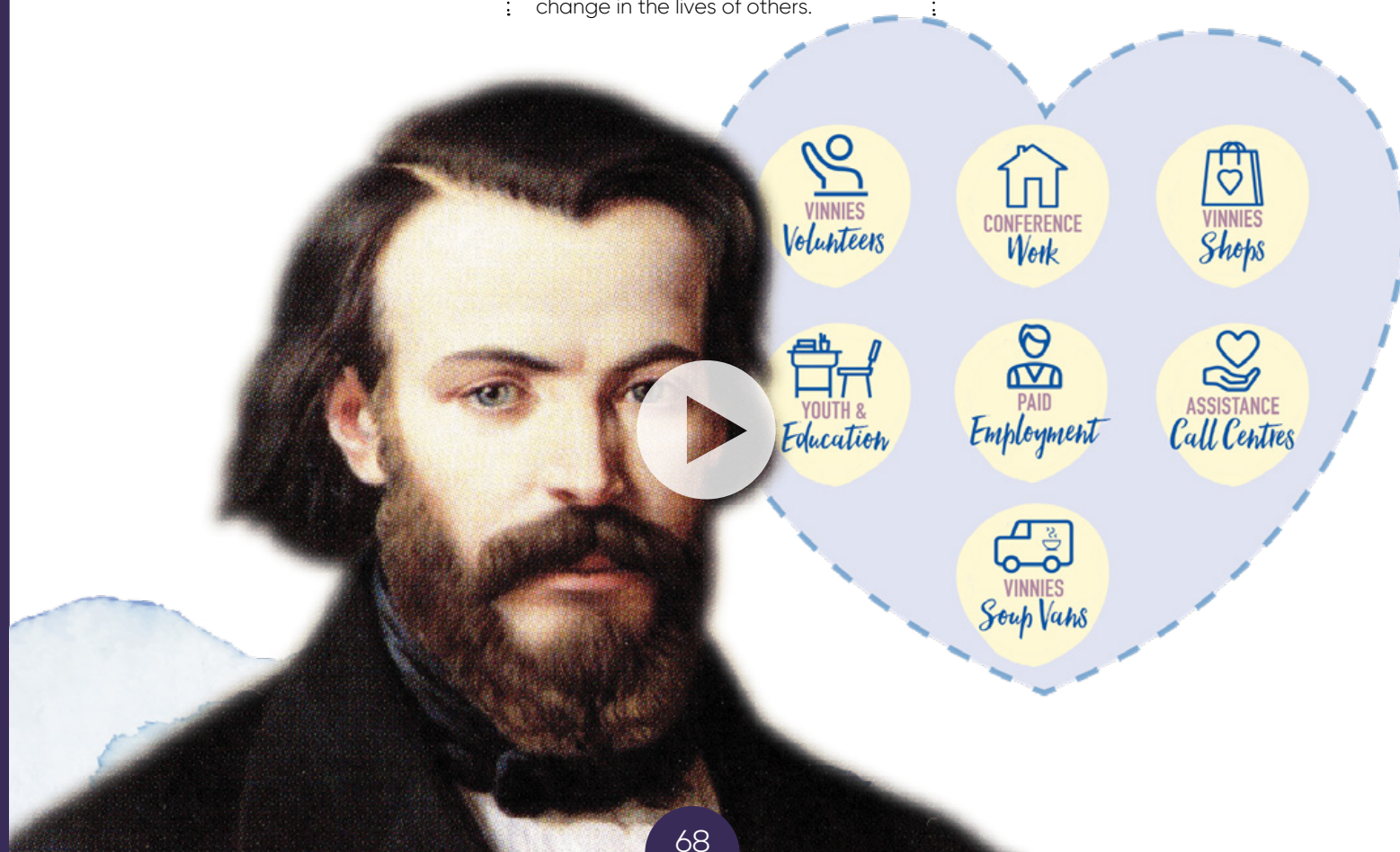
It is 1832 and an epidemic of cholera swept through Paris killing up to 1200 people each day. Large slum areas were forming in Paris; thousands of people lived without work, some without clothes, and many alcoholic. Homelessness, disease, and starvation were common.

In 1833, a young student, Frederic Ozanam had to walk through the poorer suburbs on his way to university each day and he soon became deeply moved at the hopeless state of families who had lost family members and were struggling to survive after the epidemic.

Frederic Ozanam gathered a few friends around him and on 23 April 1833, they met to decide what they could do to assist the poor. It was not long when other citizens of Paris took note of the charitable works of the students and began to join in support. Fredric created a movement of good. A movement that reached the shores of Australia in 1854. A movement that focused on helping to make a positive change in the lives of others.

A job that will love you back

The St Vincent de Paul Society (Vinnies), provides practical frontline support, advocacy and friendship to the most vulnerable members of our community. Our key services include home visitation; Vinnies shops; youth programs; Vinnies soup vans; assistance for asylum seekers and refugees; education and tutoring; and professional accommodation and health services through VincentCare Victoria. Vinnies has more than 60,000 volunteers and paid staff. Internationally, the St Vincent de Paul Society operates in 149 countries and has over 950,000 members.





The Vinnies Family

Vinnies has local volunteer groups across Australia, known as conferences, which provide a hand up to people in need. They visit people in their homes, or in a local community setting, to provide support and practical assistance. Food, vouchers, clothing, furniture, budget support, back to school expenses.



Retail

Vinnies Shops provide a major source of income for our local welfare programs, supported by an extensive network of generous pre-owned donations from the community.



Personal Growth

There's scope for career growth and development as well as learnership opportunities. You can work on a part-time or full-time basis or even volunteer at times that suite your lifestyle. Vinnies allows you the freedom to contribute to your community, the well being of Australians and the eradication of poverty. It's a job that rewards people in many different ways. Vinnies offers you a great place to learn new skills whether it be with our retail stores, HR, Marketing, Social Work, Soup Vans or Conferences. There is an opportunity to meet people just like you, who care, who together create a movement for good works.



Things you need to know...

Vinnies Youth

Vinnies Youth is a term given to young adult members and volunteers of the St Vincent de Paul Society. Getting involved in Vinnies Youth is about putting faith in action – we offer a number of opportunities to serve people in your local community.

These include: Kids Days Out, Buddy Camps, Home Visitation, Tutoring and Mentoring, Vinnies Shops, Soup Vans and even school engagement.



You are welcome to join us on a volunteer basis before you choose a more permanent role or career.

Visit: vinnies.org.au/careers



vinnies.org.au



Australian Government

Department of Infrastructure, Transport, Regional Development and Communications

Department of Infrastructure, Transport, Regional Development and Communications



The Department of Infrastructure, Transport, Regional Development and Communications is responsible for the Australian Government's infrastructure policies and programs, and is the lead agency for communications and the arts.

We are at the forefront of the Australian Government's efforts to connect our communities, secure the nation's economic future, improve living standards, provide access to high quality communication services and ensure all Australians can enjoy diverse artistic and cultural experiences.

We do this by building stronger communities through major infrastructure planning, investment advice and delivery, transport system reform and strategic development of policies and programs.

We also set the course for Australia's digital future, encourage participation and excellence in arts and culture and work on policy that supports and protects our cultural heritage.

Who we are looking for

We're looking for fresh-thinking, innovative and high-performing individuals with a strong desire to shape and make an impact to Australia's infrastructure, transport, regional development, communications and creative industries landscapes.

Our employees are motivated and have a vision for Australia's future, with a willingness to identify problems and implement innovative solutions. Working in a professional environment, the department is committed to developing our employees' skillset and experience, to help you grow your career in the Public Service.



Committed to your development

As a departmental 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.

You will gain valuable, on the job experience, the opportunity to develop networking skills, contacts and social skills required in a professional environment, and the chance to showcase your skills and knowledge in the workplace.

Diversity & Inclusion

We embrace the kind of workplace environment that is engaging and celebrates the differences that all people bring to the workplace and recognise and value everyone's differences.

We are committed to sustaining a workplace that fosters diversity and inclusivity, offers flexibility, and identifies and develops talent. We embed workforce diversity into the fabric of our everyday business. We invest in, trust and care about our people – we accomplish this by creating a fulfilling, flexible and supportive workplace that helps our people achieve their goals.

Things you need to know...

Competitive Salary – you can look at the department's pay scales in our Enterprise Agreement

Superannuation – staff receive a generous 15.4% employer superannuation contribution

Flexible Work Arrangements – willing to work around you (within reason) regarding hours and working arrangements

Generous Leave Provisions – 20 days annual leave a year, and 20 days a year of personal circumstances leave

Employee Health and Wellbeing Initiatives – we have many networks, like the Mental Health Network, Employee Assistance Program and diversity networks

Professional Coaching Scheme – the department offers free coaching sessions for up to \$1,500 (incl. GST) every financial year



To learn more about the career possibilities at the Department of Infrastructure, goto:

infrastructure.gov.au/departments/careers



infrastructure.gov.au

Work for Council



Local government is one of the biggest and most diverse sectors to work in. Regardless of what career you want to pursue, councils will have a position that suits you. Councils are one of the most community-minded employers.

A career in local government gives you the opportunity to work closely with the community and respond to people's needs. The scale and scope of council responsibilities also offers the opportunity to be part of large-scale transformational projects.

We believe that the most rewarding work is where you can see how what you do improves the lives of those around you. If you share our passion for helping others and wanting to build a future we can all be proud of, we encourage you to consider a council career.

With 79 councils across Victoria, there are plenty of employment types and locations to suit your lifestyle. From planning and building to community events and festivals, technological

development to sports and recreation – each council provides over 100 services and has roles for everyone.

We proudly put our people at the heart of what we do. With personal and professional development opportunities, staff wellbeing initiatives, mentoring programs and study assistance all on offer, councils are not only focused on improving their communities, but their employees too.

If you want to work for an organisation that is striving to improve their community, think local.

Student skills development

Councils assist students to develop their practical workplace skills and experience through a range of employment programs for secondary students and/or work placements for further education and tertiary students.

While each council is different, the types of programs they may offer students include apprenticeships, traineeships, tertiary job placements, cadetships, graduate programs and pre-trade youth work experience.

Career growth

Working at council gives you hands-on experience in a range of fields and diverse tasks. From engineering to parks and gardens, public health to digital media – there are more than 100 career options available.

Councils provide access to mentoring and support networks as well as training opportunities to help accelerate your learning and gain multiple skills.



Things you need to know...

There are a diverse and wide range of career paths and opportunities when you work in local government including:

Health and community services

- ✦ Early Childhood, Disability, Health & Social Science, Psychology & Humanities, Social Work, Arts/Youth Affairs

Engineering

- ✦ Civil, Design, Construction, Performance, Project, Structural, Traffic

Environmental management

- ✦ Landscape Architecture, Park Management, Science, Environmental health

Planning and development

- ✦ Town Planning, Architecture, Urban Design, Property & Construction Management, Building safety

Corporate and business services

- ✦ Accounting, Business Management, Commerce, Communications, Economics, Finance, Human Resource Management, Information Technology, Law, Marketing, Policy



For more information about careers with Vic Councils visit:
viccouncils.asn.au/work-for-council

viccouncils.asn.au



City of
STONNINGTON

Vibrant careers in a progressive Council



The City of Stonnington is a Local Government Council which is an inner city area to Melbourne in Victoria. Our municipality takes in the suburbs of Armadale, Glen Iris, Kooyong, Malvern, Malvern East, Prahran, South Yarra, Toorak and Windsor.

What do we do?

An innovative and progressive Council, Stonnington delivers more than 100 services to our community such as libraries, early years, maternal and child health services, parks and garden management, waste management, road and infrastructure maintenance, planning and amenity services, youth services, community care services, venue management, events, activities for seniors, economic development and tourism, aquatic centres, sports and recreation facilities and so many more.

To provide these services, we employ more than 1000 staff in a variety of roles.

Why Stonnington?

Our Employee Value Proposition (EVP) is simple: Work that Matters. People that make a difference. We're here to make a positive difference in the lives of the people who live, work in and visit our City. We aspire to be a leading local government authority – from the quality of our services and financial management, to creating an inclusive and engaged workplace culture.

Our Culture

Our Culture is built on our values: Cooperation, Change and new ideas, Learning, Achievement, Communication, and Accountability. They describe the core ethics and principles that Stonnington staff stand by and guide our ethical character and culture, setting us apart from other organisations.

- ✦ As a Council employee you'll enjoy coming to work knowing the work you do has a positive impact. You'll work on exciting and leading edge projects that make a real difference lives our community.
- ✦ We pride ourselves on supporting our people to achieve and succeed. This creates a work environment that is inclusive, engaging and rewarding.
- ✦ We understand that life can be challenging so we have an award-nominated wellbeing program and free counselling for our staff and their families. We actively encourage and promote ways of having a healthy work and life balance.
- ✦ We are committed to providing a welcoming and supportive environment and strive for a diversified, inclusive and engaged workplace culture. We ensure a safe environment for all and have successful strategies in place to actively increase our diversity. Through our Diversity and Inclusion Group, we discuss ways to improve access, inclusion and diversity in the organisation.



Things you need to know...

There are many pathways to gaining employment at Stonnington. This includes our general recruitment process through advertising positions on our website, Work Experience Program, student placements, cadetships, and traineeships. We may engage agencies, or work directly with universities and so the opportunities may not be present on our website.

If you ever have any employment enquiries, please reach out to our Human Resources (HR) team on **8290 1333** or **peopleandculutre@stonnington.vic.gov.au**. We can provide alternatives to the application and recruitment process, support workplace adjustments and can provide documents or information in various formats. Please call our HR Department about a more suitable method or process for you.



Want to find out more about a career with City of Stonnington?
Visit: stonnington.vic.gov.au/About/Careers



stonnington.vic.gov.au

Latrobe City Council overview



Latrobe currently employs approximately 1000 staff in a number of different disciplines and locations across the region.

With over 50 different disciplines of work, including Aged Care Services, Early Education, Finance, Human Resources, Information Technology, Tourism and Arts, Outdoor Maintenance and Leisure. Latrobe provides a diverse range of exciting and fulfilling career paths, available full-time, part-time and casual.

The Latrobe City region is located in regional Victoria two hours from Melbourne, one hour from the snow, one hour from the beach and close to a number of central towns such as Traralgon, Morwell, Moe and Churchill.

Latrobe City Council values all people from all backgrounds. We encourage applications from Aboriginal and Torres Strait Islander people, people from

culturally diverse backgrounds and identities, LGBTIQ+ people, people with a lived experience of disability and service personnel and their families to name a few. We also have a Workplace Inclusion and Diversity Strategy which you can see below.

Latrobe City Council require all applicants to apply for vacancies online through our e-recruitment portal and include a current resume, cover letter and are required to address the Key Selection Criteria to be considered for any of our positions. We have some Frequently Asked Questions in the Careers at Latrobe section for your information.

Careers at Latrobe

Q What should I do before applying for a position at Latrobe City Council?

A We encourage all applicants to familiarise themselves with our application guide, which can be found on our Careers website.

Q Where do you advertise your vacancies?

A We advertise our vacant positions on our Careers website, Seek.com, the Latrobe Valley Express and social media (Facebook and LinkedIn).

Q How do I register for job alerts?

A You can register for job alerts on our e-recruitment website:

<http://latrobecity.mercury.com.au/SearchResults.aspx?C=&E=&P=&I=0>

Click the 'register' button on the top of the page. You can then sign up and upload your resume and personal details into the system. You will now be notified via email when we have new positions advertising. You can also filter this into areas of interest ie. Aged Care.

Q Do you have graduate programs and internships?

A We currently do not have a graduate program however we do offer work experience and internships for students who are studying. We encourage graduates to continue to look for vacancies that suit their skill set and interests.



Things you need to know...

+ Latrobe City Council employ approximately 1000 staff across 50 different disciplines of work

+ Disciplines of work include Aged Care Services, Child Care, Finance, Human Resources, Information Technology, Tourism and Arts, Outdoor Maintenance and Leisure

+ Latrobe City Council Head Office is located in Morwell, Victoria

+ Latrobe City Council offer attractive starting salaries, flexible working arrangements and a range of professional development opportunities for their employees.

We have a budget specific to developing our employees as well as offering a leadership program for our employees on an annual basis.



Want to find out more about a career with Latrobe City Council?

Visit: latrobe.vic.gov.au

More information regarding professional development opportunities be found on our website:

latrobe.vic.gov.au/Council/Our_Organisation/Careers_at_Latrobe/Why_work_at_Latrobe



latrobe.vic.gov.au

Retail





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coles

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BUNNINGS

Start Good things at Coles



Coles opened its first store in Collingwood, Melbourne in 1914, and over the course of the last century has evolved into an iconic portfolio of leading retail brands providing customers with everyday products including fresh food, groceries, household goods, liquor, fuel and financial services via our store network and online platforms.

Our retail presence includes: Coles Supermarkets, Coles Express, Liquor land, Vintage Cellars, First Choice Liquor, Liquor Market, Coles Financial Services and Coles Online.

In an ever-changing competitive landscape, Coles remains committed to its vision to become the most trusted retailer in Australia and grow long-term shareholder value. Becoming the most trusted retailer in Australia means we are reliable and responsible, and delivering on our purpose to 'sustainably feed all Australians to help them lead healthier, happier lives'.

This is why we exist. We have an important role to play to sustainably feed all Australians. From food waste to a sustainable food chain, we want to be sure we're here for another century, creating jobs, supporting our suppliers and making a positive difference in our local communities and to the 21 million customers who shop with us each week.

Coles Graduate Program

At Coles, a bright future awaits those who want to achieve big things and discover their career potential. You will be inspired to extend your capabilities to deliver beyond what you imagine is possible.

We will support your passion and graduate journey with experiences and opportunities, with each rotation expanding your knowledge to continue to discover Coles and yourself.

A business of our size provides you with endless opportunities and you will have the opportunity to carve out a path that is right for you.

Join us to see how our graduates work together to get products into the hands of the 21 million customers who shop with us each week.

Explore how joining our two-year Coles Graduate Programs is the first ingredient to a flexible and dynamic career at Coles.



Things you need to know...

Rewards & Benefits

Not only is Coles Group a great place to work, you'll have access to a range of exclusive benefits and programs that recognise individual and team achievements. As a Coles Group team member, you'll enjoy a competitive salary along with access to a range of benefits including great deals on health, telecommunications, finance and leisure.

Learning and Development

Coles Group is where good things grow and we invest in your future. We know that good things start with our team members and so we create a culture of growth where everyone can thrive. We offer a wide variety of career development programs and job-specific training, from trade skills to digital capability and leadership.

Career Pathways

With almost 2,500 stores, sites and Store Support Offices across Australia, there's no limit to where a career with Coles Group can take you. From world-class programs and structured learning and development, to specialist academies and unique rewards and benefits, we are committed to helping our 125,000 team members build great careers, and creating amazing experiences.



For more information about a career at Coles, visit **careers.colesgroup.com.au**



careers.colesgroup.com.au

We're building the best Our team makes it happen



We are the leading retailer of home improvement and lifestyle products in Australia and New Zealand, and a major supplier to project builders, commercial tradespeople and the housing industry.

We provide customers with the widest range of home improvement products at warehouse prices every day, all backed by the best service. Our team members are the heart of our business. We're like one big family, and offer real benefits and opportunities for career and personal development throughout for all team members. We have a huge variety of roles across our business with positions at our stores, trade centres, frame & truss, and distribution centres right up to our state and national store support teams.

"We're building the best...
Our team makes it happen".

Celebrating diversity and inclusion

At Bunnings we believe a diverse team creates the best mix of perspectives which helps us innovate better and make better decisions. We want our team to have diverse thinking, perspectives, backgrounds and education, which supports us representing the local communities we serve and so our team can bring their whole self to work. A diverse and inclusive team makes everyone feel valued, respected and connected at work. We're committed to creating a safe and supportive work environment for all team members from all ages, abilities, gender identity, sexual orientation, race, ethnicity or background.



To find out more about a career at Bunnings visit:

bunnings.com.au (Aus)

bunnings.co.nz (NZ)

Contact us:

jobs@bunnings.com.au (Aus)

jobs@bunnings.co.nz (NZ)

Things you need to know...

History – We have a proud history dating back to 1886 when Arthur & Robert Bunning purchased their first sawmill, however we opened our first Bunnings Warehouse in 1994 in Sunshine, Victoria

Our Team – We have over 55,000 team members across 2 countries. People are the heart and soul of the business. At other companies that might just be lip service, but at Bunnings it's a way of life. Our culture is one where people come first, where care for others is the norm, and where you'll have the opportunity to make a real difference to our future success.

Our Culture – As the face of Bunnings, our diverse team bring our many locations to life. There's no denying our team are challenged in their roles every day. It's important we show our team they're valued and respected, by acknowledging their commitment to creating the organisation we are today. Our team's guiding principles are integrity, respect, teamwork, achievement and innovation. Our guiding principles are the keys to our culture and to achieving our vision – 'We're Building The Best, Our Team Makes It Happen'.

Opportunity – Our team members all share an enthusiasm and drive to tackle new challenges every day. This attitude goes a long way towards our team's development and readiness to explore different career opportunities with Bunnings. Regardless of where they are in life, we're committed to creating opportunities and driving progression through our business. To make this happen, we have a range of development programs to help our team achieve their goals and build a career with us.



bunnings.com.au bunnings.co.nz

Healthcare

A healthcare professional, likely a nurse or doctor, is walking down a modern staircase. They are wearing blue scrubs, a red stethoscope, and a blue ID badge. The staircase has a metal railing and glass panels. Another person's hand is visible in the foreground, reaching out towards the healthcare professional. The word "Healthcare" is written in large white letters in the top left corner.



86



88



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92



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Uncommon Care just makes common sense to us.



As Australia's largest non-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 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 and eyecare network, call centres, branch, 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

**Name:**

CAEDEN ZAINÉ

Q What is your current role at HCF?

A Customer Experience Manager. I review customer feedback, identify areas where customers are experiencing issues and work with the organisation to fix the problems and create a better experience for our Members

Q What do you love the most about what you do?

A The problem solving, getting to know and working with different people, and knowing that I'm doing something positive for the people who have health insurance with us

Q Why do you like working for HCF and can you describe the culture?

A The HCF team are really passionate about the work that they do and it's really important that our Members are at the heart of everything that we do. Because we're driven by the same passion we're really aligned when we need to work together to fix problems

Q Where to next?

A I'm enjoying learning more about Customer Experience and understanding the background and methodology behind CX. I see myself moving into a Strategy role at some point and I'm excited about all the opportunities available to me at HCF

Things you need to know...**Learning & Development**

We offer induction and training to all new starters, development plans, secondment opportunities, continuous online learning modules and tailored workshops to assist you in your personal career development.

Health & Well Being

Prioritising the wellbeing of our own people to create a supportive workplace and in turn build a healthier community is important to us. At HCF we offer free access to a range of wellbeing programs.

Employee Benefits

Our employees enjoy of a range of benefits including flexible work arrangements, a competitive parental leave program, discounted HCF products, novated leasing, discounted fitness memberships, social and recreational activities, study support and an annual family & friends day.

Your career pathway?

- 1 Member Care Consultant
- 2 Call Centre Team Leader
- 3 Business Improvement Specialist
- 4 Customer Experience Manager



Want to find out more about a career with HCF?

Visit:
hcf.com.au

**hcf.com.au**

Make a difference to the lives of others



Bolton Clarke is the new face of RSL Care and RDNS. We're one of the nation's largest and most experienced not-for-profit providers of independent living services for older Australians and anyone who needs our help in achieving the best possible quality of life and independence.

Our combined experience of over 200 years of service means we can deliver the highest standard of professional support and clinical care.

Our services cover 3 main areas – At Home Support; Retirement Living and Residential Aged Care.

Bolton Clarke At Home Support services are designed to help our clients live as independently as possible, wherever they live.

Our Residential Aged Care communities are staffed 24/7 by a combination of expert nurses and care workers.

Our long-held values have shaped our purpose and who we are. Bolton Clarke strives to help people live a life of fulfilment.

- + We treat people with dignity and respect
- + We act with empathy and integrity
- + We understand and respond to the individual needs of the person
- + We continually improve what we do via insights, research and innovation
- + Everything we do has a focus on keeping our clients and residents connected to the people, activities and communities that are important to them



Meet Brooke and Julieann

At Home Support Service

Brooke and Julieann both started their careers in aged care within our At Home Support Services team in Queensland.

The pair have been working with the team since June and have taken a real shine to the industry and are keen to pursue their interest in health, wellness and improving the lives of others.

Brooke has a true passion and commitment to healthcare completing a Certificate III in aged care through a school-based traineeship plus additional first aid, CPR, manual handling and mental health training.

"I really enjoy helping others and aged care is a great industry to work in as I want to pursue a career in nursing. I am learning how to care for my clients with different behaviours and learn their individual preferences," Brooke said.

"Aged care is an extremely rewarding career to practice; you learn more every day while making a difference in people's lives. If you're a caring person who enjoys having responsibility, then aged care is a great occupation to follow."

Things you need to know...

People first.

Easy to say, not always easy to do.

Often, it's the small things that are the mark of a real 'people person' – and these are the people we love to have on our team. People who are good listeners. People genuinely interested in others. Those who love a good chat, and those who look to do the small, everyday acts that make a real difference.

Our purpose, to strive to help people live a life of fulfilment, also extends to our team through empowering an environment of learning and growth to unlock their potential.



For more information about careers with Bolton Clarke visit our website:

explorecareers.com.au/employers/bolton-clarke-2



boltonclarke.com.au

Be part of something big and make a difference



Uniting is responsible for the social justice, community services and chaplaincy work of the Uniting Church in NSW and the ACT, providing care and support for people through all ages and stages of life and with a focus on people experiencing disadvantage and vulnerability.

Our purpose is to inspire people, enliven communities and confront injustice.

Our services include;

Aged Care Services – We're the largest not-for-profit provider of aged care services in NSW and the ACT, with more than 100 years' experience providing the best aged care possible.

Early Learning and Childcare – Our engaging, inclusive programs inspire a love for learning that children will carry with them into the future.

Disability support services – We design support services around you, focussing on understanding what you want to achieve. Our supports are designed to cater to the individual's needs.

Children & young people – We stand by children and young people who have lived through trauma, loss and separation. Our services focus on prevention and early intervention, homelessness services, counselling out-of-home care and disability.

Families – We offer over 80 programs that stretch from prevention to early intervention, community development, child wellbeing and protection to counselling and mediation.

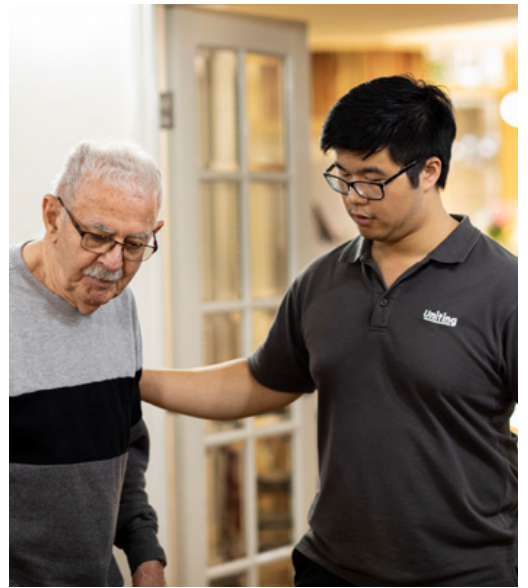
Work with us

Uniting is passionate about helping people lead happy, healthy lives and we believe in taking real steps to make the world a better place. We're always looking to grow our team of like-minded employees and volunteers. Our work is in the areas of aged care, disability, community and family services, early learning and chaplaincy, and we get involved in social justice and advocacy issues that impact the people we serve.

Every day, our services touch the lives of thousands of Australians. From early childhood education and care, services for vulnerable families, children and young people, aged care and people living with a disability – we are for everyone. If you believe in taking real steps to make the world a better place, we encourage you to find your next role with Uniting.

Welcoming you exactly as you are

We celebrate diversity of ability, age, ethnicity, faith, sexual orientation, intersex variation and/or gender identity and welcome everyone, exactly as they are.



Things you need to know...

Training and Development

We take pride in developing the capability of our people. You'll be encouraged to apply a ratio of 70% on-the-job learning opportunities, 20% mentoring and coaching and 10% formal training offerings. This helps to ensure your learning is practically applied and sustainably embedded over the course of your career with us.

Career progression

We are a broad organisation with a wide range of services allowing for vertical and horizontal career progress. You can expect technical and soft-skills training, accredited qualifications and leadership development.

Recognition and accreditation

Our various awards and official accreditations acknowledge our diverse, like-minded and supportive team culture. We care about our people and have created a safe and secure environment in which you can thrive.



For more information about careers with Uniting visit our website: careers.uniting.org/uniting-careers



uniting.org

180
YEARS

Australian
Unity 
Real Wellbeing

We're Real Life Changers



Established in 1840, Australian Unity was Australia's first member-owned wellbeing company, delivering health, wealth and care services.

We employ more than 7000 staff in locations across Victoria, NSW, SA, WA and Queensland, and are 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 180 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.



Being Real Life Changers for our members, customers and the community means that we understand the real-life challenges Australians face every single day. And instead of shying away from complicated topics, difficult truths or hard-to-have conversations, we tackle them head-on—so we can make a difference to people's real wellbeing.

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 support wellbeing.



Things you need to know...

Life long learning

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.

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.

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.



Want to find out more about a career with Australian Unity?

Visit: australianunity.com.au/careers



australianunity.com.au/careers

Opal HealthCare



When you work with Opal HealthCare, you work for an organisation that is passionate about care. Our values of Compassion, Accountability, Respect and Excellence are at the heart of everything we do.

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

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 and research collaboration. We also offer an extensive range of ongoing learning and development activities

including traineeships, scholarships and leadership programs. At Opal we believe companies don't succeed people do

Opal is one of Australia's largest aged care providers with over 9,000 team members – caring for 7,000 residents across 80 care communities, and growing. 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 including: nursing, management, corporate services, leisure and hospitality.



Realise your potential

No matter what your career aspirations, you will find the support you need to succeed at Opal. We support 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

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.

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.



A word from our team

"Professional development is so important for our chefs... our masterclasses are an opportunity for everyone to come together to share ideas and learn about the latest innovations in food service."

Nelson Burgos, Hospitality Consultant

"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



To find out more about a career at Opal HealthCare visit:

opalhealthcare.com.au



opalhealthcare.com.au

Building & Construction





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**JOHN
HOLLAND**

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Transforming Lives - are you up for the challenge?



At 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, 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 over 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: 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. It is all what you make of it – make it yours!



2nd year graduate

MONICA SANTOS CHANEY

Monica is a 2nd year Graduate currently working on the North Western Program Alliance in Melbourne. The North Western Program Alliance is responsible for removing many of the dangerous level crossings across Melbourne.

Q When did you start on the Graduate Program?

A I started on my Graduate Program at the beginning of 2020

Q Please provide an overview of your rotations to date

A For the first few months of my Graduate Program (Feb – May 2020) I was on North Western Program Alliance within the Continuous Improvement & Innovations team. From there, I moved to the Bell to Moreland Level Crossing removal in the stations team for the past 6 months.

Q What has been the most interesting thing about your job?

A Being able to help build a train station! It was my first time working in rail (and in an occupation) as well as on a building, so I was challenged by the detail and execution of it.

I like learning new things and this project has been one of the biggest learning curves for me so far.

Q Tell us about your proudest moment whilst on the program,

A One of my proudest moments was stopping after a hectic year and realising how much more resilient I've become. I persisted through the challenges of being in this job and became more confident and sure of my place in this industry as a young female engineer.



Want to find out more about a career in construction?

Head to
johnnholland.com.au/careers/a-career-with-us/

Things you need to know...

Empowering our people

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 be the drivers of their careers and make the most of the opportunities that present itself. This includes our young workforce, which is strongly represented – almost half of our business is made up of millennials.

Our top-rated Graduate Program

We know it's important to choose the career that's right for you and we understand how tricky that can be. Our two-year Graduate Program is a hands-on experience designed to give our grads a rewarding journey with on the job learning, skills development and plenty of networking opportunities.

Be brave. Be Bold. Be You

We believe in people realising their dreams, no matter their background or circumstance. We are proud to be creating a more diverse and inclusive John Holland by focusing on initiatives such as our Reconciliation Action Plan, Pride & Celebrate Women Networks and many more.



johnnholland.com.au

A voice for the building and construction industry



Master Builders Victoria is a leading voice for the building and construction industry. Our aim is to raise the profile of this industry as a provider of rewarding career outcomes for people from all walks of life.

Career advice

There are numerous opportunities available in the construction industry 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.

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.

What about non-trade careers?

When people think of construction, hands-on roles often spring to mind. But there is an abundance of non-trade career options available. This could include construction or project management positions or specialist jobs including building surveying, OHS and building design. These careers can be obtained through a number of study pathways. Depending on your area of interest this could include completing a university degree, TAFE courses or a traineeship.



What makes the construction industry so great?

Have a read below to see our best picks.

- + With construction, you're not bound to one job for the rest of your life. There are plenty of opportunities to develop extra skills and undertake extra training to specialise in new areas or work your way up the ladder.
- + Working on a construction project means you can see all the work you've done and, at the end of the day, stand back and say, "I helped build that!"
- + You can gain exposure to all types of projects, whether it's constructing houses, schools, high-rises or roads, and see the positive impact your work has on your local community.
- + The industry is very diverse. A job in construction will give you the opportunity to work with a variety of different people in different trades and professions. What's best, is that everyone is working together to reach a common goal.
- + You can take your skills around the world!

Things you need to know...

1 Scholarships

Through the Foundation of MBV, scholarships valued up to \$10,000 are available to those wanting to undertake training in a construction field. Financial assistance can be used towards course fees, tools or other resources to support your career.

2 Job search assistance

Looking for an apprenticeship? The Master Builders Victoria Careers Hub can help! New for 2021, the Careers Hub shows job listings from Master Builders members across Victoria.

3 Interact with us at TAFE

If you end up at TAFE, keep an eye out for a visit from one of our team! Our TAFE roadshows are a great way to get industry updates and if you're lucky, get your hands on some giveaways too.



Want to find out more about how Master Builders Victoria can help?

Visit: mbav.com.au

Email: careers@mbav.com.au

Scholarship enquiries: foundation@mbav.com.au

Or call: **03 9411 4555**



mbav.com.au



Schindler

Schindler – We Elevate



Schindler Lifts Australia is part of the Schindler Group, a leading global mobility provider, spanning 100 countries with more than 64,000 employees worldwide. We are one of the largest suppliers of new elevators, escalators and moving walkways in Australia today. Our present-day success is driven by our commitment to core values, combined with our key strengths of creativity and innovation to produce intelligent solutions in response to customer needs.

We Elevate... Safety

We do not compromise on the safety and health of those who use our products and work for our business. We believe that all injuries, work-related illnesses and accidents are preventable, and we strive for the highest standards of safety and health performance.

We Elevate... Culture

Our culture is amazing and the way we treat our people is the key to our success. We believe that our inclusive culture, which values diversity of thought, background and experience is a major contributor to our company's success.

We have won multiple Employer of Choice Awards for our commitment to development and engagement of our employees.

We Elevate... Apprenticeships

Schindler's apprenticeship program has been running for over 30 years. Our program involves rotations through various departments to gain exposure to a wide range of electrical, mechanical, and telecommunications disciplines to become a qualified Electrician. We have a success rate of over 95% with individuals developing long term careers within Schindler.



Electrical apprentice

ARABELLA FAZIO

Q How has your experience been so far?

A I'm really enjoying the role so far. The tradespeople that I work with are really lovely and provide valued support, which assists in gaining the skills and knowledge to be successful in this role.

Q What do you like about your job?

A I like the role as it's very diverse, providing a great hands-on learning experience and ensuring I am always kept busy.

Q What is the most challenging part of your job?

A At times, we work at heights which can be quite frightening, but there are safety precautions in place to take care of that.

Things you need to know...

We Elevate... Development

We take a long-term view on the development of our people and ensure all our employees are the most highly trained in the industry. You will have access to a wide range of learning including technical training, business and leadership training and soft skill development.

We Elevate... Careers

You can pursue a career in a wide range of roles from mechanical to technical; administrative to financial; managerial and more. Schindler also offer opportunities to apply for open positions internationally, with the possibility of significant personal and professional growth. With Schindler, the opportunities are endless.



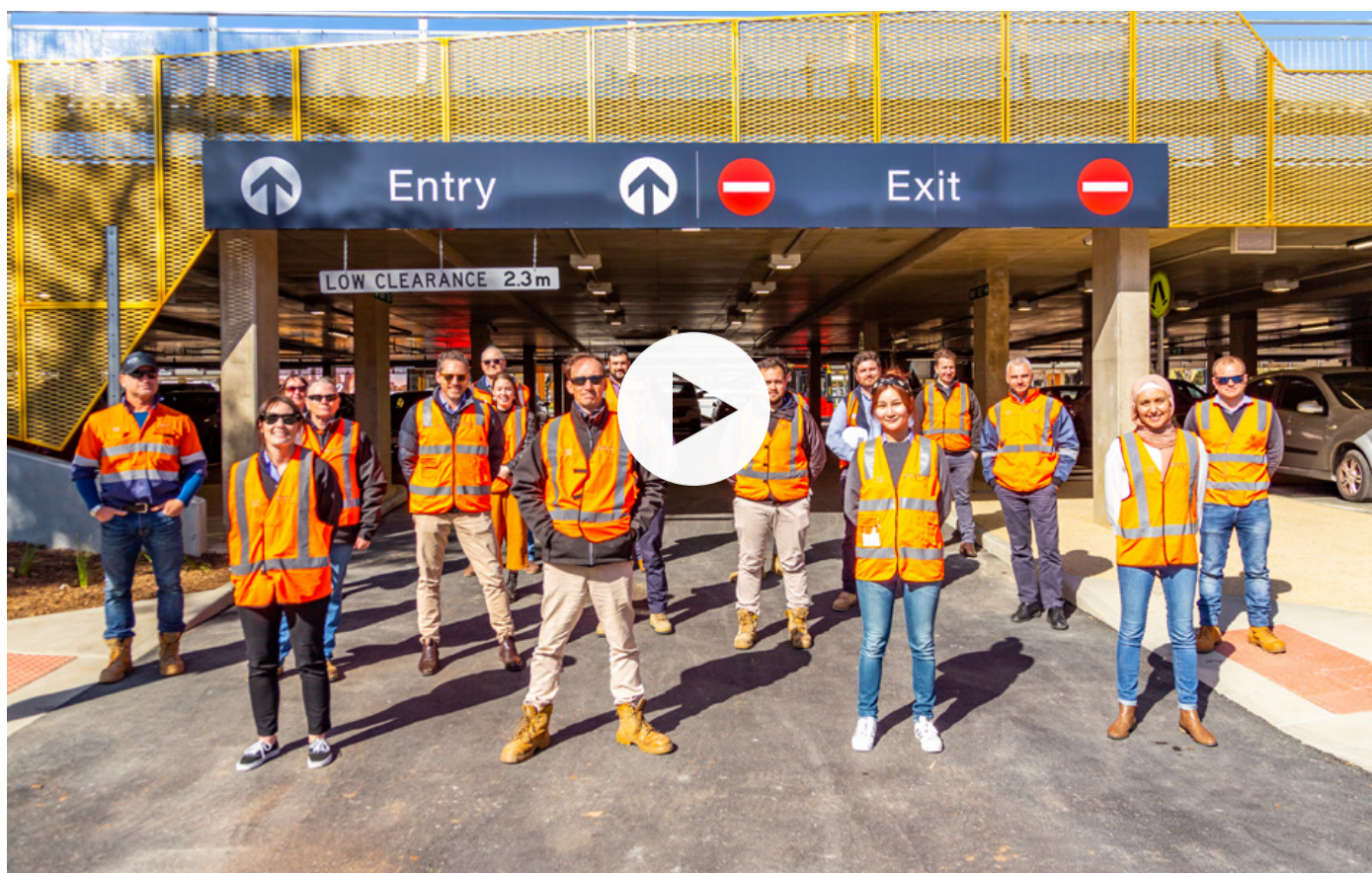
Do you have the talent, ambition, and vision to help us elevate tomorrow's world?

Visit us today:
schindler.com



schindler.com

Build your career with us



It's an exciting time. Your studies are well underway, and a world of career possibilities and choices lie ahead of you. Here's a bit about McConnell Dowell, and why it's a great place to work.

Firstly, check out the words that underline our logo. Creative Construction. These two words mean a lot to us. They are the essence of our company, 60 years in the making.

We build safe, smart, efficient infrastructure – everything from tunnels, railways, pipelines and jetties; through to dams, bridges and airport runways. We work around Australia. From the congested inner-city to remote regional locations. From Darwin to Devonport. We also have offices in New Zealand, Pacific Islands and South East Asia.

We employ 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.

We act today with the future in mind. That applies perfectly to the career decision that sits ahead of you.

Take a close look at what the construction industry has to offer and, when the times comes, apply for a role with McConnell Dowell. We'll help you build a great career.



Be part of a strong brand and culture of success

You'll be joining a company that for over 60 years has successfully delivered the most technically complex projects and built a reputation as a leader in the Australian, New Zealand and South East Asia construction industries.

Construct world-class infrastructure that improves communities

Whether its level crossing removals in Melbourne or a remote marine wharf in Western Australia, you'll help deliver impressive infrastructure with and for the communities in which we operate.

Work and travel to international destinations

With offices throughout New Zealand the Pacific and Asia, 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.

Things you need to know...

Our graduate program has been carefully developed to provide the best graduates the chance to put their skills to work. It is a practical program with an emphasis on learning and development. You will work with people who are passionate about what they do and generous with their knowledge and experience.

Strengths of the McConnell Dowell Graduate Program:

- + Two-year program with Flexible Rotations.
- + Mentoring by Senior leaders.
- + Backing of a multi-national organisation.
- + Work on large scale multi-disciplinary projects.
- + A Values-based culture that prioritises safety, cares about its people and builds better communities.

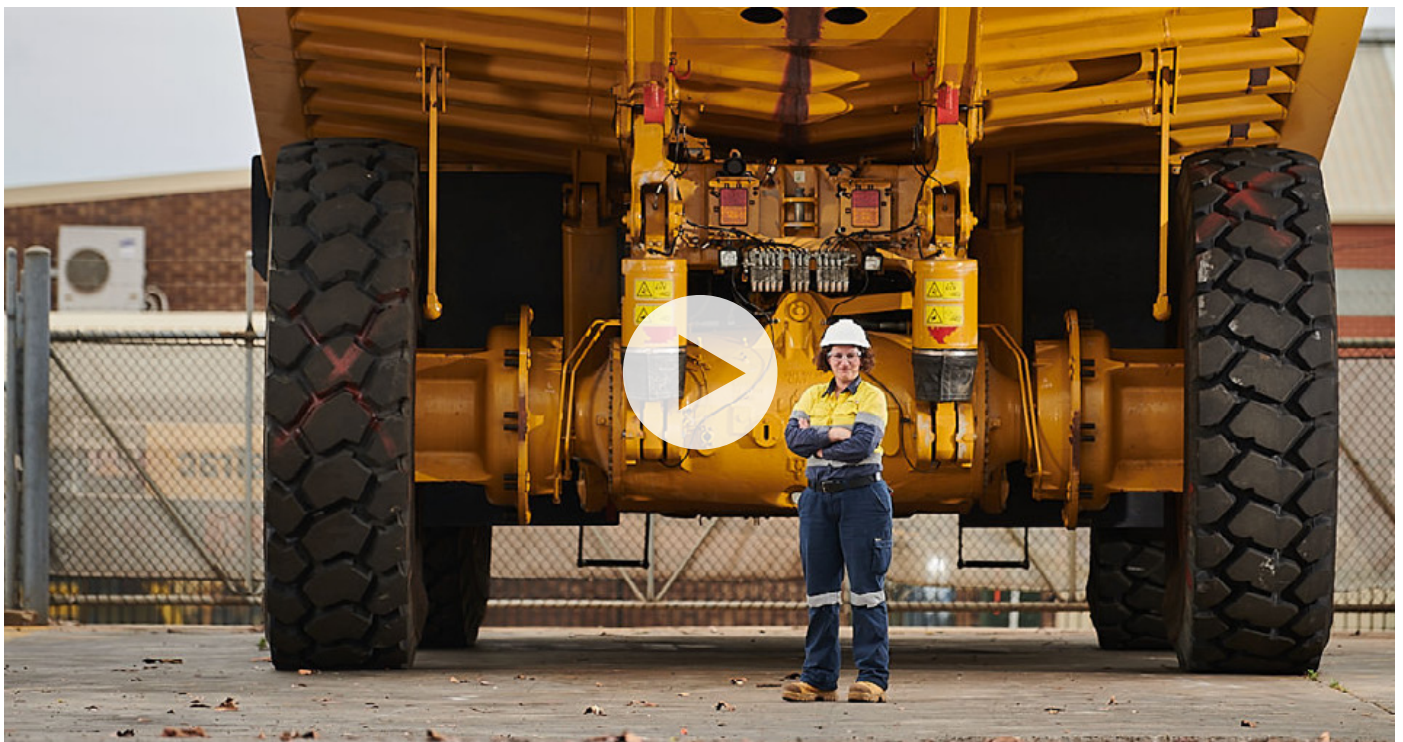


Want to find out more about a career with McConnell Dowell, visit?
Visit: mcdowell.com/people/graduates



mcdowell.com/people/graduates

Be made for more with a career at WesTrac



For more than 30 years WesTrac has set the benchmark in Cat® equipment management solutions, providing customers across Western Australia, New South Wales and the Australian Capital Territory with unrivalled support in the mining and construction industries.

At WesTrac, our primary focus is our people. As we look to the future, we're focused on harnessing the best talent and providing them with the support they need to achieve success. We have a range of career options within our business, employing lab technicians, mechanics, engineers, marketing professionals and everything in between. If you're looking for career progression, award winning training and the opportunity to work in state-of-the-art facilities with supportive work mates, then explore your opportunities at WesTrac today – contact details are listed at the end of article.

The wellbeing of our team

At WesTrac, we live by our values and work hard to drive a high performance and supportive culture. We have developed a range of benefits enabling our team members to maintain a healthy work/life balance, so they can put loved ones first. Some of these include flexible work arrangements, 10 week's primary paid parental leave, private health insurance discounts, and formal training and development opportunities. We also offer employee discounts for various retail stores, toolbox insurance and discounted Cat merchandise. The physical and mental health of the WesTrac team is significant to our overall wellness strategy, and we offer benefits such as an employee assistance program.



The diversity of our team

We are on our journey to be a more inclusive employer and encourage people of all ages, sexual orientations, cultures, and backgrounds to apply.

See for yourself our list of company benefits and why we are recognised as an Endorsed Employer for Women. We offer a range of opportunities. As a natural part of what we do, we always need talented people to fix and maintain Cat machinery and engineer the latest automated technology to keep our customers ahead of the game. These are fast paced, exciting roles, where every day is different.

As a large global company, we also need exceptional and talented people to work in our offices or in professional roles. This includes administration, human resources, legal, finance, marketing, IT, sales, business development, environment, insurance, risk... the list goes on!



MEET SOPHIE MILLARD

WesTrac apprentice

Q What are you most looking forward to?

A I'm excited to learn more about underground mining operations and get the opportunity to do some field service work.

Q What has been the best part of the program so far?

A Everyday I'm given a job that's new to me, no day is the same. I learn something new all the time and I love getting to work out how to fix/fabricate something different.

Q What are the best perks about being a WesTrac apprentice?

A The biggest perk is wearing the uniform. It's a privilege to learn my trade from such a respected company. I've always felt like an individual, not a number.

Read more about Sophie's experience
westrac.com.au/resources/interviews/Sophie-Millard

Things you need to know... What we have on offer

1 Apprenticeships

As a WesTrac apprentice you'll receive world-class training in state-of-the-art facilities, working on industry leading Cat equipment. WesTrac currently employs apprentices across WA and NSW and holds two apprenticeship intakes a year for the following trades: Plant Mechanic, Auto Electrician, Boilemaker, Machinists and more.

2 Training and trade upgrades

At WesTrac we pride ourselves on developing our team members and harnessing the best talent. The WesTrac Institute is our onsite registered training organisation providing nationally recognised industry courses, training and qualifications. The Institute offers trade upgrades (e.g. Light Vehicle

to Plant Mechanic) or dual trade qualifications (e.g. Plant Mechanic and Auto Electrician).

3 Technology careers

As an industry leading provider of autonomous mining equipment and solutions, WesTrac provides training and career paths that are supported by the WesTrac Technology Training Centre in Collie, which is one of only two Caterpillar® facilities in the world.



No matter your path, we're here to help. Visit us online at westrac.com.au/careers or contact our careers team [here](#).



westrac.com.au

Building communities through world-class technologies and services platforms



Hanson is one of Australia's leading construction materials companies with over 50 years' experience operating across Australia. Whilst we operate at a local and community level, we benefit from national collaboration, R&D and knowledge sharing, as well as global expertise from our parent company HeidelbergCement.

Our culture is driven by our values of High Performance, Respect and Integrity, A Sense of Ownership, Accountability and Collaboration. These values are the backbone to our success and help create a family friendly, inclusive and supportive workplace.

Every day we help to build the infrastructure of communities by working with and being part of them. Our communities are our customers, neighbors and our people. We are proud that we get to be part of that exciting process.

We grow and develop our own leaders through numerous pathways including a structured

graduate program, internships and operational and trades roles.

Over 50% of our 3,500 employees nationally has had a long career with Hanson. We recruit great people, we train them well, and we make sure they have the right experience to build a successful career.

Investing in our people is important to us, we offer 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.

**MEET SUMMIE**

National Sales and Pricing Analyst.

Summie started with Hanson in January 2020 in her role as National Sales and Pricing Analyst.

"Hanson is an employer who views the company as one team working together towards a common goal, they invest in people, understand the importance of work-life balance, value diversity and most importantly understand the importance of delivering value to our customers. Key ingredients I believe that make a great company. It's a company I see myself working with for many years."

Things you need to know...

Local Experience

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.

- + 3,500 employees
- + 70+ quarries
- + 200+ concrete plants
- + 5 recycling plants
- + 2,000+ trucks
- + 4 asphalt plants
- + 50% joint venture in Cement Australia
- + 1 landfill site



To find out more about a career at Hanson?
Visit: hanson.com.au/



hanson.com.au

Childcare & Early Learning





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Only About Children

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JUNIOR
ADVENTURES
GROUP

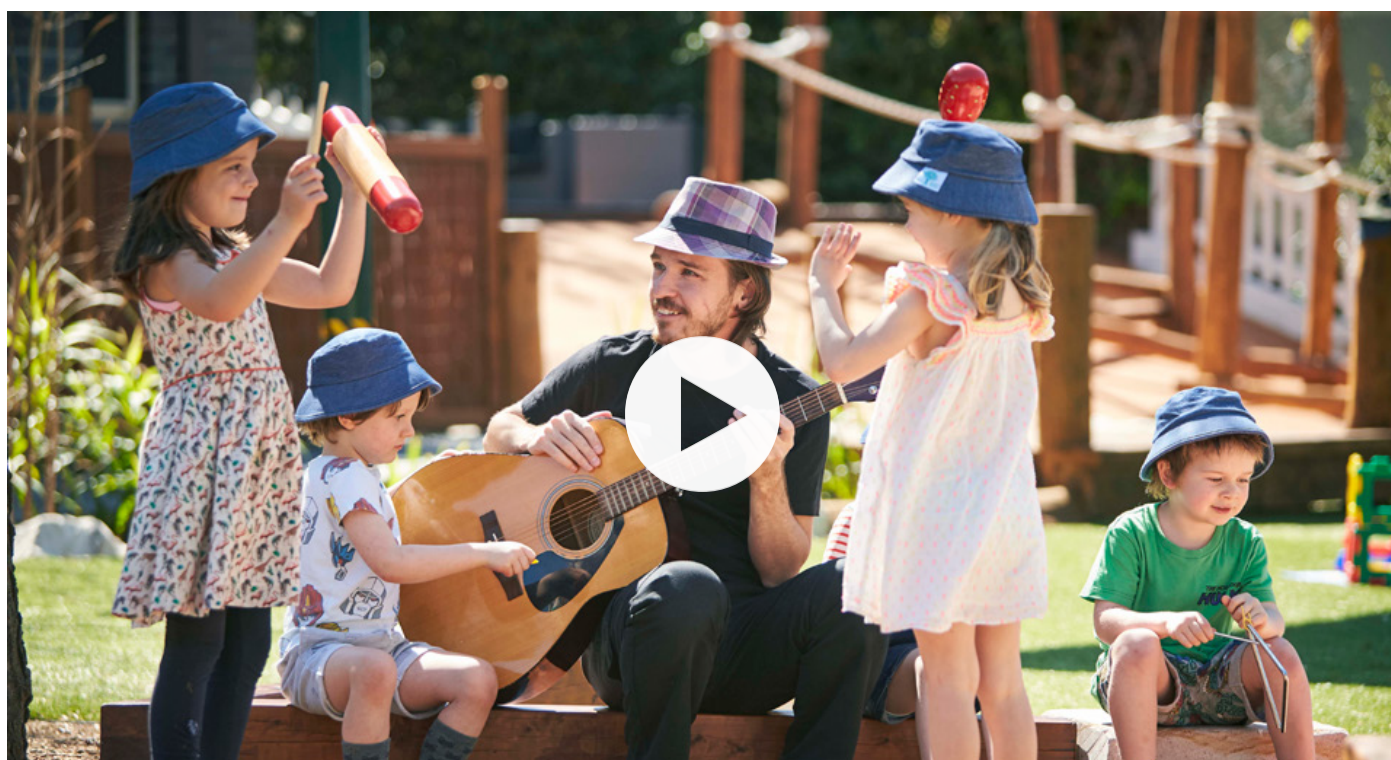
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Affinity Education
Group



More Than Childcare, A Place to Grow!



Empowering every child to reach their full potential through a passion for learning.

Only About Children has over a decade of experience in early years education and care. Privately owned, we proudly operate over 75 campuses across Sydney, Melbourne and Brisbane. This breadth gives us the opportunity to provide high-quality early years education and care to over 8,000 families and employs over 2,000 people, whose skills, experience and passion help us to deliver on our mission to empower every child to reach their full potential.

It's our unique approach to childcare that gives children the platform they need to thrive. It's an approach that goes beyond education to encompass the health, development and total wellbeing of every child in our care.

What makes our approach to early learning so unique?

The Oac Grow Curriculum is our unique educational framework and the basis for essential early years learning and development. It includes core practices and programs that children are immersed in daily, through a balance of structured and unstructured play-based learning. It is guided by the Australia Early Years Learning Framework and the Australian National Curriculum. Within this learning framework we deliver our own unique programs, designed in consultation with our in-house curriculum specialists and children's health specialists. Our Grow Curriculum includes 'Book of the Month', Music, Spanish Language and Active Programs.



Employee Profile:

BETTINA MISSIAKOS

Q Why did you decide to become an early childhood educator?

A When I was 18, I studied to be a graphic designer. I was working as a graphic designer as well as doing part-time sales assistant work. At that time when I was working, children would run through the aisles, hovering around me and always wanting to talk to me. From there I knew that I wanted to work as an early childhood educator and I started my traineeship. I am now a Room Leader and loving it!

Q What's it like to study while you're working as an educator?

A I loved working and studying, being able to get the hands-on experience at work and being part of such a great team. It was all about prioritising my studies, work, outside life and having a balance between them all, which I was able to do.

Q What do you wish that other people understood better about your job?

A That working as an Early Childhood Educator is a rewarding experience and you need to have great enthusiasm and passion. It is not just about 'looking after' children - it is about being part of their most precious time of their lives as they are growing in all areas of development. My job is a challenging but rewarding experience and it's beautiful to see each individual child thrive and further their developmental milestones.

Things you need to know...

A rewarding career

A traineeship in early childhood education may be the perfect career path for you. Early childhood qualifications and skills are for life. Only About Children offer Traineeship programs where you will not only gain skills and experience during practical, on-the-job training but you'll also be fully supported to study a nationally recognised Certificate III in Early Childhood Education & Care.

Career pathway opportunities

We are committed to providing career pathways for our team members to support study pathways. Our people are guided and supported through regular career reviews, development plans and access to mentoring. We offer ongoing support for those wishing to undertake Diploma or University studies.

Employee benefits

We are proud to reward the hard work of our educators and team members, with a range of benefits such as; flexible work options, competitive pay, wellbeing leave, professional development, financial support for training or study, service recognition and access to our Employee Assistance Program to ensure the ongoing mental health and wellbeing of our people.



Want to find out more about a career with Only About Children, visit?
Visit: oac.edu.au/careers



oac.edu.au/careers

Junior Adventures Group



Junior Adventures Group provides outside of school hours care (OSHC) services to over 450 primary schools across Australia.

This includes before & after school care, holiday programs and associated management services to government, independent and Catholic primary schools across Australia. We focus on providing the highest quality programs in the market, which is supported by industry-leading National Quality Framework.

As Australia's largest premium provider of OSHC, we are leading the sector in quality care and safety and foster an environment in which the children within our care continue to learn and have fun. We offer parents peace of mind that is only possible when the safety of children and the quality of our programs remains a business-wide priority.

Our mission: To provide parents and schools with peace of mind by providing a safe, fun learning and play environment for children.

We are led by our values which are:

- + **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.



Did you know?

- + Did you know we have over 3000 team members nationally? We can offer both permanent and casual employment to suit your work / life balance, plus with 450+ services, we are very likely to have an opportunity near you!
- + Depending on your background and experience, we can offer roles from Educator to Coordinator, right through to Regional Manager. We also have a national traineeship program if you'd like to gain a qualification in School Aged Care.
- + No two days are the same in our world, working with children is hugely rewarding, great fun and very dynamic! Also, one of the great things is you can bring your interests and experience and implement these ideas into our programs, whether that be music, art, sport, science etc. All ideas are welcome!

So, if this sounds like you, we would love to hear from you!

Things you need to know...

A few fun facts

- ❶ The Outside School Hours Care (OSHC) space is one of the fastest growing sectors at present.
- ❷ Nationally, we look after over 70,000 children which makes the role of our team members hugely important!
- ❸ As a group we also have an international presence, with services located in the UK, New Zealand, South Africa and Ireland.



For more information about careers with Junior Adventures Group visit our website:
junioradventuresgroup.com.au

Also checkout our other brands:
oshclub.com.au
helpinghandsnetwork.com.au
primaryoshcare.com.au



junioradventuresgroup.com.au



Affinity Education
Group

Where Could The Affinity Way Take You?



At Affinity Education, we understand that a career in early childhood education is more than just a job – it's a calling. Our mission—to inspire and nurture individuals to reach their full potential—isn't just about what we do for our children, it's about what we do for our team too. We call this the Affinity Way.

Children are at the heart of everything we do, but we could not do this without our people. We are individuals who live and breathe the Affinity values. We have a genuine passion and interest in working with children and their families. We are skilled and experienced professionals. Most of all, we bring out the best in each other, and we have serious fun doing it. As one of the largest employers within the early childhood education and care sector, we are committed to creating a workplace culture where our people feel fulfilled and supported every day.

As an award-winning employer and training provider, Affinity offers multiple career pathways and earn-while-you-learn opportunities at 150+ centres across Australia. With on-the-job training, scholarship opportunities, and ongoing professional development, the Affinity Way empowers our family of more than 3000 early childhood educators, helping them to achieve their full potential. This is why our people rank us as the #1 employer in the early childhood education & care sector.



Working at Affinity Education

Career Opportunities:

- + Educators
- + Educational Leaders
- + Early Childhood Teachers
- + Cooks
- + Centre Managers
- + Assistant Centre Managers
- + Area Managers
- + Quality Advisors
- + Corporate Staff

Rewards, Recognition & Benefits:

As part of The Affinity Way, we support quality, teamwork, learning, and a culture of recognition and rewards. Affinity allows our people to shine—so we can deliver the best in early education!

- + Certificate III and Diploma of Early Childhood Education fees sponsored by the internal Affinity Learning Academy
- + Career progression opportunities to work towards a management role
- + Opportunity for you to gain a scholarship towards a Bachelor of Early Childhood Teaching
- + Discounted childcare fees
- + Uniform & onsite parking
- + Incentive program

Things you need to know...

Get paid to study & work

The Affinity Learning Academy offers our people a pathway to Nationally Recognised Qualifications. Our award-winning approach enables people to study where they work, supported by dedicated Development Coaches, and a team who are 100% behind them.

Want to continue your studies?

We know what it's like to dream big, which is why we offer the Affinity Teacher Scholarship Pathway for Diploma-qualified educators and managers – a scholarship for passionate staff who want to become a qualified Early Childhood Teacher.

Where could a career at Affinity take me?

Affinity Education Group has a culture of internal promotion. Our Shining Stars program highlights our best and brightest talent, empowering our people with professional development and career progression opportunities.



For more information about careers with Affinity Education visit our website: affinityeducation.com.au/careers/Why-Affinity



affinityeducation.com.au

Technology & Analytics





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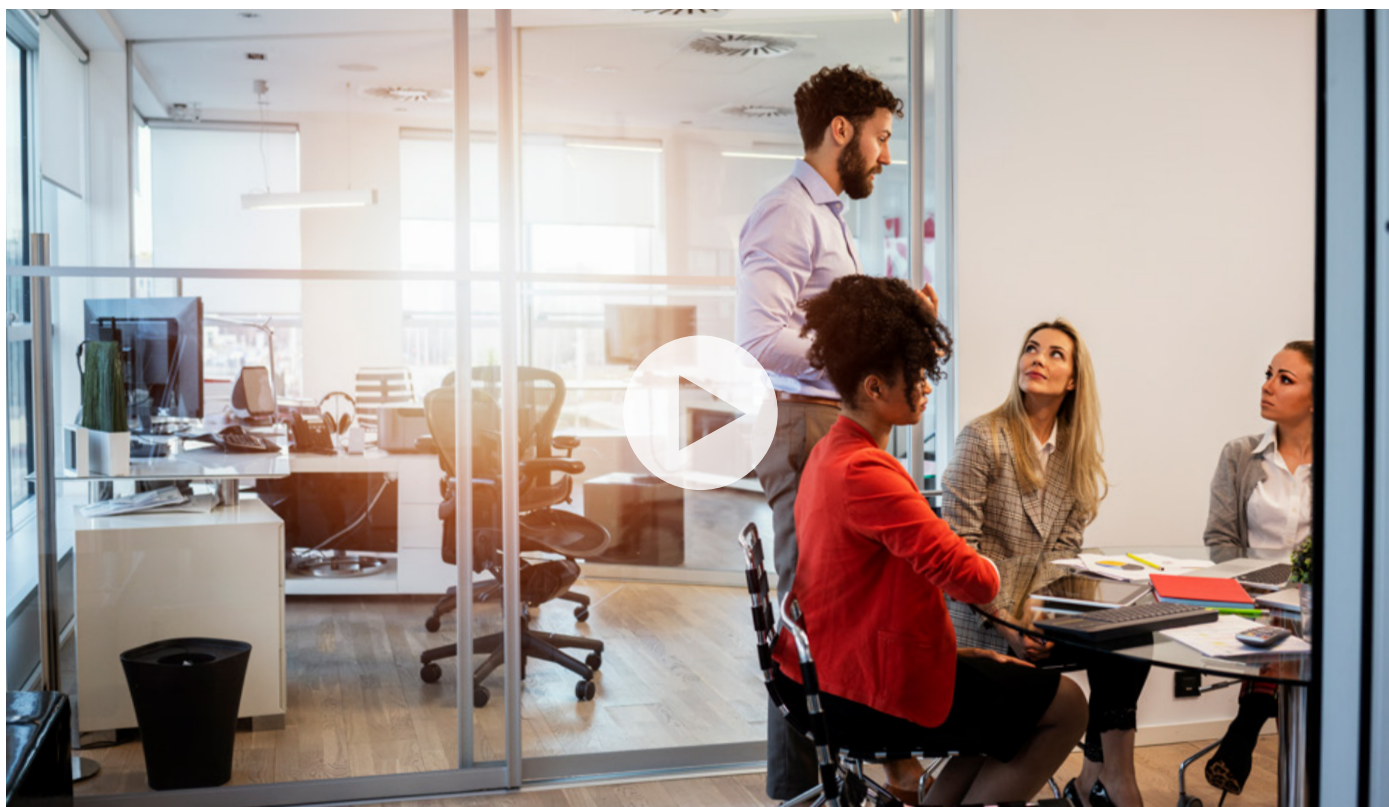


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Your next move – defined by you



Founded in 1911, IBM has celebrated over 100 years of innovation. From personal computers to the barcode, from floppy disks to outer space, IBM has been there.

Today, IBM is a global cognitive and cloud company changing the way the world works. We foster a culture of creative, innovative thinkers; people curious about how technology can transform businesses and impact the world. We cultivate a diverse, inclusive team of people wanting to pioneer, reimagine and disrupt the future. We're driven to stay ahead to be essential to our clients, and this begins with our talent.

A culture of inclusion and belonging

With more than a century of work on building equality in the workplace, IBM is proud of our long history of diversity and inclusion milestones.

This legacy, and our continued commitment to advance equity in a global society, has made us leaders in diversity and inclusion. In 2020, IBM was recognised as the "Gold Level Employer of Choice" in the annual Australian LGBTQ+ Inclusion Awards.

Championing technology for good

IBM is committed to a wide range of initiatives designed to build skills and capability in Australia, in partnership with Australian and Indigenous-owned organisations of all sizes. These initiatives include our P-TECH program, providing students alternative career pathways and our WithYouWithMe partnership, helping veterans reskill in technology.



Your questions answered...

Q Do I need to have a technical background to work at IBM?

A Not necessarily; we do hire roles that require study in technology, however we also have many roles where we look for people from a wide variety of disciplines. These roles include project management, business operations, consulting, strategy, design and more. What's most important is a passion for technology and innovation, which is essential at IBM.

Q What personal development and learning opportunities does IBM offer?

A IBM has online learning academies and classes for almost anything that you could think of, in fact, IBMers are encouraged to do 40 hours of learning every year. This learning can be related to your role or just based on something that you find interesting, and for some courses you can earn a digital badge. You can even start earning badges as a student via: ibm.biz/IBMStudentBadges.

Q When does recruiting start for intern and graduate positions?

A Recruitment tends to be year round. Keep an eye out on our social media pages!

Things you need to know...

Benefits:

IBMers get access to a wide variety of benefits, including retail discounts, flexible working, IBM stock purchase plan and the employee assistance program.

Your Learning:

All IBMers are encouraged to continue their professional development via our exclusive platform YourLearning, which has thousands of hours of free education on technology, soft skills and much more.

Give Back:

IBM.org is the home for volunteering opportunities and initiatives, including the IBM Service Corps, where squads of IBMers use their professional skills to help people and communities tackle local issues in education, sustainability, health and economic development.



Want to find out more about a career with IBM?

Visit: ibm.com/au-en/employment



ibm.com/au-en/employment

SAS is the leader in analytics



Through innovative software and services, SAS empowers and inspires customers around the world to transform data into intelligence. As the leader in analytics software and services, SAS transforms data into insights and allows you to discover new opportunities.

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

SAS helps customers to "Transform a World of Data into a World of Intelligence". SAS is a Global company helping thousands of customers across all industries to solve complex business problems. Our customer's use SAS Solutions with their data, to make better business decisions, such as to help develop medical treatments faster or support conservation charities better protect the world around us.

We envision a world where everyone can make better decisions, grounded in trusted data and assisted by the power of analytics. And when decisions happen at just the right moment, advancements are set in motion and the world moves forward. Examples include;

- ✦ Protecting endangered species by identifying and monitoring digital images of animal footprints
- ✦ Changing conversations about behavioural health through data analysis
- ✦ Finding the next football star with artificial intelligence
- ✦ Keeping aircraft operational for crucial missions using Machine Learning

What we stand for

What does SAS stand for? We believe in connecting analytics and advocacy to create something new, better, purposeful and lasting. We believe, a better world can be imagined through innovation, that curiosity is empowered through education outreach, in making a difference with DataforGood and by embracing uniqueness through diversity and inclusion.

Social innovation

By bringing together technology and social purpose, we encourage positive change. As part of the DataforGood movement we support data in meaningful ways to solves issues around poverty, health, education and the environment. And to help make a difference we offer GatherIQ – a crowd sourcing app that combines the power of analytics with the talents of every day problem solvers.

Corporate innovation

Education gives each new generation the power to change what's possible. Around the world, SAS supports education initiatives that promote learning for all and build a global community of innovators, by helping put a focus on closing the analytics skills gap, encouraging earlier interest in STEM and improving reading efficiency.



Things you need to know...

Connecting to inspire curiosity

At SAS we are relentless problem-solvers, unafraid to challenge assumptions by being creative and forward-thinking. We believe curiosity is at the heart of human progress.

Connecting with community

We envision a world where everyone can make better decisions, grounded in trusted data and assisted by the power of analytics. When decisions happen at the right moment, advancements are set in motion and the world moves forward.

Connecting with you

Education gives each new generation the power to change what's possible. SAS supports education initiatives that promote learning for all and build a global community of innovators.



Want to find out more about a career with SAS?

Visit: sas.com/careers



sas.com

Be inspired. Be the difference.



Our Mission is to make the world safer, healthier and more efficient. It's important work that really matters, and every one of the Leidos team is proud to play their part. We're open minded, ambitious and committed to enabling our people to do their best work, be inspired by the opportunities and the impact they can have.

We bring together science, engineering and technology to deliver smart solutions to our Government customers' most complex problems – innovative, technically advanced and highly practical. For example, we deliver software applications for a wide range of missions in the Intelligence, Surveillance and Reconnaissance domain.

We provide critical projects to the Department of Defence whilst supporting the IT environment for the Australian Taxation Office. And we maintain legislative websites for a number of governments.

As a company, we are locally run yet globally supported. Whilst part of a US-based organisation with 37,000 people and a 50 year history, we are a relatively new name in Australia. With a local team of 1,400, we are growing and building an enviable reputation as we strive to protect and safeguard our fellow Australians.

Over the last year, we have also worked hard to enable everyone – whether now based at home, an office or a customer site – to continue to be collaborative, productive and, above all, safe and healthy.



MEET: SHAUN BLACKBURN
Software Engineer

Q What do you like most about your role?

A I enjoy the idea that the work I do has a positive impact on people and Australia as a whole, rather than just being about the bottom line. I also love the work-life balance the job offers. As long as you do your hours for the day and are at work for key meetings, the time you come in and leave is pretty flexible. There is trust from management and it makes work a lot more enjoyable.

Q What's your background?

A I studied Bachelor of Science and after working in the field I decided on a career change, and landed on a Masters in IT.

Q Words of advice

A Don't keep doing something you are not enjoying. You don't have to enjoy it all the time, but if it's none of the time, then look elsewhere to what might suit you better. A good work ethic is not something you start once you hit the workplace. Do it now.

Things you need to know...

Graduate Program

Our graduates are employed on a permanent basis and work on real projects as embedded and productive team members. During their first year they receive support, on the job training, and networking opportunities along with an assigned mentor and buddy.

Industry based learning Program

This 12 month opportunity is ideal for students in their penultimate year at university, providing the opportunity for hands-on work experience by tackling real projects alongside more experienced team members.

Enabled to Thrive

At Leidos, we enjoy a truly supportive, inclusive and flexible culture. Find out more!



Want to find out more about a career with Leidos?

Visit:
leidos.com/company/global/australia

Email:
careers.au@leidos.com



leidos.com.au

Hear Now. And Always

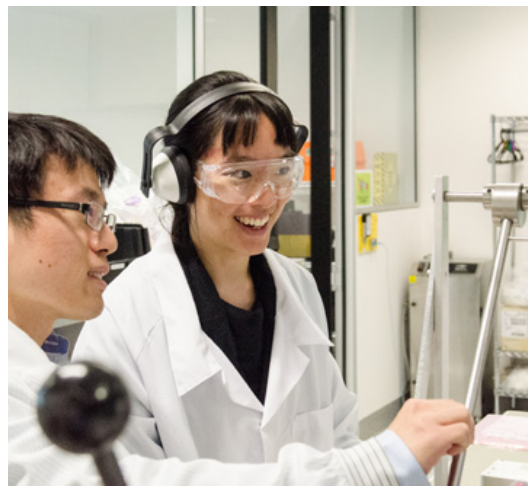


As the global leader in implantable hearing solutions, Cochlear is dedicated to helping people with moderate to profound hearing loss experience a life full of hearing.

We have provided more than 600,000 implantable devices, helping people of all ages to hear and connect with life's opportunities.

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.

Our brandline, **Hear now. And always** is a recognition of how essential hearing is and how it enables people to make the most of life's opportunities. And it's our commitment to connect them to the experiences that hearing offers and support them on their hearing journey, no matter how their lives or the world around them changes



What do we do?

Cochlear develops a range of products to address different types of hearing loss. These products include:

- + cochlear implants
- + bone conduction implants
- + acoustic implants

Whether these hearing solutions were implanted today or many years ago, Cochlear strives to continuously develop new technologies and innovations for all recipients. Cochlear invests more than AUD\$180 million each year in research and development and currently participates in over 100 collaborative research programs worldwide.

Where are we based?

Today, Cochlear is a global company with manufacturing facilities in Australia, Sweden, Belgium, Malaysia and the United States. Cochlear's global headquarters are on the campus of Macquarie University in Sydney, Australia with regional headquarters in Asia Pacific, Europe and the Americas. Cochlear has a significant international footprint, selling in over 180 countries, and a global workforce of more than 4,000 employees.

Things you need to know...

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.

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 export them to the world. And we manage our global operations from right here in Australia.

We want you to be the best you 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 believe our 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.



Want to find out more about a career at Cochlear?

Cochlear: cochlear.com/au/en/about-us

Graduates and students: cochlear.com/au/en/corporate/careers/jobs-at-cochlear/graduates-and-students

Or contact: jobs@cochlear.com



cochlear.com

Australia's very own Silicon Valley tech giant



“Technology is going to be the major driver of change over the next 25 years. It has been over the last 25.”

Mike Cannon-Brookes
Co-Founder and Co-CEO

Who Atlassian is

We're a team of 5,000+ Atlassians supporting an international group of 170,000+ customers. We build tools like Jira, Confluence, Bitbucket, and Trello to help teams across the world become more nimble, creative, and aligned.

Using those tools, our customers and teams have helped put the Mars Curiosity Rover into space, develop the cochlear implant, and built thousands of products launched to millions of customers around the world.

Our mission is to help unleash the potential of every team.

A bit more about this Australian-born company

Atlassian became the solution to a series of problems our Co-Founders experienced while working for other companies—places that felt soul-sucking the minute you walked through the door. A type of place where no amount of free coffee could fix. So they fixed it themselves. Those first few code lines launched Atlassian and are the backbone of Jira's humbling beginnings.

From Amsterdam and Austin to Sydney and San Francisco, to Bengaluru or **almost anywhere**, we're looking for people who want to write the future and believe that we can accomplish more together than apart.



Meet past & present Gradlassians

JOSH DEVENNY
Product Manager, Sydney

Josh Devenny came to Atlassian through a university internship program, and never left. Seven years in, he's moved from a role serving co-CEO Scott Farquhar directly to working as a Principal Product Manager. "The PM role is very specifically understanding the customer, working very closely with the problems that customers have, and trying to really get to the root of the problem."



CARMEL HINKS
Software Engineer, Sydney

As a seasoned Java developer at Atlassian, Carmel Hinks loves the fast-paced world of problem-solving. "What drew me to Atlassian was when I spoke to people, they were really enjoying everything they were doing, and working on new exciting technologies, and for me that was just, you know, where I wanted to be."

Speaking on stage?
Check out [Carmel's tips here](#).

Things you need to know...

Our benefits and offerings

Our big hairy audacious goal is to double our employees to over 10,000. Whether you work in an office or are part of an internationally distributed team, Atlassian is highly collaborative and, yes, fun!

To support you at work and play, we offer some fantastic perks like:

- + Five paid volunteer opportunities
- + Ample time off to relax and recharge
- + Quarterly 24 hour hackathon called Shipt

Learn more about Atlassian's perks, by reading up on [Pledge 1%](#) and our most current [Sustainability Report](#).



Want to find out more about a career with Atlassian?

Visit: atlassian.com/students



atlassian.com/careers

Mining, Energy & Resources



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There's more to mining careers



Australia's minerals industry is an exciting and vibrant sector, with so many different jobs and opportunities on offer for school leavers, apprentices and trainees, trades people and university graduates.

The modern mining industry is much more than just big machines, hard hats and high vis. Geologists and mechanics, engineers and environmental scientists, accountants and drone pilots are just some of the exciting and rewarding careers on offer!

As the industry continues to evolve to meet the needs of a rapidly changing world, one thing remains constant – the need for the best people who want diverse and challenging careers to last a lifetime.

Advances in technology are making our industry safer, more competitive and more sustainable. The Australian minerals industry is rapidly adopting new technology such as robotics,

drones, data science and virtual and augmented reality, creating a different skills mix for our future workforce.

The MCA put together Australia's first ***More to Mining Careers Guide*** to show the world the highly skilled, highly paid job opportunities on offer in our world leading minerals industry. The Careers Guide provides young people and their families with information on these roles and what the mining industry has to offer, and provides information on the different pathways into the industry.



Australian mining...

...is essential to modern life

From the gold in your iPad to the iron, chromium and nickel in your stainless steel fridge, from the bauxite that makes the aluminium in wind turbines to the lithium that powers your phone and electric car, mining provides many of the things in *modern life*.

... knows diverse teams are more productive, innovative and creative

The minerals industry is one of the largest private sector employers of Indigenous Australians and companies are working hard to

close the gender equality gap in employment and remuneration. Future working arrangements will also be more flexible – people might want to live away from site and work at a Remote Operations Centre, offering people with disabilities a chance to enter the minerals industry.

...is embracing technology

In some industries, technology advances would mean losing jobs to robots and automation. In mining, technology means safer and more productive jobs. Most jobs in mining will be enhanced by technological innovation – if you're interested in robotics and automation, mining could be for you!

Things you need to know... First-class people for a world-class industry

Mining gives 240,000 Australians a job.

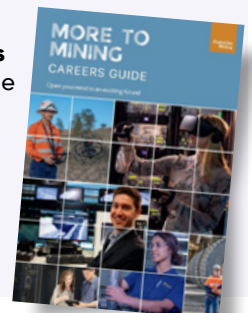
And when you take into account the Mining Equipment, Technology and Services sector, which provides support to mining and minerals processing, the industry provides jobs for about 1.1 million people.

Our miners are younger than the all-industries average, highly paid, highly skilled and totally committed to being the best in the world at what they do. They also look after the environment, their mates and put a huge amount back into their local communities.



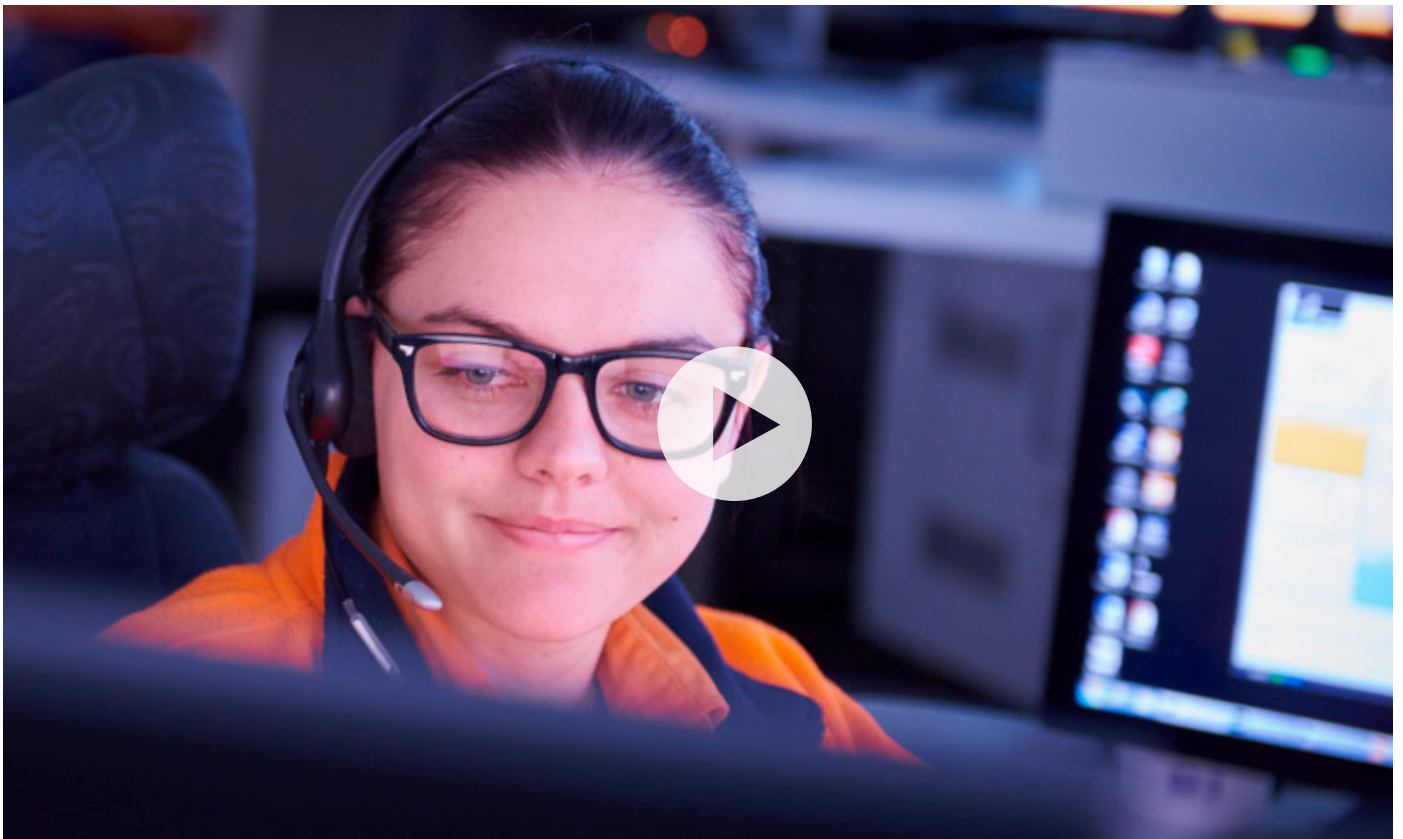
Want to find out more about careers in mining?

Check out our **careers guide** online



minerals.org.au/careers

Discover what's possible – a career lined with gold!



**Looking for a diverse career with endless opportunities?
Interested in traveling to amazing countries and locations? Excited by digital innovation and technology?
Seeking to be part of a global community and inclusive workforce?**

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... We are one of the world's largest gold mining companies, with operations in three countries and activity around the world. We find, develop and operate gold-copper mines. We are committed to maintaining a safe and inclusive environment for our people, sustainably operating and developing mines in line with strong

environmental and social practices and building lasting relationships with the communities in which we operate.

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. It is our vision to be the Miner of Choice.

Work with us... A career with Newcrest may see you working all over the globe designing life of mine plans, proving our safety and operational and production performance or collaborating with the local communities where we operate.

What makes us shine

We understand that creating a diverse and inclusive workplace is everyone's responsibility and we are committed to building a diverse and inclusive environment where everyone feels safe, valued and supported to bring their whole unique self to work. This involves embedding inclusion into all aspects of leaders and workforce experience.

We continue to increase the representation of women across our business globally, including females in technical and leadership roles; and employing indigenous, First Nation and local people in each of our global locations. Newcrest is a member of the International Council of Mining and Metals – 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 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.



Discover what's possible



Things you need to know...

At Newcrest you'll discover opportunities to explore different career pathways. Supported by development programs and guided by our leaders, you'll learn and grow in your time with us. We offer a range of entry points for emerging talent such as apprentice, Vacation and Graduate programs. We believe in long-term careers and offer positions across many different professions

and locations. In addition to great benefits like flexibility, competitive salaries, employee share schemes and additional leave provisions, we have a range of employee discount programs in place for things like buying your first car, holidays, and fitness. We also offer Education Assistance to support employees pursuing ongoing education.



Want to find out more about a career with Newcrest?

Visit: newcrest.com/careers/current-opportunities



newcrest.com



Start your career with APA



Our people

Our approximately 1900 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. We are driven by our values. We are dedicated to the health and safety of our people and in creating workplaces that foster their success. We want our people to grow with us. We want everyone to be able to succeed, deliver results and be encouraged to reach their full potential.

Real opportunities and 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; from apprentices and graduates to electricians and engineers; marketing and finance; safety and environment; administration and training – APA has an eclectic array of roles – the opportunities are varied and real.

Community Involvement

APA cares about communities.

We strive to:

- + Create career opportunities for local communities.
- + 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, Black Dog Institute and Movember.

Have a look at what some of our employees have to say about APA ...

Karen – Graduate Engineer

"Observing how Senior Engineers at APA approach tasks and problem resolution has enabled me to build up a strong foundation of technical knowledge, develop more autonomy and establish good engineering problem solving skills"

David – Graduate IT

"From hands-on technical work, to client facing and leadership building experiences, APA's program is well structured yet flexible; encouraging you to build connections and expand your knowledge into different areas of the business."

Ashley – Technical Officer, Electrical

"I like that every day is different, from the work location to the task that I am doing. I enjoy the challenge of working out why something isn't working and the rewarding feeling when I get it working again. I enjoy the comradery with my work mates. I have a great time, and have a very fair and reasonable manager and a very supportive work place. I enjoy the flexibility the job offers, and I like working for an Australian owned company."



Things you need to know...

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.

Community engagement

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

National company

We work in cities, suburbs, country towns and some of the most remote locations in Australia. We have workplace in all mainland states and territories. You could have the opportunity to work at a location close to home or even take a leap interstate.



Want to find out more about a career at APA?

Visit:
apa.com.au/careers



apa.com.au

Transport & Logistics





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transdev
the mobility company



We move the businesses that move the world



With over 130 years' experience, Toll Group, proudly part of Japan Post, operates an extensive global logistics network, covering road, air, sea and rail across 1,200 locations in more than 50 countries.

With a bold vision and innovative drive, join our 44,000 colleagues as we lead industry change and transform how customers best meet their global supply chain needs in a meaningful and sustainable way. There are countless opportunities to learn and make a real impact in shaping our industry's future. Grow with diverse challenges amongst a friendly and inclusive global culture.

Take pride in building relationships that matter, because being connected is at the centre of what makes Toll great – it's what makes our possibilities endless.

We offer a range of opportunities. 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 global company, we also need exceptional talented people to work in our offices or in professional roles. This includes administration, human resources, legal, finance, marketing, IT, sales, business development, environment, insurance, risk... the list goes on!



MEET CAMERON CALLAGHAN

Q What's your main role?

A As a Graduate at Toll Group my role includes working with the operations team to help move the businesses that move the world.

Q What do you love most about what you do?

A As a Graduate at Toll Group I really enjoy new challenges in delivering important freight for all of our customers, especially medical and grocery items as getting these to customers quickly can have a real positive affect on the community.

Q Where to from here?

A As a Graduate at Toll Group I aspire to lead as an operations manager with operations, business & people skills.

My career pathway

- 1 Graduated from year 12
- 2 Commerce Degree at Macquarie University for 3 years
- 3 Toll Group Graduate for 2 years
- 4 Operations Supervisor
- 5 Operations Manager

Things you need to know...

We offer exciting options for building your career with Toll

Toll's Global Graduate Program is designed to build our future experts and leaders. We offer recently qualified graduates with a Logistics and Supply Chain, Management, Commerce or Engineering background a two-year development program based across four rotations.

We are passionate about innovation

We are passionate about progress and have a bold vision. We are partnering for innovation across the globe to transform how our customers experience world-class logistics. We support our people and communities as we invest in new technologies, next-generation warehouse

facilities and a more fuel efficient and safer fleet.

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 salaries, benefits and conditions.



Want to find out more about a career with Toll?

Visit: tollgroup.com



tollgroup.com



Drive your career from the floor up!



Link (above): Hear from one of our team members, Indira Abrahams about how she transitioned from school into her career at Mainfreight.

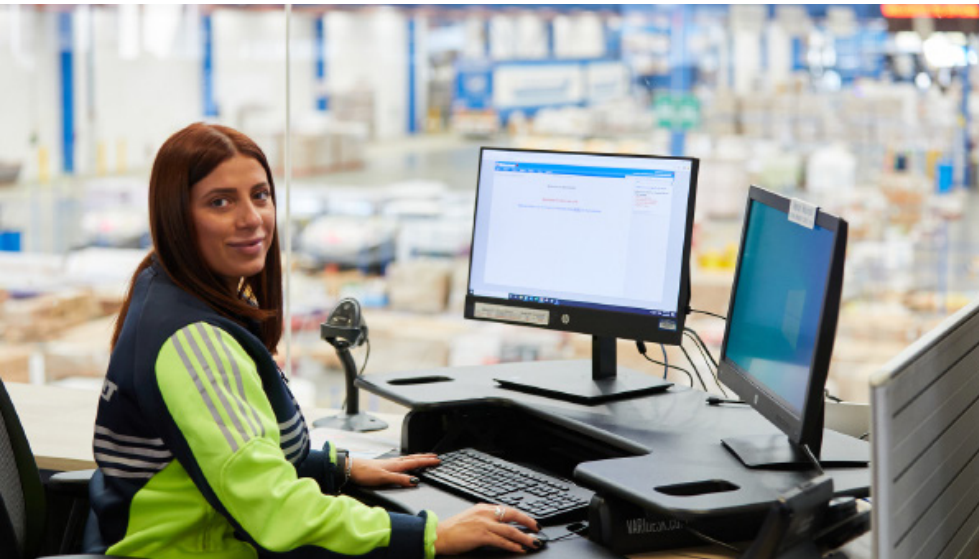
From very humble beginnings, Mainfreight first began its operations in 1978 and has since grown into a Global Supply Chain powerhouse.

With our business growing at an exceptional rate Mainfreight now has over 280 offices across 26 countries... and counting! This growth has come about through our teams amazing work, effort and belief that "with passion, anything is possible".

In our business, if you've got the right attitude there's nothing stopping you from reaching your full potential. If you're just about to leave school – or have had a bit of time in the workforce, there are plenty of opportunities with Mainfreight. Our school leavers and graduates start learning our business from the ground up. That means you could be loading freight, driving forklifts or checking freight. One thing's for sure; you'll have every opportunity to learn if you're prepared to work hard, listen and ask questions.

What we do?

At Mainfreight, we are a one-stop shop for global supply chain and logistics needs. We offer international and domestic freight transportation, warehousing and everything in between. With branches across The Americas, Asia, Australia, Europe, and New Zealand, our network of passionate team members work together with our customers to design effective supply chain solutions.



Warehousing Solution Team

JOSEPH PADUA

Q What is your current role?

A As part of the Warehousing Solutions Team, I help to create and implement software and hardware changes that improve Mainfreight's warehousing operations. In an average week, I test new software releases that improve our Mainfreight warehouse management system, I provide support to all of the Mainfreight Australia warehousing team and oversee projects and implementations for future warehousing customers.

Q What do you love most about what you do?

A The most exciting part of my role is when we begin working on a new technology that we hope to apply into our operations. An example of this is our put-to-wall system, which is a library based racking system that works with RF scanners to pick and pack orders more efficiently. The best part of my role is having the freedom to work and create a solution that has a real benefit. The greater the challenge the better.

Things you need to know...

1 Culture

Our unique family and philosophy makes Mainfreight, Mainfreight. This culture is our most treasured asset and is at the heart of our past, our present and our future. Our philosophy is to promote from within, so once you become part of the Mainfreight family, your career could take you anywhere!

2 Our Graduate Program

We offer a two-year unstructured graduate program. Our graduates start their career in entry level roles and drive their careers from the ground up. We accept university graduates from all degree backgrounds into our general business program.

3 100 Year Vision

Rather than quick wins or short-term gains, Mainfreight's strategies, decisions and actions are guided by a desire to create a strong and enduring business.



Want to find out more about a career at Mainfreight?

Visit: mainfreight.com/australia/en-nz

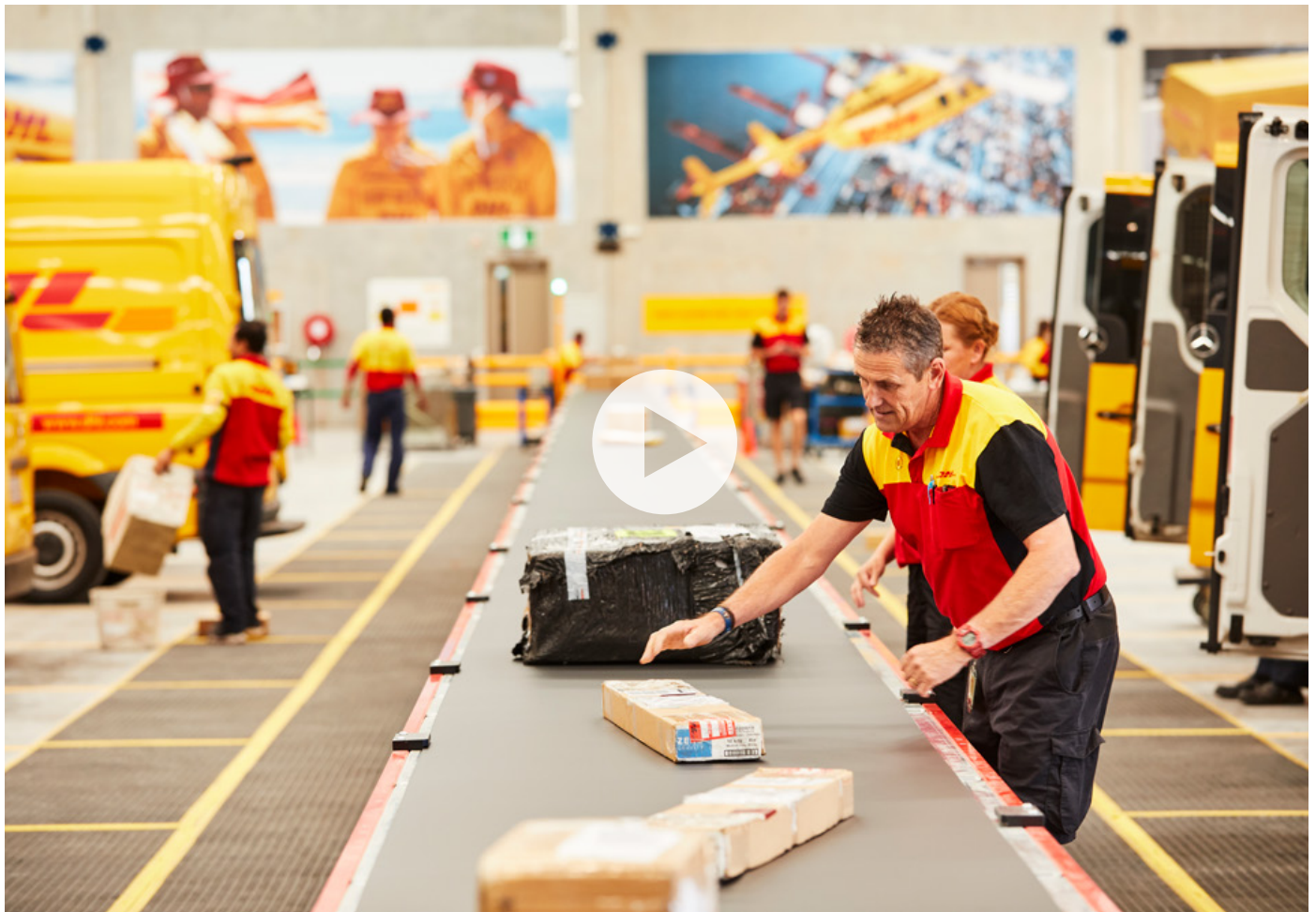
or email: CareersAU@mainfreight.com.au



mainfreight.com/australia/en-nz



Connecting people. Improving lives.



At DHL Express, career opportunities are as diverse as our teams around the world, with more than 100,000 employees in over 220 countries and territories. Our solutions are powered by trade, logistics and the drive and passion of all our employees.

For more than 50 years, DHL Express has been delivering meaningful shipments all over the world, from urgent business materials to crucial life-saving medicines and charitable donations – we have the potential to make a significant global difference!

With local people and local knowledge at the forefront of our success, you are guaranteed to join a motivated, passionate and diverse international team – well it's actually more like a global family here at DHL Express!

Many of our employees spend their entire career with us, moving from one role to the next. They might join as an intern or on the shop floor, then work their way up through different departments and divisions – and different countries too! We think this says a lot about who we are, and it's something that makes us extremely proud.

Discover where you can go

At DHL Express, we value loyalty, nurture talent and encourage progression. And we reward and promote from within whenever we can. Whether it's through flexible work schedules, a culture of openness and respect, or our comprehensive range of development programs, we help our employees realise their full potential and become a specialist in their area.

DHL Express provides students and graduates with various opportunities to join exciting projects, master demanding challenges and assume responsibility – the right way to launch your career.

With DHL Express, you can grow as much as you want to grow. We have a variety of learning opportunities – from customer service to operations – so there's plenty of room for you to explore.



Things you need to know...

Make a difference through community initiatives

Work for a company who is committed to 'Living Responsibility' which means not only adhering to ethical standards, but also a commitment to helping the community and the environment. Participate in our Global Volunteer Day activities, plant a tree or support our longstanding partnership with Surf Life Saving Australia.

Help lead logistics towards a greener future

Our contribution to greater sustainability around the world is green logistics. To realise a more sustainable future we think it's important to think big. Our climate protection target is to reduce all logistics-related emissions to zero by the year 2050.

Be part of an award winning employer

Our culture and workplaces are built on respect, recognition and equal opportunities. We have been recognised through various awards for this, including the Great Place to Work Award, Top Employers Institute Award and the Australian Business Awards Employer of Choice.



To learn more about the career possibilities at DHL Express, check out the following interviews with Courtney from our Recruiting Team who began her career in our contact centre:

vimeo.com/460424448/39476b4253

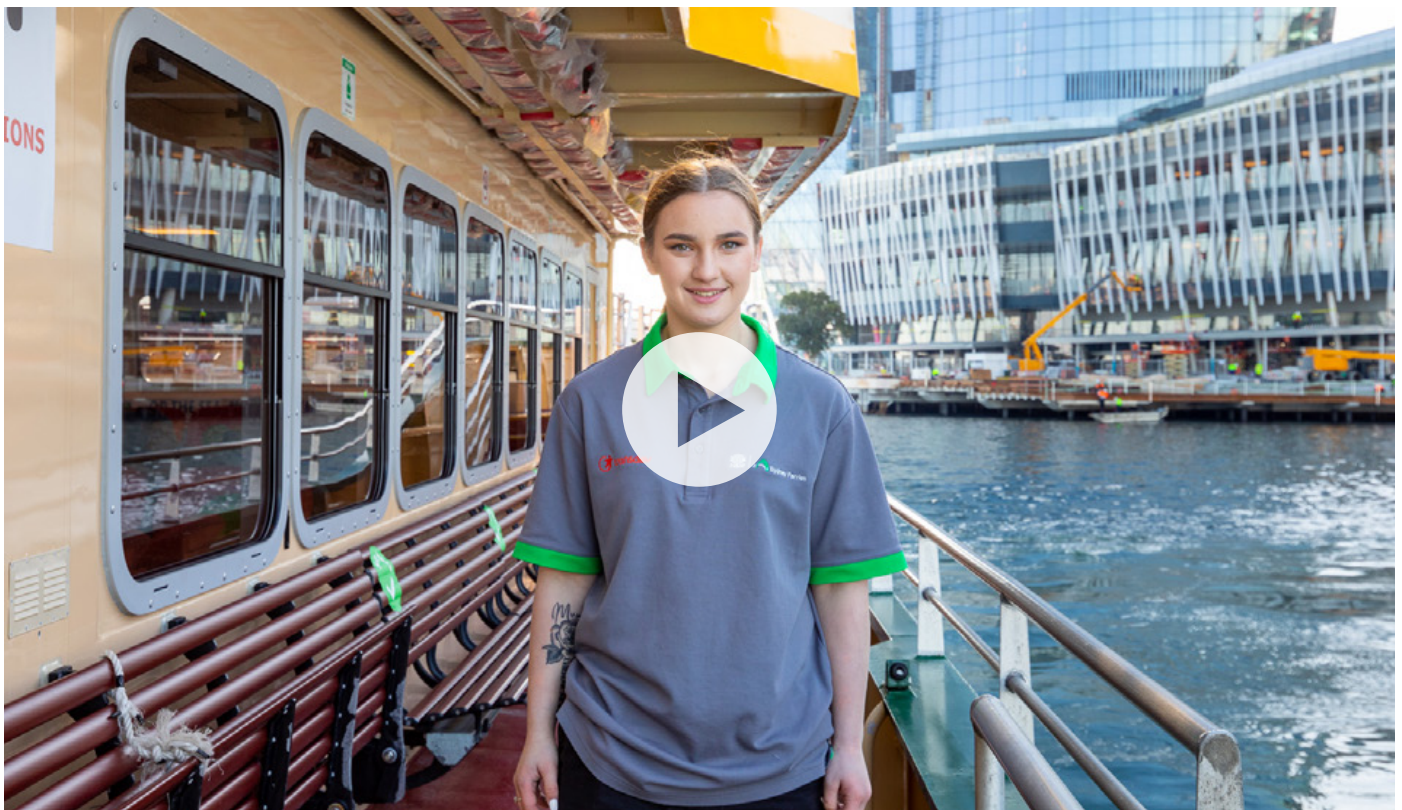
Nonna from our Learning and Development Team who discusses some of our fantastic development initiatives:

vimeo.com/460420108/8851a9a64d



dhl.com/au

A career in public transport can take you anywhere



Transdev is at the heart of keeping communities moving, providing public transport services in 8 locations in Australia and New Zealand.

In New South Wales, we proudly operate the iconic Sydney Ferries, numerous bus routes, autonomous vehicles and the light rail network including the exciting new Paramatta Light Rail.

In Victoria we operate and maintain 30% of Melbourne's bus routes including the highly utilised SmartBus routes. In Queensland we operate 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.

Help shape Australia's future

Contribute to the sustainability movement and make a difference in

our world. Play a key role in helping reduce urban traffic and emissions by encouraging our community to move together. Help design our future cities and be a part of game-changing solutions that bring our diverse networks closer than ever.

Local Company with global opportunities

Transdev is the world's largest multi-modal public transport operator. Our international network of journey makers allows you the opportunity to experience and understand how public transport works locally in Australia, but also abroad through our global early talent program. Visit our head office in Paris or learn more about our American operations...the pathways are endless!



What can working for Transdev look like?

Ever considered a career on the water?

Launch your career on Sydney's Harbour, through a 12-month program that assists you in getting your Certificate II Maritime Operations, straight out of High School. Learn on the job in a lively, diverse, and supported environment that has great opportunity for career progression.

Love being outdoors?

Explore your future in mechanical roles through our apprenticeship program. We have various trades available including Heavy Vehicle Diesel Mechanic, Boilermaker, Electrician, Body Builder. Kick off your career, straight out of school, get paid to learn and obtain the relevant TAFE qualification and a stable career.

Thinking of going to university?

Transdev has a fun and dynamic multi-disciplinary graduate program. Over 18 months you will develop and progress as a young professional, dive into gritty projects that make real change and engage with our Australasia Executives. Through our tailored learning and development program, you will become equipped with the skills and competencies required to mobilise your career.

Things you need to know...

1 Belong @ Transdev

We empower all team members to enjoy the same opportunities regardless of gender, sexual orientation, cultural background, and accessibility requirements. We want you to have the freedom to find your voice, your purpose and ultimately, pave your journey.

2 Pioneer the digital revolution in public transport

Work in an industry on the verge of change. Autonomous vehicles, simulators, augmented and virtual reality are all part of the everyday at Transdev.

3 Make a real impact

Contribute to the sustainability movement and make a difference in our world. Play a key role in helping reduce urban traffic and emissions by encouraging our community to move together.



Want to find out more about a career with Transdev?

Visit: transdev.com.au



transdev.com.au

Agriculture





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Join our team. Build your career.



Consolidated Pastoral Company (CPC) is an Australian managed Agrifood business with an international presence. It owns and operates an expansive portfolio of cattle stations across northern Australia. The company also holds a 90% interest in Juang Jaya Abdi Alam (JJAA) which owns and operates two feedlots in Indonesia.

Our history goes back to 1860, with the CPC portfolio of properties first consolidated in 1983. CPC direct sales channels primarily involve selling cattle and beef to Asian consumer markets, domestic feedlots, processors and exporting live cattle. At CPC, it doesn't matter whether you're male or female, experienced or looking to have a life-changing experience, we support career development and provide ongoing opportunities at every level. We are always looking for team members who are self-reliant, resourceful, practical, versatile, adaptable, capable and have the ability to deal with different personalities that living in a rural community offers.

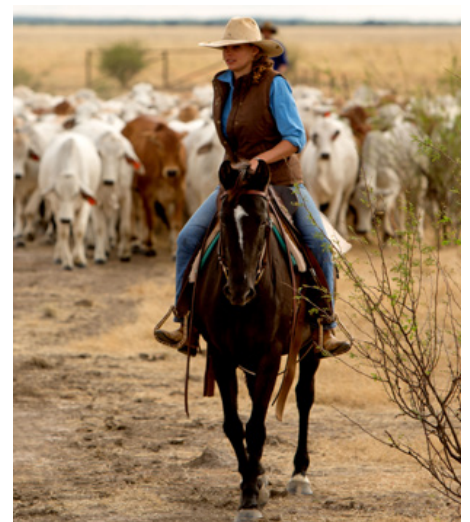
At the start of each season, CPC welcomes on board new employees who initially start their training at a dedicated Induction Week at the station where they will work for the season. We develop our people from the ground up, both internally and externally, no career path is the same. Build your own career at CPC.



An insight.....

Once arriving on station, employees will go through site specific induction and training prior to beginning work for the mustering season. This will include skills training such as horsemanship, horse shoeing, cattle work, fencing, water and mechanical maintenance and motorbike skills. The induction also allows new employees to learn information such as low stress stock handling techniques and Workplace Health and Safety within the pastoral industry.

We also believe our team members are a vital link in the continuing success of our company and therefore in addition to our focus on training and development we encourage strong communication throughout CPC. CPC hosts the CPC Stations Challenge for all employees to showcase their skills in stock, horse, cattle, cooking, innovation, photography and various other challenges to see who will take the lead. Socially, life in the bush is what you make it. Whether it is heading to a camp draft, to the nearest centre for the local races and events or time out on the station, there is always something going on.

**Things you need to know...****Opportunities are endless**

Being a part of our team comes with some great benefits, it's not about what work you have done, or what you've studied, or where you went to school; it's about you ... and what you can do. Your opportunities are endless.

Build your career through training

Many of our people kick off their tertiary education by enrolling in a Certificate II or Certificate III in Agriculture or Rural Operations where they can achieve a qualification alongside their daily work tasks, with the support of their leaders and management teams.

What's in it for you?

You will enjoy above award wages paid directly into your bank account, subsidised food and accommodation, fare reimbursement, saddle and tool allowances. You have your power and water paid for. Take the lead and experience the real outback.



Want to find out more about a career at CPC?

Visit:
pastoral.com/en/content/careers-0



pastoral.com

Ag solutions business of the future



We are committed to attracting the best and brightest to find a better way, focus on innovation and improve processes and products.

As part of Nutrien, the world's largest provider of crop inputs, services and solutions, at Nutrien Ag Solutions we work with farmers to solve the myriad of challenges that come with growing food and fibre. We're moving the agriculture industry and the world forward – today and for generations to come.

The scale of Nutrien Ag Solutions enables our employees to access diverse career opportunities.

Whether you are looking to develop your career within a specialist area or aiming to take your career to new and unexpected directions, joining Nutrien Ag Solutions will provide you with an exciting future. We seek people who are collaborative team players, deliver on their commitments, innovators in search of a better way, believe in inclusion and have a safety-first mindset.

**HARRY SAUNDERS**

Branch Manager, Springsure QLD

Q What do you like most about working for Nutrien Ag Solutions

A The most enjoyable part about working for Nutrien is the autonomy of the job and the variety of work that I do on a day to day basis. There is a lot of freedom in my work schedule and that's what makes the job so rewarding.

Q What sort of skills do you need to have to become an agronomist?

A The most important skill would be critical thinking. When you're in paddocks all day you tend to see some things that require you to ask a lot of questions. As a young agronomist it's a vital skill to be able to ask questions to other agronomist and work out why something might be happening.

On top of that you have to be able to build relationships with growers and understand their business, if you fail to do this then you'll never be on the same page as them and that can lead to miscommunication down the track.

Q What are the broader opportunities for people who decide on a career path in Agronomy?

A One of the main reasons I became attracted to agronomy was because it gives you a great fundamental understanding of agriculture. In terms of career progression, agronomy can open the door to options such as branch management, commodity trading, marketing, procurement etc.

My career pathway:

- 1 Graduated from year 12
- 2 Studied Bachelors of Agribusiness at the University of Queensland
- 3 On the job training as a Graduate Agronomist
- 4 Account Manager – Agronomy
- 5 Branch Manager

Things you need to know...**Career Development**

Our highly successful Graduate Program and Traineeships are favourably recognised nationally. Our Agronomy Graduate Program runs for two years and is designed to suit the individual interests of the participants.

Reward & Recognition

We have several annual events and programs to recognise employees who have demonstrated alignment to our core values and exceeded performance expectations. Some other benefits include salary packaging, professional development, study assistance and corporate discounts.

Diversity & Inclusion

We celebrate and value the contributions of all our employees and champion diversity and inclusion within our industry.



To find out more about a career at Nutrien Ag Solutions?
Visit: nutrienagsolutions.com.au/careers



nutrienagsolutions.com.au/careers



Tey's Australia: Our Company



Tey's Australia is an ever-evolving global food business built on true family values of four generations of the Tey's family and our Cargill joint venture partners.

We are best known for providing our customers with a broad range of quality protein products, but that's not all we do. We work hard to create and deliver a complete range of value added, food manufacturing and co-product solutions to our customers around the world.

Every year, we produce and distribute the equivalent of approximately 1.7 billion meals, exporting to more than 60 countries.

This ability to feed people and enrich lives is how we've become the global food brand we are today.

Since 1946, our business has been built on our relationships with our people, partners, producers, customers and our local communities.

We are proud partners to more than 7000 Aussie beef producers, and have more than 4700 people across 15 sites and four states, working toward creating sustainable and brighter futures for our communities, building on the Tey's legacy for generations to come.

Our Purpose – Feeding People, Enriching Lives

Our Vision – To be the leading provider of innovative animal protein supply chain solutions, linking Australian producers with global customers

Have a look at the career paths of some of our inspiring employees...

Electrical/Fitter Apprentice (Cobus) – Wagga Wagga

'I was working as a production worker when Teys advertised internally for first year fitter and electrical apprentices. I was in the production team for approximately nine months before taking up the apprenticeship and have been studying at TAFE while working in the trades team for 12 months. I love my trade, it is challenging, interesting and exciting every day. The quality of the training you receive from Teys is impeccable'

A Teys Values Story (Mal) – Tamworth

'Tey's has been my first and only employer and it's great that they have been so supportive and offered me the opportunity to progress in my career. Starting as a labourer in 2000 when I left school, I never would have imagined rolling briskets would see me 13 years later as the Training Manager for Tamworth. I started my career in the boning room and have progressed through several roles, giving me the opportunity to develop my technical and leadership skills, and complete a Certificate in Training and Assessing. I love that I can give back to the business by mentoring others and provide hands on training.'



Things you need to know...

① Pathways to Teys

Our career paths are supported by traineeships, apprenticeships, school-based learning programs, a graduate program, and leadership development. Since 2011 we have had 56 Graduates join our business, working across a number of departments including Processing, Environment,

Asset Management, Quality Assurance/Quality Control, Safety and Livestock.

② Training and Education

Employee training and development is a high priority for us and we continue to promote employee career paths, choosing appropriate education and promoting from within.

③ Giving Back to the Community

Our community involvement does not stop with employment opportunities – community participation is embedded into the cultural fibre of our business. This includes participating in local events, making donations and volunteering our time.



Want to find out more about a career at Teys Australia?

Visit:
teysgroup.com/au/our-people/apply-now



teysgroup.com/au



Growing careers in the global food industry



Australia'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 80 export markets. Other TFI group companies include retail label and ready-to-cook meals business Thomas Farms, small stock processor Frew International and seafood exporter Thomas Cappel Seafoods. 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.



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."



Things you need to know...

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



Want to find out more about a career with Thomas Foods International, visit?
Visit: thomasfoods.com/careers



thomasfoods.com/careers

Travel & Tourism

A person is sitting at a desk, reading a travel magazine titled "GOING PLACES". The magazine cover features the subtitle "TRAVEL / LIFESTYLE / WELLBEING" and articles like "Travel Tips: Your guide to planning the perfect getaway" and "the Best... around". In the background, a large world map is visible on the wall, and a smaller map of South America is on the desk. The person's hand is visible, holding the magazine.



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FLIGHT CENTRE®
Travel Academy

Flight Centre Travel Academy



Flight Centre Travel Academy is able to offer what no other training providers can - the best blend of academic content and industry know-how. Delivered in conjunction with our partner Torrens University Australia, we offer a university level Diploma of Travel and Tourism, designed to provide graduates with a broad base of Travel, Tourism, Business and Marketing knowledge and skills suitable for employment.

When you train with the Flight Centre Travel Academy you are learning from the leaders in the travel industry. We know travel going forward will look different; there will be a focus on safe and sustainable travel, and people will be looking for expert advice and will want to reach out to professionals more than ever before.

With monthly intakes, the option of virtual classes or 100% online study, you can be qualified and ready to start your travel and tourism career in 9 months (full-time) or 18 months (part-time).

Our course is open to Australian Citizens or Permanent Residents with a minimum requirement of completion of Year 12 (or equivalent). No ATAR required!



Meet Angelique

Our Diploma gives you with a head start to your exciting career in the travel and tourism industry, just like our graduate Angelique, who was offered a job within days of graduating!

Q Why did you choose to study at the Flight Centre Travel Academy?

A I've always loved to travel but there is something about Flight Centre that has always attracted me. I love travel and the Diploma seemed like the perfect course for me!

Q What did you enjoy the most about the course?

A I'd definitely say the facilitators. My in-class facilitators were really genuine people. They help you as much as you need and it is a lovely atmosphere. Plus, getting to be a part of the Flight Centre atmosphere without even working there yet. You get to get a good head start.

Q What advice would you give to future students?

A Just do it. Do it 100%! Even if you don't want to work at Flight Centre it gives you so many tools to work in the travel industry.

Things you need to know...

Work experience

Guaranteed work experience with our industry network is built into your course, giving you the chance to get real life experience and create powerful industry connections.

Expert trainers

Learn from lecturers that are all industry experts with experience across airlines, travel agencies, corporate travel, business and touring. Flight Centre is a globally recognised travel brand, why would you study travel and tourism with anyone else?

University level qualification

Knock the first year off your Bachelor of Business while also gaining a qualification! Completion of our Diploma will give you guaranteed entry into the second year of a Bachelor of Business with Torrens University.



To find out more about a career with Flight Centre, visit: fctravelacademy.com



fctravelacademy.com

Australian Defence Force





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 **ADFA**
AUSTRALIAN DEFENCE FORCE ACADEMY  **UNSW**
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**NAVY****ARMY****AIR FORCE**

About the Australian Defence Force



When you join today's modern Australian Defence Force (ADF) you'll be a member of an inclusive, supportive, people-focused and forward-thinking organisation. You'll have a job with one of the world's leading military forces, supporting key defence initiatives and helping provide a range of peacetime services.

Help defend Australia and its interests

In the Navy, Army or Air Force you'll join a team that defends our borders, our people, and our way of life. You will serve alongside expertly-trained Sailors, Soldiers and Airmen/Airwomen using technologically-advanced vessels, vehicles, aircraft, weapons and communication systems.

Support communities in need and international operations

You could also be involved in a broad range of activities in Australia and overseas, including:

- + Supporting international security and counter-terrorism initiatives
- + Helping communities affected by natural disasters
- + Supporting humanitarian and peacekeeping operations
- + Protecting our borders from illegal activity and incursions

Help protect trade and commerce

The ADF provides many services that are critical to the safety of shipping – which accounts for 90% of our imports and exports and the protection of our airspace. These include:

- + Maritime and aerial patrols
- + Maritime Search and rescue services
- + Anti-piracy and smuggling operations
- + Having aircraft armed and ready to defend us
- + Marine surveys and mapping for navigation

Locations

You'll find the ADF located right across Australia and on vessels worldwide. Personnel may also be deployed overseas on combat, disaster relief, peacekeeping and aid provision operations.



Navy Cryptologic Linguist

ELISABETH

Bonjour, Olah, Guten Tag,
Konnichiwa, G'Day.

The ability to translate foreign language and accurately convey sentiment and cultural nuance is a unique skillset and Elisabeth, a Navy Cryptologic Linguist, is an expert at it.

Cryptologic Linguists work in a highly classified environment, intercepting, analysing and translating foreign languages to support Australian Defence Force (ADF) operations. They are trained on information process, communications theory and analytical problem solving.

"The best part of being a Navy Cryptologic Linguist is the variety of experiences and opportunities that come with knowing a foreign language," Elisabeth said.

"We receive world-class training and our highly specialised skills and intelligence can be applied to many situations, whether at sea, or ashore."

There are many opportunities for career growth and travel and Elisabeth says her career has taken her far beyond her expectations.

"As a Cryptologic Linguist, I have the ability to make a real difference. Our intelligence directly effects military operations."

Things you need to know...

Be part of something bigger

The ADF is a modern, inclusive and forward-thinking military organisation that offers a tremendous range of meaningful and rewarding careers.

A career that offers more

In the ADF you'll enjoy a rich and rewarding blend of career and lifestyle opportunities, plus fulfilling, well-paid work, job security and a package of benefits that is hard to match in the civilian world.

A role for everyone

The ADF promotes equality and diversity across our workforce, welcomes people of all abilities and backgrounds, and provides a safe and supportive workplace where your potential will be nurtured.



Want to find out more about a career in the Australian Defence Force? Visit: defencejobs.gov.au



defencejobs.gov.au

Benefits and Training



In the ADF you'll enjoy a rich and rewarding blend of career and lifestyle opportunities, plus fulfilling, well-paid work, job security and a package of benefits that is hard to match in the civilian world.

Career benefits

- + Skills training, apprenticeships and professional development
- + The opportunity to work with cutting-edge technology
- + Sponsored degree courses and ongoing education
- + Clear avenues for promotion and career progression
- + Job security in a supportive team environment

Financial benefits

- + Attractive pay plus allowances
- + Generous superannuation
- + Free dental and medical care
- + Subsidised accommodation
- + Free sports and fitness facilities

Lifestyle benefits

- + Memorable experiences and opportunities to travel
- + A good work/life balance
- + Getting paid to stay fit and healthy
- + Job flexibility and paid maternity and paternity leave
- + Unique camaraderie and enduring friendships

These benefits apply to all full-time roles and many part-time roles.



Never stop learning

The ADF invests heavily in the personal and vocational development of all personnel. You can choose to grow your skills in your existing trade or profession, or you might be approved to specialise in a new or expanded field.

Earn while you learn

In the ADF you could be paid to undertake a degree course and then graduate with no HELP debt; or be paid a salary while on an apprenticeship. You have the opportunity to start your career with savings instead of debt, setting yourself up for a successful future.



Things you need to know...

A lifestyle like no other

An ADF career provides stimulating work opportunities, memorable and unique experiences and a fulfilling lifestyle.

Pay and allowances

In the ADF you'll earn an attractive salary plus a comprehensive package of allowances, generous superannuation and free dental and medical care.

World-class training

Receive world-class training for your ADF role and benefit from ongoing opportunities to gain professional, trade and tertiary qualifications.



Want to find out more about a career in the Australian Defence Force? Visit: defencejobs.gov.au



defencejobs.gov.au

**NAVY****ARMY****AIR FORCE**

Australian Defence Force Careers



The ADF offers more than 250 roles across a wide range of trades and professions. There are career options to suit people with broad ranging backgrounds, skill levels and interests.

Many of the jobs offered by the Navy, Army and Air Force are comparable to civilian roles, but involve fully-paid training and clear pathways for progression – along with travel, unique experiences and ongoing development. The areas you could work in include:

Administration

Help keep things running smoothly on base, in the field or at sea, looking after personnel matters, pay and more, and working with everyone from new recruits to senior Officers.

Aviation

Join a dynamic team that includes aircrew, mission controllers, pilots, ground support crew, and the engineers and technicians that keep our technologically-advanced aircraft safe and airworthy.

Business

Look after the financial and business needs of elements of the Australian Defence Force – one of Australia's largest, most complex, diverse and widely located organisations.

Chaplaincy

Join a ministry without borders in a varied and rewarding role, looking after the spiritual and emotional needs of members of the Navy, Army or Air Force, and their families.

Combat

Be trained and equipped to make critical decisions when it matters most, and take your place in a quick-thinking and resourceful team operating on land, in the air, or at sea to protect Australia's national interests.

Communications

Work with advanced technology to help keep the Navy, Army or Air Force communicating seamlessly and effectively with itself and its allies, in either a technical or operator role.



Education

Help develop and implement the programs that provide Navy, Army or Air Force personnel with ongoing training that expands their skills and keeps them at the top of their game.

Engineering

Armed with a degree (that could be sponsored by the ADF), work on formidable military assets such as ships, submarines, tanks, fighter aircraft and all the systems that control them.



Army Combat Engineer

SAPPER JACK TRICARICO

Sapper Jack Tricarico loved STEM subjects at school and, combined with his thirst for adventure, he decided to pursue a career as a Combat Engineer in the Australian Army.

Now he uses his passion for physics and science every day, employing demolitions, building bridges and using his technical skills as part of a highly-trained team.

"STEM is critical in the role of a Combat Engineer," Jack said.

"I decided to join the Army to better myself as a person and in search for a challenge, both physical and mental."

The Australian Defence Force has exciting full-time and part-time career opportunities for technologically minded individuals who want to learn skills in the Navy, Army and Air Force, which will take them well beyond their ADF careers.

"The ADF offers so many different roles and career opportunities for people interested in STEM," Jack said.

"In my short time in the Army, I have realised there is a requirement to continuously adapt, improve and be further trained as technology advances."

ADF members are trained for the roles they will undertake and have career-long learning opportunities, equipping them to quickly and effectively adapt to new technologies.

Things you need to know...

Variety of opportunities

The ADF offers more than 250 roles across a wide range of trades and professions. Career options include specialist military positions, support roles, traditional and technical trades and professions in medicine and engineering.

Training & progression

You'll start learning from the day you join the ADF, gaining knowledge that benefits your whole career. We'll prepare you for service life and equip you with the personal and professional skills to tackle every challenge in every situation.

A range of roles

From administration to aviation and trades to intelligence, there's a variety of roles to choose from that suit people with broad ranging backgrounds, skill levels and interests.



Want to find out more about a career in the Australian Defence Force? Visit: defencejobs.gov.au



defencejobs.gov.au



Australian Defence Force Careers



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Many of the jobs offered by the Navy, Army and Air Force are comparable to civilian roles, but involve fully-paid training and clear pathways for progression – along with travel, unique experiences and ongoing development. The areas you could work in include:

Healthcare

Take care of the health, wellbeing and fitness of personnel in a dental, medical or allied health role. You'll be helping others in locations that range from modern clinics to well-resourced field hospitals.

Hospitality

Become one of the most popular people on base, in the field, at sea, or in the air, involved in the provision of delicious meals that keep your colleagues happy and motivated.

Human Resources

Help look after our most important assets in a HR role with a difference. Roles involve resourcing ADF operations, engaging in personnel management, training and communications.

Information and Communications Technology

Join the highly-trained teams of ICT professionals that install and maintain the advanced systems we use for communication, surveillance, intelligence gathering and defence.

Intelligence

Use your analytical, problem-solving and cyber skills to gather, analyse and share intelligence that's critical to our defence, and the success of ADF activities and operations.

Logistics

Take on one of Australia's biggest logistical challenges working in the supply chains that transport our people and keep them fed and supplied with everything they need.



Management

Benefit from world-class leadership training that gives you the skills to manage people, operations, whole departments or entire bases, in challenging situations.

Science

Apply your laboratory skills and your healthcare knowledge to a rewarding role providing our people with medical protection, either as a pathologist or a research scientist specialising in vector-borne diseases.

Security

In a security role with a difference, help protect the people, vehicles, aircraft and infrastructure that safeguard Australia, or maintain law and order in the Military Police.

Trades

Choose from a wide variety of trades ranging from electronics, mechanics and carpentry to cooking and plumbing, and receive full training. Plus, with many roles the ADF offers nationally-recognised qualifications.



Navy Chef

**LEADING SEAMAN
LUKE BODNAR**

From catering official events in Australian waters to supporting military capability on operations, both in and out of the kitchen. Chefs in the ADF play a key role in ensuring their teams are healthy, nourished and fit for duty, no matter where in the world they are deployed.

Leading Seaman Luke Bodnar is a Chef in the Navy and is no stranger to preparing meals in a vast array of locations. With deployments to East Timor and Iraq, he has faced culinary challenges that would give contestants on Master Chef or My Kitchen Rules a run for their money.

"Every new port is an opportunity to grow your culinary skills. I love being a chef in the ADF. The training you receive builds both your leadership and culinary skills," Luke said.

The military training you receive is focused on building your confidence, team work and time management skills.

Chef training is delivered in partnership with Australian TAFEs. We receive a Certificate III in Commercial Cookery; ensuring our skills are recognised and transferrable to civilian employment opportunities.

As a Navy Chef you will develop diverse skills beyond the kitchen. At sea you can be employed in a number of secondary roles from first aid to working on the flight deck helping launch and recover helicopters.



Want to find out more about a career in the Australian Defence Force? Visit: defencejobs.gov.au



defencejobs.gov.au

**NAVY****ARMY****AIR FORCE**

Australian Defence Force Education Pathways



Forged from a unique partnership between the ADF and the University of New South Wales, the Australian Defence Force Academy (ADFA) offers world-class degrees undertaken in parallel with cutting edge military and leadership training.

Australian Defence Force Academy

Forged from a unique partnership between the ADF and the University of New South Wales, the Australian Defence Force Academy (ADFA)

offers world-class degrees undertaken in parallel with cutting edge military and leadership training.

On our Canberra campus, in addition to being expertly trained in the art of leadership and management, you'll undertake a degree in Arts, Business, Engineering, Information Technology, Science or Technology.

If accepted to attend ADFA, you will receive a fully-funded tertiary education plus a salary while you study and train. In return for a minimum period of military service, your HELP debt will be covered.

ADF Gap Year

Spend an exciting 12 months in the Navy, Army or Air Force, where you'll get paid for meaningful work while travelling around Australia, gaining skills for life, and making lifelong friends.

An ADF Gap Year is a great opportunity to get a feel for military life and to grow and develop in a dynamic, supportive and people-focussed environment.

Defence University Sponsorship (DUS)

DUS is a great opportunity for 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'), you will have your remaining course fees paid and enjoy a salary and many other benefits whilst completing your studies.



Navy Gap Year

MIDSHIPMAN
LLOYD SKINNER

Every year the ADF Gap Year Program offers more than 600 young Australians the opportunity to spend 12-months working and experiencing life in the Navy, Army or Air Force.

For Midshipman Lloyd Skinner the ADF Gap Year Program is a life changing adventure.

After graduating from Melbourne Grammar School, Lloyd wasn't sure what path he should take but knew he wanted to do something real and exciting. When the 19-year-old heard about the ADF Gap Year Program he decided travelling around Australia, while learning new skills, doing meaningful work, and making friends was too good an opportunity to pass up.

"I wanted to know whether I was suited to the Navy lifestyle before I made a long-term career commitment," Lloyd said.

"I also wanted to gain real and recognisable life experiences and skills that would be respected in the civilian world," he said.

Lloyd's Gap Year enables him to earn a good wage while learning about teamwork, professionalism and the life and work of a Navy Officer.



Things you need to know...

Australian Defence Force Academy (ADFA)

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 or beyond.

Gap Year

To be eligible to apply, you'll need to be an Australian citizen aged between 18 and 24 on completion of military training (dates vary by job). You'll also need to have completed Year 12 (subject passes required vary by job) and have passes in Year 10 English and Maths.

Defence University Sponsorship (DUS)

To apply for DUS, you must first apply for a job in the ADF and go through the standard application process. Applications for DUS can only be submitted following the completion of at least one semester.



Find out more visit:

Australian Defence Force Academy

ADF Gap Year

Defence University Sponsorship



defencejobs.gov.au



NAVY



ARMY



AIR FORCE

Diversity and Equality in the Australian Defence Force



The ADF promotes equality and diversity across our workforce, welcomes people of all abilities and backgrounds, and provides a safe and supportive workplace where your potential will be nurtured.

Equal opportunities for women

As an equal opportunity employer, the ADF offers women exactly the same pay and opportunities for advancement as their male counterparts. The opportunities we provide are based on skills, potential and achievement.

Safe and supportive workplace

Your physical, emotional and spiritual wellbeing is a high priority. That's why we are committed to providing inclusive working environments where bullying, harassment and illegal activities are not tolerated.

Support for family needs

ADF parents are given the support to manage their family commitments without detriment to their careers, including flexible working arrangements and maternity/paternity leave.

Diverse workforce

We believe our culturally and academically diverse workforce brings a unique blend of skills, strengths and knowledge to ADF operations.

We feel that to genuinely represent our country, we should be as rich and varied as Australia itself is.

Supportive Alternative Entry Programs

If you show potential but do not yet meet our entry standards, there are a number of alternative entry programs available to Indigenous Australians. These programs are designed to help you develop the skills, knowledge and confidence to achieve success at recruit training and in your role in the ADF. A Defence Recruiter will discuss your options with you during the application process.



Air Force Air Technician

BUJ LORENZO NIKE

Proud Indigenous woman, Buj Lorenzo Nike always dreamt of following in her father's footsteps and joining the Australian Defence Force (ADF).

That dream became a reality when she marched out of the Air Force 1 Recruit Training Unit, as an Aircraftwoman.

Buj joined the Air Force as an Aircraft Technician. It is the trade responsible for the ongoing maintenance of aircraft, airframe systems, engines and engine systems at either flight-line or workshop level.

She says the ADF is a great place to learn a trade. Buj is working towards a Certificate IV in Aeroskills (Mechanical) at the Royal Australian Air Force School of Technical Training in Wagga, NSW.

It is a nationally recognised qualification and Buj is learning from experts in her field. When she qualifies she will play her part in maintaining and repairing the Air Force's state-of-the-art aircraft.

Buj says she chose to be a part of the Air Force because of its technology. She is particularly excited at the prospect of working on the Joint Strike Fighter aircraft.

Buj hopes to stay in the Air Force long-term, to climb in rank, and to work on as many different types of aircraft as possible. As an Indigenous woman, Buj also hopes to inspire the next generation of ADF recruits.

Things you need to know...

Careers for women

The ADF offers excellent career opportunities to women, across every area of the workplace. We are one of the few employers in Australia committed to providing women with equal salaries and career paths.

Pathways for Indigenous Australians

The ADF is an employer of choice for hundreds of Indigenous Australians, with its supportive community, cultural networks, alternative entry programs and opportunities for education and advancement.

Assistance for families

The ADF provides flexible working arrangements and substantial housing subsidies to help manage the balance between work and home commitments.



Want to find out more about a career in the Australian Defence Force? Visit: defencejobs.gov.au



defencejobs.gov.au



NAVY



ARMY



AIR FORCE

STEM Careers in the Australian Defence Force



As one of Australia's largest employers, the ADF offers a range of rewarding roles for people with an interest, passion or skillset in areas like science, technology, engineering and maths.

In order to keep the ADF at the forefront of military capability, we need people skilled in STEM subjects and fields. This focus on the future provides exciting career opportunities as new roles emerge to complement those already offered in trade, technical, engineering and support areas.

Jobs For The Future

The ADF is a dramatically different organisation to the one your parents and teachers may be familiar with.

High-tech robotics, drones and virtual reality training are now replacing traditional military methods and the rate of change is unprecedented. This opens up amazing career opportunities – particularly if you're naturally curious, like solving problems, and dream of working in a high-tech world where you can use your skills to help others.

Some of the exciting roles you could have in the ADF include:

- + working on the sophisticated surveillance systems and generators of a Navy ship or submarine
- + gathering intelligence for the Army or running one of its pathology labs
- + directing air traffic for the Air Force or directing a search and rescue operation
- + studying and mapping the ocean floor or navigating a Navy ship cruising above it
- + running a project to improve the

fuel efficiency of an Army tank or helicopter

- + optimising the avionics of a next generation Air Force strike aircraft

SCIENCE

Science qualifications can lead to many ADF careers from specialist technician roles for Year 10 leavers to leadership positions for graduates.

For example, you could be:

- + maintaining the weapon systems of a Navy frigate or flying its helicopters,
- + gathering intelligence for the Army or running one of its pathology labs, or
- + directing air traffic for the Air Force or directing a search and rescue operation.

TECHNOLOGY

You'll find advanced technology throughout the Navy, Army or Air Force. Whether you're working in an operator or maintenance role, or engineering

new ways to use technology, you could be:

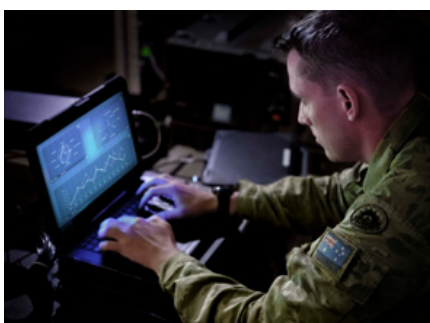
- ✦ maintaining the sophisticated surveillance systems of a Navy ship and submarine or the generators that power them,
- ✦ operating high-tech medical equipment or driving the 6WD truck that delivers it to an Army field hospital, or
- ✦ optimising the avionics of a next generation Air Force strike aircraft or the high-tech helmet worn by its pilots.

ENGINEERING

Engineering in the Navy, Army and Air Force provides exciting opportunities to work with leading-edge technology such as submarines and ships, all-terrain armoured vehicles and unmanned aircraft systems. You could be:

- ✦ working to extend the range of Navy underwater surveillance systems or leading a team of technicians to maintain the submarines that host them,
- ✦ running a project to improve the fuel efficiency of an Army tank or helicopter, or
- ✦ building a temporary airfield for a disaster-relief operation or fine-tuning the engines of the Air Force aircraft carrying supplies to it.

You can join the ADF fully degree qualified; or have all or part of your engineering degree paid for through the Australian Defence Force Academy (ADFA). You can also earn a salary whilst studying at any accredited Australian university through the Defence University Sponsorship.



Air Force Cyber

STACEY

Stacey is a Cyberspace Warfare Officer in the Australian Defence Force (ADF). She works in a highly classified area so her identity is protected and her work is vital to the security of our nation.

Cyberspace Warfare Officers are at the heart of the ADF's emerging cyber warfare capability, using state-of-the-art technology and their technical expertise to defend our networks, systems and information against malicious cyber activity.

"Technological advancements continue to widen the realm of cyber security, providing more avenues of attack and defence and even more interesting and complex career opportunities," Stacey said.

Stacey leads a small tactical team of analysts conducting missions in support of Air Force operations. Her team is able to achieve information superiority through a variety of functions, including Incident Response, Discovery and Counter-Infiltration, Cyberspace operations planning, and Threat Emulation.

The ADF offers a broad range of Cyber career opportunities from information and communication systems roles, to intelligence, analyst, and electronic warfare opportunities.

"If you have an interest in problem solving, are willing to learn and have the desire to work in a challenging and rewarding field, you should consider a career in cyber security."

Things you need to know...

Amazing opportunities

Work at the leading edge of technical innovation in the Navy, Army or Air Force, making the most of your interest in Science, Technology, Engineering and Maths.

Engineer a better career

Choose from aeronautical, electrical, mechanical or marine engineering, and discover the different ways the ADF can pay for some or all of your degree.

Learn a technical trade

Choose from dozens of trade roles in the ADF, working at the forefront of aviation, communications, intelligence, armaments, vehicle or marine technology.



Want to find out more about a career in the Australian Defence Force? Visit: **defencejobs.gov.au**



defencejobs.gov.au

STEM



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Hear Now. And Always



**Change people's lives
and love what you do!
Cochlear is a world-
leading, cutting-edge,
medical device company
which develops products
which gifts hearing to
the world.**

An ASX top 50 company and ranked in Grad Australia's top 100 employers, Cochlear offers an unmatched, global platform to launch your career. 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.

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

Help people hear and be heard

We have a mission to help people to hear and be heard. Our brandline, Hear now. And always is a recognition of how essential hearing is and how it enables people to make the most of life's opportunities. And it's our commitment to connect them to the experiences that hearing offers and support them on their hearing journey, no matter how their lives or the world around them changes.



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.

Join an iconic Australian success story

We are unique to 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 export them to the world. Cochlear has a significant international footprint, selling in over 180 countries, and a global workforce of more than 4,000 employees. And we manage our global operations from right here in Australia.



Senior Software Engineer

STUART HINCHLIFF

Q What's your main role?

A As a software engineer, I am a problem-solver. Cochlear continues to work closely with Apple and Google to make iOS and Android devices more accessible for people living with hearing loss. I seek to understand what our customers need and how we can deliver those experiences by building software solutions for our iOS and Android apps.

Q What do you love most about what you do?

A I love collaborating with amazing teams on innovative technology that makes a real impact on the quality of life of our recipients.

My career pathway

- 1 Graduated from year 12
- 2 Studied a Bachelor in Physics and Bachelor in Electrical & Electronic Engineering
- 3 Science & Engineering Summer Student Internship Program
- 4 Cochlear's Graduate Program
- 5 Firmware Engineer
- 6 Senior Software Engineer

Things you need to know...

We embrace innovation

Whether Cochlear's hearing solutions were implanted today or many years ago, we strive to continuously develop new technologies and innovations for all recipients. Cochlear invests more than AUD\$180 million each year in research and development and currently participates in over 100 collaborative research programs worldwide.

We encourage STEM in Australia

Cochlear sponsors Engineers Australia's Summer & Autumn School of Engineering to provide Year 11 & Year 12 students with a better understanding of what engineering is.

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 they haven't before. Our growth really is our people's growth.



Want to find out more about a career at Cochlear?

Cochlear: cochlear.com/au/en/about-us

Graduates and students: cochlear.com/au/en/corporate/careers/jobs-at-cochlear/graduates-and-students

Or contact: jobs@cochlear.com



cochlear.com

Be curious. Be the difference.



Over half of our 1,400 team members in Australia have STEM-related backgrounds and roles. At Leidos, we bring together science, engineering and technology to deliver smart solutions to our customers' most complex challenges. So great ideas are our currency and every person is encouraged and enabled to be curious, open-minded and confident in bringing theirs to the table.

We invest considerable time and resources to make sure our technical teams are fully supported and developed. Our busy technical training program gives everyone the chance to learn new skills. Likewise, our Communities of Practice provide the chance to connect and share ideas with like-minded colleagues from across the business. And, our Technical Core Competencies ensure that we have access to best practice and expertise across our global business.

We deliver our customer solutions through four lines of business:

+ IT Projects - Major IT systems and transformation projects to Federal Government Agencies.

+ Intelligence - Solutions and support to Intelligence, Surveillance & Reconnaissance projects for the Australian Intelligence Communities.

+ Defence Mission Systems - Complex systems for the Department of Defence including Command and Control, Force Protection Hydrographics, Electronic Systems, Data Analytics and Electronic Warfare.

+ IT Services - Critical IT services support to Federal Government Agencies focusing on Prime Contracts for Service Operation and IT Infrastructure Support.

These are supported by enabling functions such as HR, IT, Finance, Business Development and Corporate Affairs.



MEET: LUKE FRANCO
DevOps Engineer

Q What do you like most about your role?

A The coolest thing about my job is the constant flow of new challenges. Each day brings a new task, so no two days are the same. One day might be focusing on a critical script that needs to be deployed to restore functionality, while another might be developing an entirely new system. This keeps me engaged, continuously learning and growing each day.

Q What's your background?

A I studied a Bachelor of IT, followed by a Master of Science (Internetworking) where I specialised in Network Administration and Design, as well as programming.

Q Words of advice

A Connections are important – The friends you make at university are contacts into companies and always a good place to bounce personal ideas off. Don't be shy and put yourself out there. Make time for yourself - It is easy to let the deadlines get to you, but look after yourself and rest when you need – you'll do better work and learn more.

Things you need to know...

Career Development

This is key for everyone at Leidos. It underpins our ability to deliver for our customers both now and in the future, and we firmly believe it's something every person in our company has the right to expect.

More on [career development here \(YouTube\)](#) and [here \(Leidos online\)](#)

Technical Core Competencies Communities of Practice

Our people are encouraged to join our Communities of Practice which are built around a number of key areas including: Mission Software and Systems, Cyber Operations, and Operations & Logistics.

Enabled to Thrive

The last year has seen us adapt our approach to enable everyone working remotely to continue to be collaborative, innovative and, above all, safe and healthy.



Want to find out more about a career with Leidos?

Visit:
leidos.com/company/global/australia

Email:
careers.au@leidos.com



leidos.com.au



Nestlé Good food, Good life

We are Nestlé

The Good food, Good life company



The Nestlé brand produces and sells much-loved products all around the world. To do this, we need a wide range of skills, including those from many areas within STEM.

Among our ranks, we have people in fields like information technology, engineering, food technology, manufacturing, production, health and safety, and medical science. These roles offer market-leading opportunities for our people to grow across our brands, locations, and roles.

Our people work on projects to enhance improvement to services, product innovation, safety, environmental monitoring, analyse data to understand patterns and trends, lead product waste reduction activities, enable our logistics operations to perform efficiently, monitor food safety and ensure compliance of products.



Mechanical Engineering

LAURA TAYLOR

NextGen Nestlé Graduate
Mechanical Engineering

Q What inspired you to get into engineering?

A Engineering is all about problem solving. I soon worked out that this was the perfect job for me. It's exciting to be able to take an idea and mould a solution that will create the best possible outcome for everyone involved.

Q What advice would you give your younger self?

A There are so many other questions to ask yourself; do you prefer working alone or with others, do you want to be at a desk or moving around, where do you want to live? Don't choose a career or job simply based on your favourite subjects, but they can provide you with clues to the way you like to work and think.

Q What is the most exciting part of your job?

A Seeing how my work can contribute to making the process easier for everyone in the factory and creating quality products. The most exciting part is seeing our products on the shelf and knowing I contributed to the manufacturing process.

Things you need to know...

If you have an interest in Science, Technology, Maths, Data and how things work – you could be one step closer to an engineering or science career.

Look for an organisation that aligns with your own personal values, and can offer opportunities for career growth and development.

The operational world is changing at a rapid pace, automation is a key growth area within the manufacturing industry, and at Nestlé we have some of the best automation and networking systems in the world.



Visit our careers website at
www.nestle.com.au/careers



nestle.com.au

Our STEM Commitment is a framework for change



The Westpac Science, Technology, Engineering and Maths (STEM) Commitment is a roadmap to creating an environment where our customers, people and community prosper now and in the future. It captures the initiatives, programs and partnerships Westpac is driving, guides the aspirations we want to have, and tracks the change we are seeking to make.

What is STEM?

We've always known that success in the education of these subjects will promote valuable skills, but now, they're essential. And 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 see it as our job to help remove 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 STEM skilled people will influence our future, and help drive the nation into our third century.

Building a STEM-confident nation can't happen without smart action and investment

Our **STEM Commitment** captures the initiatives and programs we are driving.



The opportunities are endless

ANNELISE RALEVSKA

UTS IT and Business graduate, Annelise Ralevska is both a Westpac Scholar and Westpac Grad – here she talks about her experience of both programs.

Q Why did you choose to study technology?

A I chose to study technology because of its diversity and presence in all industries. It's so appealing, with so many options. I knew with a technology degree, I could work wherever my heart desired – whether it be the food industry, fashion, or finance. Domestically or internationally – the language of technology is the same universally and that is what I liked most.

Q Were there many females enrolled in your degree? Were your family and friends supportive?

A In my first semester, I was the only female in one of my tutorials. It was a culture shock, coming from an all-girls school. As the course progressed, it just became second nature to be outnumbered by boys. On average, girls probably represented 20% of the class, but regardless of the gender we all supported and helped each other. It was a much more supportive group than the business arm of my double degree.

My parents were so incredibly supportive of my study choices, it was what I wanted to do and they backed my decision. My friends weren't really aware of the diversity of roles, so many of them had the misconception that technology simply involved coding or application development. Based on my learnings so far, it's so much more than that.

Q Prior to gaining a Westpac Young Technologists Scholarship, what were your perceptions of Westpac Group?

A I didn't initially think I would work for a bank. It wasn't until I applied for the Young Tech Scholarship that I learned about their technology division and discovered the strong emphasis on female participation in Technology.

Q Can you tell us about the support you received from Westpac, as part of your scholarship?

A The support from the Westpac Scholars Trust team over my four-year degree was endless.

I had so many amazing opportunities that shaped who I am today. The scholarship started my career. It began with the first Westpac Scholars Summit in 2016. And led to part-time employment in my penultimate year of study, prior to being accepted into the Westpac Graduate program. As a Westpac Scholar, I had the opportunity to travel with a group of Westpac employees to San Francisco to the Oracle Open World in 2015, I was invited to attend Westpac's 200th anniversary gala ball in 2017, I've attended Vogue Code events, there are so many opportunities available to you.

If I look back at my university degree, those events were all my highlights, it was those experiences that fuelled my motivation to finish my degree and persist when studying got tough. They reminded me I was on the right path.

Q Why specifically technology at Westpac?

A I chose to remain in technology at Westpac because it is so diverse, there are what seems to be an endless list of roles and teams to explore. I couldn't imagine being anywhere else.

Q Can you tell us about the diversity of projects you've worked on since obtaining the intern/grad role – some key highlights?

A My first project as an Intern was the BSR (Board Strategy Review). I couldn't have asked for a better project. I met so many people across technology. It gave me great exposure to the different business units.

From this, I was able to get a bit of insight into what I wanted to work on next. But most importantly, I loved learning from all those involved in the project, they had so much experience and knowledge – I tried to be a sponge and absorb as much information as possible.

In one of my graduate rotations I worked on an ISG ISSP project - Targeted Attack and Assessment Remediation. Information Security Strategic Project (ISSP) coordinate and incubate their projects incredibly efficiently. They require the collaboration of a number of security teams. It was a great learning experience, the process was so streamlined from incubation to handoff and delivery, and expertise of the project teams.

Q What advice would you give your younger self? How do we encourage more females to pursue STEM degrees and careers?

A The advice I would give my younger self is to enjoy the journey, it's full of surprises and opportunities. In respect to encouraging more females to take a career in STEM, "You can't be what you can't see" (Marian Wright Edelman), expose yourself to young females working in the field, hearing their journeys gives you a little insight into what your potential future looks like. Thankfully now, companies are focused on the gender equality and working hard to encourage more women to take up tech-related roles.

Things you need to know...

1 Our Westpac STEM Commitment is centred around four priority areas:

- + Investing in and inspiring the next generation
- + Talent Incubation
- + Championing Change
- + Fostering Innovation

2 Westpac Group is committed to continuing to invest over \$150 million in education and initiatives to build a STEM-confident nation and developing job-ready graduates whose skills and capabilities meet current and future workforce needs by increasing and diversifying our tertiary pathway programs.

3 In addition, we are committed to creating diversity in STEM students, with a particular focus on women and girls, Aboriginal and Torres Strait Islander people, regional and socio-economic disadvantaged communities.



Want to find out more about a career with Westpac Group?

Visit: westpac.com.au/scholarships

Scholarship enquiries: westpacscholars@westpac.com.au

Email: talentacquisition@westpac.com.au

Call: **1800 655 592**
9am–5pm Mon–Fri Sydney time



westpac.com.au

Early Career Programs



At SAS, your curiosity matters – whether you're developing algorithms, creating customer experiences or answering critical questions. Curiosity is our code, and the opportunities here are endless.

If you're a self-motivator, a problem solver and a collaborator who makes things happen, SAS offers excellent entry-level training programs – for sales, customer advisory and technical enablement positions – for recent graduates transitioning into the real world of business.

SAS Australia offers 3 entry-level programs which will enable you to join SAS and pursue a career in either Customer Advisory, Sales or Professional Services. They are the SAS Customer Advisory Academy, the SAS Sales Academy and the SAS Technical Enablement Academy.

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.

Internship Programs

SAS also partners with RiBit – Australia's leading job and internship matching platform for university and VET students and graduates. Ribit connects dynamic student and graduate talent to innovative businesses, allowing students to put their skills and studies into practice. With Ribit, SAS is tackling the digital skills talent shortage and helping businesses develop a digital capacity. And students can register and apply for roles offered by SAS's and non-SAS customers.



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:

Curious - We are relentless problem-solvers, unafraid to challenge assumptions by being creative and forward-thinking

Passionate - We're committed to excellence in everything we do, and we thrive on meaningful work

Authentic - We're genuine, we're transparent, and we lead with integrity

Accountable - We're responsible, we do things right, and we exceed what's expected

Resourceful - We're continuously learning, developing new skills and looking for way to apply these learnings

Communication - We listen, empathise and provide feedback, to ensure we better understand, build trust and respect, and create conditions for sharing creative ideas and solving problems

Knowledge Savvy - We understand the importance of data analytics and the impact smart thinking plays on the world around us

Study Areas - Studies STEAM e.g. statistics, analytics, actuarial studies, technology, mathematics, engineering, business etc.

Things you need to know...

The SAS Customer Advisory 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 including Machine Learning and AI, as well as presentation skills, demo

techniques and vision creation, needed to support selling.

The SAS Sales Academy 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.

The SAS Technical Enablement Academy also starts with an intensive training program based in the SAS head office in North Carolina, America. The academy training covers extensive and in-depth technical knowledge of SAS software.



Want to find out more about a career with SAS?

Visit: sas.com/careers



sas.com



Tey's Australia: Our Promise



Science, Technology, Engineering, Mathematics (STEM) is a crucial focus area for the business. By investing in our STEM departments and our internal talent, we are committed to supporting innovation and unlocking our future potential.

Tey's Australia supports the STEM Field.

Asset Management

Tey's engineers are at the forefront of integrating innovative, industry-leading technologies. This includes; process automation and robotics to ensure reliability, safety and efficiency at our facilities.

Environment and Sustainability

At Tey's, professionals from all disciplines come together to support overall business sustainability and performance by developing efficient and effective solutions to real world problems. Our Environmental Officers at our sites work in our Asset Management function and coordinate science, mathematics and engineering principals to work towards reducing the company's

environmental footprint, whilst improving productivity.

New Product Development

Food and consumer research and insights are a growing part of the business and are becoming an essential component of the food production industry. This enables us to create products that consumers are looking for today and wondering about tomorrow.

Feedlot & Strategic Livestock Operations

Feedlot and Livestock Operations is a crucial part of the Tey's business. We take our animal welfare responsibilities seriously, and have careers ranging from cattle buying, to animal health and welfare, feed milling, feeding and quality assurance.

Quality Assurance/ Quality Control

Our Quality Assurance and Control teams at each processing facility ensure that inspections are carried out and govern our strict food safety practices. This ensures that our customers and consumers have confidence that the product they receive is of the highest standard.

From the top

Our support for STEM careers comes right from the top at Teys, with members of our Leadership Team having pursued careers in the STEM field. Collectively the Leadership Team are active supporters of these fields by encouraging and mentoring students that are studying or have studied in these areas. Teys Australia engages with universities to support and encourage the STEM fields and helps provide resources to further students' education and practical understanding.



MEET NICK

Engineering Graduate
Wagga Wagga

'I studied a Bachelor Mechanical Engineering (Honours) at the University of Wollongong.

My degree has given me a base understanding of engineering and allowed me to support my decision making and practical learning.

The maintenance team support our production operations by ensuring breakdown of machinery is minimised, creating efficient processing practices.

Putting my knowledge into practice is a good challenge and keeps my mind active.'

Things you need to know...

① Enriching lives in every way

For us, sustainability is about creating brighter and better futures for our local communities, and the planet, and building on the Teys family heritage for generations to come.

② Food Safety and Quality

Our food safety processes are based on industry best practices and adhere to the most rigorous Australian and global standards. You can be sure all customers are receiving the highest global standard of safety and quality.

③ Looking forward

As we deliver on our promise to feed people and enrich lives across all of our communities, we are continuously improving our sustainability practices. We know minimising our environmental impacts isn't only important to you, our industry and the future – it's the right thing to do.



Want to find out more about a STEM career at Teys Australia?

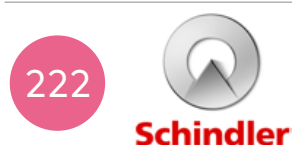
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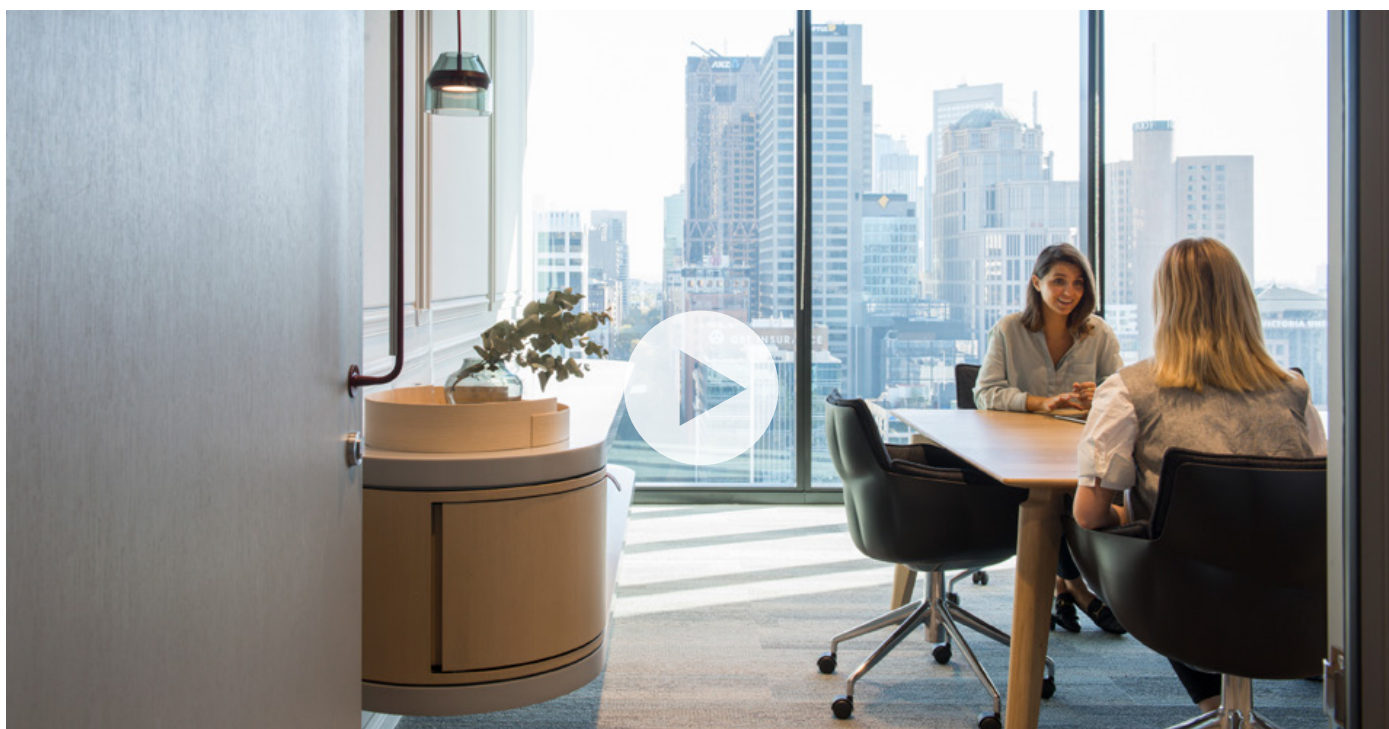
teysgroup.com/au

Gender Equality





A diverse and inclusive culture that empowers women to succeed



By empowering female career advancement we not only create gender equality, we also create more diversified workplace communities. It makes us better equipped to solve society's important problems.

We're proud to be a Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality. 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 0.2%. 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 11% 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 know that when women feel a sense of inclusion and belonging, regardless of whether they are cisgender, transgender or gender diverse, it leads to the best outcomes for everyone. That's why we've created an environment that doesn't simply embrace women, it helps them to succeed.



A few of the many benefits we provide for women

Paid parental leave

For mums, dads and foster carers, able to be taken flexibly, with no minimum service requirement and including superannuation contributions.

Flexible working

We trust you to work in a way that best suits your needs, and we provide you with the tools and movement to do it. Work whenever you want, wherever you want.

Domestic violence assistance

We have established leading domestic violence ongoing mentoring and coaching programs and inclusive leadership training to help put an end to domestic violence.

Inclusive people networks

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.



Want to find out more about a career with PwC Australia? Visit: pwc.com.au/careers

Advice from 3 women at PwC Australia



ALICE PETERSON

Senior 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."



DILANI GUNAWARDENA

Senior Associate (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."



pwc.com.au/careers

A great choice for women



A career in the building and construction industry is a great choice 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.

At Master Builders 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 Victoria has been a long-standing voice for the building and construction industry. Our aim is to raise the profile of this 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 Victoria's past President, as a great example. Melanie was our first female President and a fantastic role model for aspiring female builders. Her career demonstrates the success that young women can aspire to.

Have a look 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.

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 they get from it. Nothing beats it.

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.

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.



Things you need to know...

1 Scholarships

Through the Foundation of MBV, scholarships valued up to \$10,000 are available to those wanting to undertake training in a construction field. Financial assistance can be used towards course fees, tools or other resources to support your career.

2 Job search assistance

Looking to get your foot in the door? The Master Builders Victoria Careers Hub can help! New for 2021, the Careers Hub shows job listings from Master Builders members across Victoria.

3 Interact with us at TAFE

If you end up at TAFE, keep an eye out for a visit from one of our team! Our TAFE roadshows are a great way to get industry updates and if you're lucky, get your hands on some giveaways too.



Want to find out more about how Master Builders Victoria can help?

Visit: mbav.com.au

Email: careers@mbav.com.au

Scholarship enquiries: foundation@mbav.com.au

Or call: **03 9411 4555**



mbav.com.au

Gender balance



We're striving for gender balance and have a goal of 40% representation of women in leadership positions by 2023.

We're already in balance across Coles Group, including at Board level and in our senior leadership group. We've worked hard to mainstream flexible working (now more than ever).

To help achieve our targets, we are embedding gender equality principles across our processes. This includes updating our recruitment processes and ensuring we have gender balance representation through the shortlisting and interview stages, looking at how we develop talent and succession planning and challenging role structures to create a working environment that helps team members thrive.

We have a senior-led Gender Balance SteerCo, and strong functional plans to continue to strive towards gender balance.

In 2020 we have launched a team member network, Better in Balance, and are sharing stories, resources, and regular updates on our progress against plans with our team members.

We are also prioritising capability building, and we are training our leaders in Inclusive Leadership and Unconscious Bias.



SARAH KALFAS
Coles People & Culture graduate

Coles has something for everyone! We're an iconic Aussie brand that champions what it means to be Australian – we work hard, we give everything a fair go, we try to find innovative ways of improving and we have a really great time while doing it!

You really are surrounded by the best of the best, and it is motivating to be challenged to find intelligent solutions which encourage our team to be more efficient, work smarter and excel in a fast-paced, competitive commercial environment.

I love coming to work every day and pushing myself to think outside the square. Within my first year as a graduate I was given the opportunity to manage the newly launched Coles Innovators' Fund, which follows an end-to-end process for creating, refining, and bringing new ideas to the market.

Since its inception, I have partnered with the Executive Leadership Panel and our Innovators to work collaboratively with a wide variety of teams across the business to help our trials go-live in stores across Australia. As a Coles graduate, you really get to own real projects and action real change.

Things you need to know...

Committed to gender balance throughout the recruitment process

We're focused on tracking gender balance at every point of the recruitment process to drive continual reflection and review, building gender equitable recruitment practices, removing gender bias through our recruitment process, updating our recruitment and appointment processes and looking at how we develop our talent, challenging the way roles are structured

and working hard at mainstreaming flexible working.

You can contact our Inclusive Recruitment team at inclusionrecruitment@coles.com.au if you'd like any assistance with the selection process or your potential work environment.



For more information about a career at Coles, visit **careers.colesgroup.com.au**



careers.colesgroup.com.au

Ongoing commitment to gender equality



We 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.

Part of enabling long and fulfilling careers at Macquarie is the support we provide to staff to balance a successful career with personal interests and other responsibilities such as family.

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 95% in FY2020 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.

Our 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.



Our people lead the way

MEET MICHELLE
Manager, 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."

Our Gender Equality ENG works alongside our Diversity & Inclusion and Human Resources teams to increase awareness of Macquarie's commitment to gender equity and provide opportunities for our people to benefit from sponsorship, mentoring and training programs. They also partners with external groups such as Women in Banking and Finance to advance gender equity in the industry more broadly.

Things you need to know...

How we strive to achieve gender balance

Nurturing our talent

We are developing our internal and external female talent pipeline at both junior and senior levels and enhancing recruitment processes to facilitate this.

Transparency

We continue to maintain gender equity and transparency in all our remuneration, promotion and development practices.

Community involvement

We sponsor female university societies and promote financial services careers to female school students to motivate and empower girls to consider a broad range of career paths.



Want to find out more about Macquarie's commitment to Diversity and Inclusion?

Visit: macquarie.com/careers/diversity-and-inclusion



macquarie.com

Join our team. Strengthen your future.



Consolidated Pastoral Company (CPC) acknowledges the value of and strongly support the principles of equal employment opportunities (EEO) in the workplace. EEO is a matter of employment obligation, social justice and legal responsibility, CPC recognises that prohibiting discriminatory policies and procedures is a sound management practice.

CPC expect everyone to treat each other with respect and dignity. We promote the principles of merit and fairness in its employment practices. This means people are selected because they are the best person for the job. CPC continues to ensure that all employees are given equal access to training, promotion, appointment or any other employment related issue without regard to any factor not related to their competency and ability to perform their duties. As an EEO employer, every person is given a fair and equitable chance to compete for appointment, promotion or transfer, and to pursue their career as effectively as others.

Employment decisions relating to the appointment, promotion and career development are determined according to individual merit and competence. CPC continues to review and develop policies and procedures to ensure equal opportunity within the organisation for all our potential and existing employees in regard to recruitment, promotion, transfer, training, education and employment conditions. All recruitment and promotion of employees are based on merit regardless of sex, race, marital status, sexual preference or religion.



Leading Hand

CLAUDIA STOKEHILL
Wrotham Park

"I began my career with CPC in 2016 working at Wrotham Park. I was unaware of what to expect at the time but always knew that I had an extreme passion for working in this sort of industry.

Starting off my first 2 years as the only female in the stockcamp was a little bit daunting at the time, but soon got over that as the fellas treated me as one of them. I've really enjoyed working with my team, as they are now people that I get to call great mates.

At times things do get tough, the extreme heat really plays a significant role in this, but at the end of the day the job gets done and it's really rewarding to know you overcame it.

This is now my 7th year working for CPC, and have gained the senior role of Overseer. I wouldn't have it any other way.

Things you need to know...

CPC specifically acknowledge the Workplace Gender Equality Act 2012 and in accordance with the requirements of this act, CPC lodges its compliance report annually to the Workplace Gender Equality Agency.

CPC is one of the first Agribusinesses to have appointed a female station manager for one of our locations. We continue to embrace the growing need for gender equality in the workplace as one of the few businesses in the

industry to appoint female management. Our female station manager had worked at CPC in various positions before being appointed as a station manager. The gender composition of our workforce has averaged 45% females and 55% males over the past 5 years, making CPC an industry leader in gender diversity within the agricultural industry at an average of <30% females (WGEA 2019 Report).



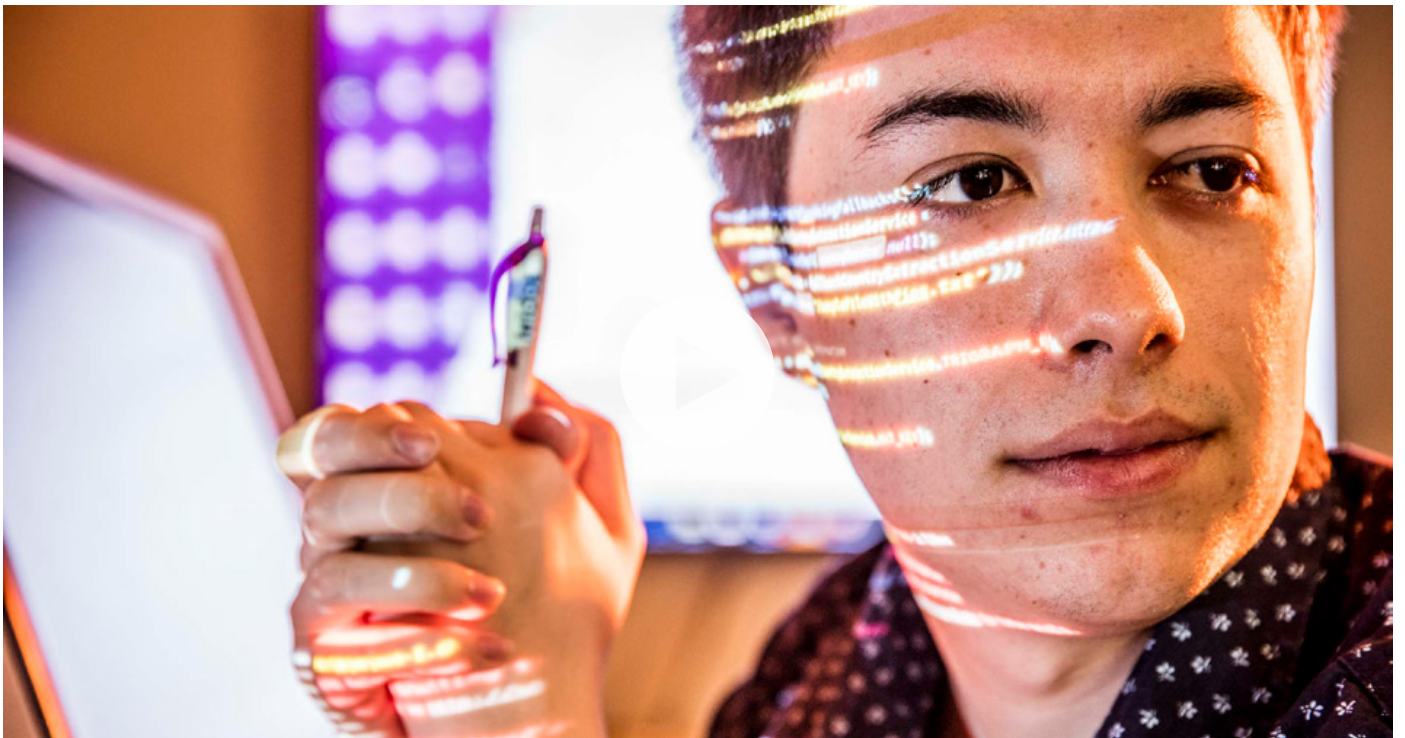
Want to find out more about a career at CPC?

Visit:
pastoral.com/en/content/careers-0



pastoral.com

Be empowered. Be the difference.



As a large scale prime systems integrator, our biggest asset is the quality of our 1,400 people. So, no matter where our people work or what their background is, we strive to ensure everyone feels welcome, valued, respected and supported. Inclusion is one of our most important company values and it underpins our approach every day.

Our Australian Executive Leadership Team – 40% of whom are female – are passionate about ensuring women are appropriately represented within our organisation and fully empowered to grow and have an impact as an individual.

We offer opportunities throughout the company ranging from the many technical roles delivering solutions to our customers through to our enabling functions such as HR, Finance, Business Development Affairs and Commercial Management.

Our thriving Women's Advocacy Group runs networking events throughout the year providing an excellent chance to compare notes on mutual interests, meet new

people and help each other through sharing ideas. Each year, we also celebrate International Women's Day – a global initiative celebrating the social, economic, cultural and political achievements of women.

We also offer a range of work practices including flexible working and additional leave arrangements. We have attractive parental and care leave options. And, over the past year, we have made significant changes to the way we collaborate as so many continue to work from home.



MEET: NADIA GOTTSCHALK
Project Coordinator

Q What do you like most about your role?

A I've landed in an amazing team that has given me great development opportunities; because of this I'm now responsible for delivering a body of work within my project. My favourite part of the job is when my team and I achieve a key milestone after many months of hard work.

Q What's your background?

A I studied a Bachelor of Biomedical Science and although I love science, a life of research wasn't for me. I then decided to complete a Graduate Diploma of Business.

Q Words of advice

A Your limited work experience doesn't make you less valuable than someone with more experience. You will be able to work with the same confidence and capability that others possess with time; as long as you do the best that you can with the skillset you have at the time then that's enough. Also keep in contact with lecturers and tutors; they may know of potential job opportunities or become a mentor.



Things you need to know...

Enabled to Thrive

Every day, we strive to develop an open-minded and supportive culture. We love good ideas and encourage everyone to be curious and bring their ideas to the table.

Culture of health and wellbeing

We're passionate about helping our people and their families stay fit and healthy both mentally and physically. We have a busy information hub on our Intranet, a great Employee Assistance Program and actively take part in initiatives such as RU OK Day and Mental Health Month.

Flexibility

We all have different lifestyles so we offer a range of flexible work practices for employees to choose from including flexible working and leave arrangements.

More on [employee profiles here \(YouTube\)](#) and [life at Leidos here \(Leidos online\)](#)



Want to find out more about a career with Leidos?

Visit:
leidos.com/company/global/australia

Email:
careers.au@leidos.com



leidos.com.au



We move the businesses that move the world



With over 130 years' experience, Toll Group, proudly part of Japan Post, operates an extensive global logistics network, covering road, air, sea and rail across 1,200 locations in more than 50 countries.

With a bold vision and innovative drive, join our 44,000 colleagues as we lead industry change and transform how customers best meet their global supply chain needs in a meaningful and sustainable way. There are countless opportunities to learn and make a real impact in shaping our industry's future. Grow with diverse challenges amongst a friendly and inclusive global culture.

Take pride in building relationships that matter, because being connected is at the centre of what makes Toll great – it's what makes our possibilities endless.

Currently, one in five employees at Toll is female and we are working to continue to increase the representation of women in the business. We are committed to building a gender-balanced workplace, one that reflects the values of equality, diversity and inclusion, where everyone feels welcome. To that end, we are investing in various training, mentoring and leadership programs at Toll, as part of our people strategy, to provide a safe, satisfying and fulfilling workplace with equal access to opportunities for all of our people.

Be part of a caring, global culture where all backgrounds and talents are respected.

**MEET MELANIE MOYNIHAN****Q What's your main role?**

A As a graduate at Toll Group, I wear many hats and have had the chance to experience a range of different roles that support, improve and enhance business operations.

Q What do you love most about what you do?

A What I love most about working in Transport and Logistics is that no two days are the same. I am constantly being kept on my toes, learning to adapt and effectively respond to an ever-changing environment.

Q Where to from here?

A Having gained a range of transferrable skills, I am confident that I will be able to apply everything I've learnt into any role I take on post-program. My final rotation will be at one of Toll's largest customer DC's where I will have the opportunity to assess my interests and skillsets to in-turn secure a post-program role that I am passionate about.

My career pathway

- 1 Graduated from year 12
- 2 Completed a Diploma of Screen and Media
- 3 Completed a Bachelor of Communications (Digital Media)
- 4 Commenced Graduate Program at Toll Group

**Things you need to know...****Women at Toll**

Toll offers the opportunity for women to succeed in all role types. We have women excelling in a variety of roles from forklift operators and diesel mechanics to truck drivers and operations managers. We recently appointed female country managers to lead our business in Thailand and South Africa. Toll is also a member of Wayfinder – Supply Chain Careers for Women, helping to support women enter careers within our industry.

Mentoring and coaching

We're passionate about supporting our people in their career aspirations. Our leaders are committed to supporting team to develop and excel. We do this through professional development programs, but also through on the job training, mentoring and coaching.



Want to find out more about a career with Toll?

Visit: tollgroup.com



tollgroup.com



Start your career with APA



Real Opportunities and Role Diversity

We 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; from apprentices and graduates to electricians and engineers; marketing and finance; safety and environment; administration and training – the opportunities are varied and real.

Growth

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.

Inclusiveness

APA embraces diverse backgrounds and the experiences of all people. We see differences as strengths to be shared through collaboration, and we encourage new ideas and fresh perspectives to be put forward to improve our decision making and drive our success.



MEET BRYNNE Environment Lead

"In my job, I deal with maintaining, and identifying and implementing strategic improvement opportunities for all things environment. This is currently focused around refining energy emissions reporting, data management enhancements, including Geographic Information Systems, and coordinating the development of APA Environmental Standards and training materials. I have recently moved into a leadership position with two team members and I am excited at the opportunity to develop my skills, as well as support those in my team. I have also been lucky enough to start a mentor relationship with an APA General Manager, and I am looking forward to being able to pass on my knowledge by mentoring graduates or undergraduates in the future. Since starting as a graduate, APA has been a great place to grow and develop my career. I have always been given full responsibility for my tasks, access to external training and great mentors. Extension to my role and further development has been possible; for example a transfer to Queensland and secondments to other parts of the business."

Things you need to know...

Continuous encouragement to achieve

"I've had many opportunities to develop my career with APA, including rotating roles, mentoring and job-specific training - Everyone supports and encourages your progress."

Sarah - Compliance Support Officer

Gender is no barrier

"Working at APA has allowed me to continue my career of engineering, a field where you don't see many women, but one which APA encourages women to consider as a career path."

Ai Ling - Project Engineering Manager

Endless Opportunities

"APA provides endless opportunities for those who are willing to get involved. Our size and geographic coverage allows us to offer a wide variety of job opportunities across Australia."

Kerryanne - General Manager, Networks Services



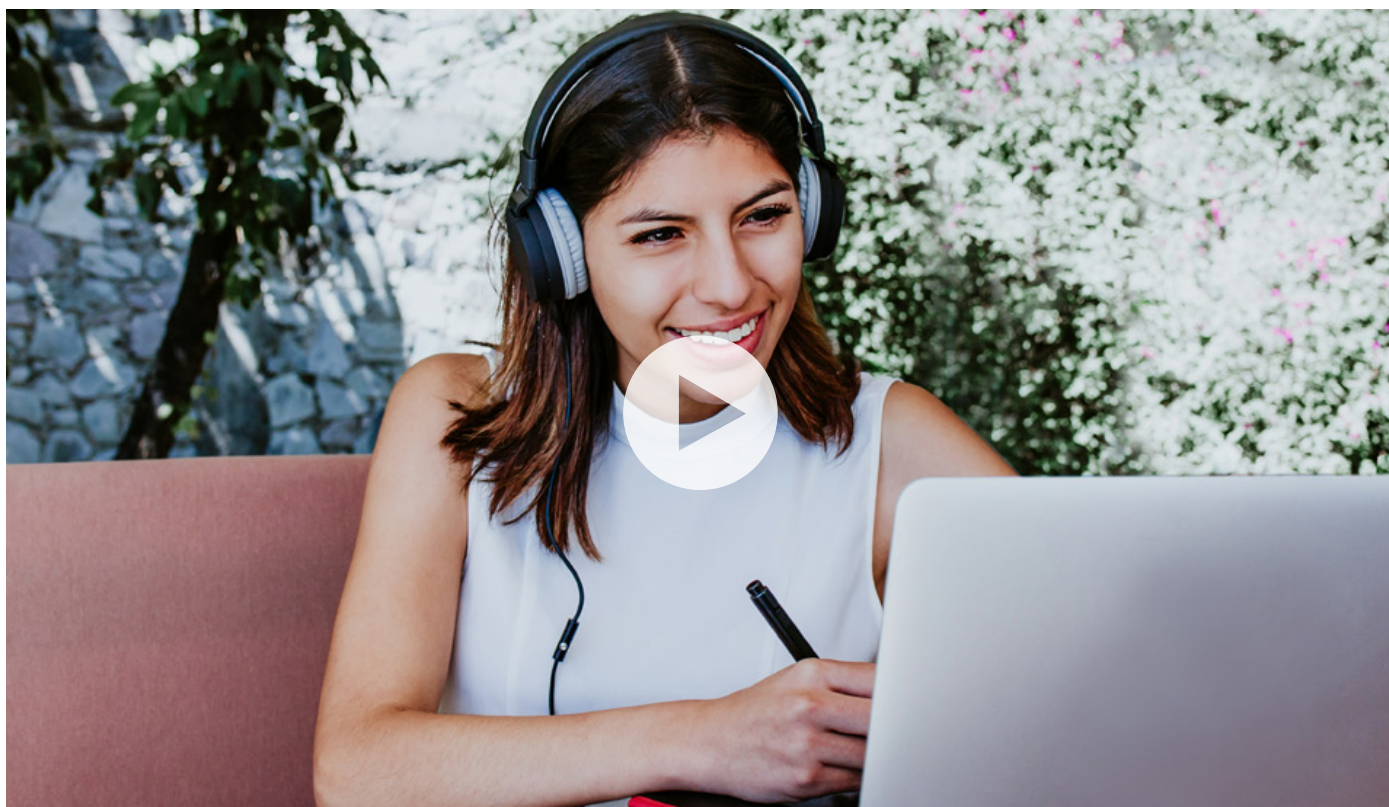
Want to find out more about a career at APA?

Visit:
apa.com.au/careers



apa.com.au

A career as unique as you are. It's yours to build.



Whether your future lies in assurance, consulting, law, strategy and transactions or tax, we'll provide the learning, experiences and coaching you need to become a successful professional.

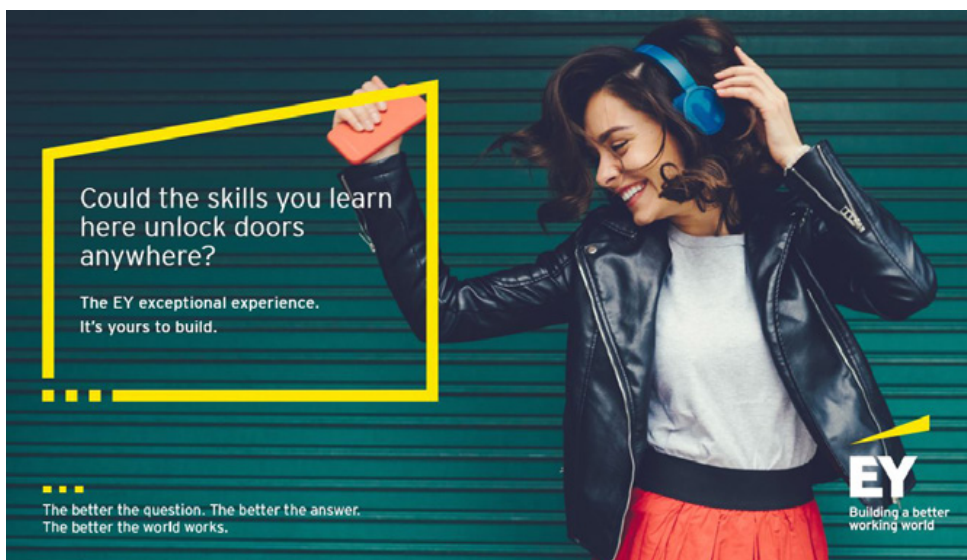
At EY, there is no one path for everyone. You're encouraged to create a path that reflects your individual talents and aspirations. We'll work with you to help you succeed professionally and personally. With EY you can influence the future of your career, the businesses you work with and even the world you live in.

An inclusive culture

Your point of view matters and you deserve to feel included. We're working to build a culture where you're embraced for who you are. We want you to be empowered to use your voice to help others find theirs. We solve the toughest challenges together by valuing our differences, and teaming inclusively to build safety and trust. We want you to feel like you belong here because your uniqueness helps us to stand apart.

Your exceptional EY experience begins here

We'll help you discover what we offer and what you're capable of. We facilitate a range of programs for students: Career Compass, Cadet, Game Changers Club, Vacationer, Co-op and Graduate.



Technology Consulting

RACHEL CONNARD

Q What's the culture like?

A The working environment here is fast paced, and the team is full of motivated, energetic people who I am constantly learning from.

Q What learning and development opportunities have you had?

A I've had many opportunities for both formal and informal learning. When I started as a graduate, I participated in a 3-day graduate program in Sydney, with people from all over Australia and New Zealand. This included training on basic consulting skills and business writing, as well as daily social activities. Since then, I've completed a course on the Agile Methodology, project financials, and a core consulting skills workshop.

Q What advice would you give future students considering a career with EY?

A Be willing to try new things. You're not always going to be an expert in the task you have been assigned, but you could find that you really enjoy it, or at least learn a new skill. Keep an open mind and approach new tasks with enthusiasm.

Things you need to know...

Our commitment

To demonstrate our commitment to being a diverse and inclusive organisation, the Global Executive (GE) has signed the EY GE D&I statement, which underscores our increased focus on diversity and inclusiveness.

Gender Network

Our Gender Network is for people at all levels who are interested in gender equality, and provides regular opportunities to meet, expand their networks, build relationships, and discuss current issues.

EY Ripples volunteering

Through EY Ripples you'll have the opportunity to participate in skilled volunteering. You could find yourself helping social impact entrepreneurs grow their businesses, work on projects that accelerate environment sustainability, or volunteer as a mentor for high school students.



To find out more about a career with EY, visit ey.com/au/studentprograms



ey.com/au/studentprograms



Nestlé Good food, Good life

We are Nestlé

The Good food, Good life company



At Nestlé, diversity is our greatest strength. When it comes to gender balance, we're very proud of the progress we have made so far – we have more women than ever in managerial roles, our people have access to more flexible work arrangements than ever before, and all our people (regardless of gender) have access to generous parental leave.

We recognise however that there is much more to be done. In Oceania, we have a local gender balance action plan, based on three key areas:

Bold leadership

We know that increased commitment, transparency, and accountability generates results. As such, we have a solid and public commitment from our leaders to promote a more gender-balanced workforce across all levels of the organisation, with a key focus on gender balance across our senior levels.

Empowering culture

We work to foster a culture built on trust, respect, fairness, and equity,

and we support this with policies and training – for example, we train all our people managers in unconscious bias, and we have policies around flexibility and parental leave that are built to support our people regardless of their gender.

Enabling practices

Underpinning our leadership and culture are more specific Human Resources practices that we use to enable all of the above to happen. This includes actions like undertaking specific recruitment campaigns to attract more women to roles where there is typically an imbalance, building succession plans, and tracking as many relevant statistics as possible to ensure we're making progress.



Oceania Sales Director & Diversity & Inclusion Sponsor

ANDREW LAWREY

Q Why did you take up the role as D&I Sponsor?

A Working in the Sales industry has lacked diversity for many years. Taking on this role was a real opportunity to make a difference. It is widely accepted and a proven fact that companies that are rich in inclusion and diversity perform better than those that are not, and for that reason I am really engaged and inspired to be the D&I sponsor at Nestlé. It's an opportunity to improve the industry and a point of competitive advantage through attracting the best talent.

Q Why is Gender Equality important at Nestlé?

A Gender equality is important for so many reasons. But for me the main ones are that equality makes the organisation a better place to work. Having a team that is representative of the communities we serve, allow us to make better decisions, deliver better business performance and also consider a broader range of solutions to our challenges from having the right diversity in our teams.

Q What is Nestlé doing to create Gender Equality?

A We have a range of initiatives to encourage equality and some examples include:

- + Promoting flexibility in the way we work and where we work
- + Supporting parents with industry leading parental leave and return to work support
- + Succession planning to ensure we have the right talent for the leaders of tomorrow
- + Individual development plans and training

The senior leadership team focus on encouraging inclusion, when you have an inclusive environment then diversity follows and can thrive. I am proud to be a part of that.

Things you need to know...

A lack of confidence can hold us back. You need to believe in yourself before we can instill confidence in others. At Nestlé, we work to create a community where we can support each other, share stories and discuss difficult issues without judgement – and have fun too. Unity is power – we are stronger together.

We know priorities – at home and at work – can blend and blur on any given day, and our How We Work flexibility policy reflects that. We trust our people to make choices about when and where they get their job done, so

that they can better balance their work and personal commitments. We're proud to have been recognised externally for our flexible and inclusive work culture, with certifications from FlexAble and Work180.

Nestlé partner with organisations working within the wider industry to address gender balance concerns. One of these is Wayfinder, an initiative that aims to increase the visibility of careers in supply chain and logistics and break down industry stereotypes.



Visit our careers website at
www.nestle.com.au/careers



nestle.com.au

Driving Gender Equality at NAB



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.

For over 160 years, we've been helping our customers with their money. Today, we have more than 30,000 people serving 9,000,000 customers – over half of which are female.

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. A career at NAB is about more than

money. No matter which stage of your career or where your life is at, our women all have one thing in common – our support in enabling them to perform and reach their full potential. We respect your abilities, intentions, needs and aspirations, which means you can be yourself and realise your potential. We take pride in being a company that supports people for who they are, no matter how they identify.



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.

We're passionate about investing in our employee's future success – both inside and outside of NAB. Employees are given access to leading edge programs, courses, tools, innovative technologies and communities to grow their career.

You'll also have access to a large number of exclusive employee benefits that'll support you both personally and professionally – from flexible working, to supportive leave practices and financial and health care benefits that will see you set yourself up for future success.

And as a Workplace Gender Equality Agency Employer of Choice for Gender Equality, and a signatory to the UN Women's Empowerment Principles, we're proud of our ongoing commitment to gender equality.



Things you need to know...

Driving social change

We recognise the need for gender equality stretches beyond our organisation. We sponsor women's leagues within Australia's favourite sports. And play an active role in raising awareness and providing critical support to see the end of domestic and family violence in the community.

Supporting your financial health and wellbeing

Investing in your financial health and wellbeing has never been more important. At NAB you'll have access to financial benefits on home loans, investments, credit cards, insurance, financial planning and more.

Equal Pay

We're committed to fair remuneration, regardless of gender. We seek to reward our employees fairly and aim to reduce our gender pay gap to <10% by 2025.



For more information about careers at NAB, visit: nab.com.au/about-us/careers



nab.com.au

Build your career with us



McConnell Dowell is an award-winning construction company whose purpose is to provide a better life. We do this by constructing safe, smart, efficient infrastructure and by providing opportunities for people to work with and for us.

Our expertise has grown steadily to span building, civil, electrical, fabrication, marine, mechanical, pipelines, rail, tunnel and underground construction.

Our values are Safety and Care, Honesty and Integrity, Customer Focus, Performance Excellence and Working Together.

We value diversity and equality in every aspect of our business. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, ability, thinking

style, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Embracing diversity makes us more creative, flexible, productive and competitive and improves the quality of decision-making and teamwork.

Over the last two years our graduate program intake has included 50% women and we offer a flexible, family friendly working environment.

We'd love you to join us on our journey.

Be part of a strong brand and culture of success

You'll be joining a company that for over 60 years has successfully delivered the most technically complex projects and built a reputation as a leader in the Australian, New Zealand and South East Asia construction industries.

Construct world-class infrastructure that improves communities

Whether its level crossing removals in Melbourne or a remote marine wharf in Western Australia, you'll help deliver impressive infrastructure with and for the betterment of the communities in which we operate.

Work and travel to international destinations

With offices throughout New Zealand the Pacific and Asia, 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.



Things you need to know...

Our graduate program has been carefully developed to provide the best graduates the chance to put their skills to work. It is a practical program with an emphasis on learning and development. You will work with people who are passionate about what they do and generous with their knowledge and experience.

Strengths of the McConnell Dowell Graduate Program:

- + Two-year program with Flexible Rotations.
- + Mentoring by Senior leaders.
- + Backing of a multi-national organisation.
- + Work on large scale multi-disciplinary projects.
- + A Values-based culture that prioritises safety, cares about its people and builds better communities.

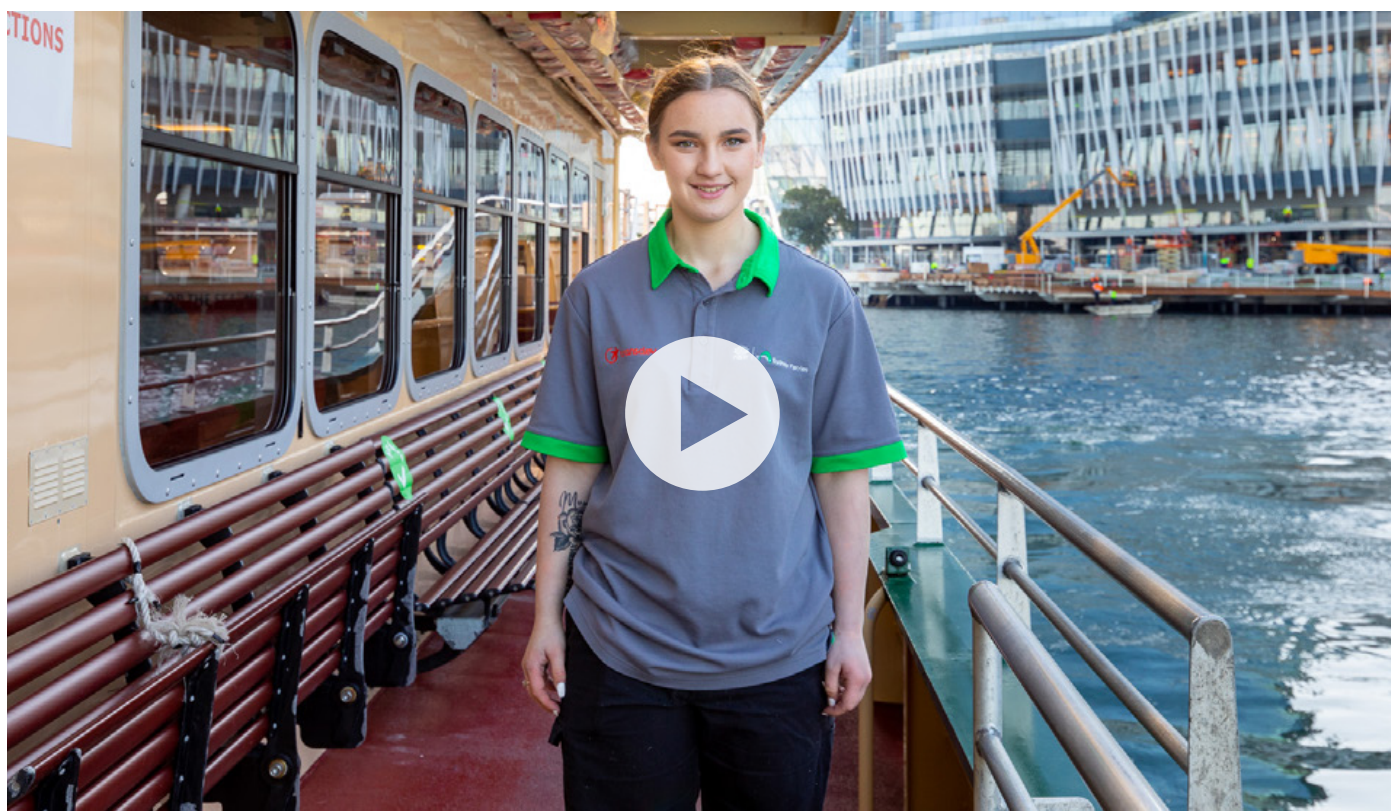


Want to find out more about a career with McConnell Dowell, visit:
Visit: mcconnellldowell.com/people/graduates



mcconnellldowell.com/people/graduates

Drive your career with a transport business like no other



Transdev is at the heart of keeping communities moving, providing public transport services in 8 locations in Australia and New Zealand. As a global business we operate in over 17 different countries with over 83,000 employees.

Over the last two years Transdev has been recognised as an Employer of Choice for women. We offer tailored development programs that put you in the driver seat of your career from day one.

We are passionate about empowering all team members to access and enjoy the same opportunities regardless of gender, sexual orientation, cultural background, and accessibility requirements. We want you to have the freedom to find your voice, your purpose and ultimately, pave your journey.

What could a career at Transdev look like?

A career in public transport can be incredibly diverse. Whether it is driving a train or negotiating in a boardroom the opportunities are endless. If you are looking to be hands on straight out of school, you might like to follow a pathway into trades such as automotive mechanics or opportunities in the maritime industry.

If you have chosen university study as your pathway we hire from the following disciplines:

- + Law
- + Business
- + Mathematics
- + Engineering
- + Communication

What we offer?

As a Female employer of choice, we make sure you have the support you need to succeed, no matter what your chosen career path is. Our employee benefits include:

- + Female focused mentoring & development programs
- + Progressive leave benefits
- + Real accountability to progress your career with a global business
- + A relaxed and friendly working environment built on camaraderie



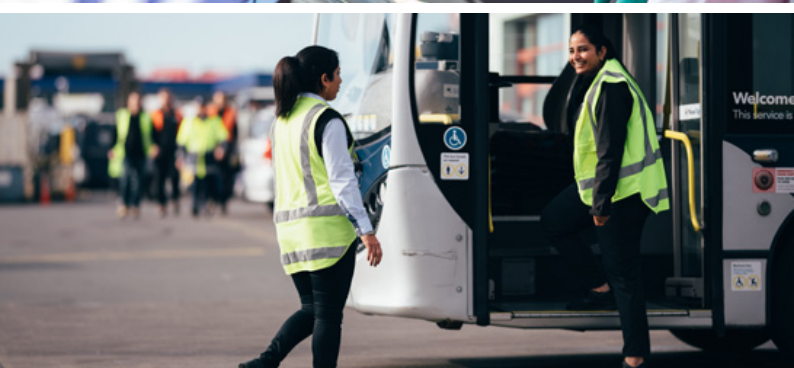
MEET JOCELYN

Jocelyn started as a graduate in 2016 after completing a Bachelor of Law and Commerce from Macquarie. Three years later she has developed, travelled overseas as part of our Early Talent Program and now manages a Contracts department. "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. There is no set path and I truly believe you get out what you put in"



MEET DANIELLA

Daniella has been working as a Diesel Mechanic in our Bus business for the three years. She has recently enrolled to complete another qualification as an Auto Electrician to further her career. "My advice to women wanting to begin a trade – GIVE IT A GO AND DON'T GIVE UP! Transdev has shown me that it is all about equal opportunity and choosing this career was the best decision I ever made."



Things you need to know...

1 Support & guidance all the way

We offer dedicated pathways for a range of roles our programs include internships, apprenticeships and our graduate program. Feel supported and guided in your new public transport career.

2 Anyone can do it

Many of our jobs have entry level training programs attached. Want to hit the road, driving heavy vehicles across our major cities, but worried you don't have the right license? Don't worry, we will teach you!

3 Want to make a real impact?

Contribute to the sustainability movement and make a difference in our world. Play a key role in helping reduce urban traffic and emissions by encouraging our community to move together.



Want to find out more about a career with Transdev?

Visit: transdev.com.au



transdev.com.au

Inspiring change



Why Programmed?
At Programmed, you're
valued for who you are.

We're 100 per cent
committed to you.
This means we pursue
gender equity, both in
pay and job opportunities.

Each day we take steps to ensuring gender balance within our workforce because we want to be known as an employer of choice for women.

Every day new opportunities unfold for women in Programmed; in trades teams as painters, gardeners, electricians and in office-based roles. There are many opportunities for leadership and learning; for fulfilling ambitions, following passions and discovering real joy.

Come join Programmed and be among the many women finding true satisfaction in jobs that do not always follow traditional career paths. Make your story a part of ours as we broaden mindsets, empower young women and inspire change.

"Programmed opens many career doors. Our people are encouraged and supported to learn new skills and explore different career paths. As the Executive General Manager, I feel the key to the success of our business is the focus we place on safety, work life balance and the value of creating a diverse, inclusive workplace".

Terri Hosking
*Executive General Manager –
Programmed Property Services*



Electrical Apprentice

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.

"What attracted me to taking up a trade was the ability to work outdoors, meet new people and be hands on rather than sitting behind a desk all day."

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.

[Hear more from Ebony here.](#)



Things you need to know...

Equality and Diversity in the workplace

We believe in providing an equal and diverse workplace where everyone feels welcome. Our commitment to diversity focuses on cultural and generational diversity. This includes providing employment opportunities to people with disabilities and improving gender balance in the workplace.

Make a difference

We value thought leadership and encourage everyone to bring new ideas, thoughts and fresh perspectives to our workplace. As a Programmed employee, you are encouraged to make decisions and speak to management when you have a new idea.

Opportunity to grow

Everyone has different goals and ambitions. Which is why we are committed to helping you succeed in your career. We are here to help you grow and explore opportunities within the company. With the right training and mentoring, we'll help you progress. All we seek is a can do attitude from you.



Want to find out more about a career at the Programmed?

Visit: programmed.com.au

or email: maintenancehr@programmed.com.au



programmed.com.au



Schindler

We Elevate... Unlimited Possibilities



As an organisation, Schindler identified that we needed to transform our culture to be more open and inclusive and to become more diverse. Our methodology was based on solving business issues using diversity and inclusion rather than target setting.

Culture starts at the top, which is why we decided to take a top down strategic approach. The focus was on building an inclusive and supportive senior leadership team, then roll out future initiatives to all levels of the business.

We started with two core programs:

- + An **Inclusive Leadership program**, for our managers, on topics such as unconscious bias, leading with difference, understanding merit and different styles. The key to its success is the experiments that are carried out by the participants including acting as mentors in the Courageous Careers Program to apply the learning in real life.
- + A **Courageous Careers program**, again, using online learning modules, activities and workshops focussing helping employees gain the skills and confidence to get the most from their career and develop the strength and courage to face the challenges along

the way. The participants are mentored by graduates from our Inclusive Leadership program who are all senior managers. This has the dual benefit of the senior managers getting to practice their inclusion by helping others.

- + **Continuous Succession Planning and Talent identification.** Twice a year we carry out a succession planning review at Board level. This has enabled us to target roles and identify talent across the business. This 2-tiered approach resulted in a significant increase in promotions being awarded to women, particularly those in non-traditional roles.



Working at Schindler

Read what some of our female employees think about working at Schindler.



Arabella Fazio,
Apprentice NSW

Arabella finished year 10 and was successful in her application to join the Schindler Apprenticeship Program. "On my first day, I didn't know what to expect. I was nervous but at the same time was so excited to kick-start my career at Schindler. At times it can become quite challenging where I put extra pressure on myself by expecting to remember everything I'm told and shown. However, the people I work with are very supportive and always willing to help and has assisted in gaining invaluable insight to further develop my skills and knowledge".



Echoe Dressel,
Service Technician VIC

Echoe has been part of Schindler for over 10 years having progressed through our Apprenticeship program to become a Service Technician and returned from two stints of maternity leave. As an Electrician in our Service department, Echoe is responsible for ensuring that our customers' equipment is working as efficiently and as safely as possible. "Schindler really push safety. I've come straight from school, never seen anything and to have safety as their number one priority was a big winner."



Julia Zwirko,
Engineering Manager NSW

Julia's role is all about ensuring our engineering team provides tailored solutions to our customers within a specific timeframe and budget. "Schindler is a place of opportunities. With the right mindset and attitude, Schindler can help you to achieve your goals. My journey with Schindler started as a member of the Systems Implementation team, which was something completely out of my mechanical engineering skill set and therefore very much outside my comfort zone. From there, Schindler not only provided me with the opportunity to utilise my engineering skills, but understand the importance of investing in their people and this is why it is such a great place to work."



Tania Board,
Project Manager WA

For Tania, no day is the same. It's managing customer expectations, juggling the project delivery in various stages of installation and championing safe work practices. "I was involved in the Courageous Careers program last year and was encouraged to take more risks and further develop my networking skills and work-life balance. When it comes to encouraging women in leadership roles, have confidence in your ability to deliver and embrace the qualities that make you unique".



schindler.com

People Living with a Disability

A photograph of a person in a wheelchair working at a desk. The person is wearing a light blue shirt and dark jeans, and is typing on a laptop. In the background, another person is visible, also working at a desk. The image is partially covered by a purple diagonal overlay on the left side.



226



228



230



232



Great place to belong – accessible and inclusive for all



We're committed to giving you every opportunity to learn and grow by creating a thriving and inclusive workplace. Our purpose is to shape a world where people and communities thrive. That means ensuring our future workforce is open to everyone.

Being part of ANZ means being part of one of Australia's largest companies. We aim to be an employer of choice for people with accessibility needs, where there is equal opportunity and access for every member of every team.

Our approach to accessibility

Our passionate and proactive community of accessibility champions, drawn from all areas of ANZ, collaborate to identify and address barriers to independent, convenient and dignified banking,

and to foster an inclusive workplace culture which embraces all abilities. This has helped ANZ develop a range of commitments and initiatives to support the accessibility, diversity and inclusion of our customers, communities and employees.

Employee initiatives include disability confidence training of our recruiters and managers; growing our mentoring and internship programs for students with disabilities and continuous improvement of our communications to be accessible and inclusive.

**ANNA SPITERI**

Senior Audit Manager –
Culture, Group Functions

Walking into ANZ in 2018 for the first time, I couldn't help but be struck by the visibility of disability, and indeed diversity generally.

I'm deaf and this means that I work extra hard to hear, particularly in large meetings and gatherings, but also on a one-to-one basis.

I've always been good at advocating for myself but it can feel really challenging sometimes. At ANZ, I feel like I'm being met halfway – that people want to understand the barriers I face and help me overcome them.

Flexible working is available to everyone at ANZ. I use this by working partly from home. I have been given tools and support so that I can focus my efforts on my performance and my career, rather than the job of trying to hear.

I'm also proud to represent our colleagues with disability as co-chair of ANZ's Abilities Network.

Our purpose is to shape a world where people of all abilities can thrive.

We run events and training, raise awareness and support our colleagues with disability to bring their whole selves to work.

Things you need to know...

Spectrum Program

We recognise people with autism face barriers finding meaningful work, despite their often highly valued skills and diverse ways of thinking. Our Spectrum Program is designed to offer employment opportunities to the autistic community to build greater independence and fulfilling careers.

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.



For more information about what ANZ can do for you and your career, and to explore the endless opportunities, visit <https://www.anz.com.au/about-us/esg/workplace-participation-diversity/accessible-workplace/>



anz.com/careers

Accessibility at Coles



Accessibility is important to us, not just across our stores, but all our workplaces and digital platforms.

Team members across our Supermarkets, Liquor and Coles Express complete Disability Confidence Training – and it's part of our induction program – to make sure we're offering great service and support to all our team members and customers.

We have a gold membership with the Australian Network on Disability, and regularly benchmark our progress against the Access and Inclusion Index, to make sure we keep improving.

We also have a commitment to continue improving our ranking in the Index, and in 2019 we improved our ranking with a score increase from 44 to 63/100, and our ranking compared to other organisations went from 10th to 8th.



Click here to view our current Accessibility Action Plan

Our Accessibility Action Plan highlights the commitment we have made to provide a great place to work for our team members with a disability and a leading customer experience for customers with a disability.

We are currently drafting a new 3 year action plan and launching a team member network to champion Accessibility at Coles.



Things you need to know...

Making adjustments to support you

We encourage and support the employment of people with disability and we're committed to building a team that's representative of the local communities we're part of.

During the recruitment process, we know we might need to make some adjustments; including alternative formats to the recruitment process, so we can get to know you in the best possible way. Let us know, we're happy to accommodate.

And once you join Coles as a team member, if there are changes that need to be made to your workplace or workstation so you can perform at your best, we'll work with you to develop an appropriate solution.

You can contact our Inclusive Recruitment team at inclusionrecruitment@coles.com.au if you'd like any assistance with the selection process or your potential work environment.



For more information about a career at Coles, visit **careers.colesgroup.com.au**



careers.colesgroup.com.au

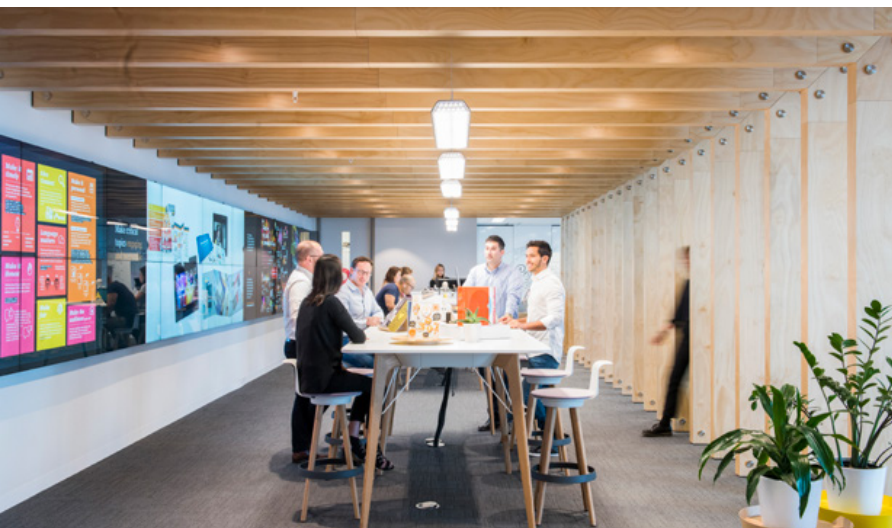
Ensuring people with disabilities thrive



At PwC Australia, we strive to create a culture of safety to empower people with disability to be open about their needs in order to support them to thrive. Every day, we challenge the unconscious bias that exists in society by focusing on the uniqueness of each individual and the value they bring to work. Because we know great strides are made not by a single person alone, but by working collaboratively and rallying the right skill sets.

Our focus is on bringing together people who are passionate about solving the tough challenges of society and are excited about shaping the future. Our diversity and inclusion initiatives are at the forefront of driving this change, ensuring that disability is not seen as an impediment but as an asset – opening up new ways of thinking and working.

We're committed to fostering a culture of openness that empowers people with disabilities to be open about their needs without fear of bias, and receive the right support and flexibility to be able to bring their best selves to work. We are driven to close the disability-gap and ensure each individual can be seen, heard and respected.



Some of the ways we support you

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 mental health 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.

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.

Accessible employment

We encourage people with disabilities 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.

Things you need to know...

Ways we create an inclusive environment

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.

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.

Workplace Adjustment policy

We've implemented a centralised process for workplace adjustment requests during both recruitment and employment.



To find out more about a career at PwC Australia? Visit: pwc.com.au/careers



pwc.com.au/careers



An inclusive workplace for all abilities



The City of Stonnington is an equal opportunity employer committed to providing an inclusive, welcoming and supportive environment for all.

We aspire to be a leading local government authority with a diversified, inclusive and engaged workplace culture. This means respecting individual differences – and using these differences to strengthen our business. Having a diverse workforce means we can improve our organisational capability to solve problems, meet the needs of our increasingly diverse municipality and better develop and deliver services to our community.

Engagement in our organisation

Our internal news platform helps us acknowledge and celebrate events like International Day of People with Disability and World Autism Awareness Day.

We use this platform to promote training and development for our workforce such as disability awareness training, as part of our Diversity Confidence Program, Autism Awareness Training and YouMeUs – online training to promote the understanding of differences in the community, challenge public perceptions of stereotypes, highlight the abilities of people with a disability and support the development of inclusive communities.

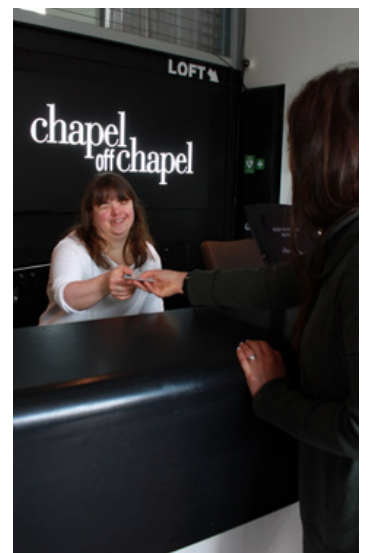
Work experience

We offer an Inclusion Work Experience Program, which has been running since 2014 and provides work experience to people living with disability. This has been a successful initiative for the many candidates who have gone on to find paid employment within Council and beyond.

A recent success is that of Rachelli, who undertook Work Experience at our Chapel Off Chapel venue as a Front of House officer.

Since completing this role in June, Rachelli has gained permanent paid employment as an usher with another local theatre.

To enquire about work experience placements, you can visit our website stonnington.vic.gov.au or email us at applications@stonnington.vic.gov.au



Things you need to know...

Employment

- + We have recently updated our Workplace Adjustment Policy and Procedures which encourages anyone living with disability to seek the adjustments they need to allow them to fully work in their desired areas of work, without limitations. We actively promote working from home arrangements.
- + To identify and remove barriers in our recruitment and employment processes and practices, we are engaged in a 12-month partnership with Job Access. JobAccess is the national hub for workplace and employment information for people with disability, employers and service providers, and brings together information and resources that can drive disability employment.
- + We work together, with internal groups of employees from all over the organisation to share information, ideas, and work through challenges around diversity, access and inclusion.



Want to find out more about a career with City of Stonnington?

Visit: stonnington.vic.gov.au/About/Careers



stonnington.vic.gov.au

LGBTQI+





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Inclusion & Diversity



For over 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.

A career at NAB is about more than money. We respect your abilities, intentions, needs and aspirations, which means you can be yourself and realise your potential.

We take pride in being a company that celebrates people for who they are, no matter how they identify. At NAB we advocate and celebrate people of diverse sexes, sexualities and gender identities, and strive to build inclusive spaces for our employees and customers.



Out and Proud

We're creating a culture where our Lesbian, Gay, Bisexual, Transgender, Intersex and other gender and sexual diversities (LGBTI+) employees aren't defined by their sexual orientation, or their gender identity and we've always taken pride in being a company that empowers, celebrates, and uplifts LGBTI+ employees and communities.

In 2020 we maintained our Gold Employer Status in the Australian Workplace Equality Index (AWEI), the national benchmark on LGBTI+ workplaces in Australia. At the 2020 AWEI awards, we were also recognised as a top three finalist in the area of trans and gender diverse achievements.

We're proud to have inclusive people policies ranging from LGBTI+ inclusive leave arrangements, and all our leave policies cover families of all different constructs. NAB also provides gender affirmation leave and support as well as access to employee assistance programs and access to financial products which are inclusive to all LGBTI+ employees and their families. LGBTI+ awareness training is available to employees, ensuring we continue to provide an inclusive workplace for our employees and understand the needs of our customers.



Things you need to know...

Community involvement

NAB has been the proud Principal Partner of Midsumma Festival since 2013. It's our way to connect with the LGBTI+ community and its allies. We also advocate and support events around Australia including the Chillout Festival, Fair Day at Brisbane Pride and the Yarra Ranges Football League Pride Cup to further celebrate an inclusive society.

Internal communities

NAB Pride is an employee resource group made up of passionate volunteers and a strong network who continue the development of an inclusive and safe workplace for LGBTI+ employees and their straight allies.

Hear from us!

The Loud & Proud project explores what it means to bring your whole self to work for LGBTI+ people and why it matters.
Listen now.



For more information about careers at NAB, visit: nab.com.au/about-us/careers



nab.com.au

Pride at Coles



No matter your sexual orientation or how you identify, you can be your authentic self when you work with us. Our executive-sponsored team member network, and our commitment to continually striving for best practice in the Australian Workplace Equality Index (AWEI), means you can come to Coles Group knowing you'll grow your career, thrive and reach your full potential.

Coles' LGBTQI+ (Lesbian, Gay, Bisexual, Transgender, Queer and Intersex) pillar of our Better Together diversity and inclusion program, Pride@Coles, 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.

Under the Pride@Coles pillar we are currently focusing our efforts in the following areas:

- + Activating our team member network
- + Building our capability
- + Ensuring our systems and processes are inclusive
- + Taking a leadership role in the community

We are proud to have an executive-sponsored SteerCo and a strong state-based team member network to activate engagement in local events.

Through our partnership with Pride in Diversity we access leading policy and practice in LGBTQI+ workplace inclusion, and are continually building our network of trained allies.

With almost half of our workforce identifying as part of the LGBTQI+ community or an ally, we are building a network of inclusion champions across Coles.

For our customers we wear the rainbow sticker on our name badges, we celebrate days of significance like International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT). In November 2020, Coles Local launched The Welcome Here Project. Under this project, Coles Local commits to:

- + welcoming and including LGBTQI+ people
- + create positive change within our local community and;
- + celebrate LGBTQI+ diversity

We are proud to have been recognised as an inclusive workplace through the Australian Workplace Equality Index. Coles has maintained Bronze Status for two years and we are excited to continue to make progress in our initiatives aimed at improving the inclusion of people of diverse sexualities and gender.



Things you need to know...

Support for transgender and gender diverse applicants throughout the recruitment process

We welcome applications from the LGBTQI+ community and we recognise that trans and gender diverse applicants may have specific questions throughout the recruitment process. There's no obligation to disclose your gender identity, however if you choose to share this information, we are here to provide advice and support.

Our 'LGBTQI+ awareness' trained Inclusive Recruitment team as well as our Diversity & Inclusion Manager, can work with relevant stakeholders and partners to assist you in navigating the process.

You can contact our Inclusive Recruitment team at inclusionrecruitment@coles.com.au where you'll be supported by our Inclusive Recruitment LGBTQI+ lead.



For more information about a career at Coles, visit **careers.colesgroup.com.au**



careers.colesgroup.com.au

Pride at Macquarie



At Macquarie we value the innovation and creativity that diversity of thought brings and recognise that inclusion ensures all our people are empowered to innovate and invest for a better future.

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 promote a diverse and inclusive environment for our LGBTQ+ people and clients, where everyone is encouraged to bring their whole self to work and be an ally. We do this through inclusive policies, ongoing education, awareness and community engagement.

We also recognise the importance of employee networks and the resources that can be generated through relationship building and the exchange of ideas.

Our Pride Employee Network Group, Pride at Macquarie, empowers our LGBTQ+ colleagues, customers, clients, communities and allies by building a diverse and inclusive environment where everyone has equitable opportunities and the freedom to be their authentic selves.

Throughout the year we celebrate International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT), LGBTQ+ History Month and Wear it Purple Day as well as Regional Pride celebrations and local days of significance as part of our internal and external commitment to our employees, our clients and communities.



MEET OUR MEMBERS
Michael, Associate Director,
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 at 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 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, Account Executive,
Banking and Financial Services

"I couldn't bring my whole self to work every day without being able to advocate for LGBTQ+ equality. At Macquarie I feel that I'm not only able to act as an individual ally but that I'm part of a network of colleagues who share the same passion for diversity and inclusion."



Things you need to know...

Our recognitions

- Top 10 ranking in the Australian Workplace Equality Index four times, qualifying us as a Platinum Employer for LGBTQ+ inclusion
- #33 in the UK Stonewall Workplace Equality Index

- 100/100 ranking on the US Human Rights Campaign Corporate Equality Index

Your resources

Through our internal social media platform, Workplace by Facebook, Pride at Macquarie continues to drive active discussions on

LGBTQ+ news and research along with showcasing events, staff stories and community activities.

Your opportunities

All of our employees based in Australia have access to our LGBTQ+ awareness training, LGBTQ+ Allies training and our events.



Want to find out more about Macquarie's commitment to Diversity and Inclusion?

Visit: macquarie.com/careers/diversity-and-inclusion



macquarie.com

Proud to be a top LGBTIQ+ employer



At PwC Australia, we know that solving the tough problems of the world can only be done together. To create holistic, meaningful change in society, it is essential to open wide the doors of inclusivity and allow all people to freely contribute.

When people are encouraged to be themselves and experience the richness of diversity in all forms – thought, background, passion, skill-sets, personal choices – inclusivity becomes a powerful force to drive change.

Our initiatives continually challenge the unconscious bias that exists in society, and we are proud to be a leading LGBTIQ+ employer. PwC was one of the first

corporates to support marriage equality, and actively supported our people throughout the campaign. At the 2020 Australian LGBTIQ+ Inclusion Awards, we were recognised as a Platinum Employer – making us one of the most LGBTIQ+ inclusive workplaces in Australia. We are proud members of Pride in Diversity and the global group 'OUT Leadership'.



MEET AMELIA KONDILOS
Amelia is a Senior Manager in the Private Clients Tax team and is one of our National Co-Leads for PwC's LGBTI Network, GLEE@PwC

PwC is one of the top employers for LGBTIQ+ people in Australia. We were recognised as a Platinum Employer in the Australian Workplace Equality Index awards last year and have been awarded Employer of Choice for Gender Equality for the last 5 years in a row! These are incredible achievements for our firm and show that we have created an environment for everyone to bring their whole selves to work every day.

The GLEE@PwC network provides an opportunity for our LGBTIQ+ people and their allies to be involved in the great achievements and celebrations of the LGBTIQ+ community. This includes days such as IDAHOBIT day and Wear it Purple day. More importantly, we can provide valuable guidance to our Diversity and Inclusion team as they strive to ensure everyone at the firm is celebrated and included always.

PwC has created a positive, diverse and supportive environment for all employees. I am very out and open about who I am - my partner Jess is treated the same as anyone else's partner/wife/husband and that to me is an incredible way to come to work and feel safe, happy and supported every day.



Things you need to know...

Ways we create an inclusive environment

Transitioning support

We support our people by offering a transitioning and support policy to any person who chooses to transition and affirm their gender while working at the firm.

Employee-led networks

We have a host of national employee-led initiatives to ensure everyone can be supported and lend an active voice in being a part of the collective change. One such community is GLEE@PwC (Gays, Lesbians and Everyone Else) with like-minded individuals committed to championing diversity to ensure everyone can bring their whole selves to work.

Parental policies

Our policies for parental leave and personal/carers are LGBTIQ+ inclusive and include foster care and adoption.



Want to find out more about a career with PwC Australia?
Visit: pwc.com.au/careers



pwc.com.au/careers

Great place to belong – accessible and inclusive for all



Wherever ANZ operates we want to attract and develop the best people for the role. One way we achieve this is through employee-led networks such as ANZ Pride. Pride exists to promote diversity, inclusion and respect for the bank's staff and customers worldwide by supporting and engaging our people, their families and friends, and the LGBTIQ+ community.

Supporting our Staff

With more than 2,000 members Pride is a voice, contact point and support mechanism for LGBTIQ+ employees and allies. Pride focuses on active engagement through internal and external activities supporting the community.

Supporting the LGBTIQ+ Community

ANZ is the Principal Partner of Sydney Gay and Lesbian Mardi Gras and has been marching and representing LGBTIQ+ staff for 15 years. Through our partnership

we've helped increase visibility and raise awareness and support the LGBTIQ+ community through public displays of commitment such as GAYTM's, GAYNZ branches, and our "Sign Posts of Love" Mardi Gras campaign in 2019.

We also support the LGBTIQ+ community beyond the Mardi Gras festivities, through the ANZ & Sydney Mardi Gras Community Grants. The grants provide financial funding for a range of purposes including education, training, community development, arts and culture – anything under the rainbow.



CAITLIN MONNERY-KORVING
Journey Expert | iKnow Squads |
Banker Experience Tribe
Pride Senior Leader | ANZ Pride

**Q What is your role at ANZ?
What do you do?**

A My "day job" is as a Business Analyst, supporting the main system that identifies and sets up new customers in branches. I'm also lucky to be one of the Senior Leaders for ANZ Pride, our Employee Resource Group for LGBTQI+ inclusion and support.

Q What do you love most about ANZ Pride?

A The real impact we have on people's lives! Whether it's updating policies to ensure they are inclusive regardless of sexual orientation, gender identity or intersex status; raising awareness of LGBTQI+ role models to help our staff be their authentic selves; or providing support to staff members with LGBTQI+ children, I love knowing I play a part in making the world a better place for our community.

Q Any advice for the LGBTQI+ community thinking about joining ANZ?

A Easy – do it! In my ten years at ANZ I have never felt like I needed to hide who I am, and that's down to the amazing people who work here. ANZ is a truly supportive work place – just go for it.

Things you need to know...

Join our Mardi Gras celebrations

ANZ's participation in Mardi Gras was started by our staff 15 years ago and they still play a major role in helping with festivities each year!

Improve our policies

We continuously review and improve our policies and procedures to ensure they are inclusive of our LGBTQI+ employees and customers.

Recognition as an employer of choice

ANZ has received formal recognition for LGBTQI+ workplace inclusion through Australian Workplace Equality Index (AWEI) (Australia), Rainbow Tick (NZ), and Community in Business Benchmarking (Hong Kong). In 2019 we achieved Platinum Employer recognition through AWEI for sustained and ongoing commitment to LGBTQI+ inclusion.



For further information and to view a range of careers at ANZ visit <https://www.anz.com.au/careers/life-at-anz/belong/>



anz.com/careers

Cultural Diversity

A photograph of two women in a professional setting. The woman on the left is wearing a pink hijab and a light pink long-sleeved top, sitting at a white conference table. She is looking down at a tablet device. The woman on the right is wearing a black blazer and is leaning over the table, also looking at the tablet. On the table, there is a black conference phone, a glass of water, and some papers. In the background, there is a large potted plant and a window. The image has a diagonal split with a yellow-orange gradient on the left and a white background on the right.



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Nestlé Good food, Good life

We are Nestlé

The Good food, Good life company



Aboriginal artwork created by artist Jeremy Donovan. The artist descends from the Kuku-Yalanji tribe of far Northern Queensland.

As a multi-national company, we're positioned to provide a wealth of opportunities and challenges across a truly global business network.

Our diversity brings fresh, innovative thinking to how we approach new and existing challenges. You'll have the opportunity to learn from inspiring leaders and colleagues, collaborate across local and global teams, and experience the many different areas of our business operations.

Our corporate business principles are at the heart of our company. Available in over 50 languages, they reflect the basic ideas of fairness, honesty, and a concern for individuals and families, communities and the planet.





Corporate Programs & Sponsorship Manager

RASHNA SHROFF

Q How is your role at Nestlé involved in Cultural Diversity?

A One of the key programs I am responsible for in my role at Nestlé is centred on supporting Aboriginal and Torres Strait Islander communities through our Indigenous communities. The AYDP works with young First Nation's women in various ways including developing health and wellbeing knowledge and practical cooking skills through the Nestlé Nutrition Program, developing leadership skills through events such as the Future Leaders Forum and upskilling the girls in job readiness and supporting with employment opportunities. Internally at Nestlé, the AYDP has given us opportunity to promote important dates on the First Nation's cultural calendar such as National Reconciliation Week and NAIDOC Week.

Q What Cultural programs are you passionate about?

A I am passionate about programs and initiatives that support Aboriginal and Torres Strait Islander communities. I am also a big supporter of anything to do with empowering women. The Nestlé AYDP combines those two passion points very well!

Q How can Cultural Diversity make an organisation more inclusive?

A Many of us now know that inclusion cannot be achieved simply by being more diverse – however it is a good place start. Employing more people from different cultural backgrounds will begin to make an inclusive culture something that happens more organically. And as an added bonus, it can have huge effects on ways of working – with new and innovative approaches being discovered.

Things you need to know...

Values based in respect

Our culture is built on respect – for ourselves, for others, for diversity and for the future. Respect goes beyond simple courtesy – it informs our decisions at each level of the organisation, and guides the experience we offer.

Unconscious bias

When working as a diverse team we need to go one step further; we need to be inclusive. This means

accepting others as equal members of a team and being aware of unconscious bias. Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious biases about various social and identity groups including gender and our people are being trained on being aware of bias.

Human rights

Embedding human rights into our day-to-day operations means everyone who works at Nestlé needs to understand what human rights entail. Our onboarding program includes human rights training that aims to provide more than just a general understanding and allows our people to understand how human rights abuses relate to the company as a whole but also their own areas of responsibility.



Visit our careers website at www.nestle.com.au/careers



nestle.com.au



Teys Australia: Our People



Teys Australia is an ever-evolving, global food brand with true family values at the core, built by four generations of Teys family, and the commitment of our Cargill joint venture partners. We are a leading beef processor and exporter in Australia, exporting to over 60 countries around the world, and are proud partners to over 7,000 Aussie beef producers.

Our workforce of 4,700 are located across 15 sites in four states, and in diverse roles from feedlots to finance. Teys is the largest employer in many of our regional locations. Our business focus is on supporting our local communities, contributing a further 13,000 jobs in rural and regional Australia.

Our story goes back more than 70 years when the four Teys brothers, Cid, Cliff, Mick and Max, opened their first butcher shop in Brisbane's Woolloongabba. The hard-working brothers built up their business on a foundation of good old-fashioned service, a quality product and honest business ethics.

These foundations haven't changed and still lie at the heart of Teys Australia. It's our end-to-end supply chain capability that brings the story of provenance, and our passion for the business, to life in everything we do.

From our producers to our livestock buyers, transport drivers, processing staff, wholesalers, retailers and restaurateurs, we all work together to feed people and enrich lives.

Have a look at what the Teys legacy values means to our employees...

Jake – Strategic Supply Chain Manager, Naracoorte

'The Teys legacy value, integrity, means everything to me and I strive hard to live by it every day. Integrity, to me, means we have an obligation and a desire to do the right thing every time, including our sourcing of livestock, animal welfare, processing, food safety, labelling, and treatment of employees, clients and suppliers.'

Brody – Production Manager, Naracoorte

'The Teys legacy value that relates to me the most is resilience. No matter how difficult things become, I will always stick it out to the end, give it everything I've got and be back ready to go again the next day.'

Brian – Production Manager, Murgon

'Through the completion of my Certificate IV in Human Resources, which was supported by the company, I have gained a thorough understanding about change management procedures, handling complex situations and how to best support our team and our people. Whilst people go through complex situations, having the skills to listen and support them is essential. The course was challenging, but worth the effort. I'm thankful for Teys for their support.'



Things you need to know...

1 Equal Opportunity

Teys Australia is an equal opportunity employer. As part of our strategic recruitment practices, our focus is to place the right person, in the right role, at the right time.

2 Our Values

Teys Australia is proud of its heritage and the embedded family values of Humility, Integrity, Loyalty, Resilience, Trust and Co-operation that inspire our workforce to be the best they can be every day.

3 Nationalities

Teys understands the value that diversity brings to our business. We pride ourselves on having more than 50 different nationalities in our business and encourage both work and community engagement. It is important for us to be able to provide a safe, inclusive and accessible environment where everyone can realise their full potential throughout the various stages of their careers.



Want to find out more about a career at Teys Australia?

Visit:
teysgroup.com/au/our-people/apply-now



teysgroup.com/au

It's not about fitting into the culture, it's about adding to it



SAS 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 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.

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.



According to the *Harvard Business Review*, 52% of women in STEM leave the field and never come back. SAS is committed to changing mindsets...

- + SAS is also recognized as a Best Workplace for Women by Fortune magazine.
- + Commitment to employees – and their families – is part of the reason that women make up nearly half of the SAS workforce and more than 40 percent of leadership.
- + A pioneer in workplace culture for more than 40 years, SAS has set the standard by fostering an environment that helps employees balance their careers and personal lives.
- + Also the Women's Initiative Network (WIN) is a strong community of SAS employees who empower, encourage and inspire women to pursue excellence in their careers and fulfillment in their personal lives. Members act as ambassadors for SAS and STEM careers, sharing time and expertise to develop leadership capabilities among female employees, expand professional networks, showcase thought leaders and attract women to careers in science and technology.



Annelies Tjetjep

Things you need to know...

I believe in the potential to use data to better life and so I help our Partners develop this potential. Through my relationships with industry peak body's, I play an active role in evangelising the use of data and analytics within community.



Michela Guimaraes

Joining SAS was one of the best decisions of my life. I am constantly learning new SAS solutions and exploring with customers how analytics, artificial intelligence and machine learning helps them solve business problems. I enjoy SAS because of the culture and the smart and lovely people that I work with.



Want to find out more about a career with SAS?

Visit: sas.com/careers



sas.com

Aboriginal & Torres Strait Islander

A young woman with dark, curly hair is sitting in a grey armchair, smiling at the camera. She is wearing a black t-shirt and a thin gold chain necklace. A silver laptop is open in her lap, and she is holding a gold bangle on her left wrist. The background is a blurred outdoor scene with greenery and a building. A large, semi-transparent white triangle is in the top right corner, and a gold bar is at the bottom.

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**McCONNELL
DOWELL** **BUILT
ENVIRONS**
CREATIVE CONSTRUCTION™ McCONNELL
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 **City of
STONNINGTON**

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ANZ 

Indigenous Careers at Westpac Group



At Westpac Group we are committed to creating a workplace that supports long-lasting and meaningful careers for everyone. Through Westpac Group's Reconciliation Action Plan we are committed to creating employment pathways for Aboriginal and/or Torres Strait Islander peoples.

School-based Traineeships

If you're still at school and looking to gain experience in the financial services industry, a School-based Traineeship could be the right program for you. Gain paid part-time employment during years 11 and 12 and receive training that counts towards your HSC or equivalent. You'll come away with practical workplace skills in the banking and finance sector, and a nationally accredited qualification.

Full-time Traineeships

If you've finished school and are looking to gain experience in the financial services industry, a Full-Time Traineeship could be the right program for you. Completing the traineeship means you'll get a nationally accredited qualification along with paid employment. To qualify you'll need to have had previous work experience, but it doesn't have to be relevant to the financial services industry. When you complete our programs you'll have the possibility to further your qualifications or apply for a permanent role within Westpac Group.



Bank Manager employee spotlight

TEGAN BURKE

Q Tegan, can you tell us a bit about who you are and where you're from?

A "I'm a proud Kalkadoon woman from Cloncurry in North Western Queensland, a small community consisting of only 2700 individuals."

Q What is your current role within Westpac Group?

A I am currently the Bank Manager of Westpac Surfers Paradise in QLD. I've been with Westpac Group for just over 7 years and was the youngest Personal Banker for Westpac at the age of 17.

Q How did you get started in Westpac Group?

A I started my career in the bank since grade 10 of high school and had an amazing opportunity to progress through an Indigenous School-based Traineeship Program.

I was the first member of my extended family to graduate Grade 12 and complete a Traineeship simultaneously.

My first role within Westpac

Group was as a Teller, where my responsibilities included working Front of House as the face of Westpac. I was the first person customers saw as they walked through the doors. I also spent my days servicing the cash machines, assisting customers with their cash related enquiries and guiding customers to specialists with more complex banking needs.

Q How did you find out about career opportunities at Westpac?

A I have been an incredibly motivated individual since a young age. I reached out to the Indigenous Support Teachers at my school consistently and completed a multitude of external work placements until I found the right fit. This led me to the School-based Traineeship program at Westpac.

Q How would you describe your career journey at Westpac?

A My career within Westpac Group has been an incredibly educational experience. The company motivates me to be the best version of myself. Westpac has a fantastic workplace

culture whereby you are inspired to be yourself amongst such a diverse organisation. I have always felt as though I belonged, regardless of my background.

Q Can you tell us a little about how you have hosted your own Indigenous Trainee?

A As a Bank Manager, I myself have now had the opportunity to host an Indigenous Trainee within our team. I brought them under my wings and have helped mentor them through the bank. I plan to guide them along their journey and continue to be their support and mentor when ever needed.

Q What advice would you give to high school students looking to kick start their careers?

A Back yourself consistently. Realise that every opportunity that is presented can potentially be the beginning of something great. Once you show dedication and get your foot in the door, you can set yourself up for life if you stick to it and show your worth. If I can do it then you most certainly can do it too.

How we're supporting our Indigenous community

We know that part of building a better future for all Australians is to support Aboriginal and/or Torres Strait Islander people to prosper and grow. Westpac Group have a dedicated Indigenous Careers Team to help with:

- + Creating as many employment pathways as possible
- + Supporting the career development of Indigenous employees, interns and trainees
- + Making sure that we retain great Indigenous talent through career development opportunities (eg: mentoring programs, short-term secondments and leadership courses)



Want to find out more about a career with Westpac Group?

Visit: westpac.com.au/about-westpac/careers/indigenouscareers

Email: indigenouscareers@westpac.com.au

Call: **1800 655 592**
9am-5pm Mon-Fri Sydney time



westpac.com.au

Join our team.

Your opportunities are endless.



Consolidated Pastoral Company is committed to increasing employment opportunities for Indigenous people across Australia. Our stations are in regional and remote locations which have significant indigenous populations. As part of that commitment CPC has forged close links whether providing skills training, protecting property rights or working together to safeguard local biodiversity.

We recognise that we can provide people from within these communities with opportunities for employment and skills development. CPC has supported the establishment of a local indigenous contracting business in the Northern Territory providing meaningful work opportunities for local people. The Lake Woods Wetlands Biodiversity Asset Protection project concluded during 2017. Through this project CPC worked with traditional owners from the Lake Woods area to document their knowledge of plants and animals handed down through the generations, developing educational materials to assist in ensuring that their precious indigenous ecological

knowledge (IEK) is passed on. Employment decisions relating to the appointment, promotion and career development are determined according to individual merit and competence. CPC continues to review and develop policies and procedures to ensure equal opportunity within the organisation for all our potential and existing employees in regard to recruitment, promotion, transfer, training, education and employment conditions. All recruitment and promotion of employees are based on merit regardless of sex, race, marital status, sexual preference or religion.

Background – CPC have supported the Northern Territory Cattleman's Association (NTCA) Pastoral Real Jobs Program (RJP) since 2010 and has helped in excess of 40 indigenous people to develop the skills they need to open up career opportunities. The NTCA Real jobs program is a progressive and innovative employment program that engages, trains and supports young indigenous people for employment in the Northern Territory pastoral industry. The NTCA operates the Pastoral Real Jobs Program in partnership with the Indigenous Land and Sea Corporation (ILSC). The program began in 2008 with the aim of increasing Indigenous participation in Australia's northern pastoral industry.

Training – The NTCA employs two full time staff in the role of Senior Field offers to coordinate and mentor the program. These roles provide high quality leadership, management and administration for the project, along with development and collaboration with industry, government and other organisations. The RJP participants train alongside CPC staff by studying a Certificate II in either Agriculture or Rural Operations through Charles Darwin University, Katherine Rural College. Core skills for the competency-based training are learnt during their daily tasks and responsibilities on stations with support from Leading Hands, Head Stockpersons and Station Managers.



Things you need to know...

Key goals CPC aims to gain from the Pastoral Real Jobs Program

The program aims to connect young people into the program for two years. First year for training and placement, and the second year in sustainable, more independent employment.

CPC delivers:

- + Training
- + Careers
- + Opportunities
- + Cross-cultural awareness
- + Role models
- + Benefits & Safety first



Want to find out more about a career at CPC?

Visit:

pastoral.com/en/content/careers-0



pastoral.com

Coles Aboriginal and Torres Strait Islander engagement



At Coles We're proud to be Australia's largest private sector employer of Aboriginal and Torres Strait Islander people with over 4,800 Indigenous team members nationally (3.8% of our workforce) and we're not stopping there.

We're continuing to provide more leadership and training opportunities to develop successful careers pathways for our Indigenous team members.

[Learn more](#) about Indigenous employment

[Click here](#) to view our Indigenous 10 year document



MEET BONNY Product Technologist

A Product Technologist, Bonny Rawson is responsible for the quality, safety and legality for Coles Brand food products. Bonny did a Bachelor of Science (Food Science and Technology) at Curtin University in WA. Bonny was a Quality Inspector in a Coles distribution centre before she joined the Store Support Centre Graduate Program. Bonny is a Balardong Noongar woman and welcomes Coles' ramp up of engagement with Indigenous team members and suppliers in recent years.

"I like that every day at work is different and that I get to work with different people, both suppliers and people within the business. Plus, I get to eat really nice food every day."



MEET TIMOTHY Coles' support

Timothy Mayrhans, now 38, did a butcher's apprenticeship with Coles' support and is now a qualified butcher working in Coles Chinatown in Broome, WA. He says the store is like one big family. Timothy is proud to work for a company that is developing opportunities for Indigenous Australians, saying programs that support development and employment opportunities give hope and build confidence in the community.

"It's a great atmosphere, everyone's friendly and I've got an extremely supportive team," he says.



For more information about a career at Coles, visit careers.colesgroup.com.au



careers.colesgroup.com.au

Join us and make a difference in your local community



Delivering products and services across health, wealth and care, Australian Unity is here to support the Real Wellbeing of our members, customers and the broader community.

It's about what you want to achieve in life, while having the security to get out and do what makes you happy.

We're committed to building strong and respectful relationships with Aboriginal and Torres Strait Islander peoples, communities and businesses. Whether its delivering culturally appropriate services to our customers or helping our people to thrive, we're here to support Real Wellbeing in the way that's right for you.

We believe everyone should be given opportunities; to be safe, to be encouraged, to be challenged and to grow. And we want you to be the best you can be – to have a go, make it happen, turn opportunities into reality. Together we embrace opportunities to make real life changes.



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 products and services that impact positively on 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 across a huge geographical footprint. Our home and community care offerings allow staff the option to travel with clients located closer 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.

Things you need to know...

We support community

Australian Unity offers more than just a competitive salary. We recognise, maybe not 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 Aboriginal and Torres Strait Islander peoples. We also offer a public holiday exchange program, that allows people to swap some public holidays including 26 January, for days that bear a positive significance.

Our values shine through, be bold, warm and honest

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.

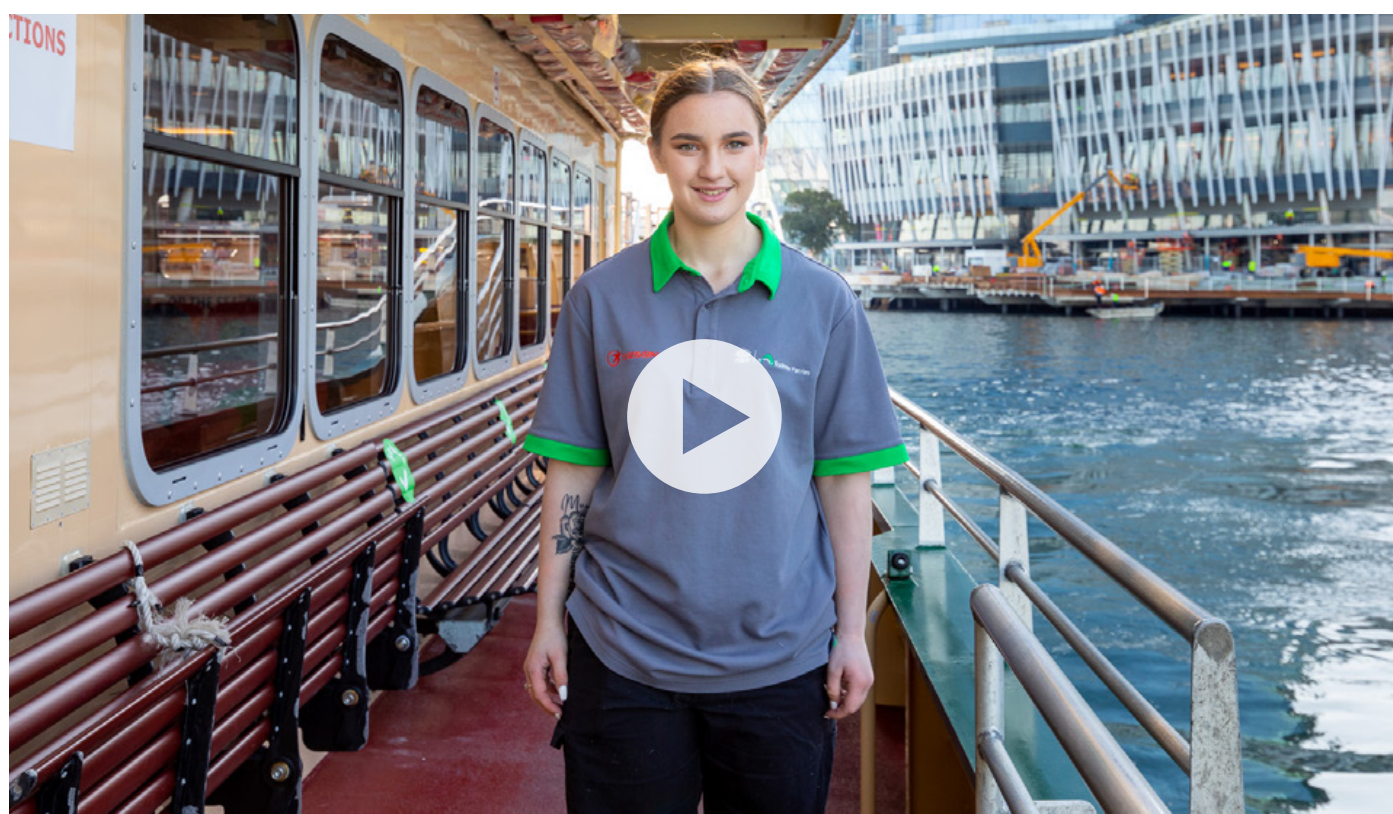


Want to find out more about a career with Australian Unity? Visit: australianunity.com.au/careers



australianunity.com.au/careers

Your journey, your way



At Transdev, we believe public transport plays an important part in how a city comes to life.

Our day-to-day work influences our families, friends, and future generations and 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.

What could a career at Transdev look like?

A career in public transport can be incredibly diverse. Whether it is driving a tram or negotiating in a boardroom the opportunities are endless. If you are looking to be hands on straight out of school, you might like to follow a pathway into trades such as automotive mechanics or opportunities in the maritime industry. If you have chosen university study as your pathway we hire from the following disciplines:

- + Law
- + Business
- + Mathematics
- + Engineering
- + Communication

Connecting Cultures

As part of our commitment towards reconciliation, we have engaged in a number of initiatives, such as cultural awareness training, commemorating dates of significance, celebrating our differences and encouraging understanding through our local Diversity and Inclusion Councils all working seamlessly together to create a place for you to belong.

Transdev Australasia acknowledge the Traditional Owners of the land and recognise their continuing connection to the land and waters on which we operate. We pay our respects to their Elders past, present and emerging. Aboriginal and Torres Strait Islander peoples should be aware that this website contains images or names of people who have passed away.

MEET KOBI

Kobi is a proud Wiradjuri and Bundjalung Man, who joined our Sydney Ferries team in 2017 as a General-Purpose Hand. "I thought it would be an interesting career path and what better way to work on the Harbour!" Our General-Purpose Hand role allows for an ideal work life balance "Transdev really supports me. It means I can balance my work to spend time doing physical activity and being with my family" Kobi said.



MEET RYAN

Ryan is a proud Kamilaroi man who started as an engineer at Transdev Sydney Ferries and over the past few years has learned and developed and has recently began working as a Ferry Master on our On-Demand Ferry Service. "I hope I can be a role model to young Aboriginal and/or Torres Strait islander kids out there, that are thinking about doing something like this and think 'if he can do it, I can do it'."



Things you need to know...

1 Inspired by a career on the water?

Make Sydney Harbour your office working in our iconic Sydney Ferries business. Maritime Traineeships are a great avenue for school leavers looking to work outdoors and be hands on.

2 Be paid to learn on the job!

Explore your future in a diverse range of trades through our apprenticeship program. Learn on the job and be mentored by the best.

3 Considering University?

Transdev have a multi-disciplinary graduate program. Over 18 months you will develop and progress as a young professional with support from mentors and buddies.



Want to find out more about a career with Transdev?

Visit: transdev.com.au



transdev.com.au

Creating meaningful change



PwC Australia (PwC) and PwC's Indigenous Consulting (PIC) acknowledge and pay our respects to Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia, whose ancestral lands and waters we work and live on throughout Australia.

In Australia, reconciliation with Aboriginal and Torres Strait Islander people is fundamental to achieving this and is core to Australia's national identity.

We believe that meaningful change happens when it is created by Indigenous people, not for Indigenous people. That is why in 2013 we launched PwC's Indigenous Consulting (PIC), the only aboriginal business that is a member firm of the global PwC network, committed to providing meaningful solutions that have a positive impact on the Aboriginal and Torres Strait Islander communities.

PIC is the only model of its kind in a professional services firm anywhere in the world that is self-determining, meaning Indigenous majority owned, managed and staffed. Quite simply, it is a joint venture between one of the oldest cultures in the world and one of the largest professional services firms.

"At PwC we create platforms for voice, promote truth telling and support economic empowerment for First Nations Australians. We will continue to help create positive social change and in doing so, reimagine the role of business in society."

Tom Seymour, CEO PwC Australia



MEET YASMINE GILL
Senior Associate, PwC's
Indigenous Consulting (PIC)
Mob: Engawala

What do you do?

I work in PwC's Indigenous Consulting (PIC) firm, which has been an exciting opportunity for me to learn new skills and engage directly with community organisations to help drive social change.

Career highlights in PIC

Through my involvement with our Reconciliation Action Plan (RAP) committee, I had the opportunity to attend the 2019 Garma Festival of Traditional Cultures held in Northern Territory, which allowed me to better connect with the community and understand some of the important issues that Aboriginal people are facing today.

Advice for students?

Never think that you're not capable of working for an international firm. Remember that stepping outside of your comfort zone is the best place to be!

Things you need to know... Ways we're promoting reconciliation

Elevate RAP status

Our joint Reconciliation Action Plan (RAP) between PwC and PwC's Indigenous Consulting (PIC) is focused on increasing economic participation, deepening our firm's cultural fitness, and building trusting strategic relationships with Aboriginal and Torres Strait Islander people. We are one of approximately 20 organisations that have attained Elevate status, which demonstrates our investment and commitment to reconciliation.

The PwC & Murra Boost Initiative

The PwC & Murra Boost Initiative is a partnership between PwC and the Murra Alumni of the Melbourne Business School, whereby we provide \$30,000 in skills and expertise to support a winning Indigenous Business to support a specific issue that will allow for future growth.



Want to find out more
about a career with
PwC Australia?

Visit: pwc.com.au/careers



pwc.com.au/careers



We move the businesses that move the world



With over 130 years' experience, Toll Group, proudly part of Japan Post, operates an extensive global logistics network, covering road, air, sea and rail across 1,200 locations in more than 50 countries.

With a bold vision and innovative drive, join our 44,000 colleagues as we lead industry change and transform how customers best meet their global supply chain needs in a meaningful and sustainable way. There are countless opportunities to learn and make a real impact in shaping our industry's future. Grow through diverse challenges amongst a friendly and inclusive global culture. Take pride in building relationships that matter, because being connected is at the centre of what makes Toll great – it's what makes our possibilities endless.

Toll embraces and celebrates a variety of cultures. We continue to build a business that reflects the values of equality, built on the knowledge and understanding that everyone is welcome.

We are committed to supporting Aboriginal and Torres Strait Islander peoples, businesses and communities who work with us. With our family-like culture and inclusive work environment, Toll provides excellent career prospects for Aboriginal and Torres Strait Islanders looking for an exciting role with an Australian business with a global footprint.



MEET CEAH DAVID
Transitions Consultant NT

Q What's your main role?

A I have been employed as a Transitions Consultant at Toll Transitions in Darwin, NT for just over 12 months. I am part of Global Logistics and work alongside Defence assisting with serving members and their relocations. My role is classified as an Indigenous identified position and the fact that Toll provides opportunities like this and supports the Indigenous communities all over Australia is great. It's not just the Indigenous community that Toll focuses on, they support a diverse workplace in general fostering a culture that welcomes everyone.

My mum is both Aboriginal and Torres Strait Islander, from Thursday Island. Mum's Aboriginal side is from Shelborne Bay – Wuthathi country. My Dad is a Torres Strait Islander from Badu and Mabuiag Islands and has Samoan heritage.

Q Where to from here?

A I am currently in the process of joining the Army Reserves. Knowing that Toll supports me in pursuing this opportunity and the reserves gives me the confidence to take on any challenge thrown at me. I am grateful to have the opportunity and proud to represent Toll.

Things you need to know...

Toll is committed to making a positive difference for Aboriginal and Torres Strait Islander peoples

Toll has been working with Aboriginal and Torres Strait Islander 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 we continue to be committed to reconciliation with our third RAP now in place.

Our RAP helps guide us to ensure that our workplace is welcoming and creating positive opportunities.

We also actively encourage employees to participate in National Reconciliation Week and NAIDOC Week celebrations, and to undertake cultural awareness training.

Partnering with 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.



Want to find out more about a career with Toll?

Visit: tollgroup.com



tollgroup.com

Celebrating Indigenous Success



National Australia Bank Group is a financial services organisation with more than 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 programs provide opportunities and pathways for talented Indigenous Australians who want to pursue a career in financial services. While the employment programs open doors and provides training and support, our Indigenous employees work hard to create their own success.

We focus on:

- + Improving our organisation's understanding of, and respect for, Indigenous culture, and 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.
- + Building partnerships that enable Indigenous businesses to grow and prosper.

Invested in growth:

We provide school-based traineeships for students in Year 10-12 and adult traineeships for individuals interested in a career at NAB. During the traineeship, trainees complete a Certificate II or III in Business, receive on-the-job experience at our branches and head offices around the country; and receive mentoring from our employees and external partners.

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

When do we recruit:

We recruit at various times of the year across our programs in conjunction with our external partners. General Time lines provided below but please email us to find out more.

CareerTrackers Internships

Winter: March - May
Summer: July - October

Traineeships

Applications: August - September



My Traineeship at NAB

JORDAN GRIFFITHS

Q Tell us about your NAB journey?

A I started my traineeship in 2018 and completed it in December 2020. I was based in Adelaide and worked in 2 different branches during this time. This allowed me to work under different conditions, with different people as well as serving different customers. I then worked within the People and Culture Team as a Summer Intern with the Early Careers Team. I have now transitioned into a casual branch role while I complete my university studies.

Q What advice would you give?

A Don't be afraid to ask questions. It is essential for learning and you are not expected to know everything right away. Your Team will be more than happy to help, and this will allow you to grow. Always be curious, ask and learn!

Q Where to from here?

A I would like to continue to pursue learning opportunities where I can acquire new experience and skills. Whether this means looking at different roles or enrolling in a variety of university courses: I know I'll strive to take in every moment in my pursuit for knowledge because learning is what I love to do.

My Career Pathway

- 1 **School Based Trainee from Year 11**
- 2 **CareerTrackers Summer Intern at NAB**
- 3 **Converted to Casual Branch Role**
- 4 **Commenced University**
- 5 **Excited to see what's next!**



To find out more about any of our programs or how to apply please visit our [Indigenous Employment Pages](#) or contact us by email at IndigenousCareers@nab.com.au

Things you need to know...

Our journey

We launched our first Reconciliation Action Plan (RAP) in 2008 and the number of Indigenous employees at NAB has grown to over 200 in this time. We are committed to seeing this number continue to grow.

[2019-2021 RAP](#)

Cultural Awareness

We provide a range of opportunities for our people to lift their understanding and actively get involved through our cultural awareness initiatives. This includes cross cultural training, employee secondments to the Kimberley region WA and skilled volunteering.

How our Traineeships work

Trainees receive an income while learning new skills. They will achieve a National Certificate upon completion 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.



nab.com.au

Build your career with us



McConnell Dowell is an award-winning construction company whose purpose is to provide a better life. We do this by constructing safe, smart, efficient infrastructure and by providing opportunities for people to work with and for us.

Our expertise has grown steadily to span building, civil, electrical, fabrication, marine, mechanical, pipelines, rail, tunnel and underground construction.

Our values are Safety and Care, Honesty and Integrity, Customer Focus, Performance Excellence and Working Together.

We employ people from many different nationalities and backgrounds, and are proud of our 60-year history of working with and within Indigenous communities. We strive to harness Indigenous Australians' unique life experiences, skills and perspectives, and work together to make us a more creative, progressive and sustainable company and country.

In 2020 we released our first Reconciliation Action Plan (RAP),

formalising our commitment to building strong, respectful and mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples.

The plans and programs we have set ourselves in our RAP are ambitious and achievable, meaningful and measurable. They will establish a strong foundation of understanding and awareness and set us on a course of growth through knowledge, empowerment, diversity and inclusion.

We'd love you to join us on that journey.



Artwork Story

This original artwork was created for McConnell Dowell's Reflect Reconciliation Action Plan by Marcus Lee, a proud Aboriginal descendant of the Karajarri people in WA.

Use the QR code to read McConnell Dowell's Reconciliation Action Plan and learn more about this artwork.



Be part of a strong brand and culture of success

You'll be joining a company that for over 60 years has successfully delivered the most technically complex projects and built a reputation as a leader in the Australian, New Zealand and South East Asia construction industries.

Construct world-class infrastructure that improves communities

Whether its level crossing removals in Melbourne or a remote marine wharf in Western Australia, you'll help deliver impressive infrastructure with and for the betterment of the communities in which we operate.

Work and travel to international destinations

With offices throughout New Zealand the Pacific and Asia, 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.



Things you need to know...

Our graduate program has been carefully developed to provide the best graduates the chance to put their skills to work. It is a practical program with an emphasis on learning and development. You will work with people who are passionate about what they do and generous with their knowledge and experience.

Strengths of the McConnell Dowell Graduate Program:

- + Two-year program with Flexible Rotations.
- + Mentoring by Senior leaders.
- + Backing of a multi-national organisation.
- + Work on large scale multi-disciplinary projects.
- + A Values-based culture that prioritises safety, cares about its people and builds better communities.



Want to find out more about a career with McConnell Dowell, visit?
Visit: mcdowell.com/people/graduates



mcdowell.com/people/graduates



Supporting our diverse community



The City of Stonnington is an equal opportunity employer committed to providing an inclusive, welcoming and supportive environment for all.

We aspire to be a leading local government authority with a diverse, inclusive and engaged workplace culture. This means respecting individual differences including age, ability, language, appearance, family responsibility, gender, race, religion, sexual orientation and more, and using these differences to strengthen our business.

Having a diverse workforce means we can improve our organisational capability to solve problems, meet the needs of our increasingly diverse municipality and better develop and deliver services to our community.

Indigenous Reconciliation

Stonnington sits on the land of the Boon Wurrung and Wurundjeri people of the Kulin nation. We acknowledge that Boon Wurrung and Wurundjeri Peoples are the Traditional Custodians of this land and have strived to retain their identity and cultures through more than two hundred years of dispossession and colonisation.

Our Reconciliation Action Plan has been developed in consultation

with local Aboriginal and Torres Strait Islander communities and Traditional Owners, as well as the wider community. The Reconciliation Action Plan will allow us to embed our long-term reconciliation initiatives into our broader business strategy.

Our vision for Reconciliation is for a united Australia where the cultures and values of Australia's First People are understood and respected. Our hope is for an Australia where Aboriginal and Torres Strait Islander People have equal access to, and opportunities for, education, employment and health care.



We will continue to build quality relationships and connections that bring our local communities together and support Aboriginal and Torres Strait Islander People to achieve their goals.

Indigenous history for schools

We have partnered with Inner Eastern Local Learning and Employment Network (IELLEN), School Focused Youth Services, Reconciliation Stonnington and local primary schools to develop useful resources for teachers and students to learn about Indigenous history relating to the area.

Engagement in our organisation

We invite a Traditional Owner to deliver a Welcome to Country at all major Council events. When a Welcome of Country is delivered, an Acknowledgement of Country statement is also delivered by the Mayor, Councillors and/or relevant person.

Throughout our Council buildings, we have permanent displays of artworks and we actively invest in Aboriginal and Torres Strait Islander art.

We have an active Diversity and Inclusion Group made up of employees throughout the organisation. Together

we have recently organised for artwork of an Indigenous female artist to be printed onto employee products, along with a statement to acknowledge that we are on the Traditional Land of the Boon Wurrung and Wurundjeri People.

Our internal news platform shares Indigenous cultural experiences, programs and event information where we can celebrate NAIDOC week and Reconciliation week. We use this platform to promote training such as Aboriginal and Torres Strait Islander Cultural Awareness training, as part of our Diversity Confidence Program.

Things you need to know...

Indigenous employment

+ We are committed to developing sustainable and ongoing employment opportunities – including apprenticeship and traineeship opportunities – for Aboriginal and Torres Strait Islander People, providing culturally aware support for employers, and

increasing the number of Aboriginal and Torres Strait Islander People employed at Stonnington.

+ Our organisation fosters equality, diversity and unity for all and we ensure our staff have a robust cultural awareness of

the challenges faced by Aboriginal and Torres Strait Islander People. We encourage staff to use this knowledge, understanding and acceptance to tailor services that will improve opportunities for our local communities.

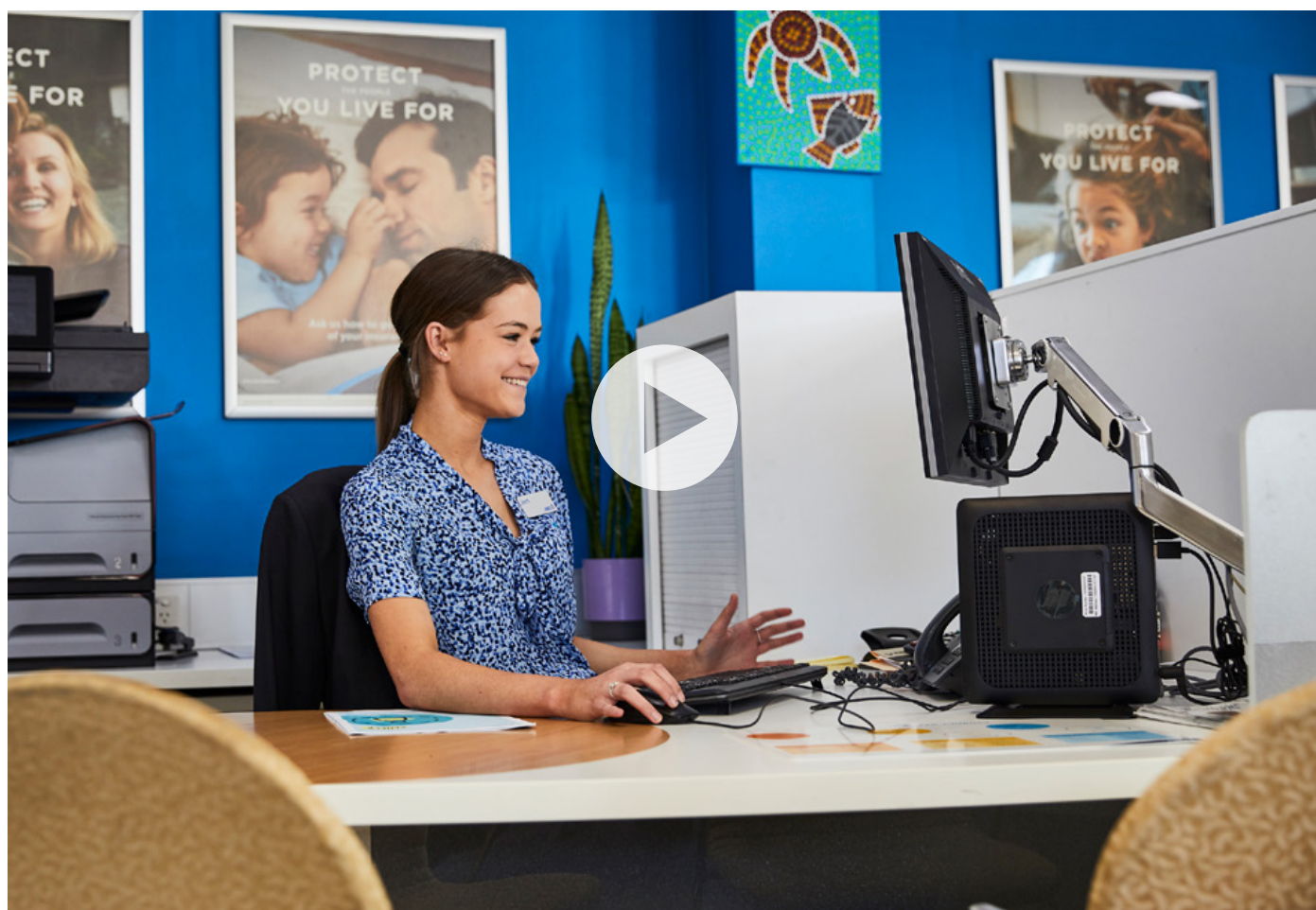


If you would like to discuss employment options or alternative processes, contact Council's Talent Acquisition Lead, Emily Anderson on **8290 1165** or our Aboriginal Liaison Officer, Jodie Dewhurst on **8290 1016**. Or visit: stonnington.vic.gov.au/About/Careers



stonnington.vic.gov.au

Great place to belong



An investment in your future

ANZ understands the important role our business plays in the lives of our employees, customers, suppliers and the communities in which we operate. Considering the vast amount of work still to be done in closing the gap between Indigenous and non-Indigenous Australians, we realise that we would not make a meaningful contribution unless we directed our efforts to those areas where we could, and should, be making a difference.

That's why we're committed to investing in and developing meaningful career

pathways for Aboriginal and Torres Strait Islander peoples. We offer a diverse range of career opportunities and are continuously seeking to attract Aboriginal and Torres Strait Islander job seekers to work across our business areas nationally.

We want to lead the way in promoting and fostering an environment of awareness, acceptance and cohesion to step closer to a truly equal society between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australia. We strive to ensure that our workforce reflects the **diversity** of

our customers, and harnesses the unique talents, perspectives and experiences of all our people.

ANZ's Reconciliation Action Plan

ANZ was the first major Australian company to register a Reconciliation Action Plan in 2007, and we recognise there is more to be done. We continue to invest in our Reconciliation Action Plan as our roadmap to increasing social and economic participation and building a culturally safe environment for our people.



JASMINE SEA,
Branch Manager, Gold Coast

Tell us about the traineeship:

I gained a Certificate III in Financial Services and great work experience that I have used throughout my career. The support from my Branch Manager and other branch staff allowed me to finish my traineeship 8 months early. Once I completed the Traineeship I was offered a Full Time Personal Banker role. Not long after this I made the decision to move to the Gold Coast which opened up many career opportunities within the bank. The Traineeship set me up for my ANZ career.

Your ANZ experience:

When I started with ANZ as an indigenous trainee, never did I think I would be a Branch Manager. After working at ANZ for 5 years as a Personal Banker I was successful in obtaining a Branch Manager role. ANZ has supported me throughout my career, from the beginning of my traineeship to now. Almost 11 years later, I still feel proud coming to work every day, as working for ANZ is very rewarding.

Your ANZ Career journey

- 1 Completed Year 12
- 2 ANZ traineeship and completion of Certificate III in Financial Services
- 3 Full Time ANZ Personal Banker at small NSW town
- 4 ANZ Branch Manager, ANZ Gold Coast



Things you need to know...

Traineeships

We provide school based traineeships for Year 10-12 students who can complete a certificate III qualification, develop a network of professional relationships and receive work experience while earning.

Job Ready Virtual Internship

This internship has been created for Aboriginal and Torres Strait Islander students to prepare them for the workforce. The free program takes people through the hiring process with fun, interactive activities and seeks to support and inspire Aboriginal and Torres Strait Islander students to see themselves at a large organization like ANZ.

Click [here](#) to become job ready!

Indigenous recruitment specialist

We have a dedicated Aboriginal and Torres Strait Islander recruitment specialist to guide and support Aboriginal and Torres Strait Islander candidates through our recruitment process.



For further information and to view a range of careers at ANZ visit anz.com.au/careers/programs/indigenous-opportunities/



anz.com/careers





ExploreCareers.com.au

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