

# THE CAREER ADVISORS GUIDE

EDITION NO.9



# explore CAREERS

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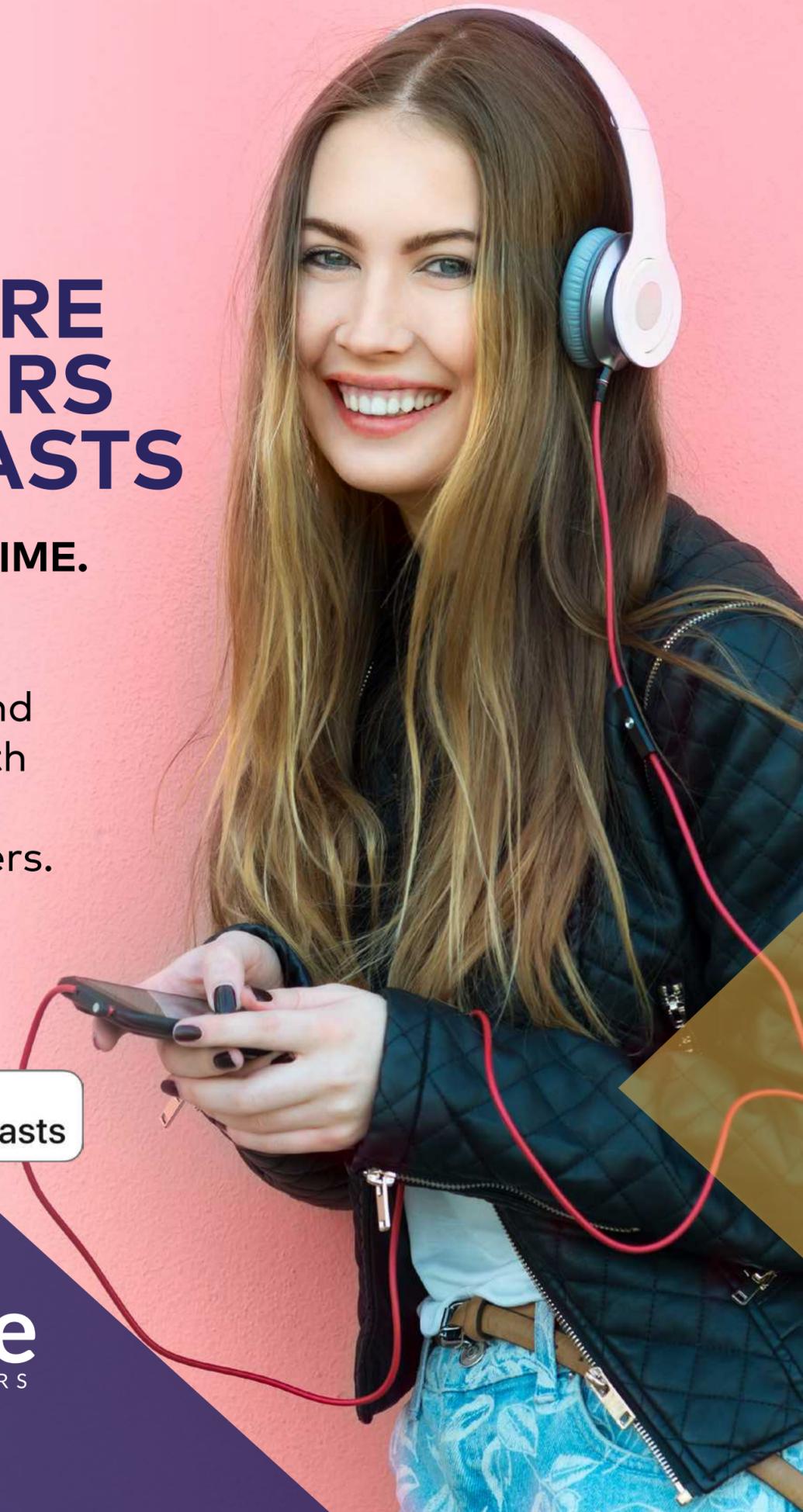
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CAREERS







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## Own your future



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

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

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

In every one of our offices around the world, you'll find individuals from varied backgrounds with different ways of thinking, different skills and different experiences, which is critical to the wide range of services that the Group delivers.

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

### Macquarie in the community

The Macquarie Group Foundation was established in 1985 and is the philanthropic arm of Macquarie Group. Since its inception, the Foundation, together with Macquarie staff, has contributed more than \$A360+ million to more than 1,600 community organisations. Staff have also contributed more than 53,000 of hours of volunteering and skills sharing.



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

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

### Arts

**Kate, Talent Consultant, Human Resources**



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

### Commerce

**Daniel, Associate Director, Banking and Financial Services**



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

### Engineering

**Bronwyn, Division Director, Business Services Division**



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

### Engineering

**Kieren, Analyst, Macquarie Capital**



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

### Law

**Rich, Associate Director, Commodities and Global Markets**



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

### Mathematics

**Jason, Manager, Risk Management Group**



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

### Engineering and mathematics

**Clint, Senior Associate, Macquarie Asset Management**



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

### Science

**Layla, Associate Director, Market Operations**



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

### Technology

**Steve, Chief Product Owner, Banking and Financial Services**



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

### Technology

**Sudin, Executive, Technology**



As part of the graduate program I rotated through different parts of the Corporate Operations Group. After trying out several roles, I've now found my passion as a full-stack developer. The best part about my role is that I wake up every morning looking forward to new and exciting challenges. My job requires me to draw on a combination of skills and abilities including understanding the users through design thinking, coding, innovation, effective communication and collaboration.

 Want to find out more about a career at Macquarie? Visit [macquarie.com/careers](https://macquarie.com/careers)



# About NAB



**NAB is Australia's largest business bank. We work with small, medium and large businesses to help them start, run and grow.**

For more than 150 years, we've been helping our customers with their money.

We know that to be Australia and New Zealand's most respected bank, we need to be good with money and we need to be just as good with people, too. We have built our business on understanding our customers and supporting them. We fund some of the most important infrastructure in our communities – including schools, hospitals and roads.

Science, Mathematics and Information Technology (IT) skills are not just core to the largest growth job cluster in Australia—digital literacy and IT-related enterprise skills—are fundamental to a growing percentage of the market for roles with the strongest future prospects.

We continue to see STEM, and specifically IT-related, skills as core to economic growth, and yet the numbers of digital natives choosing IT studies and IT-related careers is in decline.

NAB has a long history of supporting innovative and collaborative programs in the education sector such as "Schools First" and, more recently, "\$20 Boss". A number of NAB leaders have participated in Victoria State Government's "Principal For A Day" (PFAD) program over a number of years.

Meanwhile, NAB's award-winning Women In Technology (WIT) program continues to set a benchmark for leadership in making a difference for women's professional development and growth at NAB and in the broader IT community. Off the back of a relationship initially developed through PFAD in September 2015, NAB has explored the opportunity to broaden the long term pipeline of talent into the IT industry.

NAB has developed the IT@Work program in collaboration with students and teachers from participating schools.

The overarching goal of our program is to broaden the pipeline of talent into the IT industry and particularly into tertiary education, and graduate or equivalent entry into the workplace.

- This is achieved by:
- providing work immersion experiences that showcase what happens behind the scenes to solve real-world problems through technology
  - introducing students to people whose own IT careers and experiences illustrate the depth and breadth of opportunities and possible pathways into different IT-related jobs and careers
  - demonstrating the importance of soft skills—such as creativity, collaboration and team-based problem-solving—in designing and delivering technology solutions
  - supporting teachers and career advisors with practical and up-to-date information on IT skills in the workplace and associated study and career opportunities for students.



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

## Unlocking your ambition

Our employees are all at different stages of their lives. Some are building their careers. Others are considering starting a family. And some are thinking about transitioning into retirement. But they all have one thing in common – the freedom to embrace those life stages, knowing that NAB will support them through their journey. If you are building your career, NAB has the programs and support needed to have a strong and sustainable career. From informal and formal development programs, to mentors and sponsors, And if you are starting with us through our Graduate Program you'll have the opportunity to do real work, accelerate your development and build networks that last a lifetime.

## NAB Labs. Innovation comes from having an open mindset

We need to continue to challenge ourselves to think differently about how we can deliver a great customer experience every time. At NAB, we want to do our best to understand our customers and design our products using a customer-centric approach. We use Human-Centred Design and Design Thinking to enhance the customer experience by solving problems that matter to them because it's about more than money. We believe in challenging ourselves, our business, and our industry. Established in February 2015, NAB Labs brings to life the infrastructure, capabilities and talent of the organisation to allow disruptive innovation to go to market quickly and efficiently to 'change the way the bank changes' so that customers feel it, employees believe it, and the market sees it.

## NAB Summer Intern Program

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

## Industry Based Learning (IBL) Program (Technology)

This program runs in our Technology division, for either six or 12 months, providing talented technology university students with a permanent role or eligibility to apply for NAB's Graduate Program in many cases

## Women in Technology (WIT)

This initiative was launched as a Diversity and Inclusion employee resource group in 2014 with an aim to create sustainable change for women in technology and to support NAB as an employer of choice, not just for women, but for women in technology. WIT is led from within NAB Technology and is connected with NAB's People Team to ensure thorough governance and alignment of activities. As one of the largest technology teams in Melbourne, NAB plays a leadership role in this sector

## NAB Graduate Program

We support students and feel we play a role in ensuring they have exciting and inspiring careers. That's why each year we welcome graduates across Australia to join us on our Graduate Program.

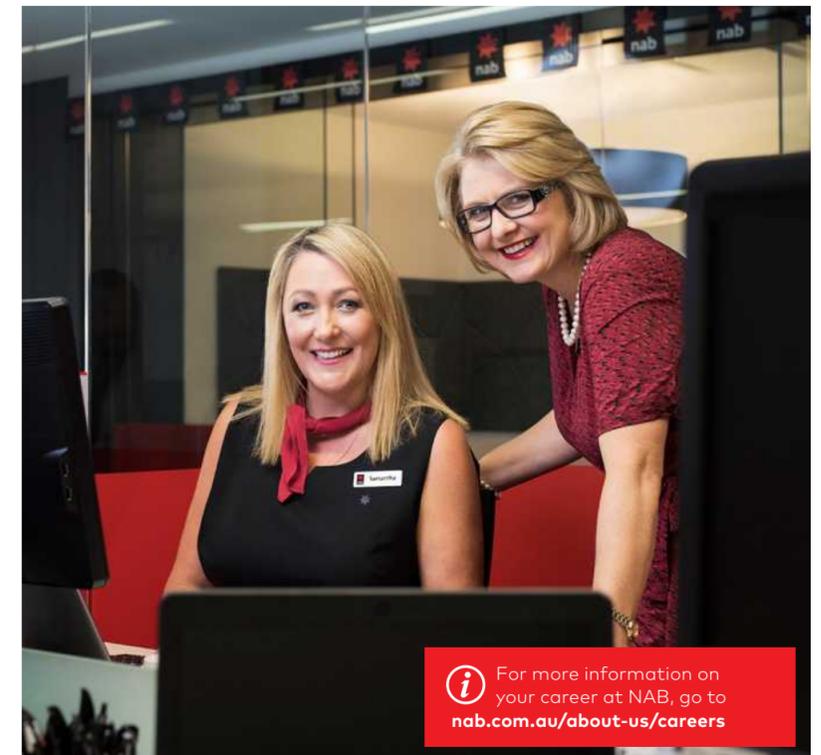
Our graduates are exposed to real and meaningful work whilst being supported by outstanding leaders and a strong cohort network. Graduates are increasingly becoming involved in reimagining processes and products to ensure we deliver 'simpler and faster' for our customers.

## United

We're building a better future. It's a big job, but we've been quietly doing it for more than 150 years. It's simple: we always do the right thing and work hard to create opportunities for our customers, our communities and the economy. It's why, today, millions of Australians trust us to help them have a great relationship with their money.

## Respected

NAB wouldn't be the bank we are today without our people. So, as we thrive and prosper, we'll make sure that you do as well. We're invested in your career and making sure we arm you with diverse learning experiences that will help you grow – not just professionally, but on a personal level too.



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

## For those who dare to

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

### About Allianz

Allianz Australia Insurance Limited is one of Australia's largest general insurers and employs approximately 4,300 employees.

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

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

Here is your home, students.



### Dare to explore Allianz



**140,000+ PEOPLE**  
work for Allianz across



Allianz supports **CROSS-FUNCTIONAL** and **REGIONAL** career paths



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



We insure major Hollywood and Bollywood **MOVIE PRODUCTIONS**



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



We pioneer innovative insurance solutions such as **CYBER AND SPACE INSURANCE**

### Are we a perfect match?

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

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



#### Phillip – Graduate, Information Technology

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

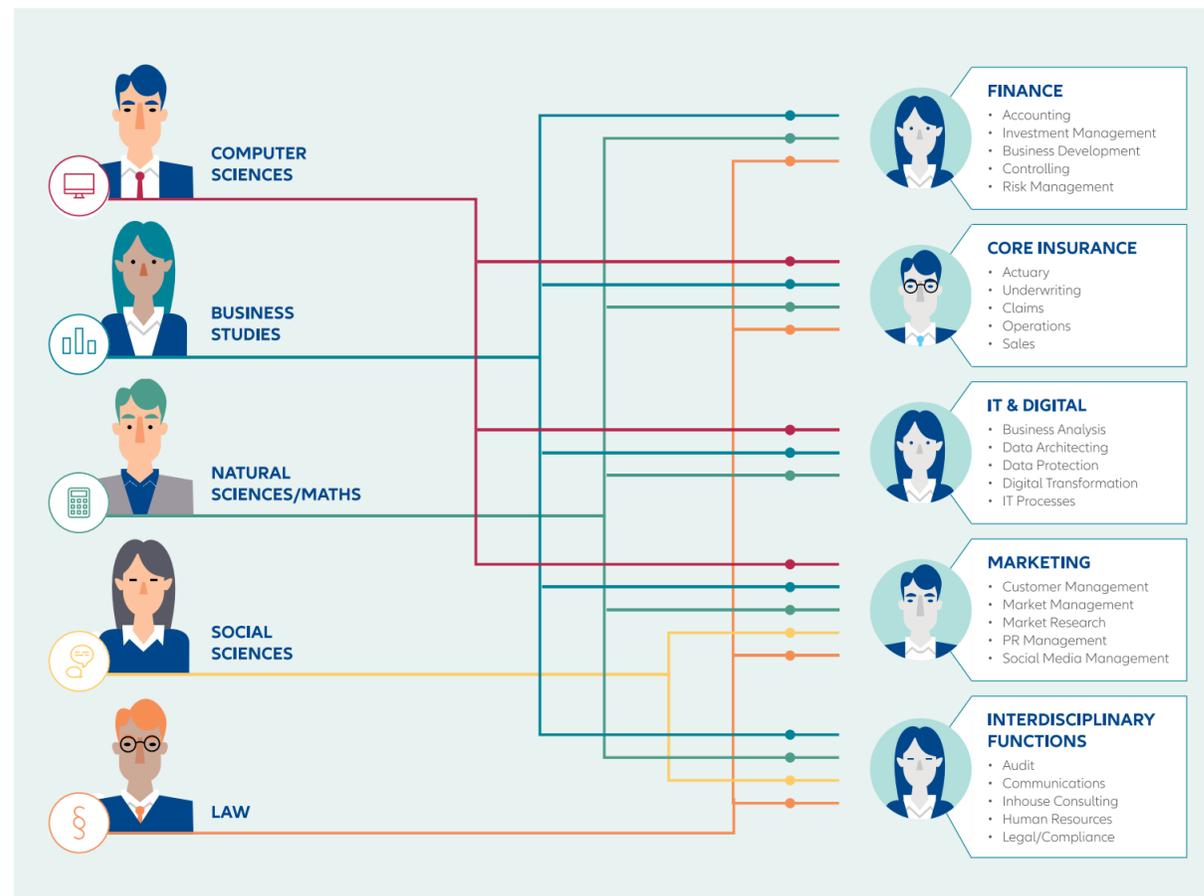
*"What I discovered is that Allianz is an organisation with a serious focus on innovation and transformation, in an industry sector also going through rapid change."*



#### Sonal – Graduate – Underwriting

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

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



### Why join Allianz?

#### Q Award winning employer

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

#### Q A friendly work environment

Work with people from all different backgrounds and experiences.

#### Q You can challenge yourself

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

#### Q Bring your pioneering spirit

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

#### Q Active in the community

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

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

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

#### Q Structured programs for young talent

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

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

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

#### Q Many opportunities for you to grow

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

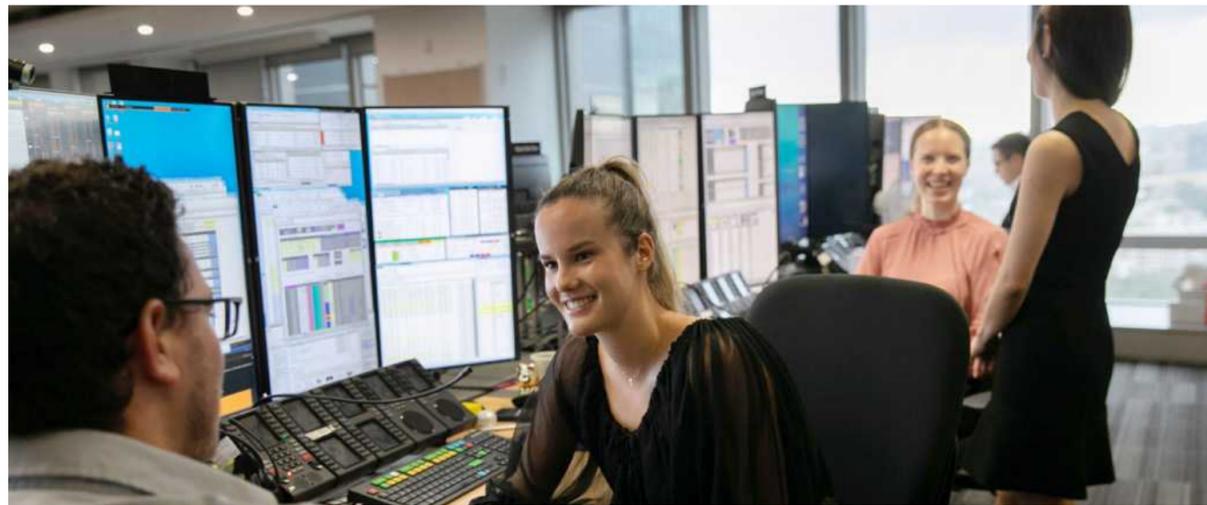
#### Q Many attractive Employee Benefits

We offer many rewarding benefits for work and life.

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

*The home for those who dare*

# 'What's it like working for the world's most global bank?'



## What is Citi All About?

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 China, across over 80 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.

## Want To Take Your Career Global?

Our graduates and interns help us make progress happen, working across a broad range of business divisions in all of our regions – Asia-Pacific, EMEA (Europe, Middle East, and Africa), 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 within Citi, we will encourage you to explore where you can harvest your full potential. See below the business' areas you could join:

- Global Consumer Banking – Retail Services, Retail Banking & Wealth Management, Mortgage, Credit Cards and Commercial Banking
- Institutional Client Group – Banking, Capital Markets, Securities and Services, Advisory, Treasury & Trade Solutions and Private Banking
- Operations and Technology –Java, .NET and build systems to manage data and user interface

## Why Citi?

Our mission is simple: **we provide financial services that enable growth and economic progress of our clients.** In our Australian market, we have delivered all facets of financial services to Australian consumers, corporations, institutions and governments for more than 30 years. We look for the most talented and ambitious individuals to join our business to continue to support

us delivering on our mission to the Australian community.

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



"Citi invests in young talent and supports growth and development, grooming Citi employees to become the next generation of leaders in the industry. If you're looking for an exciting career path that pushes you to your limits and requires you to embrace the changing banking environment through innovation and strong analytical thinking, Citi is the place for you."

**Mohammed, Risk Analyst – Global Industries & Regional Credit**



## What Program Opportunities can you Discover at Citi?

At Citi, we know how important it is to find the right opportunity to match your talent and ambition, irrespective of what stage of studies you are at. That is why you'll not only find our traditional graduate programs, but you'll also find our Internship and Virtual Internship opportunities that will allow you to learn more about Citi during your studies. Take a look into the types of programs available at Citi:

### Explore > Full-Time Undergraduate/ Master's Program (Analyst)

If you are in your last year of undergraduate or Master's degree study, consider our Full-Time Analyst Program. This two-year rotational program combines in-depth training, mentorship opportunities, and interaction with clients and senior management that will help launch you on your career as an Analyst.

### Explore > Summer Internships

One of the primary ways in which we identify the very best talent is through our 9-12 week internships. These are paid programs aimed at penultimate-year students (although we still encourage you to apply if you're in a different year!). 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.

### Explore > Virtual Online Internships (Insidesherpa)

Want to find out if an Analyst role is right for you? Our Virtual Online Internships aim to give you real-world experience as a Graduate Analyst. For the program, you are able to freely access this online, anytime and anywhere. The virtual internship will provide you with simulation exercises such as model valuation exercises, analysis reports and projects that replicate the day in the life of our Analyst's within our Investment Banking and Markets business lines.

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



## Making a Positive Impact

### Diversity Inclusion

We're committed to diversity inclusion. Citi's one of the most diverse companies in the world. We thrive on a workforce with different backgrounds, perspectives and ideas. Over 98% of our 260,000 employees globally, work locally in over 100 different countries. In addition, we have over 40 global diversity networks plus a host of Citi Clubs to engage you physically and mentally.

### Citi Women

Women are a powerful force for economic growth – not just in our own business, but in industries, sectors, and geographies worldwide. Citi Women runs two best-in-class programs: Women Leading Citi, which targets MDs, and the Women's Leadership Development Program, which targets high-potential director-level females.

### The Citi Foundation

The Citi Foundation supports the economic empowerment and financial

inclusion of people with low to moderate incomes in communities where we operate. The Foundation has four policy areas: Financial Capability and Asset Building, Microfinance, Enterprise Development and Youth Economic Opportunities. Within these key areas, we aim to increase the number of people who adopt positive financial behaviours to increase the use of financial products designed to improve the financial inclusion of others. In addition, we work with young people aged 13-25; helping them generate income through living-wage jobs, and provide them with skills through education, skills training and entrepreneurship preparation.

**Connect with us**  
**Virtual Online Internship/**  
[insidesherpa.com](https://insidesherpa.com)  
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[Facebook/citicareers](https://www.facebook.com/citicareers)  
[Twitter/citicareers](https://twitter.com/citicareers)  
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[LinkedIn/company/citi](https://www.linkedin.com/company/citi)  
[Instagram/@citicareers](https://www.instagram.com/citicareers)

# Building a better tomorrow

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

## What is superannuation?

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

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

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

## About AustralianSuper

At AustralianSuper, our sole focus is on building tomorrow. The best possible retirement outcome for our members – more money in their accounts, when it matters – is all that matters to us. It’s a pretty big job to be responsible for the retirement savings of more than 2 million people.

That’s why we harness the latest in technology and innovation to help us make it happen.

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

It’s an exciting time to be part of AustralianSuper and opportunities for career development are opening up all the time. We offer careers in investments, marketing, human resources, digital, customer service, accounting and IT to name a few.

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



### Jana-Marie Peiris Digital Test Analyst

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

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

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

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

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



### William Lee Investment Analyst (Graduate)

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

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

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

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

## AustralianSuper Fast Facts\*

Australia’s largest super fund



\$140 billion worth of super savings



2.2 million members



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

## Q Career possibilities

Whether you want to become the next gun investment professional, a digital guru, a marketing whiz, an awesome account manager or even a financial planner, when you join us we’ll help you build your tomorrow – your future. Oh and if you don’t see your dream job here, don’t worry, loads of other career options are regularly popping up! Check out our website [www.australiansuper.com](http://www.australiansuper.com) – for more information.

## Q Life at AustralianSuper

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

## Q When you grow, we grow

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

## Q It’s all about balance

We understand everyone has different lifestyle needs, so we’re super flexible! If you need a flexible start or finish time or want to work from home sometimes, we’ve got you covered.

At AustralianSuper we care more about what you contribute than how many hours you sit at a desk.

## Q What we do really matters

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

## Q Diversity & Equal Employment Opportunities

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

## Q Unique opportunities

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

## Q Sustainability and community

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

## Q We have fun!

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

## Q Check us out

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



**i** Where to from here? Check us out on LinkedIn, Facebook, Twitter, YouTube, & our website. [australiansuper.com](http://australiansuper.com)

# Start your career with Australia's largest bank.



## At CommBank our purpose is to improve the financial wellbeing of our customers and communities.

Our purpose guides our strategy – to become a simpler, better bank that delivers balanced and sustainable outcomes for our customers, community, our people and shareholders. With over 48,000 employees who are employed in 10 countries, we're Australia's leading provider of integrated financial services, including retail, premium, business and institutional banking, funds management, superannuation, insurance, investment and share-broking products and services.

## Endless Opportunities

As a large and diverse organisation, CommBank is a place of opportunity, where your skills can take you in unexpected, and rewarding, directions. A career at CommBank is more than working in a branch. Along with our many retail roles you can find exciting opportunities everywhere from software engineering and analytics, to marketing and finance.

## Could you be an unlikely match?

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

## About our Grad Program and how it works:

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

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

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

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

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

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

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

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

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

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

## Make an impact

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

## Values

Our commitment to our purpose is guided by our values:

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

## You can be you

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

## Opportunities

With over 10 business areas at CommBank and 48,000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

## Training and development

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

## Innovation

We're always looking for ways to do things differently. Our much loved CommBank App helps our customers look after their financial wellbeing every day. We've been responsible for many Australian firsts in banking from our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

## Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities, such as flexible working options, access to fitness, health & wellbeing programs to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business partners.

## Community Commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value. We also have a staff community fund and volunteering days at many of our partner charities.

## Bright minds

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

## Award winning employer

Over the years we have been recognised with a wide range of employer awards, including:

- **Canstar** Junior and Youth Banking Awards winner 2018
- **LinkedIn Top Companies** #4 in Australia, highest member interest, 2019
- **Grad Australia** Top 100 Graduate Employers 2019
- **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2019
- **Bloomberg Gender Equality Index (BGEI) 2019** recognised for transparency in gender reporting and advancing women's equality

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



# A brighter future starts with a career at Bankwest.

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

## Our Bright Orange Culture

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

Our values shape our culture and underpin the way we work every day. They're what we stand for and shape our behaviours, attitude and how we deliver on our purpose and vision.

### We do what is right

- We know what is required of our role and we always meet these obligations
- We ask 'should we', not just 'can we', to deliver better customer outcomes
- We act with integrity and challenge actions that are inconsistent with our values

### We are accountable

- We follow through on what is expected of us
- We deliver on our commitments and ensure others do the same
- We are rewarded for great work and face consequences for doing the wrong thing

### We are dedicated to service

- We care deeply about our customers, the community, and the Commonwealth Bank Group
- We understand our customers' needs and do what's right by them
- We resolve customer complaints fairly and quickly

### We pursue excellence

- We hold ourselves to high standards and expect the same of others



- We raise issues, welcome constructive challenge, and provide solutions
- We recognise successes, learn from mistakes, and constantly seek ways to improve

### We get things done

- We are focused on great outcomes and work with others to deliver them
- We make timely decisions and always exercise our best judgement
- We fix problems and take steps to make sure they don't happen again

## Employee Benefits

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

## Diversity and Inclusion

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

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

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



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

### Make an impact

Regardless of where you work within our organisation, your initiative, ideas, talent and energy all contributes to the impact that you can make on our customers and communities.

### Opportunities to grow

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

### Our values drive our culture

Our values are what we stand for, what we believe in and support how we interact with our customers and colleagues.

### We take ownership

As one team we empower each other to make the right decisions for our customers and the business. We all take

ownership in our success and protecting our future.

### Training and development

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

### Community engagement

At Bankwest, we're proud to support local groups, schools, sporting clubs and emergency service organisations through our award-winning colleague volunteering and community grants programs.

### Benefits

We believe our colleagues should be recognised and rewarded for making a difference and reinforcing our vision and values. This includes a wide

range of benefits to suit your lifestyle, interests and needs.

### Work life balance

To ensure our colleagues have the right working environment to achieve their best – we're committed to providing the latest state of the art spaces to work and flexible working options.

### Stability

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

### Award-winning employer

- **AWEI Silver Employer** for LGBTIQ Workplace Inclusion, *Australian Workplace Equality Index (AWEI)*, 2019
- **Grad Australia** Top 100 Graduate Employers 2019



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

# Westpac. We're People Helping People.

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

## Our Vision

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

## Our Values

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

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



## We're More Than Just A Bank

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



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



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

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

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

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

## Join the service revolution

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



# CAREERS IN INSURANCE

## Go anywhere – Do anything

### Not sure what career path you want to choose after high school? Why not take a look at a career in insurance.

Insurance companies understand the benefit of hiring young innovative leaders and are always looking to bring in new talent. A recent ANZIF study of insurance professionals under the age of 35, found that 86.7% of respondents would recommend insurance as a career choice.

Are you planning on going to university or TAFE?

No matter what course you choose to do, there really is something for everyone in insurance, with work available across many sectors including roles in sales and marketing, legal, data and financial analysis, risk assessment, claims, underwriting and customer service.

There are opportunities across the world so you never know where you might be able to work when you choose an insurance career.

If you're passionate about making a positive difference in your community, this industry is for you. Insurance professionals have an active role to play in the community, and are often leaders when helping people through loss events.

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



Follow **Careers in Insurance** on Facebook, Instagram or head to our website to keep up to date with upcoming careers events.



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

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

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

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

### Arts and humanities

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

### Marketing and Communications

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

### Law

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

### Economics, actuarial studies and mathematics

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



### Science

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

### Finance and accounting

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

### Commerce and business

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

### Languages

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

### Information technology

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



# A career at ANZ – a great place to grow

## Shaping a world where people and communities thrive.

Since opening as the Bank of Australasia in the 1830s, we've been focused on creating a balanced, sustainable economy in which everyone can take part and build a better life.

We believe that the value of banking is not measured in dollars and cents. Our true worth lies in the relationships built by connecting people and businesses.

It's about unlocking opportunities that empower the community to transform and grow.

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

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

**Shayne Elliot**  
ANZ CEO

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

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

Want to find out more about a career at ANZ? Visit [anz.com/careers](https://www.anz.com/careers)



### Your experience begins here

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

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

No matter where you want your career to take you, our Graduate Program will provide you with the foundation needed to grow and succeed. Each of our key business areas in Australia and New Zealand has programs that offer multiple rotations. You will get 18-24 months of valuable experiences across our businesses, including exposure to a diverse range of people, environments and situations. We also provide supportive coaching, peer-to-peer learning, mentoring, training, networking and sponsorship from senior leaders.

Diversity of thinking is one of the keys to ANZ's success, so we encourage students from all degree disciplines to apply for our program. Your university grades aren't the be-all and end-all. We're equally interested in your creative thinking and comfort in adapting to new people and situations.

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

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

### **Work Placement Programs Given the Chance**

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

they need to help them gain entry into the workforce.

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

### Diversity is at our heart

We believe that a vibrant, diverse and inclusive workplace is a stronger workplace. In order to better understand the needs of our customers, we need the range of experiences, perspectives and backgrounds that only a diverse workforce can bring. Everyone at ANZ has the opportunity to progress, regardless of age, race, gender, disability, culture or sexual orientation.

ANZ is culturally diverse, with employees from more than 200 different backgrounds. We're proud to be an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency and we were named 2018 Employer of the Year by the Australian Workplace Equality Index for Lesbian, Gay, Bisexual, Transgendered and Intersex employees.

### The flexibility to be your best

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

### Women in Tech

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

### Be rewarded

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

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

### We're community minded

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

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

### We're a values-led organisation

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

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

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

### Find out more

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

# Not-for-profit

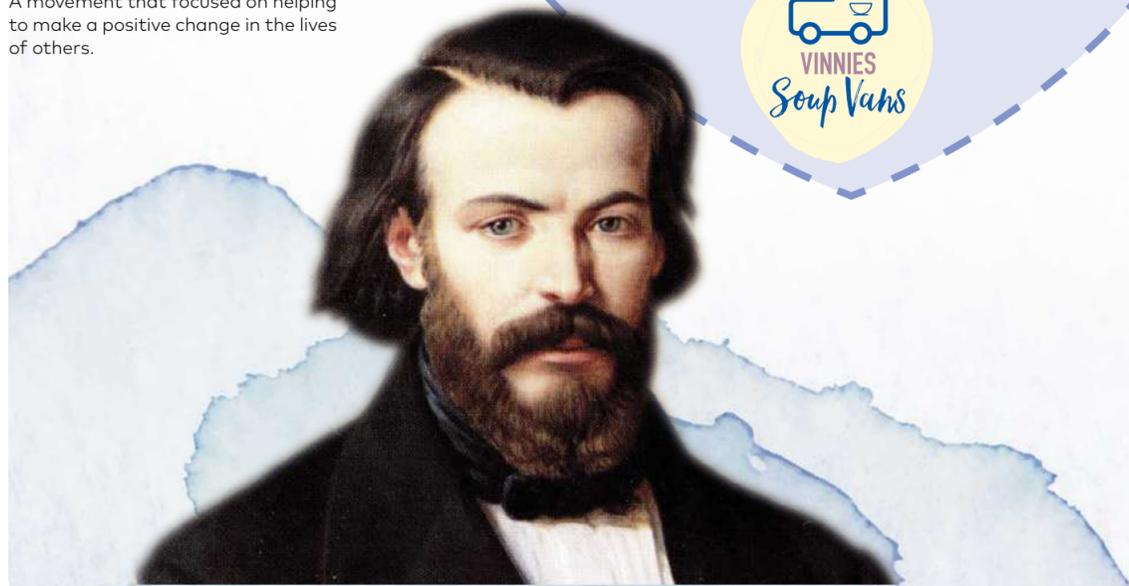
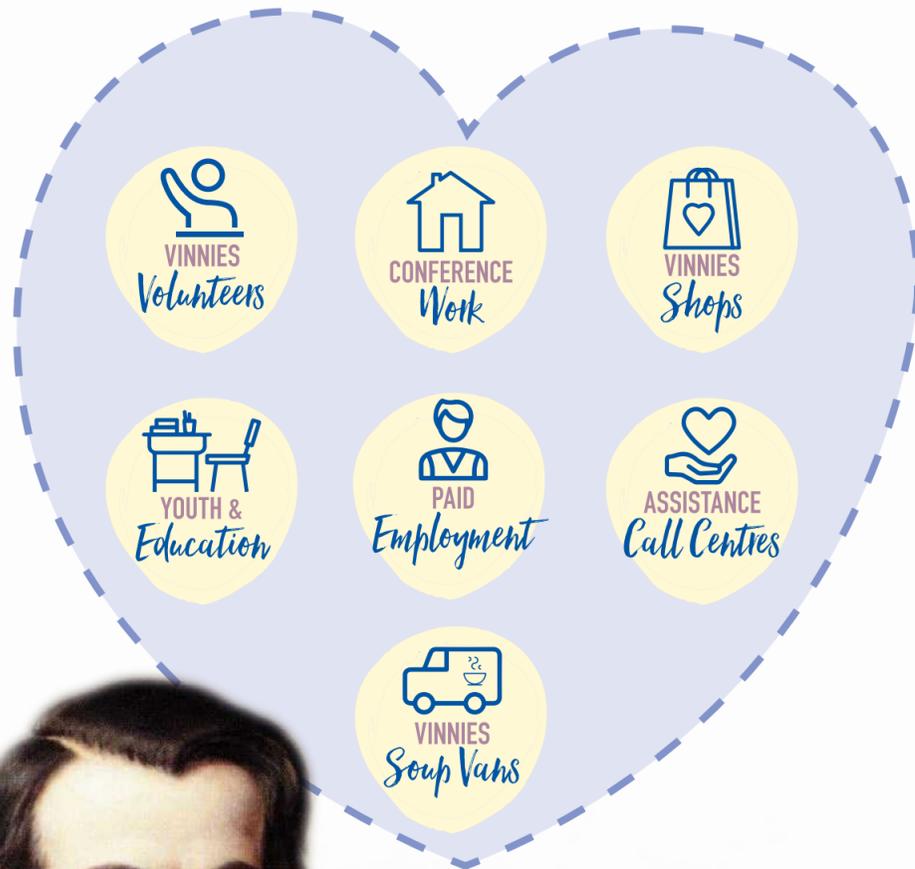


# Help make a change to the lives of others

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 after that 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.

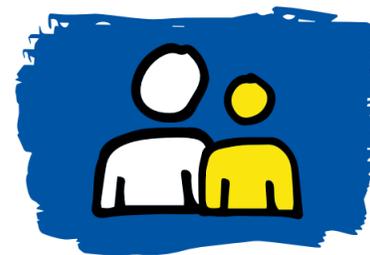


# A job that will love you back



### About Vinnies

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 and back to school expenses.



### Retail

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

### Our Values




### 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.

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.

### Volunteer to give Vinnies a GO!

You are welcome to join us on a volunteer basis before you choose a more permanent role or career. Visit [vinnies.org.au/careers](http://vinnies.org.au/careers)



[Visit vinnies.org.au/careers](http://vinnies.org.au/careers)

# Mining, Energy & Resources



# Discover what's possible with Australia's largest gold mining company



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

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

### Meet Newcrest...

Headquartered in Melbourne, Australia, we are one of the world's largest gold mining companies, with operations in four countries and exploration and growth activity around the world. We find, develop and operate gold-copper mines. We are committed to

maintaining a safe environment for our people, sustainably operating and developing mines in line with strong environmental and social practices and building lasting relationships with the communities in which we operate. It is our vision to be the Miner of Choice.

### Work with us...

A career with Newcrest may see you working as a geologist exploring ground from Australia to Argentina. It could have you working as an engineer designing life of mine plans for our world-leading block caves. Perhaps you could be a data scientist using your expertise in crunching large data sets to improve our safety and operational and production performance. Or maybe you'll be working in one of our social performance teams ensuring we honour our commitments and relationships with the local communities in the areas where we operate.

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

Our activities in Australia and overseas mean our people are increasingly

presented with unique learning and development possibilities and more opportunities to travel than ever before. Our rewarding careers, located across diverse locations, will give you the chance to apply your skills and expertise in the global mining community, providing you with the opportunity to gain broad experience on a variety of projects and in a range of geographies.

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

At Newcrest we're committed to creating inclusive, respectful workplaces that nurture diversity and support our people to create, innovate and collaborate. We recognise diversity goes beyond gender and local representation and know our different backgrounds help us find better ways to solve problems, making Newcrest a better place to work.



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

### Q Be part of a great team

Our people bring our organisation to life. With us, you'll find experience all around you. Our leaders are visible and approachable, leading and supporting the organisation through transformation. We bring out the best in each other by collaborating, inspiring performance and a belief in making an impact. Diversity and inclusion are key to our success so throughout your career with Newcrest, you'll be part of a team of people from a diverse range of backgrounds, who truly care about each other. We host site get-togethers to celebrate events like International Women's Day and World Food Day; we fundraise for issues in our communities – like the drought in NSW, a children's shelter in Indonesia, and mental health in Western Australia; and you can connect with colleagues all over the world through our online forums like Yammer.

### Q Go home safely

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

### Q Focus on your development

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

### Q Enjoy great employee benefits

In addition to great benefits like flexibility, competitive salaries, and additional leave provisions, we have a number of employee discount programs in place for things like buying your first car, holidays, and fitness.

### Q Caring for the environment

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

### Q Part of the community

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

### Q Innovating for the future

At Newcrest we have a degree of agility that allows us to move quickly, with the financial strength to back our technology and innovation aspirations. An openness to new ideas has enabled us to change, transform and grow. 'The Newcrest Crowd' is our own crowdsourcing platform that allows us to harness the collective ideas of innovative thinkers around the world and to help rapidly 'hack' multi-million-dollar business problems.

### Q Pack your bags

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



### Q Live our values

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

### Q Explore the unknown

Look around and you'll discover opportunities to explore different 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 including apprentice, vacation and graduate programs. We believe in long-term careers and offer amazing positions across many different professions and locations.

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

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



# Discover BP

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

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

Our teams, both locally and globally, live our values of Safety, Respect, Excellence, Courage and One Team. It's the breadth of our business that makes it the perfect place to build the foundation of your career.



Find out more by visiting [www.bp.com/grads/au](http://www.bp.com/grads/au) or search **BP Careers**.



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

## Things you might not know about BP

### Q BP is an integrated energy company

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

### Q Our career opportunities are broader than you may realise

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

### Q Connected to a global market

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

### Q We developed Australia's first-ever fuel payment app

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

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

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

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

### Q We operate Australia's largest oil refinery

Located in Perth, BP's Kwinana Refinery has provided quality and reliable fuels to Western Australia and beyond for more than 60 years. Kwinana is the largest and most modern Australian refinery. Operating a refinery of this scale and with such a high level of

economic importance to the country has its challenges. This is why, at every step of what we do across BP, safety is our number one priority. Our guiding principles are designed to ensure that everyone who comes to work for BP returns home safely.

### Q We're passionate about gender equality and diversity

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

### Q We care about our communities

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

Every year, BP donates hundreds of thousands of dollars in funding and fuel to community organisations across Australia. Our employees also volunteer hundreds of hours of their time to our partner organisations. We take our partnerships seriously and we are committed to long-term, enduring relationships that have measurable community benefits.

Our community initiatives range from reducing food waste at our retail stores through OzHarvest, creating opportunities for Aboriginal and Torres Strait Islander peoples via AIME and the University of Melbourne Business School, to funding breast cancer services in partnership with the McGrath Foundation and protecting Western Australia's coastal biodiversity and wildlife through Coastcare and Native ARC. BP also has a Reconciliation Action Plan (RAP) which supports the Indigenous community through employment opportunities, educational partnerships, skills development and a commitment to buying products and services from Indigenous businesses.

### Q Our company values are at the heart of everything we do

We care deeply about how we deliver energy to the world. A set of guiding principles influence everything we do and are designed to make us a safer,



stronger and better company. These five shared values – safety, excellence, respect, courage and one team – convey what we believe, how we aim to behave and what we aspire to be as an organisation.

We're serious about our commitment to ensuring that our people are always safe, respected and cared for at work. We're also dedicated to working together, as one team, to make a real difference in providing the energy that the world needs today and in the future.

### Q Working with us

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

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



# APA Group



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

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

### Why would you want to work for APA?

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

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

### Our values – STARS

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

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

**Adaptable** – we continually respond and adapt to our changing environment by innovating, modifying our behaviour and continually improving our processes and systems to take advantage of

opportunities to enhance, improve and grow our business.

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

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

### Community Involvement

APA cares about communities – we strive to:

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

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



apa.com.au

### Q 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.

### Q Learning and development encouraged

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

### Q Community engagement

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

### Q Renewables (wind/solar farms)

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

### Q Growing company

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

### Q Environment

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

### Q Safety first

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

### Q National company

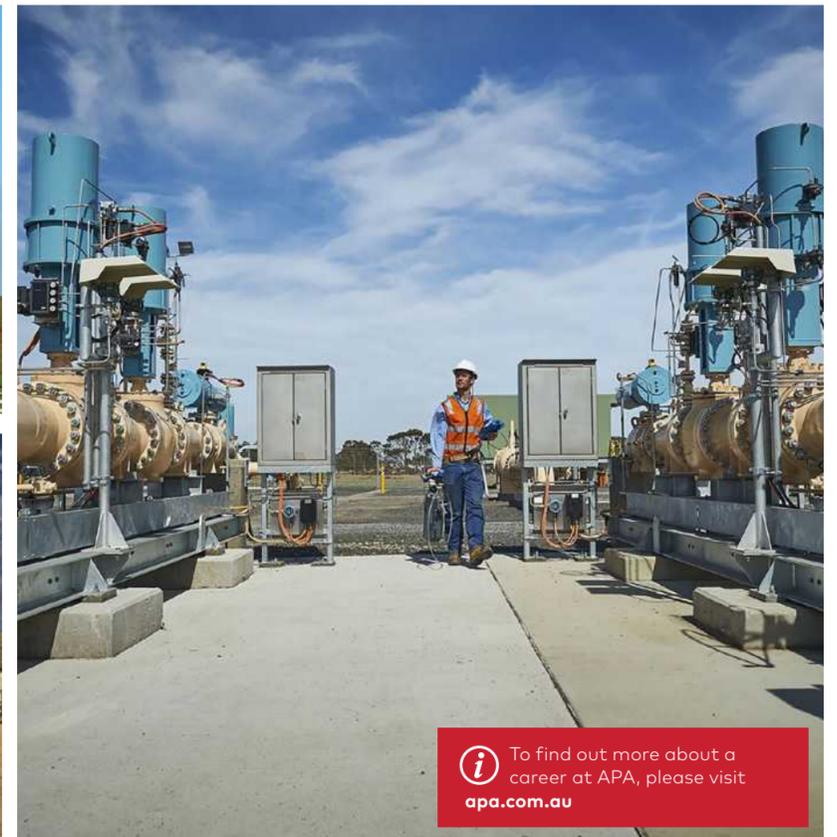
We work in cities, suburbs, country towns and in places that most Australians have never heard of. Our job locations are Australia wide. You could have the opportunity to work at a location close to home or even take a leap interstate.

### Q Gas

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

### Q Australian Company

APA is an Australian-owned ASX Top 50 company.



To find out more about a career at APA, please visit [apa.com.au](http://apa.com.au)

# There's more to Australian mining



**The MCA is the leading advocate for Australia's world class minerals industry, promoting and enhancing sustainability, profitability and competitiveness.**

Australia's minerals industry is innovative, technologically advanced, capital intensive, and environmentally and socially progressive. The industry is a major contributor to national income, investment, jobs, exports and government revenues in Australia.

The minerals industry is an exciting and dynamic sector with a diverse range of highly skilled, highly paid jobs.

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.

Future working arrangements will be more flexible, providing further incentive for prospective applicants from more diverse backgrounds to consider a career in the mining industry. There will also be greater collaboration, creativity, and social science skills to deal with changing community expectations.

We put together Australia's first More to Mining Careers Guide, available to download on our website, to show the world the highly skilled, highly paid job opportunities on offer in our world-leading minerals industry.

This includes cutting-edge roles in innovative tech-driven fields such as data scientists and mechatronic engineers, as well as new opportunities for the existing workforce to upskill and take on new roles.

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.

We attract the best people who want a diverse and challenging career to last a lifetime. You can change roles as your career expands, and travel Australia and the world to work with great people in interesting locations.

#### Contact details

**MCA Website** [minerals.org.au/careers](http://minerals.org.au/careers)

**Facebook** [www.facebook.com/MineralsCouncilAust](http://www.facebook.com/MineralsCouncilAust)

**Twitter** [twitter.com/MineralsCouncil](https://twitter.com/MineralsCouncil)

**LinkedIn** [linkedin.com/company/minerals-council-of-australia](https://linkedin.com/company/minerals-council-of-australia)

**Instagram** [instagram.com/mineralscouncilaustralia](https://instagram.com/mineralscouncilaustralia)

**YouTube** [youtube.com/channel/UCUNBpYH\\_UgSuhsqLVII7AQQ](https://youtube.com/channel/UCUNBpYH_UgSuhsqLVII7AQQ)

**Minerals Council of Australia**

02 6233 0600

Info@minerals.org.au



[minerals.org.au/careers](http://minerals.org.au/careers)

#### Q Mining is essential to modern life

Australia already has the most diverse and abundant mineral reserves in the world – and there is still so much more of the country to explore. We are using more minerals and metals than ever. From the gold in your iPad to the iron, chromium and nickel in your stainless steel fridge, from the bauxite that made the aluminium in the plane that takes you on holidays to the lithium that powers your phone and electric car, mining provides many of the things in modern life.

#### Q First class people for a world class industry

There's no doubt we have an outstanding workforce in Australian mining. Mining gives 240,000 Australians a job. And when you take into account the Mining Equipment, Technology and Services sector, which provides vital 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.

#### Q Diversity and inclusion

The minerals industry recognises that 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.

#### Q Tomorrow's world today

Within five years, 77 per cent of jobs in Australian mining will be different thanks to technology. Across the mining process – from exploration through to operations, processing, transport and trading – technology is transforming the way we mine. In some industries, that 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. This means if you're interested in robotics and automation, mining could be for you!



#### Q More opportunities

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 a snapshot of the 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.

 You can visit [minerals.org.au/company-recruitment-websites](http://minerals.org.au/company-recruitment-websites) to view current job opportunities on offer in the minerals industry.

# Building Australia's energy future

**Viva Energy is one of Australia's leading energy companies. Every day we help Australians reach their destinations by making, importing and delivering the fuels, lubricants, chemicals and bitumen they need to get there.**

We are the exclusive Shell licensee in Australia, and supply around a quarter of Australia's fuel through our extensive network of 1,266 service stations and through our commercial partnerships with some of Australia's biggest companies in the aviation, marine, transport, resources, construction and manufacturing industries.

Our Geelong Refinery has been part of the local community since 1954 and is one of the largest refineries in Australia, supplying more than half of Victoria's fuel needs.

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

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

The diversity of our business creates real opportunities for our people. Our people are known for achieving results, working together and outstanding customer delivery. As a company, we do this through a deep commitment

to safety, care for the environment and passionate support for our local communities.

We believe great ideas come from everywhere – and everyone. We employ fantastic people who want to make a difference.

From day one you will have purposeful work, be challenged to grow, feel valued and inspired by what we deliver as a team.

Our culture encourages us to be ourselves. We believe diversity in the workplace is every bit as important as it is in everyday life and we are delighted to have been awarded the WGEA Employer of Choice for Gender Equality for the second year running.

Together we are committed to building Australia's energy future.



## Our purpose

Viva Energy is one of Australia's leading energy companies. We are proud of our 110-year history in Australia helping people reach their destination. We're with workers on their daily commute and families on their school run. We're with industry, too, supporting the transport, mining, aviation, marine, construction and manufacturing industries.

## Our career opportunities

Viva Energy offers career options that are as diverse as our business with opportunities in sales, operations, supply, logistics, marketing, retail property, finance, and much more.

Following your further education, there are many ways to kick-start your career with Viva Energy whether its by taking up an apprenticeship or traineeship, or working as an Operator at our refinery. In addition, we also offer paid internships for Indigenous university students through our partnership with Career Trackers.

Talk to your Careers Counsellor about the many employment pathways into Viva Energy.

## Be valued for who you are

We believe diversity in the workplace is every bit as important as it is in everyday life. Our culture encourages us to be ourselves. We provide all of our people access to opportunities to develop on the job and in their careers.

## Our approach to sustainability

We place the highest priority on the environment and the communities where we operate and are committed to continued improvement of our environmental performance.

We have strong processes and systems in place to reduce the risk of potential environmental impacts and aim to reduce our environmental footprint more generally by encouraging improved energy efficiency, supporting initiatives to reduce emissions, ensuring highest levels of water and land management, and minimising waste.

## Embracing new energy options

At Viva Energy, we are constantly reviewing consumer trends, technological advances and engaging stakeholders in the future of transport energy and fuels. This includes the emergence of new technologies such as electric vehicles and hydrogen, as well as biofuels, fuel additives, LNG and trends in consumer mobility.



Viva Energy has been a supplier of biofuels for over a decade with Ethanol and BioDiesel blending facilities in Victoria, New South Wales, and Queensland.

## Communities

We are committed to building strong relationships and making a positive difference in local communities across our national operating footprint.

Viva Energy is proud to have launched our Reconciliation Action Plan. We are committed to Indigenous Participation through our partnerships with the Cathy Freeman Foundation, the Koorie Heritage Trust, and the National Aboriginal Sporting Chance Academy.

Our people can also participate in our community program by donating from

their salary, volunteering or raising funds in teams for a number of community partners.

In recent years' our focus has also been on building stronger relationships with the local Geelong community. We have partnerships with a range of local community organisations including the Geelong Football Club. We also engage Gen U (a social enterprise) at our Geelong Refinery to run the refinery cafeteria and provide gardening services.

Want to find out more about a career at Viva Energy? Visit [vivaenergy.com.au](http://vivaenergy.com.au)

# Hospitality & tourism

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*Merivale.*

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SOLOTEL

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FLIGHT  
CENTRE  
Travel  
Academy



# Merivale. New Day. Every Day!

**The Hemmes family are pioneers of the hospitality industry. With a growing portfolio of over 75 vibrant restaurants, bars and event spaces across Sydney, you can do anything at Merivale.**

Owned and run by the Hemmes family for over 60 years, Merivale first began as an iconic fashion house.

Started by John and Merivale Hemmes in 1955, the company's fashionable beginnings were soon followed by a venture into hospitality – a Thai tea café within their Sydney CBD fashion building in 1970.

From here, Merivale's hospitality roots were firmly planted. Now employing 3,000 exceptional staff (and counting), we are driving positive change within hospitality – for our people, our guests and our industry.

We have the scope and flexibility to offer exciting new opportunities, whether you are working in the kitchen or the bar, front of house or in HQ.



**MERIVALE'S TRAINING PROGRAMS ENSURE THAT YOU BECOME THE BEST YOU CAN POSSIBLY BE. BRING YOUR PASSION FOR HOSPITALITY AND LET US TAKE CARE OF THE REST.**



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

### Q Excellence

Whether you are throwing a party for hundreds at ivy, or shaking a margarita at our Mexican Cantina El Loco, no two days are the same at Merivale. Our unique mix of guests, product offerings and creative styling will ensure you stay inspired and excited.

### Q Pioneering

We take people seriously – they are our family. By developing each individual, we empower our teams to be the best in the world. With such diverse brands, we provide you with opportunities to work across venues and to grow and change along the way.

### Q Growth

Merivale's training programs ensure that you become the best you can possibly be. Bring your passion for hospitality and let us take care of the rest. With an open flat structure, everyone has the chance to put their hand up and learn something new from hospitality's best. In the midst of a massive growth phase, you can do anything at Merivale.

### Q Mentors

We are not afraid to say that we think our leaders are the best in the business. This means you have the opportunity to learn from the industry's finest. Be prepared for a challenge, but also come ready to have lots of fun.

### Q Caring

We understand that in order to perform well and enjoy your work, you need to have a balanced lifestyle. Whether it's going for an afternoon surf at Coogee or designing your roster after your life – we place great importance on you.

### Q Fun

Few businesses boast such a fun-loving bunch of people. Which is why we are passionate about finding staff that are engaging, full of personality and enjoy having fun. As a family-owned business, our culture is all about that family feel – regardless of how big we get.

### Q Perks

Hospitality is the name of the game at Merivale and we want our staff to enjoy this experience as well. We are generous

with our great discounts and perks across all venues. Yes, even the most popular ones.

### Q Celebrations

In case you haven't heard, we host one of the biggest and best annual awards nights. The Merivales' is our night of nights, where we recognize outstanding of achievements across the group. With incredible prizes, we are proud to celebrate everyone.

### Q Family

Family owned and operated, Merivale really is one big family. We act with integrity to support and develop each and every individual.

For more information visit [www.merivale.com.au/careers](https://www.merivale.com.au/careers)



## Solotel - Australia's Most Diverse Hospitality Group

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

The Solotel name means a lot in the hospitality industry. It brings with it over 60 years of collective experience between co-founders Bruce Solomon and Matt Moran, and along with them, a talented team who have built a fun, dynamic, innovative and exciting place to be.

Our diverse portfolio of over 30 venues means more options and flexibility to grow; from cornerstones of the community, to fine dining and exclusive events, there's room for everyone to demonstrate their passion for delivering amazing experiences, and to discover what's possible when it comes to your potential.



For more information on a career with Solotel go to [www.solotel.com.au/](http://www.solotel.com.au/)



### Q We are family

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

### Q Diversity rules

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

### Q So. Much. Fun.

Our job is to bring fun to our guests – our currency is smiles, laughs and bringing a little sparkle to those around us. Fun is contagious and we never lose sight of making sure our fabulous staff

also get to have fun! We know how to throw a good staff party and you can enjoy front row tickets to our invite only events!

### Q Learn the ropes

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

### Q Great career ahead

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

### Q Choose your own adventure

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

### Q Be inspired

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

### Q Balance matters

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

### Q Variety is the spice of life

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

### Q Don't live in a box

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

# Flight Centre Travel Academy



**Wondering what to do after you finish high school? Do you love to travel? Do you want to work in an industry full of opportunities and lots of travel discounts? If you answered yes, then the Flight Centre Travel Academy is the place for you!**

Our Diploma of Travel and Tourism is designed to set you up for success and help you start your exciting career in travel. Online or on-campus, full-time or part-time, a career inside or outside of the Flight Centre Travel Group, the choice is yours.

The Diploma of Travel and Tourism offers insight into the diverse tourism industry from knowledge provided first hand from Australia's largest travel company, Flight Centre. The content delivered and systems you train on, are

always current and in-line with the ever changing industry.

This course offers an insight into diverse areas of the tourism industry- hearing first hand from industry experts and employers, where students will understand the difference between various parts of the tourism industry, destination management and effective organisational structures.

You will develop specialised knowledge in various travel styles and a variety of airlines, cruises, tours and hotels, including how to use this information to ensure you are meeting customers' needs.

Our Diploma of Travel and Tourism is a tertiary (university) level qualification. It makes up the first year of a Bachelor's degree with Torrens University Australia. Upon graduation, you can progress straight into a second year of a Bachelor of Business (Tourism Management) with Torrens University. After 2 more years of study, you can graduate with a Bachelor's degree.

## COURSE DETAILS

### Duration

Full-time 36 weeks (2 semesters)  
Part-time 72 weeks (4 semesters)

### Intake Dates

1 intake per month

### Delivery Mode

Facilitated learning (in-class) and online\* OR 100% online

\*The in-class component will be 5 days approximately every 2 months, totalling 20 compulsory in-class days over the entire duration of the Diploma.

### Entry Requirements

Completion of Year 12 (or equivalent) & online admission

## Why choose the Flight Centre Travel Academy?

### Q We are the travel industry

Being a part of the Flight Centre Travel Group means we have direct access to the industry through our exclusive industry partnerships. Benefit from our years of success in the industry and receive practical training from industry experts.

### Q We place over 90% of graduates into roles within the travel and tourism industry

We have graduates in travel and tourism roles all over Australia and globally too! We work with you throughout your course to land your dream career.

### Q Our graduates earn more and stay longer

By studying our course before entering the workforce you'll be more qualified and more prepared with a salary to match. Our graduates that continue on to a role with Flight Centre will earn a 20% higher base salary and an average 42% higher commission.

### Q Student Journey

In your first semester, we'll educate you on all our employer brands and brands outside of Flight Centre too.

Between Semester 1 and Semester 2 you'll undertake a brand questionnaire- answering questions relating to your skills, needs and experiences and matching them with core brands internal and external to Flight Centre.

In your second semester, your facilitator will talk you through these results and we'll give you exposure to your chosen brand through site visits or work experience, what we call a "day in the life."

To find out more contact  
[fctravelacademy.com](http://fctravelacademy.com)  
E: [travel\\_academy@flightcentre.com](mailto:travel_academy@flightcentre.com)  
P: 1300 369 649

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



# Transport & Logistics



# Drive your career from the floor up!

## Who we are is deeply rooted in where we have come from...

It all started in 1978 with a couple of free-thinking entrepreneurs who didn't care much for rules. As a start-up they challenged the establishment and always took care of their own. Many years on and that rebellion and people-first philosophy are still deeply ingrained in our DNA.

Today, Mainfreight has matured into a sophisticated global supply chain business. With our fast-growing team of 7,500 plus, we compete with the some of the world's biggest names in transport and logistics. Our operations span 247 branches, in 22 different countries around the world.

We got to being a \$2 billion-plus global business by having a real hunger for success, sharing our goals with everybody on the team and promoting our own. To keep ahead of the pack, we look for people who have the same fire in the belly as our founders.

## We are in the business of global supply chain logistics...

...put simply, we partner with our customers to provide the full spectrum of international air and ocean, warehousing and domestic transport business to business services. These divisions pull together to deliver the best supply chain solutions for customers.

We have teams that focus specifically on different areas of the supply chain:

### Air & Ocean

- Air and seafreight
- Import and export
- Customs clearance
- Perishables
- Trade facilitation

### Warehousing

- Pick and pack
- Hazardous substances

- Inventory management
- Food grade warehousing

### Transport

- Nationwide and metro
- Dangerous goods
- Full truck load and intermodal
- Wharf cartage

### Supply Chain

- Global visibility
- Project logistics
- Supply chain analysis
- EDI business solutions

We're a business that's as much about problem-solving for our customers as we are about physically moving their freight. Today our business revolves around clever thinking, smart technologies, international logistics and above all, people.

## Our business is about creating more leaders, not followers...

We hire people for their personality, intelligence and guts - and we give them the freedom to be who they really are.

The same goes for our development framework. It's about developing you as an individual - not a cookie-cutter version of who we think you should be. It's about helping you build a set of professional and life skills that will equip you to take on any role in this business, anywhere in the world.

We are focused on developing leadership competencies in everybody. Here, leadership is a mindset rather than a ladder to climb. Ask our team and they'll tell you that being part of the Mainfreight family means there's no limit to where your career can go and how fast you can get there. We're a business that recognises merit, not time in the job so if you've got what it takes, don't expect to stay in the same role for long.



## Q Culture

Our unique family and philosophy make Mainfreight who we are. This culture is our most treasured asset and is at the heart of our past, our present and our future. We promote our people from within and encourage our team to make mistakes, just never the same mistake twice. Our team regard each other as a family and share mealtimes. At the same time, we are focused on performance - every branch reports weekly results that are available for all team members to see.

## Q 100 Year Vision

Rather than quick wins or short-term gains, Mainfreight's strategies, decisions and actions today are guided by a desire to create a strong, iconic and enduring business. This long-term vision guides us a business and determines our decisions and actions every day including how we approach the recruitment and training of new team members and customer and supplier relationships.

## Q Our Graduate Program

As a Mainfreight graduate, you'll be working in one of the world's most exciting, diverse and fast-paced industries. Global supply chain logistics is booming worldwide - and a role with Mainfreight gets you right amongst it.

We offer a two-year unstructured graduate program. Our graduates start their career in an entry level role which is often times out in one of our warehouses, establish their own personal brand and drive their careers from the floor up. We accept university graduates from all degree backgrounds into our general business program. We want graduates with a thirst to learn and build a career.

## Q Environmental Sustainability

We meet our environmental responsibilities head-on, actively seeking ways to leave the lightest-possible imprint on the planet.

We are always looking at ways to reduce our carbon emissions, utilising rail wherever possible and managing truck size. We utilise electric forklifts across all of our sites and company vehicles are hybrids wherever possible.

## Q Technology

As our global network continues to expand, we are continually coming up with smart and efficient ways to ensure our technology services are capable of



matching our global supply chain expansion. We are committed to upgrading our technology and our online capabilities to give our customers a complete and customised look at wherever their freight is around the world. Our people are a big part of this process and we encourage them to challenge our processes and systems and make suggestions of better and more efficient ways for us to be doing things.

## Q Safety is paramount

Safety at Mainfreight is paramount in everything we do. We are committed to ensure that our team and contractors go home safe each and every day, and that our business operations promote positive safety for our customers and in our communities.

We have robust training programs, which includes a national training team, with the purpose to educate our team and contractors in our safe systems and practices. Safety is the foundation of our culture.

## Q Books In Homes

In line with Mainfreight's 100 year vision, we are committed to helping develop the leaders of tomorrow. Mainfreight is proud of its continuing relationship with Book In Homes Australia. Literacy is widely recognised as one of the most important foundations for success in school and later life. The Book In Homes program ensures crucial early literacy engagement for families and children living in remote and low socio-economic circumstance across Australia.

## Q Global business

Mainfreight is a truly global business. As a business, we began our life in 1978 in Auckland, New Zealand. Since then we have grown to 247 branches across 22 countries and we don't plan on stopping. Our vision is to have Mainfreight trucks and team on every continent - painting the world blue.

# Be a Journey Maker

## At Transdev, we believe public transport plays an important part in how a city comes to life.

Our day-to-day work influences our families, friends and future generations where they live, work and play. Whatever your role is at Transdev, you contribute to improving the mobility of our customers, and the positive impact this can have on their lives, their community and our environment. With a global network of 82,000 colleagues in 18 countries, our customer and client focus, commitment to innovation and provision of safe travel "lies at the heart of our success and continued growth.

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

### Our Operations

At Transdev we are a community moving communities. In New South Wales, we proudly operate the iconic Transdev Sydney Ferry services, numerous bus routes, on demand shuttles and the light rail network. In Victoria we operate and maintain 30% of Melbourne's bus routes including the highly utilised SmartBus routes. In Queensland we operate the busy Brisbane ferries as well as

numerous commuter and school bus services. In Western Australia we have our largest bus operations responsible for the free Perth Cat services as well as local bus routes. In New Zealand, we have proudly operated the Auckland rail service since 2004 and also operate the Greater Wellington Metlink train network.

### Pathways for Journey Makers

Transdev are proud to offer a diverse range of pathways to the next generation of Journey Makers through our:

- Apprenticeships and Traineeships
- Internships
- Graduate Program

**For more information contact careers at [transdev.com.au](https://transdev.com.au)**



### 🔍 Traineeships and apprenticeships

Explore your future in mechanical and maritime roles in a supported environment through a traineeship or apprenticeship. Learn on the job and master a skill, earning an income at the same time.

### 🔍 Our Graduate and internship program

Our 18 month graduate program offers university leavers the opportunity to experience multi-facets of our dynamic business. You'll spend time supporting customer journeys where the rubber hits the road, gaining technical skills within your functional area, and working on cross disciplinary management projects with senior leaders.

Our internship program offers students the opportunity to develop their skills before graduating. We offer internships in a range of different fields including transport planning, IT support, human resource management, communications, and engineering. With operations in 18 countries, and a worldwide community of 82,000 employees, the world is at your feet!

### 🔍 Safe at Transdev

Our first priority is "uncompromising safety". It guides every action we take, whether you are working in an operational role on the water, railway or road on in our support functions. Our personal safety, our customers' and our communities' is paramount. We provide on-going safety training, and promote a culture where our people are empowered, look after each other and go home safe and well to their loved ones every day.

### 🔍 Be a Journey Maker

Being a Journey Maker is a mindset we bring to work each day. At Transdev, we pride ourselves in leading the way in public transport through the collaboration of our teams and a shared commitment to excellence in all that we do. Journey Makers are people who make trips memorable, they share their spirit, personality and enthusiasm with everyone they encounter. So whether it is a driver going the extra mile for a customer, or the teams who help make our journeys safer, our people gain satisfaction from making a difference to the lives of customers by providing the best public transport experience.



### 🔍 A diverse and inclusive team

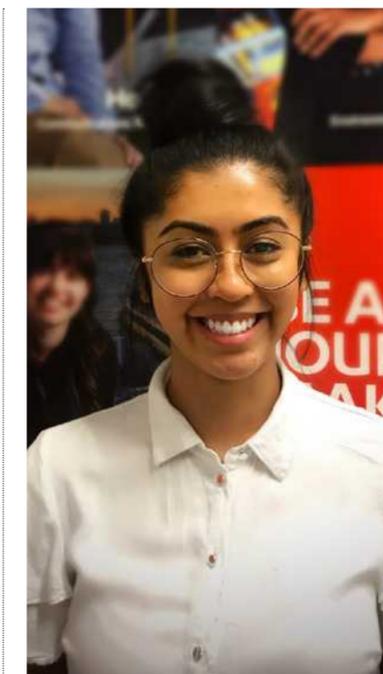
We want our team to reflect the communities we serve and offer an inclusive workplace. With strategic goals in place to achieve 50% appointment of women and 40% appointment of people under 35 years old by 2020, we are setting our business up for sustained success.

### 🔍 Flex at Transdev

We know there's more to life than work, and that's why we offer a range of flexible working options. Flexible working arrangements can take a variety of forms, depending on the nature of the role.

### 🔍 Meet our Graduate Journey Maker Nika

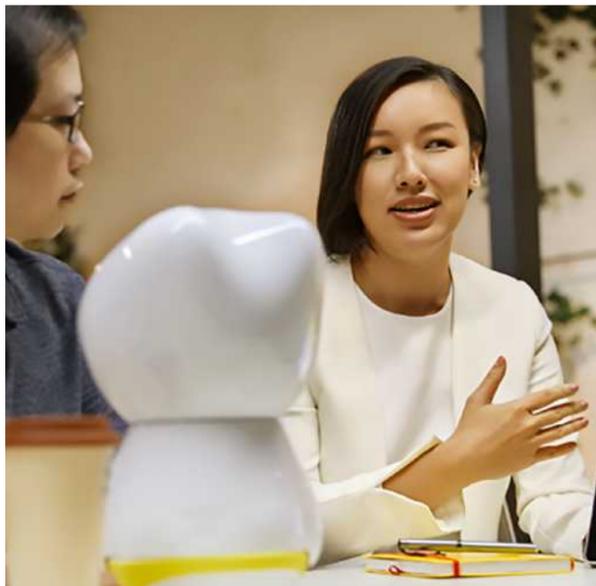
Nika graduated from Curtin University with a Bachelor of Science, before joining Transdev's graduate program in 2018. The first stop for all of our graduates is a two month operational placement; for Nika, this provided the opportunity to become a fully qualified bus driver. "Seeing Perth's bus network from the driver's seat has given me invaluable insights for my future work as a transport planner," Nika said. For Nika, being a Journey Maker means working out how we can make the "line between A to B" and our customers experience seamless, safe and comfortable.



Want to find out more about a career at Transdev. Visit [transdev.com.au](https://transdev.com.au)



# 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.

Through our role as an international express provider, we have the potential to make a significant global difference, delivering meaningful shipments across the globe – from urgent business materials to crucial life-saving medicines and charitable donations.

### 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.

As part of your professional development, we provide plenty of opportunities to develop your role and gain knowledge and experience.

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.

We provide plenty of opportunities to develop our employees, including:

- Our Certified International Specialist program focuses on employee engagement and cultural change to drive service excellence and quality. This training equips employees with the skills and knowledge needed to delight the customer
- We provide divisional leadership programs and functional training curricula to cater to specific development needs. Some of the different training and development opportunities provided cover relevant operational knowledge and skills training, health and safety training, language courses or soft skills trainings
- Reward initiatives recognise the contribution made by employees on a regular basis like our Employee Recognition program.



[logistics.dhl/au-en/home/careers](https://logistics.dhl/au-en/home/careers)

### Join an international team

For more than 50 years, DHL Express has been delivering time critical shipments all over the world. 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!

### Explore the right role for you

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.

### Be a part of our culture

Our people oriented culture puts employees first, so you can dive straight in during your one week global on-boarding experience. You'll receive your Certified International Specialist passport to help you travel through your learning journey.

### 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

Sustainability has long since become one of the most important issues of our time. 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.

To help realise this vision of zero emission logistics, we have established a number of ambitious interim goals. By the year 2025, we want to:

- Increase our carbon efficiency by 50% compared to 2007 levels
- Aim to improve the lives of people right where they live and work, using clean pick-up and delivery solutions for 70% of our first and last mile services, such as bicycles and electric vehicles

- Have more than 50% of our sales incorporate Green Solutions. In this way we also make our customers' supply chains greener
- Certify 80% of our employees as GoGreen specialists and get them involved in our environmental and climate protection activities. This includes joining partners to plant one million trees every year to protect our forests.

### 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.



# A Business Growing Fast



## V/Line is Australia's largest regional public transport operator of passenger train and coach services.

As Victoria's population increases, more people are choosing to travel by public transport which is translating into V/Line growing at an unprecedented rate.

Supporting the freight industry is also an important part of V/Line's business through the maintenance of and access to a huge rail freight network which connects to Victoria's major ports.

Backed by a two-billion-dollar-plus Government investment in regional rail infrastructure and technology, this means that there are many opportunities for employment across all areas of V/Line.

## Huge Increase in Customers

In 2017-18, V/Line accommodated 20.8 million customer trips on both train and coach services.

There have been significant increases of patronage growth on corridors across Victoria. The largest increase has been between Melbourne and Victoria's second largest city, Geelong.

Five years ago, 3.89 million customers travelled on the Geelong line. In 2018, this number of customers has increased to 8.67 million. That's a 123% increase if five years!

This sort of growth is expected to continue in other parts of Victoria particularly through to Seymour in northern Victoria.

To carry all these customers, the number of new VLocity trains has increased from 134 to 225 during this same period. That means we've needed more train drivers, more train conductors and generally increased all supporting functions needed to run a much larger railway service.

That translates into more job opportunities at V/Line.

## Diverse Opportunities

There are a diverse number of careers across the V/Line business and flexibility to move around and explore different areas.

More technical roles are carried out in signal maintenance, fleet engineering and transport logistics.

We have customer service jobs on board our trains and at our stations. Our corporate offices also offer jobs in finance, marketing and communications,

human resources, information technology, environment, safety, contracts and procurement.

Operational positions such as train controllers, drivers and shunters keep our services running seven days a week.

Our infrastructure and network services departments maintain our signals and tracks, conduct emergency repairs and upgrade the rail network.

Graduate roles exist in the areas of engineering including civil, electrical, structural and mechanical. Apprenticeships and trades are also available.

## Investing in the Future

Over the next few years, more than \$2 billion will be invested in the regional rail network in Victoria which will allow V/Line to continue to grow.

For example, the \$1.75 billion Regional Rail Revival project has commenced with the Ballarat line upgrade scheduled for completion in late 2019. V/Line will be a key partner in delivering early construction work packages on the Ballarat line with relocating of critical services in preparation for major construction works.



### Software Developer

A Software Developer is responsible for the design and maintenance of multiple computer systems ensuring train control systems integrate with signalling systems, timetable systems and rostering systems. This makes sure all necessary trains, drivers and conductors are in the right place at the right time to make the railway work.

### Communications and Media Adviser

The Media and Communications Adviser is a professional communicator who develops, implements and monitors all sorts of communication materials to help keep V/Line's important stakeholders aware of new service developments and changes to existing services.

### Train Controller

Train Controllers work in the V/Line network control centre and have responsibility for ensuring all trains on all lines operate safely, obey all red and green signals and operate at the correct speeds. They essentially make the network work. In the event that a train becomes delayed, the Train Controller must contact the train driver to determine what is occurring and determine how to get the train back on time so no further trains are delayed.

### Conductors

V/Line Conductors walk up and down the train carriage providing customer service, checking myki cards and ensuring customers board and exit the trains quickly and safely. A Conductor controls the train doors when stopped at a station and signals the driver when it is safe to resume the journey. It is one of the most important roles at V/Line and one of the most fulfilling customer-facing roles.

### Rail Interface Advisor

The position of Rail Interface Advisor acts as a link between V/Line and many other important organisations in the Victorian rail industry including Transport for Victoria, Public Transport Victoria and Rail Projects Victoria. Each of these bodies have important roles to play in the continued investment in and development of the V/Line regional network.

### Project Manager

The role of a Project Manager is to

effectively manage projects to ensure the best outcome for V/Line, customers and the Victorian government. At the moment, there is a \$1.7 billion government investment being made in V/Line's network called Regional Rail Revival which needs many Project Managers to oversee level crossing upgrades, rail bridge replacements, duplication of track in certain areas and many, many more projects.

### Services Officer

Services Officers manage daily operations and customer service activities at V/Lines' 91 railway stations dotted right across regional Victoria. A Services Officer maintains the delivery of service to customers and ensures the best possible train and coach service to all V/Line's passengers.

### Manager Planning & Network Closures

The Manager Planning & Network Closures is a specialised role responsible for the development, coordination and execution of what's called the Track Closure Master Schedule for asset and operational planning. What this really means is this person is responsible for

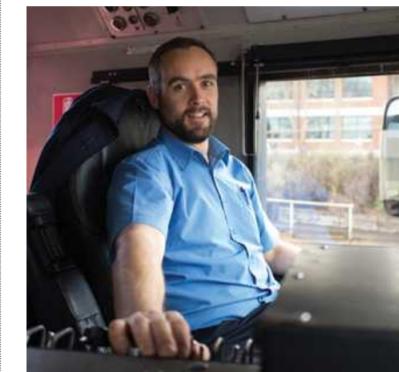
planning when parts of the V/Line network need to be closed for maintenance or upgrades as part of the Regional Rail Revival investment program.

### Authorised Officer

An Authorised Officer travels on trains or works at railway stations to provide customer service, help respond to major disruptions should they occur and take care of V/Line passengers to ensure they have a trouble-free and safe journey.

### Health and Safety Advisor

The Health and Safety Advisor ensures the high standards of safety are being followed at all times across the different functions of V/Line. The Health and Safety Advisor develops safety policies, procedures and other safety documents relating to people safety, rail safety and health and wellbeing. They inspect sites across the V/Line network to ensure safety is being followed and provide support, advice and technical guidance to the business including incident investigation, hazard and safety management and audit tasks.



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

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

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

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

### What does Toll do?

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

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

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

### What types of jobs are available at Toll?

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

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



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

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

### We've got hundreds of different roles

There's a great variety of jobs at Toll – whatever you're interested in, there is a job here for you. From logisticians, diesel mechanics and aeroplane pilots, to engineers, environmentalists and recruitment consultants, if you can think of a job, we probably employ someone doing it. And there's nothing to say you can't start with us as a driver or warehouse operative and end up as a branch supervisor or even general manager – plenty of our senior management started their careers just like that.

### The logistics industry is going places

It's a really exciting time to be getting involved in logistics. It's a growing industry with endless opportunities and it's only going to continue to get bigger, especially with developments such as online shopping changing the way we do business. People will always need things to be moved from one place to another and, unlike many other industries, logistics can't be outsourced offshore and is relatively robust in times of economic uncertainty.

### You can build your career at Toll

Toll's Global Graduate Program is designed to help build our future talent, the program offers recently qualified graduates a two-year development program based across four rotations. That's four different areas of the business our graduates gain experience in before moving into a post program role. We want graduates from Logistics and Supply Chain, Management, Commerce and Engineering backgrounds who have a passion to build their careers in Logistics. With our large fleet of vehicles we also offer apprenticeships and traineeships across our organisation, so if you are interested in gaining a trade qualification, Toll could be the right place for you.



### We're one (very) big family

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

### We love technology and innovation

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

### You can balance your work and life

We don't want our people to live to work, but love to work, so it's really important that your work suits your lifestyle. If you study after work, play sport or need to look after children, we can help you plan your work so your life is balanced. We also offer lots of opportunities to get involved in sporting teams, social events and community activities.

### We care about our environment

We are serious about the role we play in reducing our emissions and the impact we have on our environment. Our

Smarter Green program encourages better driving techniques, smarter building construction and the use of vehicles powered by fossil fuel alternatives to help reduce our carbon footprint.

### Your safety is really important to us

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

### Get rewarded for a positive contribution

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

 Want to find out more about a career at Toll. Visit [tollgroup.com](https://tollgroup.com)

# Building & Construction



70 **JOHN HOLLAND**

80 **MASTER BUILDERS VICTORIA**

72 **LandSurveys**

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Relationships creating success

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84 **Holcim**

76 **MCCONNELL DOWELL**

86 **WATPAC**

78 **CIMIC**

88 **Hanson**  
HEIDELBERGCEMENTGroup

## Be part of the big picture

**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 and South East Asia, including most of Australia's mega projects.

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

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

Our drive to deliver meaningful change has been part of our DNA for generations. We have a rich history spanning almost 70 years. From building Parliament House to our work on the Sydney Harbour Bridge and Sydney Opera House, we've had a hand in the Australia we all know today.

There are many opportunities for enthusiastic changemakers to join our team. Young professionals can grow, learn and achieve in areas including: 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!



### Q Caring is what we do

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

### Q We're future-focused

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

### Q Spark your imagination

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

### Q Make it yours

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. We also have valuable programs to support our up-and-coming talent that are fun and fulfilling.

### Q Our top-rated Graduate Program

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

### Q Be brave. Be Bold. Be You

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

### #gradlife



Meet Maddelon Holt-Smith, Graduate Engineer on the New Intercity Fleet Maintenance Facility located in Kangy Angy.

Maddy studied a Bachelor of Civil Engineering at University of Newcastle in New South Wales.

### When did you start the Graduate Program?

I started working for John Holland in 2018 and am currently in the my 2nd Year of the Graduate Program.

### Please provide an overview of your Graduate rotations to date:

During the Graduate Program I have worked on the New Intercity Fleet Maintenance Facility (NIFMF). I completed all three of my rotations while working on the project which covered design management, earthworks, roads, utilities and buildings.

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

The most interesting thing about my job is being able to solve any issues on the spot and if I can't find the answer immediately, working with subject matter experts to resolve the issue.

### Tell us about your proudest moment whilst on the Graduate Program

It's hard to pick one, so I've chosen two moments, I was chosen to speak about my experiences at John Holland's International Women's Day celebrations alongside our Chief Executive Officer, Joe Barr. I was awarded the NIFMF Outstanding Achievement Award by the project for showcasing the John Holland values in my everyday work.

To find out more about a career at John Holland, please visit [johnholland.com.au/careers/a-career-with-us](http://johnholland.com.au/careers/a-career-with-us)

## Bridging the real and digital worlds

### Who are Land Surveys?

For over 22 years, Land Surveys has become a leading provider of spatial science solutions to our clients across industries including Property and Buildings, Transportation and Infrastructure, Energy and Utilities, Mining and Resources. Within the Land Surveys Group, we employ over 600 people across Australia, Papua New Guinea, United Kingdom and Singapore.

### What is Surveying?

Surveying or land surveying is the technique, profession, art and science of determining the terrestrial or three-dimensional positions of points and the distances and angles between them. Surveying has been an element in the development of the human environment since the beginning of recorded history and is an important tool for research in many other scientific disciplines.

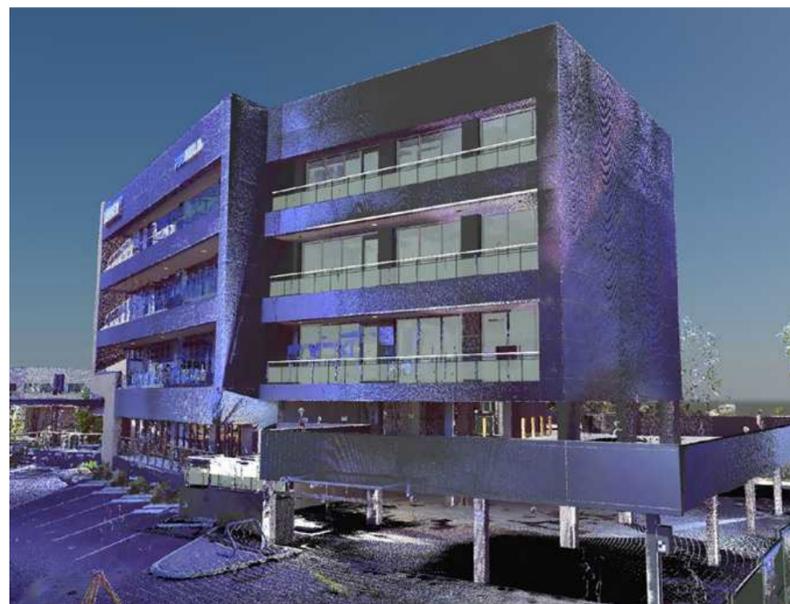
### Digital transformation

With the rapid improvement in computing power, change has now become normal, technologies such as high definition laser scanning, building information modelling (BIM), virtual and augmented reality, the Internet of Things (IoT) connected to sensors, providing real time data analytics, digital twins, and artificial intelligence, are changing the way we live and work. We believe Land Survey's is well positioned to take a leading role, in this digital transformation.

### What kind of company is Land Surveys?

**Vision:** Our vision at Land Surveys is to be Australia's leader in providing surveying and geospatial solutions that exceed our clients' expectations.

**Mission:** Through our people, technology and innovation we build long term client partnerships to provide "No Problems Just Solutions".



[landsurveys.net.au/careers/](https://landsurveys.net.au/careers/)

### Reasons to #JOINTHETEAM

#### People

At Land Surveys, our people are everything. We are a people business and understand our people and their passion are the key to our success. The sustainability of Land Surveys has been due to the ability of every individual to work together as a team to achieve great success. We are at the forefront of surveying with a national and international presence.

#### Purpose

Within the digital engineering industry, we are providing geospatial solutions that help shape the future of our digital economy and society, to support and encourage building a safer, more connected and sustainable world. We achieve this purpose through our people, advanced technology and innovative methods.

#### Culture

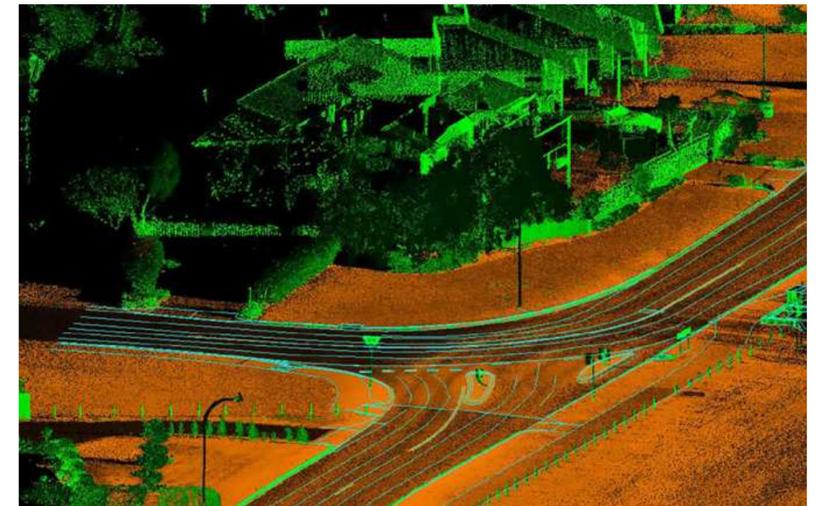
We are proud of the positive culture we have created; our people truly embody the philosophy of 'No Problems Just Solutions'. We have created environments of social interaction, teamwork and open communication, for employees to feel valued and respected. We support and encourage diversity and inclusion, and understand the importance of mental health, implementing a monthly 'R U OK' check in and provide all our employees, with access to our Employee Assistance Program (EAP).

#### Limitless opportunities

What sets Land Surveys apart? Opportunities! Land Surveys has the scale and diversification not only in services, but geographic locations. There is always something new and exciting happening, including travelling to other parts of Australia and the world along with learning new services and opportunities for career progression.

#### Advanced technology

With the rapid change and improvement in technology, we are continuously leveraging new and emerging technologies to remain at the forefront. We strive to be pioneers and thus leaders, in the spatial science profession, utilising the latest technology to service all our projects large or small and continually research and develop new solutions to achieve the highest quality results and value for our clients.



#### Innovative thinking

At Land Surveys we encourage creative thinking and collaboration from all our team, at every position within the company, we believe the best innovative solutions come from the diversity in our ways of thinking. The senior management team, openly welcome new ideas or ways of how to improve processes or procedures.

#### Incentives and benefits

As an employee of Land Surveys, you are entitled to special benefits, these include discounted travel and accommodation, health insurance, gym memberships and technology as well as exclusive offers on vehicles. Land Surveys also provides study assistance (including study leave and financial support) to eligible employees who wish to complete higher education for their professional development. In addition to this we also have an employee reward plan, which is an opportunity for everyone to share in Land Surveys success.

#### Scholarship Program

Land Surveys offers a scholarship program, that provides financial assistance, work opportunities and work experience for TAFE students that are undertaking a recognised surveying course.

We are offering up to five (5) scholarship opportunities in 2020 to full-time students, enrolled in approved surveying courses at registered TAFE providers across Australia, so that we can help develop our future leaders.

#### Community

Land Surveys has shown ongoing commitment to sharing the responsibility of caring for the community. Whether it's for local businesses, health research or the environment, we volunteer our skills and time to give back to those in need.

#### Engagement

Land Surveys has collaborated with our clients to provide Indigenous employment opportunities on public and private infrastructure projects across Australia. We also work closely with Indigenous employees by offering flexible rosters to enable them to commit to study. We have a partnership with Indiya Geospatial, a majority Indigenous-owned business with a national footprint and a focus on improving aboriginal education.

#### The future is exciting!

No two days are the same, Land surveyors have the best of both worlds, working in the office and in the field.

**NO PROBLEMS  
JUST SOLUTIONS**



Schindler

# Schindler – We Elevate

Schindler Lifts Australia is part of the Schindler Group, one of the top elevator companies in the world, 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, employing over 1,200 employees who design, install, service and modernise urban transport systems for almost every building type.

## We Elevate... Innovation

We differentiate ourselves with our modern technology and innovative people. From the introduction of electronic lift controls, to destination control and connected digital services, we always strive to enhance innovation. Through these innovations and the introduction of digital tools and products, Schindler is committed to shaping a sustainable future. Our ultimate goal is to create value for society by continuously improving the quality of urban life.

## We Elevate... Values

Our present-day success is driven by our commitment to traditional core values such as customer service, quality and safety, combined with our key strengths of creativity and innovation to produce intelligent solutions in response to customer needs. When you join the Schindler team, you'll be expected to adopt and live our core values. Our values support everything we do and are fundamental to our leading status in the elevator and escalator industry.



in

schindler.com

## We Elevate... Safety

Safety is one of our core values. 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. Our safety culture is based on prevention. We always look for ways to improve safe usage and operation, from our dedicated safety days for all of our field-based staff to our Ellie and Eski Children's safety campaign and the training we provide to safe work regulators and emergency services.

## We Elevate... Culture

Our culture is amazing and the way we treat our people is the key to our success. We have won multiple Employer of Choice Awards (2017, 2018 and 2019) for our commitment to engagement and retention of our employees. We strongly focus on the safety of our people as well as their development and providing opportunities for learning and growth. We are a high-performance organisation where everyone gives 100% so we look for people who are results focussed and want to contribute to the company.

Binding us together is our shared purpose to achieve customer excellence by providing safe, reliable and innovative mobility solutions. The most powerful alignment tool has been our shared promise which was developed in consultation with the business: "An uncompromising commitment to safety, quality, customer and each other. Do it right the first time."

## We Elevate... Inclusion

We believe that our inclusive culture, which values diversity of thought, background and experience, is a major contributor to our company's success. We strive to ensure a working environment that is free from discrimination and provides employees with equal opportunities to grow and develop in their careers and for people to feel heard. To support these aims, we have implemented several programs to help foster an inclusive culture including our Inclusive Leadership Program, Courageous Careers Mentoring Program, and various partnerships with external bodies.

## We Elevate... Development

We take a long-term view on the development of our people and ensuring



all our employees are the most highly trained in the industry. We provide a dynamic training capability that uses a state-of-the-art learning environment. You will have access to a wide range of learning including technical training, business and leadership training and soft skill development. Our learn as you grow methodology will give you access to real development opportunities to grow your career with us.

Through our training and development programs, we open a world of opportunity to our employees to assist them to take their career to the next level and beyond. You can grow your career in multiple directions. You could progress from a trades role into a Service Management or Project Management role; move into Sales or even Senior Management positions and overseas placements. For example, one employee joined Schindler Australia as an apprentice, progressed through the business into a variety of office-based roles, moved overseas for several years in a variety of management positions and recently returned to Australia to become our Technical Director. With Schindler, the opportunities are endless.

## We Elevate... Apprenticeships

We are very proud of our apprenticeship program which has been running for over 30 years and we currently have over 70 apprentices in the program. Apprentices rotate through our New Installations (Construction), Existing Installations (Service & Repairs) departments which ensures you will gain exposure to a wide range of electrical, mechanical, and telecommunications disciplines, to ultimately become a licensed Electrician. We have a success rate of over 95% of apprentices not only completing their trade but deciding

to continue their careers with us and developing long term careers into technical, engineering, sales, operations and management roles.

Our selection process involves specific testing in the areas of mathematical ability, electrical and mechanical reasoning, safety aptitude, an interview and a pre-employment medical. Individuals who possess a pre-apprenticeship Certificate II in Electrotechnology or have previous work experience in domestic/commercial electrical or construction work have a greater chance of securing an apprenticeship with us.

## We Elevate... Cadets

If you are looking for a professional career path, have graduated with a university degree in Engineering, Business, Facility Management or Project Management, then our Cadet program might be what you are looking for. This is a two-year structured professional development program designed to provide you with the skills and experience to take up a role at the end of the program as a Project Manager, Service Manager, Technical Sales Consultant or Engineer. Rotations across the business and even time spent in the field, give you a broad understanding of the business, you will also receive business & leadership training and be assigned a mentor to guide you through.

## 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 offers opportunities to apply for open positions internationally, with the possibility of significant personal and professional growth.

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

# Build your career with us

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

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

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

## Our People

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



### The McConnell Dowell Group offers:

#### Q A strong brand and culture of success

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

#### Q Construct world-class infrastructure to improve communities

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

#### Q Work and travel to international destinations

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

#### Q 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.

#### Q Strong teamwork ethics and approachable leadership

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

#### Q Be a person and not a number

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

#### Q Show us your creative talents

As a multi-disciplined company building tomorrow's infrastructure, McConnellDowell offers exposure to a new and unseen work environment in every challenge and project that we undertake. Employees at McConnell Dowell have the freedom to innovate in a safe environment, with the structure of a strong and established company.

#### Q A global workforce

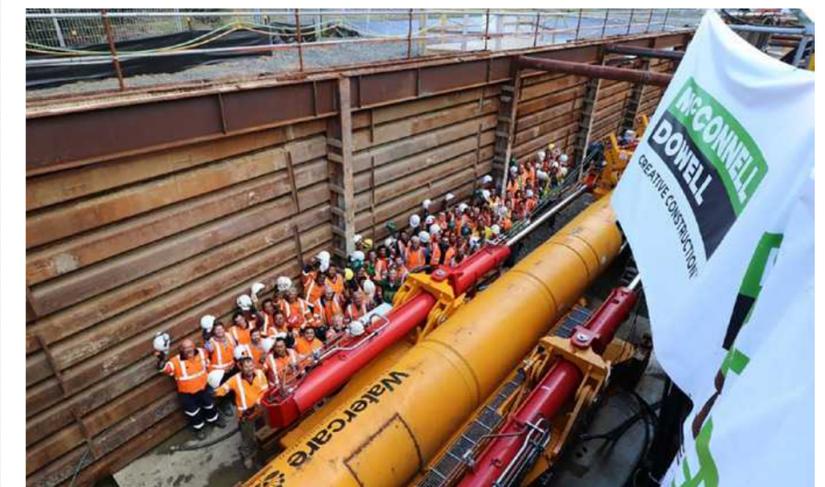
With a workforce spanning the globe, we know that having a constant and solid company culture ensures we operate to the best of our potential. We are all about straight talking, building team spirit and maintaining the highest level of safety standards.

#### Q A values-based organisation

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

#### Q A safety driven culture

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



# Be a part of something bigger



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

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

We comprise our construction business CPB Contractors, including Leighton Asia and Broad, our mining and mineral processing companies Thies and Sedgman, our services specialist UGL and our public private partnerships arm Pacific Partnerships – all supported by our in-house engineering consultancy EIC Activities. Across CIMIC Group, we offer opportunities in skilled and professional roles as well as graduate employment, scholarships, apprenticeships and internships. Our portfolio of businesses

and projects open up a world of opportunities. And our people – more than 43,000 talented team members working in more than 20 countries – are delivering projects that push the boundaries of engineering for better, more sustainable solutions that take us into the future.

### Bring your story

We are a collaboration of more than 43,000 individuals across 20 countries. Each person brings their own story, experience and perspective to their job and this diversity of thought, capability and skill makes our business stronger.

Our differences, supported by inclusive and respectful workplaces where everyone can contribute their best,

significantly expand our potential to innovate and improve operational performance, productivity and safety.

We ensure women are represented across diverse areas and in leadership roles. WINTR is CIMIC's networking group that provides opportunities for women in non-traditional roles and industries, (and those who support them) to network, share experiences and encourage one another in their career development. Connect with WINTR at: [www.linkedin.com/groups/12085585/](http://www.linkedin.com/groups/12085585/).

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



### Accelerate your career

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

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

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

### Accept the challenge

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

### Care for your world

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

### What we stand for

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

### We put safety first

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

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



### An award winning graduate program

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

CIMIC Group graduates:

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

### Real benefits

We value our people and provide a range of benefits to help you look after yourself and your family as you build a rewarding career with us. It's no wonder in 2019 LinkedIn ranked CIMIC as one of the best companies in Australia for attracting and keeping top talent, rated as number seven out of 10 companies in 2019.

- We offer a range of benefits including:
- Salary continuance insurance at no cost for all eligible employees
  - Discounted private health insurance

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

### Ready now

Ready to discover something bigger? Step up to CIMIC Group to accelerate your career, work on something unique and iconic, and generate a positive change in our communities.

At CIMIC Group, we develop careers to take us to the top of our game, working in teams that look out for each other and our communities.

We're not just one company...we're a family of industry leaders with multiple brands working across assets, infrastructure and resources, and more than 43,000 people, in 20 countries.

To find out more about a career at CIMIC, visit [cimic.com.au/en/work-with-us](http://cimic.com.au/en/work-with-us)

# Providing rewarding career outcomes

## Who are we and what do we do?

Established in 1875, Master Builders Victoria has been a long-standing voice for the building and construction industry.

Our aim is to raise the profile of this fantastic industry as a provider of rewarding career outcomes.

A career in the construction industry offers individuals variety and the ability to develop invaluable skills and knowledge that can be continually built upon.

There are numerous opportunities available and with so many different career options, the best pathway can be hard to determine. To help with this, we have a dedicated, friendly team to demystify and simplify the information

available for those looking to enter the construction industry and to assist those currently in the industry with their career progression.

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

## What makes the construction industry so great?

There are many reasons why going for a job in construction is a great move. 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!



## 🔍 Career options – Trades

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.

## 🔍 Career options – Professions

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

## 🔍 Career pathway advice

The Master Builders team has a wealth of knowledge about the various career options in the building and construction industry. We are able to offer guidance to students about achieving their career goals, and to careers teachers and advisers about roles in the industry. We can assist those who are considering entering the industry, transitioning from another industry, or planning for their next promotion by discussing the required training and experience individuals may need.

## 🔍 Career expos and school visits

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

## 🔍 Apprenticeship preparation and placement

Landing a job isn't always easy, but we're here to help. We can help connect those seeking an apprenticeship with employers directly. We offer limited matching between Master Builders members across Victoria and appropriate apprentices.



## 🔍 Master Builders TAFE road shows

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

## 🔍 Scholarships from the Master Builders Foundation

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

- **\$2,200 Early Career Scholarship**  
This is available to those who are underway with a pre-apprenticeship, apprenticeship or further training, with the funds shared between two areas:
  - \$1,200 towards approved course fees upon presentation of invoice, plus
  - \$1,000 worth of quality tools relevant to their trade
- **\$5,000 Career Development Scholarship**  
This is awarded to those pursuing a diploma or degree level qualification in a construction or related field.
- **\$10,000 Leadership Scholarship**  
This is awarded at the discretion of the Foundation's Board of Directors. It is a scholarship to assist the successful candidate to further their career through initiatives such as tertiary studies or research trips.

## 🔍 Apprentice of the Year Awards

Master Builders holds its own Apprentice of the Year awards series around Victoria to recognise and congratulate the achievements of apprentices. Students can be nominated by either their training provider or by a Master Builders member. Each apprentice who is nominated is shortlisted from the more than 15,000 apprentices in the industry and should be very proud of this accomplishment.

## 🔍 Addressing apprenticeship completion rates

Completion rates across apprenticeships and traineeships have hovered around the 50% mark for a number of years. As apprentices and trainees are the future of our industry, we are continuing to engage with government to address any barriers apprentices may face and do our part to support our future workforce.

## 🔍 Continued support throughout your career

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

 Want to find out more about a career in construction?  
Visit [mbav.com.au](http://mbav.com.au)

# DOWNER YOUR FUTURE

## At Downer, our customers are at the heart of everything we do.

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

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

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

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

Downer Group employs more than 53,000 people across more than 300 sites, primarily in Australia and New Zealand but also in other parts of the world.

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

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



### 🔍 Apprenticeship programs

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

### 🔍 Graduate programs

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

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

### 🔍 Community partnerships

Downer is a large and diverse business and we are committed to supporting the success of the communities in which we operate, by fostering and maintaining enduring relationships built on trust. We support The Australian Literacy and Numeracy Foundation's (ALNF) Walls of Hands Appeal, Bama Services, the Sunshine Coast Lightning, Wandering Warriors, and many more.

### 🔍 A diverse and inclusive workforce

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

### 🔍 Our brand

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

### 🔍 Variety and experience

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

### 🔍 Zero Harm culture

Caring for and protecting our people is embedded in our culture through our Zero Harm approach. At Downer, Zero Harm means sustaining a work environment that supports the health and safety of our people, and conducting our operations in a manner that is environmentally responsible and sustainable.

### 🔍 Sustainable work practices

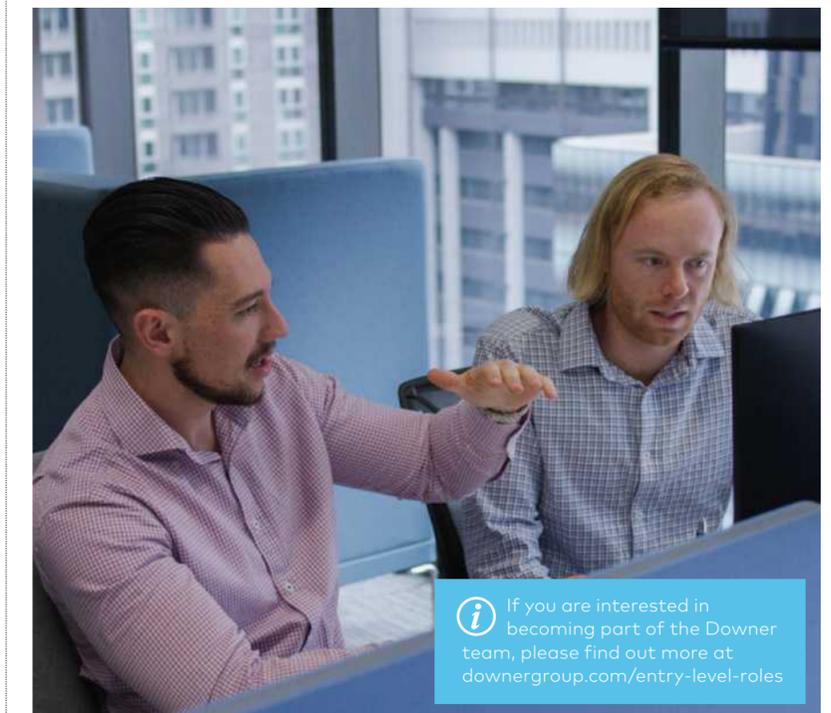
Understanding and managing our environmental impacts throughout the lifecycle of our products and services is fundamental to our long-term business success. We believe that our ability to manage these impacts, and to identify opportunities to assist our customers to do the same, will deliver long-term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

### 🔍 Downer benefits

As an employee of Downer, you are entitled to special deals and benefits that the buying power of a large company like Downer can provide. These include health insurance, fee waivers and preferential rates with banking providers, technology discounts as well as exclusive offers on vehicles. Downer also provides study assistance (including study leave and financial support) to eligible employees who wish to complete Higher Education for their professional development.

### 🔍 Leadership Mentoring Program

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



If you are interested in becoming part of the Downer team, please find out more at [downergroup.com/entry-level-roles](https://downergroup.com/entry-level-roles)

# Local Pathway, Global Opportunities

## Who is LafargeHolcim?

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

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

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

Holcim operates right across the Australian continent supplying concrete from a network of more than 160 concrete plants, 900 mixer trucks and mobile and on site facilities. Our 70 quarry operations provide consistent, quality products for a diverse range of customers and applications.

Our major projects team serve major mining and infrastructure projects.

## Holcim Graduate Program

Focused on developing operational managers, our two year program is comprised of three, eight month rotations tailored to both your interests and business need. Moving across various sites, you will experience different places, people and functions in real jobs working on real projects.

Holcim believes that by identifying and investing in your potential, we can develop our future leaders. As a participant in our graduate program, you will actively contribute and engage with the business learning industry best practice from our key people.



### Q Safety is our number one priority

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

### Q Committed to social responsibility and sustainability

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

### Q Focus on research and development

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

### Q Work on landmark projects

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



### Q Great people working together

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

### Q Endless career paths

With three different business units and a wide range of corporate functions, Holcim offers a variety of pathways. With opportunities across our concrete, aggregates and precast businesses as well as international possibilities within

the wider LafargeHolcim Group, Holcim is well placed to provide a fulfilling career.

### Q We invest in you

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

### Q We seek ways to reward you for your efforts

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

**How to apply with Holcim**  
For more information go to our website and or careers page [holcim.com.au](http://holcim.com.au) or [holcimcareers.com.au](http://holcimcareers.com.au)

# Creating landmarks. Celebrating excellence.



Anna Meares Velodrome, Brisbane.

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

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

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

In April 2013, leading international construction company BESIX Group acquired a major shareholding in Watpac.

This strategic alliance allows Watpac to retain its unique Australian heritage while accessing the expertise and reach

of an international industry leader.

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

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

At Watpac, you have a real opportunity to carve out a meaningful career path and reach your professional goals. Unlike many of our competitors, you won't get lost in the crowd.

We value and nurture talent and every employee has the opportunity to increase their level of skill and responsibility through working with respected and experienced industry leaders, participating in learning and development initiatives, and being a part of some of Australia's most high-profile projects.



### 🔍 Safety first, every time

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

### 🔍 Acting responsibly

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

### 🔍 Our people, our success

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

### 🔍 Benefits

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

### 🔍 Health and Wellbeing

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

Through our Healthy Foundations program, our employees have access to a range of activities including skin checks, flu shots and seminars as well as a range of counselling, financial and nutritional services via our Employee Assistance Program. We recognise that families are the central building block of all communities, including the workplace. Without them it would be difficult for us to be as successful and effective at work. Throughout the year we host 'Family Days' for our employees and their families. This is our way of saying "thanks" for all the support and encouragement they provide.

### 🔍 Our Values

Our values shape who we are as a company. They guide us in our everyday work and behaviours, in the decisions we make and how we treat each other, our clients and our stakeholders.

They empower and inspire us to create a collaborative and supportive workplace, wherever we are located across the country.

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

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

### 🔍 Diversity of thought

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

### 🔍 Start your career with us

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

### 🔍 Diverse portfolio of projects

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

### 🔍 We're more than just builders and miners

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



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

# Building communities through world-class technologies and service platforms

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

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

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

## What do we do?

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

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

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

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



## Q We're innovative

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

## Q We grow our own

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

## Q We invest in our future

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

## Q We keep our people safe

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

## Q We value our customers

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

## Q We are committed to sustainability

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

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

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

diversity in our workforce which will lead to improved safety and operational outcomes and we have established working groups to support these objectives.

## Q We are driven by our values

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

## Q We are strong and profitable

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

## Q We'll make it happen

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



# Healthcare



92 **Uniting**



94 **medibank**



96 **Australian Unity**  
Real Wellbeing

# Uniting

## 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

#### 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. From helping you live independently at home or in our retirement villages, to providing 24/7 care at our residential aged care homes, our services are designed to give you the support you need – where and when you need it.

#### Retirement and Independent living

Our Independent living villages, retirement villages and lifestyle villages cater to people aged 55 and over.

#### Early learning and childcare

Our engaging, inclusive programs inspire a love for learning that children will carry with them into the future. We encourage unique ideas, interests and strengths, and promote the creativity, connections, confidence and skills to help them reach their full potential.

#### 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 – from drop-in services that promote community interaction and participation, to 24/7 support for those with complex needs.

#### Children and 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. Our aim is to keep communities and families strong and keep children out of the child protection system.

#### Families

We offer over 80 programs that stretch from prevention to early intervention, community development, child wellbeing and protection to counselling and mediation. All our programs promote healthy relationships, encourage positive change through education and learning, and build strong, resilient communities.

 To find out more please contact us by phone or email  
**1800 864 846 (1800 UNITING)**  
careers@uniting.org



[uniting.org/uniting-careers](https://uniting.org/uniting-careers)

### 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.

Uniting is an Equal Opportunity Employer that promotes a positive work environment free from discrimination. Our Aboriginal Service Development Unit has established a set of delivery principles to ensure our services are accessible, welcoming and culturally supportive for Aboriginal and Torres Strait Islander peoples.

Working to inspire people, enliven communities and confront injustice brings its own rewards.

But there's more.

You'll have access to a range of exciting initiatives and opportunities.

### 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

### Social Justice

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.

### Diverse and Inclusive

No matter your story, language, faith or cultural background, we want you to feel accepted at Uniting. We value and celebrate your cultural diversity and welcome you exactly as you are.

### Locations

We're the largest not-for-profit provider of aged care services in NSW and the ACT so we have many locations that provide the right care in the right places.

### Research and Innovation

Knowledge is important at Uniting. That's why we employ a dedicated team of researchers and social policy analysts. Our research and social policy team works with our services to identify how we can create a more inclusive, connected and just community.

### 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.



## Learn + explore better

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

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

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

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

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

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

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



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



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

### Q Purpose + Values

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

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

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

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

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

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

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

### Q Life at Medibank

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

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

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

### Q Career Pathways

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

A career at Medibank doesn't stop at the initial stage of being welcomed into the business, there is opportunity for ongoing growth, and access to development programs, tools and resources. When choosing your career

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

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

### Q Corporate Social Responsibility

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

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

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

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

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

### Q Indigenous Health & Wellbeing

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

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

realise our contribution.

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

### Q A culture of giving

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

Workplace Giving Program – Doubling the dollars:

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

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

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

### Q Benefits + Rewards

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

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

# Real Wellbeing



**It's an exciting time to be joining Australian Unity – we have grown significantly over recent years and are transforming to capitalise on further growth opportunities to help our customers and employees thrive.**

We operate with commercial principles and with a strong social purpose to create community value. Australian Unity is proud to be an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Established in 1840, we're Australia's first member-owned wellbeing company, delivering health, wealth and living services. We're committed to real wellbeing for all Australians, and for us, real wellbeing means so much more than physical health. It's about your standard

of living and feeling safe in your home. It's your personal relationships and being connected to your community. It's about what you want to achieve in life, while having the security to get out and do what makes you happy.

Being a member-owned company—also called a mutual—means we're owned by our members, not shareholders. That gives us the freedom to invest money back into the services and solutions that matter most to our members, customers and the Australian community. We can also make long-term decisions.

## Better together

At our world class wellness precincts in Carlton, Glen Waverley, Mornington and Vermont, we practice our Better Together® approach to aged care. The Better Together at Our Place philosophy provides individual and tailored support and empowerment for each resident in a holistic and personal way.

Care companions are selected,

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

- Connect, • Respect, • Make it Possible.

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

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



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

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

**Q Work with us around Australia**

With a broad range of services and locations, you can work with Australian Unity wherever you are in Australia. Our home, disability and community care offerings allow staff the option to travel to the clients located close to home.

**Q 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.

**Q Challenging and rewarding careers**

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

**Q Ongoing professional development**

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

**Q Friendly, warm and supportive environment**

Our employees come from all backgrounds and walks of life, mirroring the diversity of our member base. We are proud to be a significant employer of Aboriginal and Torres Strait Islander peoples, and work to support people who present with a disability to build their career with us. This enriches the experience we provide our customers, and enables us to better

meet the needs of those we care for. Our employee wellbeing program is proven by external research to make a positive difference to our employees' health and therefore their lives, and caters for all aspects of wellbeing.

**Q Professional and dedicated work culture**

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

**Q 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.

**Q Work for a leading employer**

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

meaningfully to improvements to how we deliver care and wellbeing.

**Q 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.

**Q Home Care at its best**

Helping people to thrive underpins the way Australian Unity Independent and Assisted Living does business. Australian Unity Independent and Assisted Living offers a broad range of community care, home care, consumer-directed care, day respite, in-home respite and residential transition care places, disability services, retirement villages and residential aged care facilities.

Australian Unity is proud to provide services to people through the National Disability Insurance Scheme. Over 4,000 of our staff are trained in home and disability services throughout New South Wales, Victoria and some parts of Queensland. In addition, Australian Unity is a member of the Australian Network on Disability, and actively participates to welcome people with a disability as employees. Australian Unity Independent and Assisted Living supports its staff to help people to thrive by providing the flexibility and support they need to feel safe and secure in their work, as well as the environment and training to succeed in making a difference to someone's life.



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



specialist aged care



opalagedcare.com.au

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



## Why choose Opal?

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

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

We do this by offering:

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

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

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

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

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

We also offer an extensive range of ongoing learning and development

activities. We have partnered with several large training providers to build career pathways for our team, including traineeships and scholarships.

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

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

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

## Q We have a purpose

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

## Q Realise your potential and build your career

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

## Q Passionate people making a difference

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

## Q Great work culture

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

## Q 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.

## Q 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.

## Q Innovations in care

At Opal we are constantly striving to be at the forefront of aged care. To do this we apply innovative solutions to the way we care every day. This ranges from



cutting-edge clinical software, to Virtual Reality experiences, electronic pets and innovations in food service.

## Q Innovations in design

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

## Q Community connection

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

## Q Team testimonials

*"I want to let student nurses know that you won't lose your skills in aged*

*care. In fact, you're going to build on your communication and management skills. You'll manage people, you'll support residents and their families, and you'll be responsible for making those relationships work – how you respond makes a big difference to whether they are happy or not."*

Naomy Mulwa, Care Manager, Denhams Beach NSW

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

Simonne McCullough, Care Manager, Kawana Waters, QLD

# A company that cares about your health

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

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

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

### Our careers team

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

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



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

### What we're all about

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

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

#### 🔍 Our vision

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

#### 🔍 Our mission

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

#### 🔍 Our values

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

#### 🔍 Diversity & inclusion

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

#### 🔍 We care about your health

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

#### 🔍 Employee benefits

We care about the wellbeing of our people just as much as we care about the wellbeing of our members. We offer many benefits to ensure your mental and physical health is optimised, such as:

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

#### 🔍 Learning & development

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

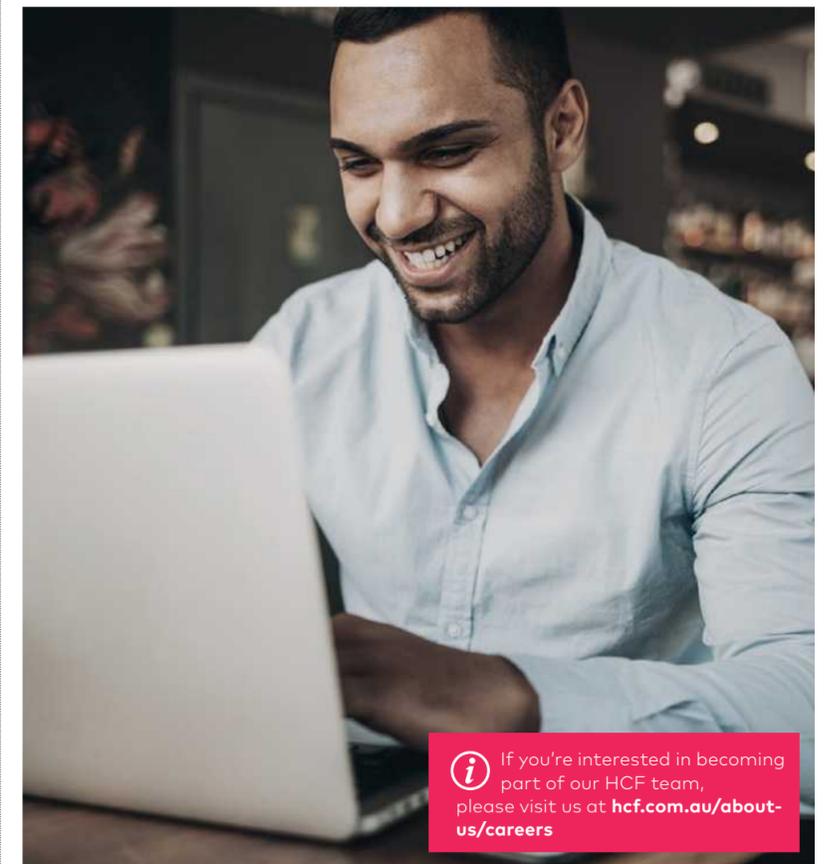
can even help pay for your course fees (pending eligibility).

#### 🔍 Exciting changes ahead

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

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

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



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

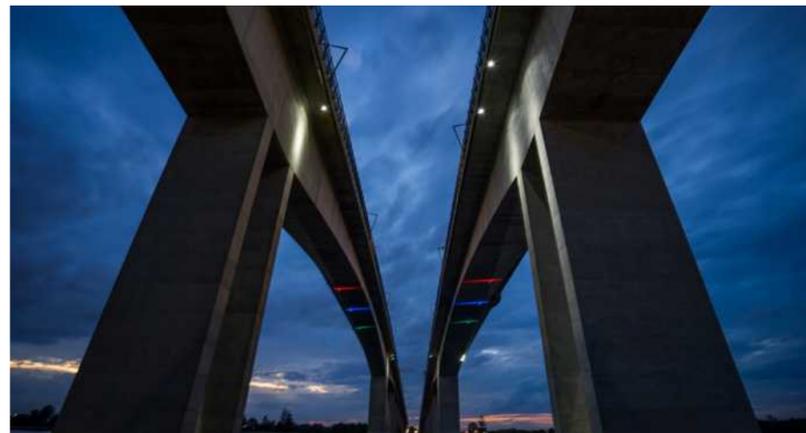
# Infrastructure



102

Transurban

## Make our roads ready for robot drivers



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

### Have you heard of us?

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

Across the world our company owns and operates 17 toll roads, and we are currently building more! We're a leader within the transport infrastructure space, and while that sounds like we're pretty big, in reality we have over 1,500 employees working in Melbourne, Sydney and Brisbane, Washington DC and Montreal.

Our size (compared to other top ASX companies) is really unique – it means people know who you are, your voice will

be heard, and you get to learn directly from some of the best in the business.

### Why pick a career with us?

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

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

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

### MICHAEL'S STORY



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

### SAMANTHA'S STORY



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

### Balance life with us

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

### Learn more

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

### Big opportunities

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

### Have an impact

Whatever role you are in, know you will be making an impact. We have over 8.6 million customers that we need to get home safer, smarter and faster everyday. You can be part of a team that's committed to creating value for others and connecting communities – creatively and sustainably.

### Gender equality

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

### We recognise good work

If you work hard, we make sure people know about it. Every year our biggest event is our employee awards night where we recognise teams and individuals for achieving their best.

Another way we recognise people's talents is through giving them really interesting, challenging and rewarding work to do – so they can grow their career with us.

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

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

### Working together

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

construction contractors. With us, you get to work with the best in the business, who come from all walks of life!

### Global market

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

### Building roads for the future

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



**Snapshot**

- Over **1,500** employees
- 100%** owned
- Melbourne head office
- Top **15** on the **ASX**
- 17** motorways
- 1991** founded
- 8.6 million** customers globally

# Defence Force Australia



108  NAVY  ARMY  AIR FORCE

110  NAVY  ARMY  AIR FORCE

112  ADFA  UNSW CANBERRA

114  NAVY  ARMY  AIR FORCE

116  NAVY  ARMY  AIR FORCE

# Careers that offer more

## Today's Australian Defence Force (ADF) is a modern, people-focused organisation.

We offer more than 200 roles across a wide range of trades and professions. There are career options to suit people with broad ranging backgrounds, skill levels and interests. It's fair to say that almost every Australian student could find a career that suits them in the Navy, Army or Air Force.

In the Navy, Army or Air Force, you will enjoy much more than just stimulating and rewarding work. The package of benefits on offer to every member is hard to match in the civilian world. You will enjoy:

### Career and lifestyle benefits:

- World-class training and professional development
- Sponsored degree courses and ongoing education
- Job security in a supportive team environment
- Unique experiences and opportunities to travel
- An excellent work/life balance
- Getting paid to stay fit and healthy
- Flexible working conditions
- Paid maternity and paternity leave
- Enduring friendships

### Financial benefits:

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

### How to apply

Across the Navy, Army and Air Force you have over 200 roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: [defencejobs.gov.au](http://defencejobs.gov.au)



AUSTRALIAN DEFENCE FORCE ENTRY PATHWAYS	
WHERE ARE YOU AT?	ENTRY PATHWAYS
<b>Planning to finish school at Year 10</b>	
1	<ul style="list-style-type: none"> <li>• Ready to start earning a wage</li> <li>• No particular career plans or leanings</li> <li>• Possibly interested in one of the Services</li> </ul> <p><b>GENERAL ENTRY</b> Service-specific entry-level roles such as Boatswain's Mate, Infantry Soldier or Airbase Protection.</p>
2	<ul style="list-style-type: none"> <li>• Keen to get a good job</li> <li>• Practical, resourceful and ambitious</li> <li>• Interested in learning a trade</li> </ul> <p><b>GENERAL ENTRY</b> Civilian-equivalent trade and technical roles such as Marine Technician, Carpenter or Motor Mechanic.</p>
<b>Planning to finish school at Year 12</b>	
3	<ul style="list-style-type: none"> <li>• Considering a 'professional' career in the arts, business, computing, engineering, science or technology</li> </ul> <p><b>GENERAL ENTRY</b> Service-specific entry-level roles such as Boatswain's Mate, Rifleman or Airbase Protection.</p>
4	<ul style="list-style-type: none"> <li>• Thinking about getting an interesting temporary job before uni or work</li> </ul> <p><b>ADF GAP YEAR</b> An experience of the Navy, Army or Air Force with just one year's commitment.</p>
5	<ul style="list-style-type: none"> <li>• Already interested in a job with the Navy, Army or Air Force</li> <li>• Wary of the commitment</li> </ul>
6	<ul style="list-style-type: none"> <li>• Happy to get a good job that doesn't require a degree</li> <li>• Interested in learning a trade</li> </ul> <p><b>GENERAL ENTRY</b> Civilian-equivalent trade and technical roles such as Aviation Technician, Electrician or Mechanic.</p>
7	<ul style="list-style-type: none"> <li>• Happy to get a good job that doesn't require a degree</li> <li>• Wanting to learn management and leadership skills</li> </ul> <p><b>OFFICER ENTRY</b> Service-specific leadership roles such as Maritime Warfare Officer, General Service Officer and Air Combat Officer.</p>
8	<ul style="list-style-type: none"> <li>• Considering a 'professional' career in allied health, accounting, business, commerce, dentistry, economics, engineering, finance, HR, law, medical science, medicine or pharmacy.</li> </ul> <p><b>DEFENCE UNIVERSITY SPONSORSHIP</b> Apply for a role in the ADF whilst studying for a degree at any accredited university in Australia, while enjoying a salary and remaining HELP debt paid.</p>
<p><b>YOU CAN ALSO CHOOSE TO JOIN THE NAVY, ARMY OR AIR FORCE IN A PART-TIME RESERVE CAPACITY.</b></p>	



visit [defencejobs.gov.au](http://defencejobs.gov.au)



### Q A World-Class career

The ADF offers excellent career opportunities across a multitude of trades, professions and military-specific roles. ADF members enjoy well-defined career paths, exciting working environments, and opportunities to travel.

### Q Training

ADF personnel never stop learning. From military training and trade apprenticeships, to university study and leadership and management training. A career in the ADF provides opportunities to fulfil your potential in every way.

### Q Education

The ADF is a great place to learn new trades and professions, and there are a range of opportunities for students including Reserve Service and graduate career offerings. You'll be paid while earning a degree at the Australian Defence Force Academy or through the Defence University Sponsorship at an Australian university of your choice.

### Q Job variety

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

### Q Career growth

ADF members are given ongoing opportunities for career development. Specialist courses prepare them for expanded roles, and promotion courses help them achieve higher rank.

### Q Opportunities and challenges

The Navy, Army and Air Force are tasked with the defence of our nation, our people, our values and our way of life. In the Australian Defence Force you get to help communities and support International operations. Our service men and women make a real difference both at home and abroad. The ADF will prepare you to lead, bring out your best qualities, and equip you to respond to and take on challenges.

### Q Entry methods

Visit [defencejobs.gov.au](http://defencejobs.gov.au) to learn about the numerous avenues of entry into an ADF career. There is an option to suit most skills levels and interests.

### Q Life in the ADF

There's so much more to life in the ADF, with great pay and benefits, stimulating work opportunities, plenty of travel, lifelong friendships and state of the art sport and leisure facilities.

### Q Health and fitness

Because the ADF expects its personnel to remain fit for operation purposes, sporting activities are incorporated into their normal working day. Just about every sport you can think of runs a social or competitive club. You could even have the opportunity to represent the ADF in your sport internationally.

### Q Pay and entitlements

You'll earn a good salary from day one, as you learn to be your best. Your salary package is comprehensive including a generous superannuation and a variety of special allowances.

### ADF Gap Year

The ADF Gap Year program gives you the chance to experience an exciting and rewarding 12-month role in the Navy, Army or Air Force. It's a unique opportunity to get a feel for a career in the ADF, without committing to a longer period.

#### In a Gap Year role you will:

- Earn a good salary
- Learn practical and leadership skills
- Enjoy a healthy and varied lifestyle
- Have opportunities to travel within Australia
- Get fit and choose from numerous sports
- Meet new people and make great friends

All that plus additional financial benefits such as generous superannuation, free medical and dental care, subsidised food and accommodation, and access to sports clubs and fitness facilities.

#### Roles available

The jobs offered vary year by year but can include opportunities in:

- Administration
- Airbase protection
- Combat roles
- General duties
- Logistics and transport



**THE BEST PARTS ARE THE DIVERSITY, THE PEOPLE, AND THE EQUIPMENT WE WORK ON.**

Robin, Air Force Fitter & Turner



# Aviation careers that offer more



**From Navy, Army and Air Force pilots, to the support crew whose technical expertise keeps our aircraft airworthy and their crews safe, the Australian Defence Force (ADF) offers a broad range of aviation roles.**

However, in the ADF it's likely to be much more varied and rewarding, and you'll have the satisfaction of working with the ADF's formidable military aircraft.

### Choose from a variety of roles

No other employer can offer you the range of aviation career opportunities the ADF can, along with a dynamic workplace and a unique lifestyle. You can work in the cockpit, in the hangar, or in support, in areas such as:

- Aerospace engineering and technical maintenance

- Air traffic control
- Cargo management
- Ground crew
- Life support fitting and maintenance
- Piloting
- Surveillance and intelligence
- Tactical warfare management

### Receive fully-paid training

Navy, Army and Air Force pilots are paid to learn to fly.

They work with the latest tools and technology in well-equipped workshops.

All personnel, including support team members, enjoy ongoing professional development and opportunities for advancement.

### Work with advanced technology

Our state-of-the-art aircraft fall into five broad categories, reflecting their multiple uses and the career avenues available to you.

- Mobility aircraft such as the C-17 Globemaster III – used to transport

personnel, equipment, supplies, vehicles and fuel.

- Surveillance and control aircraft such as the E-7A Wedgetail – used for gathering intelligence, battle management and search and rescue.
- Strike aircraft such as the F-35A and F/A-18F Super Hornet – one of the fastest and most manoeuvrable aircraft in our skies.
- Helicopters such as the MRH-90 Taipan – used by the Navy and Army for combat, transport and search and rescue.
- Unmanned Aerial Vehicles such as the Shadow 200 – used by the Army for surveillance.

### Be a part of something bigger

In the ADF you'll be a member of a uniquely supportive community enjoying amazing experiences, variety, travel and enduring friendships, while contributing to the defence of Australia.

You'll be given the opportunity to acquire both vocational and life skills.

### How to apply

Across the Navy, Army and Air Force you have over 20 aviation roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: [defencejobs.gov.au/jobs/Aviation](https://defencejobs.gov.au/jobs/Aviation)



**Rewarding work with advanced military aircraft is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.**

#### Get a great pay package

You'll earn a good salary from day one, plus a comprehensive package that includes generous superannuation and a variety of allowances.

#### Work with the latest technology

In a technical or engineering role, you'll work at the leading edge of technology, using some of the best tools available in well-equipped facilities.

#### Benefit from personal and professional development

The ADF will invest heavily in your education and training, helping you reach your full potential. You never stop learning in an ADF aviation role.

#### Get involved in humanitarian and disaster relief work

At times of need you may get involved with assisting communities affected by conflict or natural disasters within Australia and overseas. Our people find this part of their work rewarding.

#### Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon have mates across Australia and even overseas.

#### Be paid to stay fit

On most bases you'll find gyms, courts and pools, along with teams you can join covering codes from netball to rugby. Many other activities are available through special interest clubs too, such as sailing, diving, fishing, water skiing and gliding.

#### Receive free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if you purchase a home where you are posted.

#### Travel across Australia and overseas

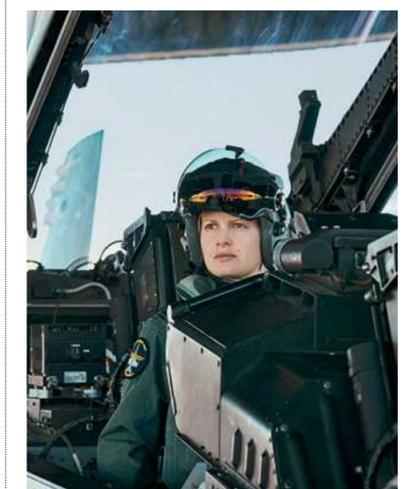
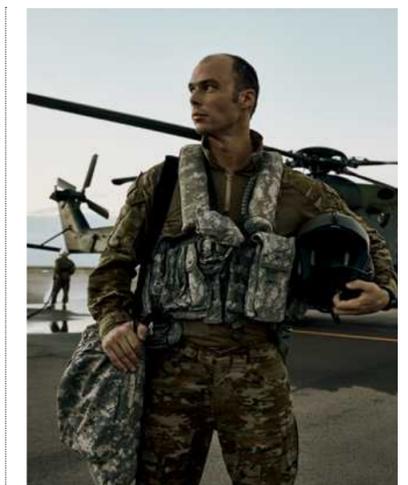
Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

#### Enjoy excellent leisure facilities

In your spare time you'll be able to kick back and unwind in your 'mess', enjoying good food, special events and activities. Or head out to discover what's available locally.

#### Experience a good work life balance

In most roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family.



# Education Pathways in the ADF

## Australian Defence Force Academy

Forged from a unique partnership between the ADF and the University of New South Wales (UNSW), the Australian Defence Force Academy (ADFA) in Canberra offers world-class degrees undertaken in parallel with military and leadership training.

ADFA gives you the opportunity to:

- Acquire the skills and knowledge to become an ADF officer
- Receive leadership training
- Gain a world-class UNSW degree without incurring HELP debt
- Be paid a salary while you study
- Receive training that sets you up for life
- Have a rewarding job to go straight into upon graduation
- Make friends for life

All that plus financial benefits such as free medical and dental care, subsidised food and accommodation, and access to sports clubs and fitness facilities.

## Degrees offered

ADFA offers a variety of degrees, all of which lead directly to roles in the Navy, Army or Air Force.

- Bachelor of Arts
- Bachelor of Business
- Bachelor of Computing and Cyber Security
- Bachelor of Engineering
  - Aeronautical Engineering
  - Civil Engineering
  - Electrical Engineering
  - Mechanical Engineering
- Bachelor of Science
- Bachelor of Technology
  - Technology (Aeronautical Engineering)
  - Technology (Aviation)

## Applications

Applying for ADFA is a competitive, dual application process that can take up to 12 months. It's preferable you apply in Year 11, but you can still apply in Year 12 or beyond.



## What's ADFA Really Like?

### Study

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

### Work out

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

### Activities

Participate in any court sport or footy code; and row, sail, climb, or fence too. Test your military skills with the Weapons Training Simulation System (WTSS), or tackle an over-water military obstacle course.

### Socialise

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

### Head out

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

### Hang out

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

### Eat well

Eat well in the Academy Cadet's Mess and catch up with your mates. There is also a cafe on campus.

### Relax

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

### Unique benefits

Whilst studying at ADFA you will enjoy unique benefits such as getting paid to study, free medical and dental, subsidised food and accommodation, having your degree paid for and a guaranteed job on graduation.

### What's next?

Visit [defencejobs.gov.au/adfa](https://defencejobs.gov.au/adfa) to learn more about the roles, lifestyle opportunities and rewards available at ADFA.

## Defence University Sponsorship

Defence University Sponsorship (DUS) encourages students who are undertaking a degree at an Australian university, to apply for an officer role in the Navy, Army or Air Force.

If accepted for sponsorship, in return for committing to military service on graduation (called a 'return of service obligation'), you will have your remaining course fees paid and receive a salary whilst completing their studies.

DUS gives you the opportunity to:

- Study at the accredited university of your choice in Australia
- Complete your degree with remaining HELP debt paid\*
- Receive a salary while still studying
- Receive one to four weeks of leadership training each year
- Go straight into a job upon graduation with job security

All that plus financial benefits such as free medical and dental care, a textbook allowance and subsidised accommodation.

## Degrees that qualify

Any degree that qualifies students for an officer role can qualify for sponsorship. It must be undertaken at an Australian university accredited by the ADF.

- Accounting
- Applied Science in Medical Imaging
- Business
- Dentistry
- Commerce
- Economics
- Engineering (numerous disciplines)
- Environmental Health
- Finance
- Human Resource Management
- Law
- Management
- Medical Science
- Medicine (Ugrad and Pgrad)
- Pharmacy
- Physiotherapy
- Psychology (Honours)

## Applications

To apply for sponsorship of the degree that you are currently studying, you must first apply for a job in the ADF and go through the standard application process (applying online or at a Recruiting Centre). Applications for DUS can only be submitted following the completion of at least one semester.

\* From the point the sponsorship is approved, the ADF will pay the HELP fees up to the Commonwealth Supported Place amount. With double degrees, only the eligible sponsored degree units will be paid for.



The friends you make here, you'll have forever.

Jordynne, Army Cadet Officer



# Engineering careers that offer more

**As a Navy, Army or Air Force engineer you'll work at the peak of your profession, on formidable military assets such as warships, weapons, tanks, fighter aircraft and all the systems that control them. You can join fully degree qualified, or have all or part of your university fees paid for by the Australian Defence Force (ADF).**

## Choose from a variety of disciplines

No other employer can offer you the range of engineering career opportunities the ADF can, along with a dynamic workplace and a unique lifestyle. The areas you could work on include:

- Aerospace engineering – maintaining the structure and systems of advanced fighter, transport or surveillance aircraft, or helicopters.
- Civil engineering – planning and building temporary airfields and facilities, and maintaining military infrastructure.
- Electrical and electronics engineering – involved in technical areas ranging from vehicle electrics to sophisticated weapon systems.
- Marine engineering – working on warships, submarines and landing craft.

## Work at the leading edge

On the ground, in the air and at sea, Navy, Army and Air Force engineers enjoy the satisfaction of working with some of the world's most sophisticated hardware and technology.

The tools and equipment you use will be among the best available and you'll work in modern, well-resourced facilities in charge of fully-trained teams of support technicians.

## Be paid to gain a degree

You can join the ADF straight from Year 12, acquiring an engineering degree and military skills at the Australian Defence Force Academy near Canberra. You'll earn a salary while studying, then graduate with a degree from the University of New South Wales, with no HELP debt.

If you are already studying for an engineering degree at an accredited Australian university, you can apply for Defence University Sponsorship. This pays for you to complete your degree and covers your remaining course fees.

Either way, with a subsidised degree you'll go straight into a rewarding engineering role with your choice of Service upon graduation.

## Acquire management skills

Once on base in your exciting new job, the first thing you'll receive is world-class management and leadership training, preparing you to lead Navy, Army or Air Force personnel.

Then throughout your career, you may be given opportunities for further study, specialisation and diversification, with the costs covered by the ADF.

## Make sure you have what we need

If you are joining from school or later in life without degree qualifications, you'll generally need to have completed Year

12 with passes in English, Maths and Science subjects.

## Be a part of something bigger

In the ADF you'll be a member of a uniquely supportive community enjoying amazing experiences, variety, travel and lifelong friendships, while contributing to the defence of Australia.

You'll be given the opportunity to acquire both vocational and life skills, and put them to use on the world stage.

How many civilian engineering jobs can promise all that?

## Join the way you want to

With many roles, you can join having completed Year 10 with passes in English and Maths and for some jobs, Science. Others require completion of Year 12. Full details are available on [defencejobs.com.au](http://defencejobs.com.au).

Engineering positions require a relevant degree. You can bring one with you, or apply for a place at the Australian Defence Force Academy near Canberra.

## How to apply

Across the Navy, Army and Air Force you have over 20 engineering roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: [defencejobs.gov.au](http://defencejobs.gov.au)



visit [defencejobs.gov.au](http://defencejobs.gov.au)



**Rewarding work maintaining and repairing advanced military aircraft, warships, weapons, vehicles, systems or infrastructure is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.**

### Get a great pay package

You'll earn a good salary from day one, plus a comprehensive package that includes generous superannuation and a variety of allowances.

### Work with the latest technology

You and your team will work at the leading edge of technology, using some of the best tools available in well-equipped facilities.

### Benefit from personal and professional development

The ADF will invest heavily in your education and training, helping you reach your full potential. You never stop learning in an ADF engineering role.

### Get involved in humanitarian and disaster relief work

At times of need you may get involved with assisting communities affected by conflict or natural disasters within Australia and overseas. Navy, Army and Air Force engineers find this part of their work rewarding.

### Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon have mates across Australia and even overseas.

### Be paid to stay fit

On most bases you'll find gyms, courts and pools, along with teams you can join covering codes from netball to rugby. Many other activities which may be available through special interest clubs too, such as sailing, diving, fishing, water skiing and gliding.

### Receive free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if you purchase a home where you are posted.

### Travel across Australia and overseas

Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

### Enjoy excellent leisure facilities

In your spare time you'll be able to kick back and unwind in your 'mess', enjoying good food, special events and activities. Or head out to discover what's available locally.

### Experience a good work life balance

In most engineering roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family.

## ENGINEERING – LEUT HARRY HUBBERT

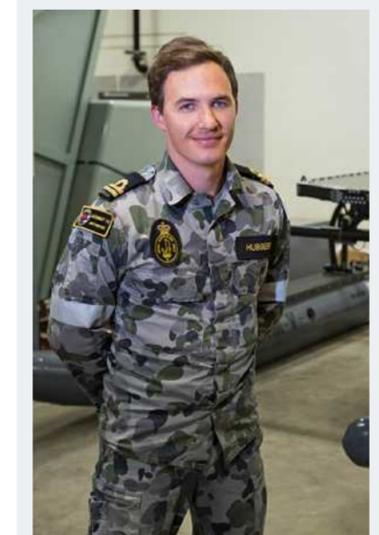
Lieutenant Harry Hubbert is a Marine Engineer Officer within the Royal Australian Navy. Harry studied Naval Architecture at the Australian Maritime College in Tasmania, gaining sponsorship within the Navy Undergraduate program at the completion of his first year.

Growing up, Harry wanted to join the Australian Defence Force because he loved the theory and application of Engineering. He chose to join the Navy because he knew he could do both of those things as well as travel the world and work on world leading technology.

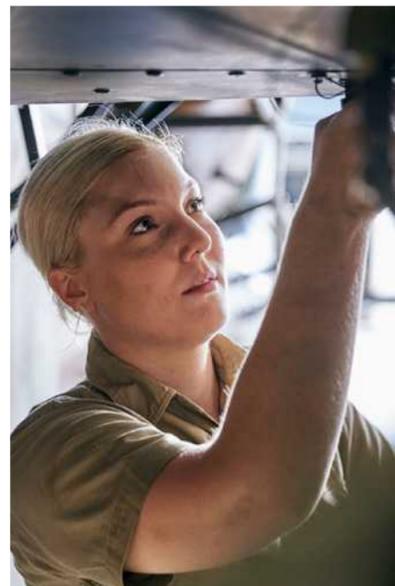
Harry has held a number of engineering roles over this career in the Navy spanning eight years. Most notably he participated in the commissioning on HMAS Adelaide and completed a deployment to South-East Asia in 2017.

Harry currently works in the Directorate of Navy Continuous Innovation in Canberra.

This exciting and rewarding role has Harry exploring future technology and making it a reality for the Navy. Some of his projects have included developing a 16 foot autonomous catamaran that can detect and track other boats and navigate without human intervention and Artificial Intelligence software to improve search and rescue teams in locating life rafts and swimmers.



# Trade careers that offer more



**You'll find an extraordinary variety of trade opportunities in the Navy, Army and Air Force. From electronics, mechanics and carpentry to cooking and plumbing, every role comes with job security, a dynamic lifestyle, good pay and a great team environment.**

### Enjoy a job with a difference

Like every major community, the Australian Defence Force (ADF) needs tradespeople to maintain infrastructure, vehicles, appliances, electrical systems, plumbing and much more. But, the work environment is more varied and exciting than in a civilian trade environment.

Imagine running a kitchen that's travelling at 20 knots beneath the surface of the Pacific; or fine tuning the power plant of a 62 tonne tank; or providing the runway lights for a temporary airfield overseas.

### Work at the leading edge

Choose a technical role and the ships, vehicles, aircraft or control systems you work on will be some of the most technologically advanced in the world today.

Set your sights on a Science, Technology, Engineering or Maths related job and you could be awarded a Surface Pro tablet through the Defence Technical Scholarship.

### Receive fully-paid training

If you're starting your trade career from scratch, you'll benefit from world-class training from experts in your field. Better still, you'll receive a salary while

you learn and gain qualifications that benefit you for life.

If you're looking for exciting new avenues for your skills and qualifications, you'll benefit from access to the latest tools and equipment and work in modern, well resourced facilities.

### Be a part of something bigger

In the ADF you'll be a member of a uniquely supportive community enjoying amazing experiences, variety, travel and enduring friendships, while contributing to the defence of Australia.

You'll be given the opportunity to acquire both vocational and life skills.

### How to apply

Across the Navy, Army and Air Force you have over 200 roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: [defencejobs.gov.au/jobs/trades](http://defencejobs.gov.au/jobs/trades)



visit [defencejobs.gov.au](http://defencejobs.gov.au)

**Rewarding work and industry-recognised trade training is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.**

### Get a great pay package

You'll earn a good salary from day one, plus a comprehensive package that includes generous superannuation and a variety of allowances.

### Work with the latest technology

In a technical role you'll work at the leading edge of technology on advanced military systems, weapons, ships, vehicles or aircraft.

### Benefit from personal and professional development

The ADF will invest heavily in your education and training, helping you reach your full potential. The trade qualifications on offer are recognised throughout civilian industry.

### Get involved in humanitarian and disaster relief work

At times of need you may get involved with assisting communities affected by conflict or natural disasters within Australia and overseas. Our sailors, soldiers, airmen and airwomen find this part of their work rewarding.

### Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon have mates across Australia and even overseas.

### Be paid to stay fit

On most bases you'll find gyms, courts and pools, along with teams you can join covering codes from netball to rugby. Many other activities which may be available through special interest clubs too, such as sailing, diving, fishing, water skiing and gliding.

### Receive free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if you purchase a home where you are posted.

### Travel across Australia and overseas

Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

### Enjoy excellent leisure facilities

In your spare time you'll be able to kick back and unwind in your 'mess', enjoying good food, special events and activities. Or head out to discover what's available locally.

### Experience a good work life balance

In many trade roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family.

### WO2 MICHAEL QUIRK



Warrant Officer Class Two Michael Quirk is an Aircraft Technician in the Australian Army, responsible for the maintenance of aircraft systems, including Blackhawk and Armed Reconnaissance Helicopter (ARH Tiger) helicopters, ensuring they are deployable when required. Through the Army, Michael has undergone a mixture of military and TAFE based training geared towards completion of his Certificate IV in Aeroskills Mechanical and a Certificate II in Automotive Air Conditioning.

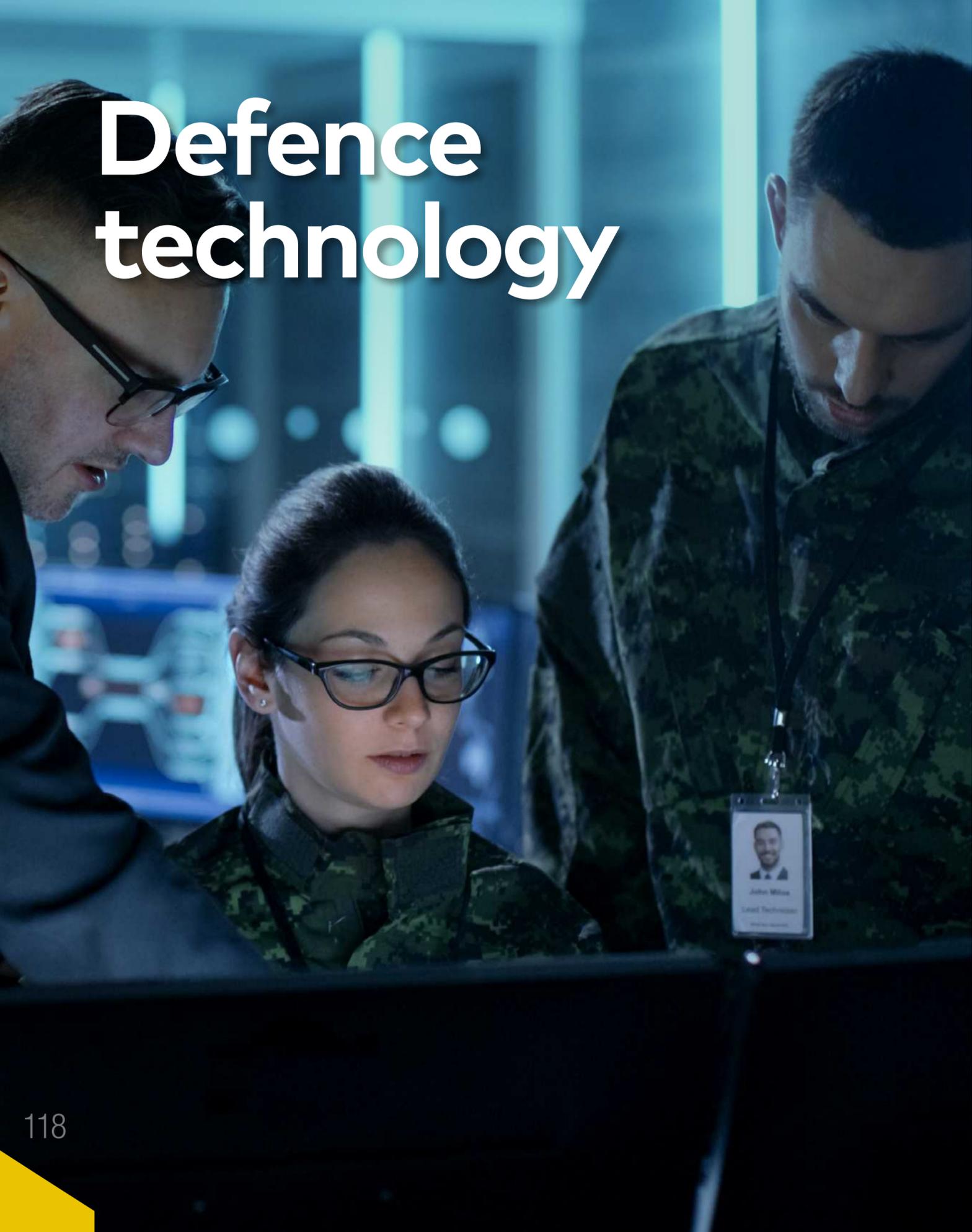
With his father a builder, Michael grew up around the trade industry but had always harboured an interest in aircraft. When his brother – himself in the Army – suggested Defence as an option to combine his interests, Michael jumped at the chance. After 21 years in uniform, Michael says he hasn't looked back.

ADF Tradesmen and women are required to maintain some of the most advanced capability available, from the F-35 Joint Strike Fighter and the Abrahams main battle tank to maintaining and operating the engineering systems on board a 30,000 tonne warship.

Michael says trades in the Australian Defence Force are a great way to receive high quality training, develop skills and receive industry recognised qualifications whilst also experiencing unique challenges and adventure taking you far beyond the civilian worksite.



# Defence technology



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# Force Protection Is Our Mission

## Rheinmetall is seeking talent!

We are looking for individuals who thrive in a dynamic, complex and growing environment. We are experiencing an exciting period of growth as we increase our footprint in Australia. We wish to develop a customer-centric workforce who takes pride in understanding the needs and delivering quality work for all our internal and external customers.

### The future is waiting for you. So are we. #joinrda

Rheinmetall Defence Australia has fantastic opportunities for all skillsets, trades, professions and people at all stages of their career.

Our company has a rich history that spans more than 130 years and is recognised as a global leader in security and mobility technology, delivering products and solutions for the Commonwealth of Australia as it modernises Defence capability across land, sea and air domains.

### A Snapshot of Life @ RDA

- Supporting our ex-Service Men and Women with our Veteran Engagement Program (VEP).
- Access to our Women@Rheinmetall networking group (on a global scale).
- Flexible working options and additional leave types on offer (eg. study leave, reserve leave etc).
- Access to novated leases and salary sacrificing options.
- Employee benefits (discounts with gym memberships, car manufacturers and health related partners).
- Strong links to our global Rheinmetall community.
- Graduate, Apprenticeship and Traineeship opportunities.
- Community engagement initiatives to promote STEM.
- Be part of our 25,000+ employees at 38 sites in Germany and 75 International sites.



### 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 is an internationally successful technology group that 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!

### Apprenticeships, Traineeships & Graduate Programs

RDA is excited to commence offering Apprenticeships and Traineeships as part of our employment offering from 2021 and beyond. These programs will provide unique opportunities for school leavers to launch their careers in a highly specialised manufacturing space. Our Graduate Programs set you up for success, offering exciting, and hands on, real life experience both here and in Germany 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. Be part of our "Technical Transfer" project which sees many of our Australian based employees being provided the chance to work and learn on the job at our sites in Europe, before returning to

Australia to impart knowledge to our wider Australian workforces.

### 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 you don't see every day.

### 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 background.

### Supporting our Team & Community

RDA is committed to providing and maintaining a healthy and safe work environment that fosters equality, fairness, diversity and inclusivity for all employees. We also feel that it is very important to give back to the communities to which we all belong.

We encourage our employees to comfortably blend private and professional life. We provide a number of attractive employee benefits that our team members can enjoy. We also have access to an Employee Assistance Program for work, personal or family problems to support our employees and their immediate families overall wellbeing.

### Health & Safety at the forefront

RDA is committed to providing a healthy, safe and secure workplace for all people. Our commitment is based on the belief that incidents are preventable and in order to achieve this objective, we identify HSE risks arising from our activities and reduce them. RDA will continue to address the environmental impact of our operations by reducing waste, emissions and discharges and by using energy efficiently. We strive to be good citizens in every community in which we operate.

### Our New Home

We are excited to be moving in to our new home for Brisbane-based employees, our Military Vehicle Centre of Excellence facility. This is our state-of-the-art defence facility set on 11 hectares of land next to the Brisbane River in Redbank.

- Manufacturing, electronics and administration buildings;
- Outdoor vehicle test track;
- Fully-enclosed weapons test firing tunnel; and
- On site cafeteria.

### Get excited to meet the future you

Our recruitment process starts with an online application. After submitting this, you can expect to do several interviews, including a video screen interview as the first selection step. This will then be followed by a formal interview either face-to-face or via a phone or video-conferencing hook-up. Depending on the role you may also need to complete practical assessments (for trade specific positions). When the interviews and assessments are completed we will conduct background checks and professional reference checks. Once successful you will receive a verbal offer, followed by a formal employment agreement and start date confirmation.



# Introducing Saab

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

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

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

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

Andy Keough  
CEO Saab Australia



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

## Why students join Saab

### People

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

### Extended Holidays

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

### Never Get Bored

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

### Play Your Part

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

### Not Just Local – Global As Well

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

### Open Door Thinking

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

### Students Of Any Age

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

### Careers, Not Just Jobs

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

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



# FMCG



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craveable  
brands.

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# Good Food. Good Life.



## At Nestlé, innovation is in our blood.

It's in our history. We were founded in 1867, when Henri Nestlé invented an infant formula to save babies who were unable to be breastfed.

It's in our present, as we continually strive to innovate in everything we do – from making our packaging more sustainable, developing new products, engaging with consumers across new channels, launching new delivery models, and reviewing our manufacturing processes.

It's also in our future, as we look for creative, brave, solutions-minded, collaborative people to help us shape the future of our company, our communities, our environment, and the world. Could one of those people be you?

### Nestlé in Oceania

The first Nestlé factory in Oceania was opened in Sydney in 1908. Today, we

employ over 5,000 people across offices, factories, distribution centres and retail boutiques in Australia, New Zealand and the Pacific Islands.

While we are a food and beverage company (the largest one in the world at that!), our focus is much bigger than just nutrition and food sciences. Here at Nestlé, we are always moving forward with what's next, where our values are not just focused on our employees but also for our consumers, our communities and our shareholders. We are also incredibly involved in minimising the impact on the environment.

In a company of this size and scope, the opportunities are endless for you to make an impact with the work you do. Your experience with us may cover different brands, different business areas, or even different countries. There are myriad different fields and areas you can work in at Nestlé, from manufacturing to sales to technology – we even have a few doctors and veterinarians!

## Living our purpose

Our purpose shapes everything we do as we strive to enhance people's lives through nutrition, health and wellness, and work towards a better future for our world.

We live it when we enable and inspire people to lead healthier and happier lives. We live it through our zero-waste goal, water-use reduction and recycling innovations. We live it by engaging with internships, mentoring opportunities and partnerships with universities.

We live it when we support local communities; when our people volunteer at women's shelters, with children in need, or with indigenous groups. And we live it through initiatives like our global youth initiative, which helps to equip young people with the skills they need to thrive in tomorrow's workplaces by providing apprenticeships and training opportunities, supporting entrepreneurs in relevant industries like food service, and by hiring young people to work with us.

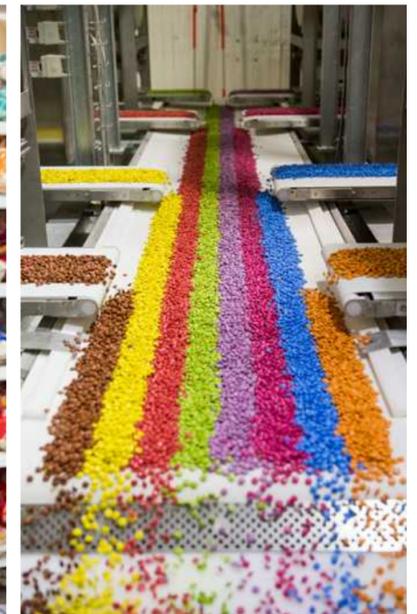
### Nestlé at a glance

Over **2,000** brands

**190** countries

**308,000** employees

#### Our Brands:



### Diversity and Inclusion

Our culture of diversity and inclusion benefits both our people and our consumers. A diverse workplace challenges and inspires the ways we think, innovate and create. At Nestlé, we constantly seek new and better ways to work together, building from our past success into the future.

### Health & Wellbeing

Our people are at the heart of everything we do, so we make sure we look after them! We have a range of health and wellbeing programs which vary depending on where you're based, but include free flu vaccinations, health check-ups, and mental health first aiders.

### Flexibility

We know priorities – at home and work – can blend and blur on any given day. 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. In fact, our flexible and inclusive work culture has been recognised with a FlexAble certification from WORK180 social enterprise.

### The world at your feet

Our success at Nestlé is driven by the talented people that push our business

further, year after year. We foster a culture of high performance by providing opportunities to grow and shape your career through challenging and rewarding work across our business. If you have the ability and the ambition, the possibilities for your career are endless, and firmly in your hands – your future is yours for the making! Whether you choose to grow in your current role or take on new responsibilities, we're there to support your development and set you up for success.

### Global networks

Working for a global company like Nestlé means having the opportunity to learn from inspiring leaders and colleagues all around the world. You'll collaborate across local and global teams and experience the many different areas of our business operations.

### Giving back

Our commitment to the environment goes deeper than what we do as a business – it's what we do as individuals as well. We live it in the way we challenge people every day to think about doing the right thing for our environment, from disposing of our lunch wrappers correctly to keeping it front-of-mind in how we contribute in the day-to-day performing of our roles. We're also active in giving back to the

local communities in which we operate, with local community grants and even worldwide volunteering efforts!

### Nestlé Needs YOUth

We've made a global commitment to help 10 million young people worldwide access economic opportunities by 2030. Locally, we bring this to life through opportunities for youth like our internship programs with several leading universities (many of whom go on to join us permanently), an award-winning Graduate program, and mentoring programs.



Want to find out more about a career at Nestlé? Visit [nestle.com.au/careers](https://www.nestle.com.au/careers)



# Craving an Inspiring Career?

**Introducing craveable brands. where we love people, we love food... and we own three iconic Aussie brands; Red Rooster; Oporto; and Chicken Treat.**

Combined, we operate over **580 restaurants** across the country (and growing!), we employ over **12,500 people** and we serve over **1 MILLION** customers every week.

## How do we do it?

We're an incredible group of agile, driven and passionate people who want to **make a difference**. We are **customer fanatics** who ensure customers are at the centre of all our decision making. We are communicators, we are **open and honest**, we have each-others back. It's this passion we share that empowers us to **win together!**

**We believe there's nothing more fulfilling in life than satisfying a craving...what do you crave in a job... in a career?**

## Job or Career

At Craveable, people have opportunities to simply have a part time job, or a career. If it's **a career** you are looking for, then **the opportunities are endless**.

We recognise that the learning our people do on the job needs to not only be relevant for their brand, but relevant to their life and potential future roles as well.

Knowing this, **we have mapped all our Learning Pathways to Nationally Recognised Hospitality Qualifications**.

This means that when they are completing their learning with us, they are also well on their way to completing a nationally recognised qualification as well – what a bonus!



Many people in our business started their careers working in restaurant to then work their way up to more **senior roles** including; managing or owning their own restaurant/s or working in the corporate office in operations, IT, HR, property, accounts or marketing (to name a few).

A selection of our **amazing careers stories can be found on our four LinkedIn pages**; craveable brands., Red Rooster, Oporto and Chicken Treat. Follow us to keep up to date with our news and opportunities.

When someone joins our team in one of our many restaurants, it's important that they remember they are part of a **MUCH** bigger organisation that can offer **huge career potential!**

## So, how can you build a career with one of our restaurants?

You'll begin growth both on the job and with online training, learning the essentials everyone needs to know such as:

- Restaurant Orientation
- Food Hygiene
- Restaurant Security
- Working with others

**i** Interested to know more?  
 • [redrooster.com.au/careers](http://redrooster.com.au/careers)  
 • [oporto.com.au/careers](http://oporto.com.au/careers)  
 • [chickentreat.com.au/careers](http://chickentreat.com.au/careers)  
 • [craveablebrands.com/careers](http://craveablebrands.com/careers)

## Restaurant Opportunities

There are clear growth and learning pathways available to you. Below is an overview of the career path outlining the key responsibilities in each role;

### Team Member

Master your skills and apply your knowledge to your restaurant.

- Brand Knowledge
- Safety
- Customer Experience
- Our Projects
- Cleanliness & Food Safety

### Restaurant Trainer

Time to learn how to pass on your skills and train the newbies.

- Train and Coach Others
- Provide Feedback
- Reward & Recognise

### Shift Supervisor

Begin your path into management.

- Food Safety
- Workplace Health & Safety
- Inventory Management
- Drive the Culture
- Manage People
- Speed & Shift Control

### Assistant Manager

Grow your management skills and develop your potential.

- Inspire Leadership
- Financial Acumen
- Lead Culture
- Business Controls
- Lead Change

### Restaurant Manager

The keys are your, it's time to grow your restaurant and lead the team.

- Advanced Financials
- Mentor & Lead
- Drive Performance
- Business Planning
- Local Marketing
- Recruit & Develop

**And then what? Well... the opportunities are endless!**

**What about becoming a business owner?**

### Franchise Partner

This might sound like a dream or unreachable however we have quite a

few Franchise Partners (business owners) in our network that started their careers as a team member and worked their way up to ultimately own a restaurant... or two... or three!

**We also have great career opportunities at our head office**

### Corporate Office

Further developing your career in the corporate office is absolutely possible. We have many people currently working in various areas of our business that started their careers in restaurant. With 580 restaurants across the country to support, the corporate office is filled with specialised teams whose expertise is used to the benefit of our entire business, in particular our Franchise Partners. Careers are available in areas including;

- Business Consultant
- Finance
- Franchising
- IT & Technology
- Marketing
- New Product Development
- Operations
- People
- Property
- Quality Assurance
- Supply Chain

And for those with great aspiration and dedication for career growth, what about aiming for Brand CEO?

**At craveable brands. We Love People. We Love Food.**

**Enquire today about opportunities**





Dairy for life

# Who is Fonterra?

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

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

- Over 1.45 billion litres of milk processed every year.
- 1,400 employees based Australia-wide.
- 6 manufacturing sites across Victoria and Tasmania.
- 1 pack of Western Star™ is sold every second.
- We are #1 Australia's leading foodservice and ingredients provider of dairy.
- We are proud to work with 1,000 farmer suppliers in Australia.

## Where Does All This Milk Go?

Fonterra is the leading consumer and food service dairy supplier in Australia. We process over 1.45 billion litres of milk every year into consumer goods that



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

## The Fonterra Family



Award winning butter and spreads – 1 pack sold every second.



Australia's #1 selling branded cheese.



Australia's #1 selling culinary cheese.



The third highest selling product in Dairy Spreads.

## Careers @ Fonterra

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

## Your adventure starts with Fonterra

### Our Graduate Program

We aim to attract, recruit and select a diverse group of graduates. Embedding diversity and inclusion in our culture is crucial to our long-term success. Our graduate program runs for 24 months with rotations every 6 months around 4 different business streams (Finance, Sales & Customer Service and Operations and Supply Chain). We are looking for our future leaders and to achieve that we provide you the opportunity to be the best at what we do! Our program provides a tailored development plan, mentoring by our leadership team and coaching by our executives. You will be part of a graduate networking group, will engage with industry experts, work on real projects, and be given opportunities to develop your skills and boost your career!



20,000+ employees globally with 1,400 located in Australia



Local and global opportunities



4 graduate vacancies across 4 business streams



Applications open Mar 2020



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



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

## Hear from our grads



"Since joining Fonterra two years ago, my journey has been nothing but exciting. From the first interview, I knew Fonterra was the right choice as the culture, support and development opportunities attracted me far beyond the role itself." – **Caroline Stedman – Trade Assistant Marketing – Foodservice**



"I applied to Fonterra's graduate program whilst finishing my final year at university, at the time I didn't know much about the business and the dairy sector. I soon realised that I had become part of something special... a world class leader in dairy with huge opportunities to expand my career!" – **Matt Meaby – Key Account Manager – B2B**



## Learn from the best



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

## Ways of Working

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

## We grow great people



"One of the things that first attracted me to Fonterra was the 'career growth' and this has been a common thread during my tenure; I was in a Category role at the time and the fact that Fonterra has leading brands in some very competitive supermarket categories was an exciting prospect. This grew into the opportunity to be at the start of something new and strategic, as the business explored new categories, consumers and customer landscapes. From there, I moved into a Transformation role, which has provided even more growth opportunities and exposure to other areas. Also in this role, I had the opportunity (and honour) to lead a small, dedicated and passionate team to successfully relocate the Australian business to the new corporate office in Richmond and introduce an agile way of working at the same time. The new space buzzes with energy, engagement and great work culture." – **Diane Laskowski, Transformation Program Manager**

## Benefits & Rewards

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

## Our Values



"Our values are the backbone of the Co-operative and really serve to set our guiding light to how we should we operate across our business." – **Miles Hurrell, Chief Executive Officer**

## Innovation fuels our growth

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

## From here to everywhere



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

## We are committed to making a positive difference



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

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

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



# Mondelēz International. Make it with us.

**We take pride in making and baking the world's most iconic snacking brands, such as Cadbury, Oreo, BelVita, Philadelphia, Pascall and The Natural Confectionery Company.**

From innovation and manufacturing, to marketing and selling, everything we do is brought to life by the brightest minds, collaboration and of course, decades of knowledge.

Globally, we lead the future of snacking and our future has never been brighter, tastier, healthier, sweeter, crunchier or bolder.

## Make it together.

**Have pride in what you do.** We feel the love when we describe where we work, because our brands are the kind people fall in love with.

**Embrace the challenge.** The fast moving and challenging nature of our work presents significant opportunities to learn and grow. Do more, learn more, grow more.

**Work together for a better world.** Being truly global is not just about being big, it's about never thinking small and making a positive impact on the world.

**Bring your own flavour.** We believe that what makes our workplace great is passion and personality, so we encourage you to be yourself, lean in, speak up, have fun and dare to be different.

## Live our values

Love our consumers and brands | Grow every day | Do what's right

And we support flexibility. Because we know that work is always better when life is good.

## About 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 are one of the largest snack companies in the world. We make and sell primarily snacks, including biscuits (cookies, crackers and salted snacks), 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. Our head office is in Melbourne. We have five factories across Victoria, Tasmania and South Australia. We also have sales offices in each capital city around Australia.

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.

## Diversity and Inclusion

At Mondelēz International, 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.



mondelezinternational.com

## 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!

### Sales and Marketing Roles

Our Sales team at Mondelēz International is not only award winning, but is the revenue driver for our business. You can also work on advertising and promoting our amazing brands and products in brand manager roles. With a mindset of putting the consumer at the heart of our business we have roles with a customer, category and strategic focus which enables a wide range of career experiences and clear pathways for progression, ownership and accountability.

### Casual Merchandiser

Joining us as a casual within our sales team provides a 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. You will need access to your own car that is fully insured, and we will provide the rest, including on the job training, a uniform, and an iPad as a tool of trade. This is a great role for someone who is studying and looking to get an in depth look at how we work and a natural stepping stone to a career with us.

### Territory Manager

The role of a territory manager is full time and permanent, so for this role you will need to be finished your study and be able to work 38 hours per week. As a Territory Manager you can expect to own your own territory of stores, have supervision of your own casual merchandiser, and you will be able to influence sales targets across the nation. In return we will provide you with on the job and leadership training, a company vehicle, a uniform and an iPad as a tool of trade. This is a great high exposure role for business, commerce or marketing graduates looking to get their foot in the door with a global FMCG!

### Junior Sales Executive Program:

Gain exposure to a wide variety of roles within our greater sales function as part of the Junior Sales Executive Program. As part of this specially designed

program, you will build capability and expertise through 3 rotations across all areas of our commercial disciplines over the course of 18 – 24 months.

Additionally you will be included in over and above personal development sessions, mentoring, and a chance to work on and provide recommendations to our senior leadership team on a real business project / challenge. You need to have completed your studies in either business, commerce, marketing or related subjects.

### Integrated Supply Chain

#### CS&L / Supply Chain Management

Joining us within our CS&L function you can expect to work collaboratively with customers both internal and external, to deliver our aim of having the right products, at the right time, in the right quantity, on the right shelves for shoppers who want to treat themselves.

You will gain experience across many disciplines including Warehousing Transport & Logistics, Demand, Supply, and Materials Planning, Customer Service & Procurement.

### Manufacturing

Do you ever wonder how long it takes to make a block of Cadbury Dairy milk Chocolate? Taking into account the cocoa tree seedling (including time for a tree to mature), the answer is over six years.

We've made manufacturing an exact science, but we're continually looking to be better at what we do which is why we use Lean manufacturing methodologies, total

productive maintenance and high performing work systems with aims to eliminate all losses at our plants by engaging each of our employees to make improvements. These roles are full time, so you will need to have completed your studies in mechanical, electrical, chemical or robotics engineering.

### Engineering

The genius behind technology and the passion behind cost." That's the motto of Engineering at Mondelēz International.

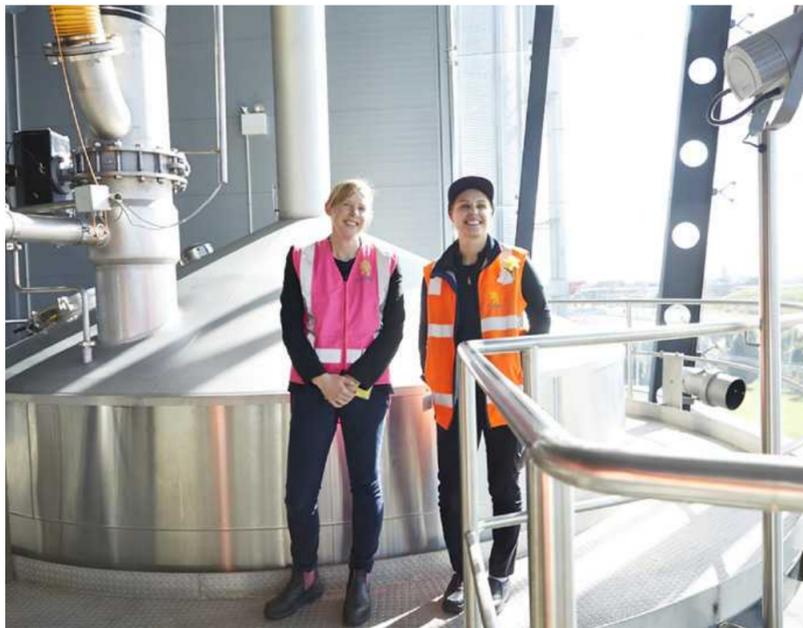
Our Engineering function not only supports our products and day-to-day processes, Engineering has a critical part to play in some of the massive projects we're embarking on at Mondelēz International, including new, state-of-the-art manufacturing plants. Because great engineers are the lifeblood of our business, we're always looking to attract and grow new talent. These roles are full time, so you will need to have completed your studies in mechanical, electrical, chemical or robotics engineering.

### Finance

Finance at Mondelēz International is about more than numbers. It is a cutting-edge, contemporary and forward-looking function that drives value by being a world-class partner to the business. Finance creates and protects value across all our activities. It plays a vital role in assessment and planning to meet our resourcing needs and manages the Profit & Loss of every area of our business, as well as maintaining compliance with financial regulations audit requirements and international tax laws, which vary in complexity.



# Experiences you'll love



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

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

corner shops, restaurants, hotels & bottle shops) as well as consumers. In addition to direct employment, we make a significant contribution to the Australian and New Zealand economies and are expanding into parts of Asia, the UK and the USA.

Given our wide variety of products, we have a diversity of jobs at Lion including in sales, supply chain / manufacturing, transport & logistics, marketing, finance, strategy, IT, human resources, legal, external relations and more. We're always looking for new and diverse people who are keen to learn, have different experiences and a passion for what they do. One of the largest parts of our workforce is our supply chain – the team which makes our great products. Our supply chain people come from diverse education backgrounds in engineering, trades, sciences, commerce, food technology, quality & safety.

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

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

 To find out more about a career at Lion please visit [lioncareers.com](http://lioncareers.com)



## Gender Pay Equity

In 2016, Lion resolved gender pay differences in like-for-like roles after an internal analysis, peer-reviewed by Mercer, found a 3.2% average pay gap between male and female employees. We immediately took action to close this gap and keep it that way.

## Grad Program

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

## Science and Engineering at Lion

Whether you are interested in Mechanical, Electrical, Chemical, Microbiology or Mechatronics, there is something for you at Lion. You can work with high speed packaging machinery, automated & robotic technology, focus on quality or specialise in creating some of our great products.

## LionFlex

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

## Achievement Culture

Our people strategy is focused on building an achievement culture. We're proud of the diverse range of backgrounds across Lion and the inclusive culture we continue to build. We've been investing in our achievement culture for more than 20 years now and we're very proud that our most recent annual engagement survey saw overall engagement at 86%.

## NextGen Lion

We've been working on a huge project called NextGen Lion which involves implementing SAP as an enterprise

system across Lion. This means that we will be working with cutting edge technologies and revolutionising how we interact with our customers and consumers.

## Our Contribution

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

## Sustainability

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

agricultural goods our priorities are reducing our water and energy usage and waste. We set clear public targets in our annual Sustainability Report and hold ourselves accountable to continual improvement.

## Our Goodness Promise

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

## Careers at Lion

Every day, approximately 6,700 people work, create, innovate and grow with a company that supports, encourages and empowers them to be the best they can





# Did someone say KFC?

## Join the team and begin your career!

### About KFC Australia

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.

### Our People

As one of Australia's largest employers we recognise that it's not enough to just provide employees with the practical skills needed to work at our restaurants. Our development and training initiatives teach the importance of responsibility and strong work ethic; having a positive attitude; team work; communication and working under pressure – skills that will serve employees well in their future. KFC is extremely proud to deliver high quality and nationally recognised training to employees across Australia.



To find out more about a career at KFC, please contact us at [AU-KFCCareers@yum.com](mailto:AU-KFCCareers@yum.com) or go to [careers.KFC.com.au](https://careers.KFC.com.au)



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

### #myplan

A fun, interactive web-based development tool designed to assist our young Team Members set short term and personal goals both within and outside of KFC. Every Team Member is able to share with their parent, school or guidance counsellor a detailed action plan to achieve his or her goals. Our Restaurant General Managers provide support to their teams to develop plans which help to grow their leadership and coaching skills in the process.

### Traineeships on offer

KFC is extremely proud to deliver high quality and nationally recognised training to Team Members across Australia. This enables many of our Team Members to achieve a nationally recognised qualification in conjunction with on-the-job experience. Our nationally recognised qualifications range from Certificate II to IV level. We provide opportunities for youth from school age, to not only gain valuable experience in the workplace, but also to develop potential career paths to continue their professional development as part of KFC.

### KFC Graduate Program

Our Team Members have the opportunity to work towards a position on the KFC Graduate Leadership Program. The program provides newly degree qualified Restaurant Managers with career development and cross-functional experience within KFC. Graduate Leaders get the chance to work on exciting projects that make a real and significant impact on the KFC brand as well as building leadership, style and business acumen. It broadens business knowledge and it is a key step in building an exciting career in KFC Operations.

### Team Member Wellness

In August 2012, KFC Australia launched a Wellness initiative to help employees learn more about healthy living. Through a series of online training modules, the initiative helps employees improve their work/life balance, providing wellness assessments as well as tips on healthy eating and mental wellbeing.

### KFC Youth Foundation

In May 2018 KFC were extremely excited to launch the KFC Youth Foundation to build confidence in young Australians. We have seen first-hand from our own

Team Members that when confident, young Australians have the potential to achieve great things. The KFC Youth Foundation is our chance to help young Australians beyond our restaurants. It's our opportunity to give young people the skills and support they need to thrive in the world now, and in the years beyond. From launch to date we have raised more than \$2.5m to help build confidence in young Aussies!

### A Sustainable KFC

We understand that we have a responsibility to build a sustainable business and we are committed to making investments in sustainability research and initiatives – meeting the needs of the present without compromising the ability of future generations to meet their needs. We have a number of programs to support this including bottle and can recycling for customers, cardboard and waste oil recycling back of house, energy efficiency programs, sustainable store designs, sustainable packaging



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



**At Carlton & United Breweries, we are known for our iconic brands: Victoria Bitter, Great Northern Brewing Co, Carlton Dry... our beers are known across the country. However, for our customers and our consumers, we offer so much more.**

We are the Lexington Hill Cocktail Club. We are Strongbow Cider. We are Riot Wines Co. We are CUB, and we are bigger than just a brewery. We have built a portfolio that extends to every occasion and every Australian.

Our business employs over 1,300 people across Australia, in roles that range from manufacturing to advertising – so you can always be sure that there is a place for you in our

family. Moreover, we work hard to ensure that each and every one of our people can be proud to work at CUB.

Part of this pride stems from our commitment to building a better world. This dream is embedded into every action we take and is the foundation of our long-term strategy. Across the country, we are brewing by 100% purchased renewable energy. You can learn more about the work we are doing to create a better world here.

We are always looking for ways to dream big and reach new heights; our innovative ideas ensure we leave a legacy that we can be proud of. Every day we are building new brands, creating new business, and strengthening our community partnerships.

However, we understand that each person is unique in how they achieve their best results. That is why we encourage flexible working at CUB. Both

during the hiring process as well as during employment, we urge all our people to hold open and honest communications about how we can best cater a working experience to suit them.

We support all people at CUB. We host various networks aimed at creating a more diverse and welcoming company. These include the Amber League and Pride At CUB, networks that respectively support our female and LGBT+ colleagues; whilst also educating the broader business on the importance of diversity. Ensuring that all our employees feel safe and free to be themselves will always be our priority.

We believe in a meritocracy at CUB, where the work you do is what matters – not how you went about doing it.

**The bold determine the future...  
And at CUB, we are bold.  
We will shape the future.**

in

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

## CUB at a glance

### Q Better World

At CUB, we dream of creating a better world and work hard to ensure that this dream is present in everything we do. We are actively working to reduce our environmental impact. As of 2020, we are now running entirely off renewable energy and have been actively cutting single use plastics & non-recyclable materials from our packaging.

### Q Brands

Our brands are some of the most loved and iconic in Australia. From the historic Victoria Bitter, found in pubs across the country; to the innovative Lexington Hill Cocktail Club, reinventing how our patrons enjoy a cocktail.

At CUB, we are shaping the beverage landscape of Australia.

### Q Diversity & Inclusion

At CUB, we are proud of the diversity that we foster. A diversity of ideas, a diversity of culture, and most importantly, a diversity of people. Making sure our employees feeling safe and free to be themselves is the most important aspect of our business. It is the parts of us that are different that make us stronger.

We currently host the Amber League and Pride At CUB, networks that respectively support our female and LGBT+ colleagues; whilst also educating the broader business on the importance of diversity.

### Q Brewery to the Pub

The opportunities available at CUB stretch across many different industries, ensuring there will be something that is suitable for you. Ranging from brewing and distribution to the sales and marketing – CUB runs the end to end operations that ensure that Australians everywhere can enjoy a cold beverage.

### Q Flexible Working

We understand that each person is unique in how they achieve their best results. That is why we encourage flexible working at CUB. Both during the hiring process as well as during employment, we urge all our people to hold open and honest communications about how we can best cater a working experience to suit them.

### Q Meritocracy

At CUB, our people are not judged on how long they have worked here nor on where they come from. Rather, we are proud that our people are judged on the work and attitude that they bring to the team every day.

### Q Student Opportunities

We offer a variety of different programs to students, each seeking to develop them into leaders of their chosen fields.

They will be offered relevant training and mentorship before tackling real business problems that are aligned to business priorities.

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



# Sports & Entertainment



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Racing  
Victoria



# Victorian thoroughbred racing industry



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

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

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

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

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

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

Possible career pathways in the industry include:

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

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

Racing Victoria is committed to strengthening and further developing racing's workforce by:

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



### Why work in racing?

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

### One of Victoria's largest industry employers

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

### An exciting and strongly supported sport

Racing constitutes a key aspect of Victoria's social fabric, both on a metropolitan and regional basis. It is a sport that is a focus in many regional communities throughout the state. The passion, the fashion, the legends and most importantly, the horses, makes this one of the most diverse and exciting industries to be involved in.

### Diverse career options and pathways

With the right training, commitment and experience, there's a number of varying career paths to follow within the thoroughbred industry. For example, have you thought about a role in the veterinary and medical sector of the industry?

More than just vets and doctors, there are numerous varied positions from equine therapists to dentists. Breeding operations are another arm of the industry which require numerous skilled individuals for roles such as stud hands and handlers, stallion handlers and bloodstock agents.

Alternatively, a sports administration role in management, marketing or finance might be for you. Whatever your passion and training is, there are many avenues which can be explored.

### Passionate people

There are more than 70,000 people who actively participate in thoroughbred racing in Victoria. Each has a passion for

horses and many have spent a lifetime caring for them. Racing could not function without the dedicated work of these people across a range of vocations – from the tireless work of stewards, who control all aspects of the sport, to the numerous track maintenance staff who prepare the hallowed turf which hosts the sport of racing.

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

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

### A flexible and rewarding environment

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

take on full-time, part-time and casual positions.

### Ongoing learning and development opportunities

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

### A love of the thoroughbred

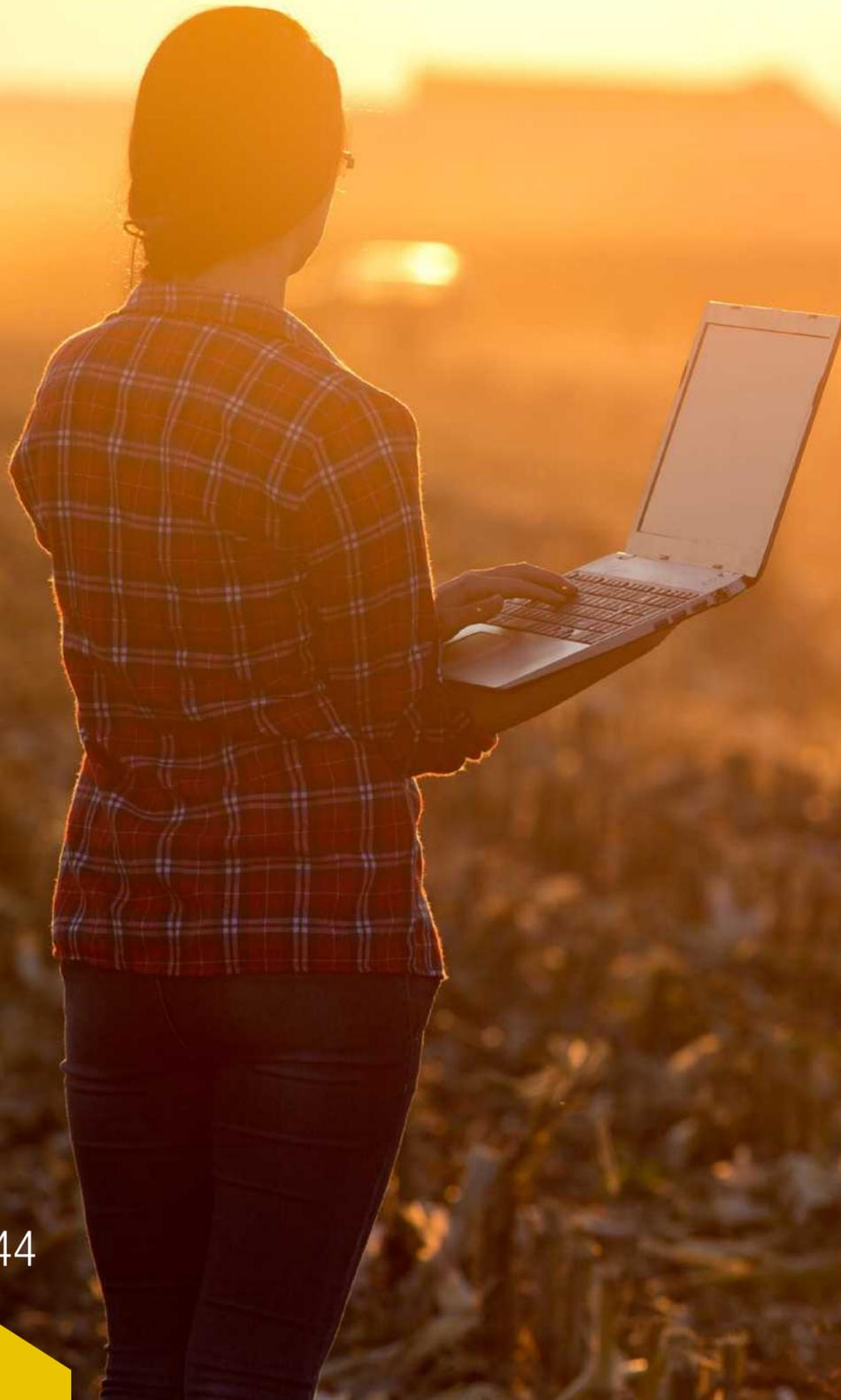
If you're passionate about horses, then a role within the thoroughbred industry could be for you. Whether it's nestled away from the bustle of city life working with a breeding operation, working in a city stable or in an office administration role, there are numerous roles that allow you to pursue this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

### Want to know more?

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



# Agriculture



# Join our team. Build your career.



## Overview

Consolidated Pastoral Company (CPC) is an Australian managed, majority foreign-owned 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 and company induction at a dedicated training facility, which is then followed up with further training at the station, where they will work for the season.

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 our focus on training and development we encourage strong communication throughout CPC. With weekly reports from the CEO to all of the team, use of internal social media and newsletters, monthly team meetings on station, conferences and regular company conference calls, our team are kept informed on what is happening within the business, future initiatives and share their ideas on our journey to become the preferred employer within the pastoral industry.

Every year 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.



### Q Your team and your mates

At CPC we care about our people and treat them like family. From the moment you arrive at the cattle station, you are part of a close-knit team where lifelong friendships are made. Our people are dedicated, passionate and their hard work and commitment is celebrated and recognised. Be a part of our CPC family.

### Q 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.

### Q 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. We develop our people from the ground up, both internally and externally; no career path is the same. Build your own career at CPC.

### Q We care for our animals

As a team, we have high standards of livestock welfare to ensure best practice management and we continue to seek out and implement new technologies to assist with favourable animal welfare outcomes. We use low stress handling and regularly provide instruction and training in these methods to our people. Come join us and learn from leading industry teachers.

### Q We care for you

CPC is future focused on workplace health and safety and will continue to look at ways to strengthen current and future workplace health and safety systems. Our leaders continue to encourage employees to report all incidents or hazards, always remain vigilant whilst working on stations and continue to be open and share safety communications with all teams. CPC is committed to being an industry leader in the workplace. Be part of our safety TEAM (Together Employees Accomplish More).

### Q Create your own adventure

Each day can be an adventure, you could be riding a horse or motorbike during a cattle muster with the helicopter overhead or checking and maintaining cattle watering points in a four-wheel



drive utility. You might be feeding our young cattle or cooking hearty meals for our people or creating an oasis around the garden homestead complex. Then there's the fleet of vehicles and plant to keep running smoothly. Why not create your own adventure.

### Q Experience what makes us unique

Our rural and remote areas allow you to become involved in our community events and attend or compete in camp drafts, rodeos or going to a local horse racing event. Our diverse properties, which are found amongst some of Australia's magnificent landscapes, all offer something different for down time. You could just spend time riding your horse, water skiing, fishing, regional social events (drafts, rodeos, shows) or at the stations own social club. Experience new adventures and travel around Australia.

### Q But what's the food like?

Our stations are set up with a communal kitchen and a cook/chef who prepares nutritious, wholesome choice of meals that enable our people to have good energy as they work because often the weather is hot, and the work

is physical. Station living is a home away from home.

### Q Where do you sleep?

Accommodation at the station is supplied as a single airconditioned room with a shared bathroom (or an ensuite at some stations) and a shared laundry. Many of our stock staff "camp out", when away from the station. They roll out their swags and camp under the stars where the horizon stretches for miles and the stars are brilliant. Don't be the dreamer, live in the moment and live your dream.

### Q 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.

To find out more about a career at CPC please visit [pastoral.com/en/content/careers-0](http://pastoral.com/en/content/careers-0)

# Grow your career. Grow our world.

## At Nutrien Ag Solutions, our purpose is to grow our world from the ground up with safety and integrity as our core values.

We are committed to attracting the best and brightest to find a better way, focus on innovation and improve processes and products. We are owned by Nutrien, the world's largest provider of crop inputs, services and solutions. Nutrien plays a critical role in feeding the future by helping growers to increase food production in a sustainable manner. 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.

**Rural Merchandise Retail** We have a footprint of over 700 retail outlets nationally and our store-based retail sales assistants thrive on providing the highest level of support to rural customers. Involving a combination of customer facing sales, customer service, merchandising, inventory control, order processing and warehouse duties; our retail employees are multi skilled and develop strong product knowledge along the way. Our retail sales employees have progressed to positions such as Merchandise Manager, Agronomist, and Branch Assistant Manager positions.

**Agronomy** Agronomists within our business draw on their technical expertise and practical on-farm experiences to work closely with growers to share



invaluable knowledge. Most have completed tertiary qualifications in Agricultural/Rural or Plant Science but what drives them is their passion for building relationships with customers and helping them develop productive and sustainable businesses.

**Corporate Services** At Nutrien Ag Solutions' head office in Melbourne and state offices, we can offer a broad range of careers in Human Resources, Finance & Accounting, Legal, IT, Procurement, Customer Service, Marketing and Innovation.

**Real Estate and Financial Services** We have over 80 real estate offices nationally which focus on supporting clients with the listing and sale of rural, residential and commercial property. Entry level roles include Trainee Real Estate Sales, Property Management and Sales Support. We offer rural finance products and solutions to our customers to enable them to build their businesses. Careers include Finance Managers and Analysts.

**Livestock** Our Livestock Sales Representatives and Agents achieve record sales for their clients. Our young

auctioneers have been winners and finalists at annual competitions. An aspiring auctioneer looking to complete a Traineeship can expect to progress to become an experienced Livestock Sales Representative who has a passion for marketing commercial sheep or stud cattle for their clients.

**Wool** We are proud of our strong relationships with wool producers and our ability to secure the best prices for our clients. Entry level roles include Wool Trainee, Wool Presser, Wool Classer and progress to skilled Wool Technical Manager.

**Water** In addition to operating 40 retail outlets, our water business plays a key role in ensuring long term sustainability for farmers with irrigation infrastructure projects. We have multiple career opportunities in project management, installation and technical services within horticulture/viticulture drip and pivot irrigation, pasture and broadacre cropping and vegetable irrigation, pumping and filtration, stock watering and solar technology. We also offer careers in Field Sales, Key Account Management and Water Broking.



### Q Safety & Wellbeing

The safety of our employees and the communities in which we operate is Nutrien Ag Solutions' number one priority. Our approach to safety is defined by our three key principles:

- 1) Do it safely or not at all
- 2) There is always time to do it safely
- 3) Care for each other's health, safety and security

We provide our teams with the best equipment and training to help them remain fit and healthy. Safety for us doesn't just mean physical safety but also supporting employee mental and emotional well-being. We provide access to free services for employees and their families to provide the emotional support they need in challenging times.

### Q Our Purpose

Our purpose is to grow our world from the ground up. By 2050, we'll need to grow food for almost 10 billion people. That's why we're raising expectations on what an agriculture company can be. With each solution we provide, we grow a better future for farmers in Australia and around the globe.

### Q Values & Culture

Our employees in Australia and around the world are committed to feeding the future safely and with integrity each day. Our talented, hard-working employees are the core of our success, so we work equally hard to show our appreciation. Building a team culture where employees share in our success is fundamental to who we are and why we are so successful. Our shared values of integrity and safety govern how we treat each other, our customers and our suppliers.

### Q Diversity & Belonging

We celebrate and value the contributions of all employees and champion diversity and inclusive growth within our industry. The differences in our employees' experiences, gender, ethnicity and lifestyles add to a diversity of thinking which enhances our business. We strive to develop all employees equally, ensuring we provide an environment that sets everyone up for career success.

### Q Technology & Innovation

We are committed to innovation within the agricultural industry in Australia. Leveraging the scale of our global parent company, Nutrien Ag Solutions



embraces the expanding role of technology in farming. We offer exclusive products powered by new technologies, to help our customers grow their businesses sustainably, and provide an assortment of innovative financing options.

### Q Communities

We are proud to be an active part of the rural communities in which we work and live. Every year, Nutrien Ag Solutions teams donate hours, money and energy to local and national causes. These range from the local bowls club to country fire authorities, Red Cross emergency responses, local schools and our solid partnership with Lifeline.

### Q Reward & Recognition

You'll be rewarded for the work that you do and the commitment that you demonstrate. At Nutrien Ag Solutions, 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, parental leave program, professional development, study assistance and corporate discounts.

### Q Career Development

Our highly successful Graduate Program and Traineeships are favourably recognised nationally. Our Graduate Program runs for two years and is

designed to suit the individual interests of the participants. Having a global footprint allows many of our employees to attend study trips internationally, increasing their knowledge and bringing back new ideas to their customers and colleagues.

### Q Established & Experienced

Building on a proud history of serving our Australia's rural community for more than a century, we seek to grow competitive advantages in agriculture as a business and as a nation. Nutrien Ag Solutions is part of a global business with a footprint of the two united businesses Landmark and Ruralco, with operations and investments in 14 countries, you can be assured that you will be learning from the best in the business.

### Q Evolving

We never stop growing. You will be part of a business that responds effectively to change within an industry that is fundamental to feeding the world. The agricultural sector is one of the fastest growing industries in Australia and we aim to be the leaders in innovation and bold new thinking.

To find out more please visit [nutrien.com/careers](https://nutrien.com/careers)

# Feeding People. Enriching lives.



**Teys Australia is an innovative global food business built on true family values of four generations of the Teys family and 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 fourteen sites, in four states. With Teys being 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.

We work with some of the largest names in retailing, food service and manufacturing across the globe and

bring our hands-on protein and food industry knowledge to the table helping solve challenges with tailored solutions.

We have a proven track record for delivering the goods since 1946. We are quality-obsessed and have established ourselves as an industry leader through a focus on innovation that keeps us at the top of our game. This focus is driven by our commitment to sustainability, safety, supply chain integrity and animal welfare practices. 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.

While we are an industry leading, innovative business, we understand that our long term success will come from our people. Our employees bring with them a range of experiences, skills and cultural backgrounds that enable us to better enrich the lives of our customers around the globe. We are proud of the

way we work responsibly and ethically with our cattle producers and partners to move food from paddock to plate around the globe.

## Career Opportunities

Employee training and development is a high priority for our company. We continue to promote employee career paths, choosing appropriate education and pathways, and promoting from within. At Teys Australia we have a variety of options for students looking to start their working career:

### Apprenticeships, Traineeships and School Based Programs

Our career paths are supported by traineeships, apprenticeships, school-based learning programs, a graduate program and leadership development. Our certificate programs include Meat Processing, Feedlot Operations, Business, Electrical and Mechanical to name a few.

### Graduate Program

Since 2016, we have had 32 Graduates join our business, working across departments such as; Environment, Asset Management, Quality Assurance/Quality Control, Safety and Livestock.

These programs cover among other things:

- Personal development
- Real work employment
- 'On the job' training
- Network building, coaching and mentoring
- External courses
- AUS-MEAT and Meat Standards Australia
- Strategic projects
- Work assignments

As Teys looks forward we continue to invest in the future leaders of our business.

To find out more about a career at Teys, please visit [teysaust.com.au/employment](https://teysaust.com.au/employment)

To understand the variety of opportunities available at Teys Australia meet five of our employees who have shared their career stories.

### Business Administration Trainee (Brianna) – Tamworth

'I'm currently completing my Certificate III in Business Administration at Teys at Tamworth. I came across the opportunity through the school careers board. I've been at Teys now for seven months which has been a great experience, I enjoy the people I work with and the positive atmosphere.'

### School Based Trainee (Mathew) – Meat Processing – Beenleigh

'I went to school at Beenleigh High, and graduated in November 2019. I found out about an opportunity for a school based traineeship with Teys at Beenleigh through the school. They had the application details on the website and on the notice boards. I applied for the traineeship while I was in year 11 and started working at Teys one day a week until I finished my year 12 certificate and could work full-time. I really like the people I work with at the site, I've learned new things through the traineeship and I enjoy working in the plant.'

### Electrical/Fitter Apprentice (Cobus) – Wagga Wagga

'I was working as a production worker when Teys advertised internally for first year fitter and electrical apprentices, enabling myself and others the opportunity to apply for the position. I was in the production team for approximately 9 months before taking up the apprenticeship and have been studying at TAFE NSW and working in the trades team for 12 months. I love my trade, it is challenging, interesting and exciting every day. The people you work with are outgoing, enthusiastic and want to help you learn. The quality of the training you receive from Teys is impeccable.'

### Operations Graduate (Molly) – Wagga Wagga

'I went to school at St Paul's Grammar, Cranebrook, where I graduated in 2014 with an International Baccalaureate (IB) Diploma. In 2015, I began a Bachelor of Animal and Veterinary Bioscience (AVBS) through the University of Sydney, exposing me to a wide range of industries from animal production to research



and conservation. During my time at university, I had the opportunity to join the Sydney University Intercollegiate Meat Judging (ICMJ) Team for the 2018 competition held in Wagga Wagga. Following the competition, I came to Teys at Wagga site for a tour of the facilities and was offered a Quality Assurance/Quality Control/Operations Graduate position to start in February 2019. There is a wide range of opportunities within the company, everything from people management to engineering to environmental management to marketing. It is exciting to be involved with a large company that presents so many opportunities to its employees.'

### A Teys Values Story (Mal)

'Teys 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.'

# Growing careers in the global food industry



those wishing to take the first steps to a rewarding career in a growth industry.

## Local roots

We are a second generation family company with our roots in regional Australia. A large proportion of our workforce is employed in key regional centres and we work closely with farmers across South Australia, Queensland, New South Wales and Victoria.

## National footprint

Our head office is in Adelaide and we operate meat processing plants in SA and NSW with other processing, value adding and distribution facilities nationally. We continue to invest heavily in developing our operating capabilities in Australia. This includes the recent announcement of a new world-class multi-species, meat processing facility to be built in South Australia.

## Global markets

The Group has an increasing presence across North America, Europe & North Asia and continues to invest in global growth through our subsidiary companies TFI USA, TFI China, TFI Japan and TFI EU.

## Broad range of career opportunities

We work closely with regional and metropolitan schools to highlight the variety of jobs on offer. We assist school leavers to build their careers and take advantage of our apprenticeships and structured training programs.

All our roles include comprehensive on-the-job training. The career opportunities across the Group are broad and range from entry level to more specialised and senior process positions across the following areas:

- Food Processing (eg boners, trimmers, slaughterpersons, food processors, packers, forklift operators)

- Quality Assurance and Laboratory
- Animal Welfare
- Feedlot and Livestock
- Engineering and Maintenance (eg electricians, fitter and turners)
- Sales and Marketing
- Export, Finance, Administration and Human Resources

## Hear from some of our staff

### Alex the Apprentice

Alex Perugini progressed from working as a casual labourer during the school holidays to completing his apprenticeship as a Fitter and Turner.

*"There are so many opportunities to progress your career at Thomas Foods and it's great to work for a family-owned company so close to where I grew up."*

### Nekta the Engineer

Nekta Nicolaou joined us while completing an engineering degree. Now as Group Engineering Manager, he drives innovation and environmental sustainability.

*"Being part of such a fast paced, innovative company and working with state-of-the-art technology is extremely invigorating, challenging and rewarding."*

### Charmane the QA Officer

As a Quality Assurance Officer, Charmane Taylor is responsible for verifying that our products meet hygiene and food safety standards whilst maintaining high customer requirements.

*"There are so many opportunities to upskill, train and develop within the company."*

### Tom the Trainee

Tom Matters joined us as a trainee with the livestock team. With on-the-job training and mentoring, he was soon buying lambs at busy markets in South Australia and Victoria.

*"You show initiative and you're rewarded at TFI. There's also a real team mentality which is a great support to have particularly in the heat of the markets."*

## 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 3000 staff globally with extensive national and international operations, Thomas Foods International is at the global food industry forefront.

At its core Thomas Foods International is Australia's largest 100% family-owned meat processor supplying high quality Australian sheep, lamb, goat and beef products to more than 50 countries.

We have expanded into fresh produce and seafood – boosting our presence on the plates of consumers right across the world.

Our Fresh Produce business is a major supplier of potatoes and onions, sold nationally and internationally while Thomas Cappel Seafoods sells Australia's highest quality, sustainable seafood both domestically and globally.

Given the scale and diversity of the group, Thomas Foods International is able to offer a full range of employment opportunities for school leavers and

## Reasons to join the Thomas Foods International team

### Apprenticeships and traineeships

This is an ideal opportunity to earn while you learn. Some of the key senior leaders within the group got their start with an apprenticeship or traineeship.

### Ongoing training and support

Career development is important to us. We offer structured and accredited training to all our employees, whether that be specific industry certificates through to support in further studies. We always look to promote from within.

### Expanding range of positions

As a growth business, the variety of roles within the global group is also expanding – from entry level processing to administrative and more specialist positions with opportunity to develop your career to managerial/leadership level.

### Financial rewards

We offer above award employment conditions and benefits. Staff who take advantage of the internal opportunities to upskill and progress their career are remunerated accordingly.

### Community service and support

As a large regional employer we take our role as a corporate citizen seriously. We are proud supporters of local sports clubs and charities and actively encourage staff volunteering.

### Sustainability

From the farm gate to the end plate we adhere to strict environmental guidelines to minimise our carbon footprint. That commitment also extends to animal welfare.

### Proud of our diversity

As a member of the Thomas Foods International team you will work with colleagues from a variety of cultural backgrounds.

### Female-friendly workplace

A significant proportion of our workforce is female, with outstanding women in senior positions right across the Group.

### Strong family values

As a second generation family company led by founder Chris Thomas, Executive Chairman and his son Darren Thomas, CEO we have a clearly defined set of values that we call the "TFI Way".

### Growing company in growth industry

We offer the opportunity to join one of Australia's leading private companies in one of the world's key growth industries. The demand for high quality food will only increase in the future and that augurs well for those working in the industry.

To find out more about a career at Thomas Foods visit [thomasfoodscareers.com](http://thomasfoodscareers.com)



# Professional Services



# 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.**

You may know us as one of the Big 4 Accounting Firms, however, we do more than just crunch numbers. As one of the world's largest professional services firms with over 223,000 people across 158 countries, we help businesses, not-for-profits and governments better the way they work. From creating smarter cities to tackling youth homelessness, our people build trust in society and solve important problems every day.

We know that times have changed and no longer is it a necessity to follow the traditional school-uni-job trajectory. Which 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 find people from all backgrounds and skills sets coming together to innovate and reimagine the possible. We deliver quality services in Assurance, Consulting, Financial Advisory, Legal and more. From accountants and tech consultants, to lawyers and data scientists, our community is diverse and forever evolving, and our work practices are flexible and tech driven to be able to meet the ever growing needs of society. The work will challenge and inspire you in many ways, as you create your future and deliver inspiring outcomes, together with PwC.

Visit [pwc.com.au/careers](https://pwc.com.au/careers) for latest updates and opportunities available at PwC Australia.



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



## Q Flex your work

We give our people the freedom and flexibility to create the life they want while balancing their ambitions – both professional and personal. Our tech-approach will give you the flexibility to work anytime, anywhere, whether that's at work, home, or from a café! We don't dictate a dress code, you can exercise choice and wear what's most appropriate for the type of work you do.

## Q Create your own adventure

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

## Q Unleash your potential

As someone new to the firm you'll have access to a myriad of learning opportunities. This includes on-the-job training, support from a dedicated coach, access to further education like the CA Program, internal development programs, and study and exam leave should you wish to pursue other qualifications. With a genuine support structure around you, you will certainly feel comfortable to be yourself and perform your best from day one.

## Q Proudly diverse and inclusive

We foster an inclusive culture that embraces all differences – allowing us to live our values every day, be ourselves and feel empowered. We know that when people from different backgrounds and points of view work together, they create the greatest value – for our business, our clients and society. We're proud of our employee-led diversity networks that promote cultural, disability, LGBTI and gender equality. We are committed to creating an environment that empowers you to be yourself, and to be heard.

## Q Driven by values

We are proud to be a values-based organisation. Our values define how we engage with our people and our clients, becoming the basis for all our interactions. Our five values are:

- Reimagine the possible
- Make a difference
- Care
- Work together
- Act with integrity

## Q Passion meets purpose

We believe that everything we do must be driven by our human spirit – our collective creativity, authenticity and difference. That's why we've fostered an environment that encourages you to be yourself and tap into what makes you tick. We aim to align you with projects you are interested in and help bring out your strengths for the greater good.

## Q Committed to helping you thrive

Degree is not the defining element in our search for talent. What we truly seek are passionate and driven individuals eager to test ideas, open to working collaboratively and being an active part of creating positive change. Many of our people who started straight after school or as graduates have successfully made a mark in leadership roles over the years. Our people are our greatest asset and we ensure they thrive, both professionally and personally.

## Q Hiring from all degrees

We hire people from all degrees, including arts, science, technology, engineering, maths, medicine, business, communications, psychology and law – just to name a few. The type of work we do is so diverse, but what binds us together is creative problem solving. It's all about how you approach a problem and how you collaborate with your team members to solve it.

## Q Tech focused

Our goal is to become the most technology enabled professional services firm in the world. Whether we're exploring the future of business, restructuring a client's internal system, developing new software or tech to use in-house, there's a passion for innovation across everything we do.

## Q Make an impact

We have a dedicated team driving firm wide Corporate Responsibility initiatives and we encourage our people to lend their time and skills to activities such as volunteering, mentoring and non-profit engagements. Every employee is granted one day of volunteer leave per year, with flexibility for additional leave when applying their business skills to such initiatives. If there's a cause you care about, we encourage you to pursue it!

## Q Perks are also important

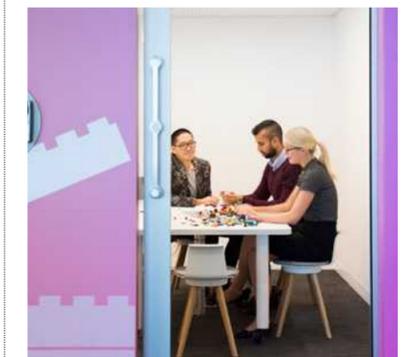
We know things like birthday leave, the ability to purchase up to an additional 12 weeks of annual leave, 18 weeks paid parental leave and \$295 to spend on wellness activities each year, makes working with us more enjoyable. We get it. Living your life to the fullest is just as important as investing in your career, that's why we help our people achieve both! Did we mention the free coffee? Yes, most of our offices have baristas on hand!

## Q More than just accountants

Operations, R&D, Software Development, Cyber Security, Web Design, UX, Real Estate Advisory, Risk Assurance, People & Change, Mergers & Acquisitions, Economics & Policy, Strategy Consulting, Performance & Remuneration, Analytics, Data Modelling and Project Management are all teams at PwC – just to name a few.

## Q Join us straight out of school!

We've got a new entry path for high school leavers – an alternative pathway to the traditional Graduate route! Our Higher Apprenticeship program gives you the opportunity to earn a competitive salary while studying towards a professional qualification from a leading training organisation.



# Share in our purpose and see the world through the lens of better



**Would you like to work side-by-side with the entrepreneurs, game-changers, disruptors and visionaries of tomorrow? At EY, you can.**

Just imagine every day you could play a part in the rise and success of the world's greatest companies, as well as maintain the foundations of economic stability and growth. By helping the best in the business to innovate, you'll be building on their legacy and creating a better working world.

At EY we'll encourage you to do all this and more. Here the scale of your impact is matched only by the scope of your ambition. We'll help you to develop the mindsets to ask and answer the most challenging questions posed by unrelenting disruption and unlimited innovation.

## Take control of your career

Whether your future lies in Assurance, Tax, Transactions or Advisory, we'll provide the learning, experiences and coaching you need to become a successful professional. At EY, there is no one path for everyone. You're encouraged to create a path that reflects your individual talents and aspirations. We'll work with you to help you succeed professionally and personally. With EY you can influence the future of your career, the businesses you work with and even the world you live in.

## Your exceptional EY experience begins here

Our **Cadet Program** allows you to combine work and university study. Offered in Melbourne and Sydney, we'll provide you with the support you need to succeed.

Our **Career Compass Program** offers you a unique learning experience that will help you make smart decisions about your professional career.

Our **Vacationer Program** is a great way to experience the working world during your summer (or winter) holidays. Show us what you're capable of and you may be invited to join us after graduation in a full-time position.

Our **Graduate Program** will put your knowledge to the test. Build your technical skills. Join us full-time as a graduate and you'll get early responsibility, support and training.

Start your career journey at [ey.com/en\\_au/careers](https://ey.com/en_au/careers)

## Bring your thinking to a global stage

At EY, share your ideas with more than 280,000 colleagues around the world. Like you, each person brings a different point of view. We listen to and value each and every member of our team.

## Create your future

With some of the largest clients and most interesting projects, both locally and globally, our dedication to development ensures you can achieve your aspirations. No matter what you want to become, make sure you give yourself the best start possible. We can help you to create your future by becoming a professional in a particular field or by giving you the opportunity to apply your key strengths to industries that you have a particular interest in.

## Choose your adventure

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

## Busting the myth

Developing excellent relationships and delivering effective business solutions requires people from many different subject areas – not just accounting or commerce. Our people have a range of degrees, including human resources, information systems, information technology, computer science, engineering, law, science, environmental studies, actuarial studies, economics, finance, maths, arts and psychology.

## Be successful

At EY, there is no one path for everyone. You're encouraged to create a path that reflects your individual talents and aspirations. We assess your individual strengths and development needs and provide a tailored framework to advance your progress. We'll work with you to help you succeed professionally and personally.

## EY and you

Learn through our structured, formal programs. You'll be supported to achieve professional certification. Coaching will nurture you in your day-to-day work. Get feedback, counselling and mentoring from experienced people who can help and show you how to realise your talents and aspirations.

## Be rewarded

We'll reward you for your work and your commitment. Here are just some of the benefits you'll enjoy during your first few years – and beyond:

- flexible leave
- career breaks
- corporate discounts
- salary packaging
- study assistance
- employee assistance program
- health and wellbeing programs

## Feel included

In our inclusive work environment, everyone's opinion is listened to and valued. You'll be encouraged to build

strong relationships across the world and seek diverse opinions. You'll gain perspective and insights that will help you provide better answers for your clients.

## Giving back

Through our EY Foundation programs, EY has shown ongoing commitment to sharing the responsibility of caring for the community. Whether it's for local businesses, disadvantaged people or the environment, we volunteer our skills and time to give back to those in need. Together we can build a better working world.



# STRATEGIC, CURIOUS, YOU. YES, YOU!

Our mission is to bring innovation to improve the way Australia lives, works, plays, protects and grows. Right now, to make a meaningful impact, we're on the hunt for strategic, curious, and 100% unique people eager to shape the future. We'd love to work with people inspired to apply a part of themselves—and everything that makes them unique—to their work.

In return, we provide an inclusive, enriching and flexible environment that gives you the freedom to explore your strategic and creative self to make a meaningful difference in the world. We will also provide the necessary training and guidance to help you find the best career path for you.

**i** If you're interested in a future career with Accenture, please visit our careers page to find out more at [accenture.com.au/careers](https://www.accenture.com.au/careers)



[accenture.com.au/careers](https://www.accenture.com.au/careers)

**At Accenture, you'll get to:**

**Q Work with the biggest organisations in Australia.**

Australian Rugby Union, Telstra, and Coles Supermarkets are just some of the clients we partner with. We also support big companies from around the world, so you get to collaborate with brands that provide products and services to customers worldwide.

**Q Help your fellow Aussies find better ways to work, live, play, protect and grow.**

If you love helping others, you can be part of our Corporate Citizenship initiatives, some of which assist disadvantaged communities. One of our campaigns is called Skills to Succeed. This is where we teach people who weren't able to go to school, giving them the skills they'll need to find jobs or build their own business. We also support local charity groups such as Eat Up, a group that makes and delivers lunches to school kids across Australia, and Drought Angels, a team that helps farmers survive drought, giving you lots of options to find more fulfilling meaning in your daily job.

**Q Be part of a diverse and inclusive team.**

We know how important it is to be part of a group that accepts who you are and makes you feel like you belong. At Accenture, you'll meet new friends who'll be with you as you learn new skills, build experience, and celebrate professional and personal achievements.

**Q Explore cutting-edge technologies.**

Are you a budding programmer who wants to create the next big app? Or are you a science fiction fan who wants to see artificial intelligence up close? To enable you to do these things, we provide access to the latest technologies that will change the way businesses create and provide products and services.

**Q Enjoy top-of-the-line benefits.**

The benefits we provide include annual performance bonuses, business-related travel insurance, life insurance and exclusive corporate discounts on entertainment, travel, shopping, home and garden, motoring, and wellbeing products and services.

**Q Join our global network.**

Be part of our team and interact with clients from around the globe and colleagues from different countries such as the US, UK, India, Japan and many others. Widen your horizon as you interact with people with different backgrounds and experiences.

**Q Enjoy work-life balance.**

How do you like spending your free time? Is it by going on a hike with your family? Playing football with friends? Whatever keeps you going, we want you to keep on doing it. We offer flexible schedules and generous leave policies so you can take time off to take care of yourself, spend time with your family and have fun with your friends.

**Q Make a difference.**

We'll support you as you make an impact on the lives of others. For starters, we can achieve this by

helping clients solve problems and use technology to create new solutions.

**Q Embrace your curiosity.**

Imagine working in an office that gives you the freedom to experiment with cool gadgets and the latest technologies. Our innovation hubs have workspaces where you can design, build and test software programs, as you collaborate with colleagues who are experts in their fields.

**Q Be your best you!**

We're here to help you discover the best you. We offer training, graduate programs, internships, mentorship and growth opportunities where you can learn more about yourself, build new skills and explore career paths that match your strengths and interests.

**Are you ready to make life more meaningful? Get in touch and explore what's possible for you today!**



# Retail



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# Inspiring, Creative, Fashion

**Sportsgirl is more than just a store – the stripes are a part of modern Australian culture.**

Whether you are in one of our 150 stores or connecting with our rapidly expanding online community, you will know that Sportsgirl is at the forefront of Australian fashion and culture.

Our vision is to be THE iconic Australian youth brand for all girls.

We collaborate with some of the best talent across Australia and the globe. Sportsgirl is a community of creative, caring and inclusive team members who are dedicated to empowering others and bringing the latest fashion direct to you.

Sportsgirl is a business that is committed to supporting and developing team members so they have the skills, experience and confidence they need to take on the world.

Whatever your goal – Sportsgirl is more than a job, it's your dream career. Join our iconic Australian Fashion brand today.



[sportsgirl.com.au/get-a-job](https://sportsgirl.com.au/get-a-job)

## Q Are you a Sportsgirl?

Our team members love what they do and are at the heart of our brand. We are passionate about our people and are always on the look-out for talented individuals to join our team.

So, if you love helping people, being at the forefront of fashion, or if finding someone the perfect outfit is your idea of heaven then you will love a team member role with us. And the best bit? We have a lot of fun getting our jobs done!

## Q We support you

We support our team members in developing the skills, experience and confidence they need to take on the world. We recognise that for many young people, their first job will be in retail.

We regularly have great entry-level opportunities across a range of areas: Buying, Planning, Marketing, Visual merchandising, HR, Digital, Retail Operations (to name just a few!). We are committed to recruiting from within wherever possible and have a strong focus on internal development and succession planning. Many of our team members work casually or part time whilst studying and then apply when jobs are advertised internally.

## Q Learn from the best

Our team members are trained and developed by the very best retail talents Australia has to offer. We offer mentoring, group and online training that are just like us – fun, inspiring and innovative. We also encourage you to connect with your extended team member families. Whether it's head office or stores, we all learn from each other.

## Q It's all about you

Really! We believe that work can be fun and we take great pride in our supportive, friendly workspaces. We are committed to making you the best you can be, rewarding and recognising you along the way.

## Q The authority on Australian style

Sportsgirl has a rich Australian history, opening its first store in Melbourne in 1948. We are still Australian-owned and Australian-run.

We've all grown up with Sportsgirl and it's a part of our cultural heritage – a brand by Australians for Australians. No one knows Australian style like Sportsgirl and we are proud to represent this to the world.



## Q What's in it for you?

We are committed to providing all of our team members with a great working environment – one that will grow with you through all your different work, life and study requirements.

We offer benefits such as:

- flexible work hours
- event participation
- great store incentives and bonus program
- amazing staff discounts
- career progression
- talent development and training
- conferences and seasonal launches
- team member referral incentives
- discounted corporate health insurance

## Q Supporting our community

At Sportsgirl we are proud to support our community with our Butterfly Foundation partnership. We have been in partnership with the Butterfly Foundation since 2006 and were the first Australian retailer to make a public commitment to positive body image.

We are committed to only using healthy models in our advertising and our ongoing partnership has raised over \$3.4 million dollars for the Butterfly Foundation to support their programs. Our store teams play an active role in communicating about our partnership with the Butterfly Foundation and raising money for this amazing cause.

## Q Get connected

Sportsgirl has some of the most dynamic social media channels in Australia. So whether you want to like it, pin it, tweet

it, blog it, post it, Sportsgirl.com.au is the place to get all your fashion and style inspiration. Our store teams even join in the fun, with each store in charge of their own Instagram page!

## Q Developing Australian talent

We have collaborated with some of the best talent Australia has to offer. Whether it is photographers, stylists, bloggers or artists, Sportsgirl gives back through nurturing and supporting our up and coming talent.

Each year we work closely with RMIT and Gordon Institute to take in students across a range of areas and provide them with career exposure while they study.

## Q Apply for your dream job

If you believe you have what it takes to join the unstoppable energy that is Sportsgirl, jump onto our careers site at [www.sportsgirl.com.au/get-a-job](https://www.sportsgirl.com.au/get-a-job) and get ready to live your dreams!



Want to find out more about a career at Sportsgirl? Visit [sportsgirl.com.au/get-a-job](https://sportsgirl.com.au/get-a-job)

## Making Fashion Easy

### Designed by women, for women.

For us, it's about confidence in what we wear translating into confidence in what we do. Recognised for our high level of quality and design, the iconic Sussan brand began in 1939 and now operates across Australia in 191 stores and online globally. We create silhouettes we know suit, cuts we know flatter and styles we know you love, across our collections of apparel, sleepwear, accessories and gifts. With stylists on hand in every store, we combine fashion expertise with the desire to bring customers pieces that suit their lifestyle. We understand exactly what works for women, because we are women. Simple really.

You may be a student at high school looking for a fun and rewarding casual or part-time job, or a university graduate keen to embark on your career in fashion... Perhaps even a retail professional looking for that next opportunity. We offer many exciting career paths and one that could be perfect for you!

Our work environment is creative and dynamic, and we have a fabulous team culture! We are constantly on the search for new team members who are customer focused, product driven and determined to personally and professionally grow with us.

### Love Careers In Fashion

Working within the fashion industry presents some great opportunities and benefits. We believe in long-term careers and offer amazing positions across a number of different professions. If you love working with customers, a position within our retail operations team could be perfect for you. Or, if you've studied in an area such as marketing, HR, commerce, finance, or IT and love fashion, we could have your dream role. And, of course, for those of you studying or looking to study fashion, we have a great number of creative positions available from buying to visual merchandising.



### Work with An Inspiring Culture

We are passionate about fashion, providing great service and creating an inspiring in-store environment for our customer. If this resonates with you, then our dynamic workplace may be

the perfect fit for you. Working with likeminded people inspires great things, which is why we believe our culture is unique. We are also really proud to have a culture that truly values our people and, just as importantly, gives back to the community.

### Q Inspiring culture

Our team members have a great sense of pride in our brand and we have an equally great sense of pride in our people. We are committed to inspiring our team members to be the best they can be and to ensure they are acknowledged and rewarded for personal and professional achievements. Although our stores are spread throughout all corners of Australia, we operate with a close-knit, family culture to ensure every team member is supported each day.

### Q Celebrating careers in fashion

Working in fashion is not just a job, it's a career! We have hundreds of career success stories. While studying, you could start out in our retail stores and work your way into an exciting career in either store management or within our head office/state office team. Work with us and you can build your dream career in some of the following areas:

- Marketing
- Digital
- Buying
- Planning
- Retail Operations
- Visual Merchandising
- Finance
- IT
- People & Development

### Q Committed to our community

Reaching out and helping the community is extremely important to us. We are really proud of our partnership with Breast Cancer Network Australia. Our support and fundraising efforts help to ensure all BCNA's programs and services meet the ongoing needs of breast cancer survivors and, importantly, ensure they are available free of charge. Our long-term partnership began over 12 years ago and, together with the support of our customers, we have raised over \$2.3 million.

### Q Working hard and having fun

We are inspired by people who love what they do. Our dynamic culture encourages our team members to strive to be the best they can, while having fun and maintaining a work/life balance. Being social is an important part of our culture, and many of our team members make lifelong friendships.

### Q Investing in your career

We believe in investing in our people and provide a structured learning program for all new team members, from casuals through to management level. We



are also passionate about succession planning from within and offer many ongoing learning and development programs and encourage our people to take advantage of each opportunity to grow their skills and knowledge, and further their career with us.

### Q Australian owned

Sussan is a privately owned Australian business that has been operating for 80 years. When you start a career with us, you join a company that has years of retail experience and proven stability. Sussan is part of the Sussan Group, which also includes Sportsgirl and Suzanne Grae. Across all businesses, we are committed to providing not only the best retail experience, but also career opportunities.

### Q Unique team benefits

We provide a variety of unique benefits to ensure our people continue to be inspired and supported both inside and outside the workplace. Some of our benefits include: a generous team member discount on merchandise, discounted private healthcare, health and well-being programs, and new team member referral programs, just to name a few.

### Q Inspirational leaders

Much of our success is due to the inspirational leaders within our business. Our leaders are approachable, down to earth and involved at all levels of our

business. They are committed to driving excellence within a collaborative and nurturing workplace.

### Q A fabulous team

Our people come to us from a variety of different backgrounds and with diverse experiences, and we cater for those both with and without formal qualifications. Across all areas – from Marketing, to Retail Operations, Buying, Planning and Visual Merchandising, to Finance and IT – our department leaders have a long history with the business, many of which started their careers in stores. We are proud of our team within our company who continue to strive for success.

### Q Sussan Online

We are committed to innovating in the online retail space, including further developing our online store, social media platforms and in-store digital experiences. It's important for retail brands today to be active in the online space, and this continues to be a focus for the Sussan business. Our Ecommerce store is our largest growing store!

*i* We're always looking for new, like-minded fashion lovers to join us. Interested? Visit our careers website at [www.sussan.com.au/sussan-careers](http://www.sussan.com.au/sussan-careers) for future opportunities.

# Find your fit at Coles

## Coles opened its first store in Collingwood, Melbourne in 1914 and has grown into a leading Australian retailer and household name.

Today, our retail presence includes: Coles Supermarkets, Coles Express, Liquorland, 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'.

Coles is focused on making life easier for its 20 million customers each week by delivering unparalleled quality, value and service through channels such as Coles Online, Financial Services and one of Australia's most popular loyalty programs, flybuys.



### 🔍 Career Pathways

There's no limit to the experiences you can have at Coles. With almost 2,500 locations around Australia, Coles is committed to building great careers and growing the talent of our 113,000 team members across all brands. Offering world-class programs, structured in-store training, specialist academies and unique experiences, Coles can be the difference to your career development.

### 🔍 Rewards and Benefits

Working at Coles you'll enjoy a competitive salary along with access to a range of benefits including great deals on health, telecommunications, finance and leisure. So whether you're into travel, restaurants, movies or electronics there'll be great discounts our team members can take advantage of.

### 🔍 Reward and Recognition

We know how good it feels to be recognised for a job well done. At Coles we're proud of what we can achieve together, and we like to celebrate together too. We've made it easy for our team to thank each other and recognise great work.

Caring passionately is one of our core values and team members are rewarded for showing how they care passionately about our customers, our products and each other.

Saying thank you is another way of recognising contributions – we have a range of cards available so our team members can acknowledge their colleagues for making a difference.

At Coles we are passionate about celebrating loyal service to Coles. Long-standing team members are awarded special name badges featuring the years of loyal service, certificates, gift cards and an Loyal Service luncheon for specific anniversaries.

### 🔍 Better Together

At Coles, we are committed to ensuring that our team members can be offered equal opportunities, perform at their best, be happy, healthy, safe and go home feeling accepted for who they are.

We are committed to building a safe and supportive working environment for all team members, regardless of age, disability, race, gender identity, gender expression, sexual orientation, religion, ethnicity, family responsibilities or cultural background.

Our Better Together Program encompasses five key pillars: Accessibility, Gender Balance, Flexibility, Pride and

Indigenous. Each pillar has a Director and General Manager sponsor who are committed to driving change throughout the organisation.

### 🔍 Health and Safety

Health and safety is paramount to Coles. We work actively to provide a safe and healthy environment for our team, customers, suppliers, contractors and visitors across all Coles' businesses. Our health and wellbeing programs are committed to supporting a positive, healthy team member experience by providing a range of tips, advice and resources to support all team members.

Further, at Coles we are continuing to create a culture where health, safety and wellbeing are proactively reported and discussed, and we encourage all team members to take an active role in ensuring a safe workplace. We know that the most engaged team is one which is made up of people who are happy and healthy both inside and outside of work and we believe this will make our business successful for a long time into the future.

### 🔍 Coles Graduate Programs

At Coles, you can feed your ambition with an iconic brand that makes a positive difference to the lives of Australian families every day. We offer two different Graduate Programs – the Operations Program and the Store Support Centre Program. Both programs run for two years and are the first ingredient to a flexible and dynamic career.

Our Operations Graduate Program, based in our stores and sites across the nation, will accelerate your career to become one of our next senior operational leaders in one of our three streams; Supermarkets, Coles Express or Distribution Centres. Either way, your role will be the start of your career at Coles – there is no limit to how far our talented graduates can go!

As a graduate, the Store Support Centre will fast track your career by helping you to gain a mix of technical, operational and leadership skills, working alongside key leaders across the business. There are even opportunities to move to a different function in your second year.

Both programs have a specifically designed curriculum and graduates are supported with ongoing training, coaching and a robust support network of leaders across the business, ensuring a challenging and rewarding two years.

### 🔍 Training and Development

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

### 🔍 Community

Community: We are proud to support the communities in which we live and work through partnerships, sponsorships and fundraising. In FY19, Coles' total community support was more than \$115m, which included direct community support of more than \$101m with an additional \$14m contributed by customers, team members and suppliers. Coles has partnered with national children's cancer charity Redkite since 2013, raising more than \$34m, which has enabled support for children and families affected by cancer. We also partner with food rescue organisation SecondBite to collect edible, unsold food from our supermarkets and distribution centres. By the end of June this year, 84.8 million meals have been donated to people in need since 2011.

### 🔍 Sustainability

Across Coles, we take our responsibility for managing environmental and social issues very seriously. We are committed to climate change mitigation and managing its impacts on our business and operations. Solar is now installed on 30 supermarkets, we have reduced greenhouse gas emissions by 36% four years earlier than targeted and all our Coles supermarkets and distribution centres are now connected to programs diverting food and waste from landfill.

We are continually looking for opportunities to make a positive difference to our customers, team members, suppliers and the communities in which we live and work.

### 🔍 How we work

We have a clear approach for how we work together at Coles – Look Ahead, Energise Everyone and Deliver with Pride. These principles guide the way we go about our work, from the decisions we make to our relationships with our customers, suppliers and business partners.

**i** If you are interested in becoming part of the Coles team, please visit [colescareers.com.au](http://colescareers.com.au)



# LIVE YOUR LOVE

WRITE YOUR OWN STORY, BE PART OF OURS.

**Myer is one of Australia's largest department store groups with a focus on placing customers first in every decision we make, and every action we take. Myer operates over 60 department stores across Australia, and with our team members, we are committed to being Australia's favourite department store. We will provide friendly, helpful service, high quality and exclusive brands and offer compelling value.**

Our merchandise offer includes core product categories: Womenswear; Menswear; Childrenswear; Beauty; Homewares; Electrical Goods; Toys and General Merchandise. The majority of Myer's operations are in Australia and encompass Myer department stores, sass & bide and Marcs and David Lawrence (MDL). In addition to our Australian operations, we have sourcing offices located in China and Hong Kong. Myer's online business is a significant asset that continues to deliver strong growth, now representing our largest store by sales.

Our loyalty program, MYER one, has more than five million membership cards in circulation. Members earn Credits on purchases at Myer that convert into Reward Cards on a quarterly basis. For every \$1,000 spent at Myer, Members receive a \$20 Reward Card. Members can also earn MYER one Credits at MYER one affiliates and on purchases made with the Myer Credit Card. Further details about the MYER one

program are available at: [myerone.com.au](http://myerone.com.au).

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

### Careers at Myer

At Myer we love our people, our customers and our brands. A great retail experience starts with brands and products that customers love. We are focused on bringing the love of shopping to life through inspiring shopping

destinations, passionate people, and building wonderful experiences to create long lasting memories. From the moment customers enter our stores or go online, we want to give them an experience like no other.

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

To explore opportunities in our stores and support office, please visit [www.myer.com.au/careers](http://www.myer.com.au/careers)



### Our brand

Myer has always had something for all Australians and we continue to be part of Australian's lives today. Playing an important role in some of their most significant and memorable life occasions; birthdays, Christmas, weddings, race days and more. These are the moments that makes Myer My Store.

### Our culture

An integral part of delivering our Customer First Plan lies in our values. They guide our behaviour, shape our culture, and provide a framework for how we work at Myer. Everyone at Myer has a role to play, from those who source and buy our products to the teams who sell them and everyone in between. The values we share bind us together, and are the things that matter the most to our customers and our people. In 2018 we refreshed our values to ensure we put the customer first, in every decision we make, and every action we take.

- **Customers Come First** Be passionate about the customer; they're at the heart of everything we do
- **Own Our Future** Be fearless, find new ways, adapt to deliver the right results
- **Do What's Right** Execute with integrity, be accountable, make a difference
- **One Inclusive Team** Care as a family, work as a team

### Your benefits

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

- Career progression & development
- Flexible work hours
- Service recognition

- Volunteer leave
- Lifestyle leave

### Your development

At Myer we offer a world-class learning experience, with on-the-go training modules about our brands and services that equip store team members with the skills to delight our customers.

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

### Our community

Myer has a proud history of community investment, working back with the communities in which we serve. Giving back aligns strongly with the values of our employees, customers and suppliers. As a national retailer the organisation has a unique opportunity to make a positive social impact by enabling team members, suppliers and customers to contribute to addressing pressing social issues. Myer's community investment and partnerships are aligned with the theme 'empowering and supporting women; strengthening families'. We support the efforts of our primary national partners The Australian Childhood Foundation and The Salvation Army to reduce family violence and its impacts.

### Sustainability

At Myer, sustainability is about responsible business growth and development that considers and addresses the environmental, ethical, economic and social impacts of our business operations and strategies. Our Sustainability Strategy has five focus areas: Customer, Team, Environment, Community and Business.

### Exciting career paths

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

### Inspiring brands

A great retail experience starts with brands and products that our customers love. Myer offers a diverse range of international and national brands, as well as our own exclusive brands, designed by our own in-house product developers such as sass & bide, Marcs and David Lawrence (MDL).

### Inspirational people

We're proud of our team members achievements at Myer and love being able to recognise them for their exceptional work. Each year we hold our Inspirational People Awards, where our team members nominate their colleagues for exceptional behavioural and business performance. The foundation of these awards are our company values, reinforcing how we behave with each other, our customers, suppliers and the broader community.

### Live your love at Myer!

By taking the opportunity to join the Myer team, you will be working with a passionate and diverse team of people. Whether your dream is to specialise in a chosen field or to multi-skill across our business, we invite you to seize the opportunity, bring along your passion and love of retail, and start your career at Myer today! To explore our career opportunities visit [www.myer.com.au/careers](http://www.myer.com.au/careers)

# We make extraordinary happen everyday!



**Scentre Group is the owner and operator of Westfield in Australia and New Zealand. We develop, design, construct, lease and manage the highest-quality retail, lifestyle, leisure and entertainment destinations.**

We partner with the world's most well-known brands, alongside our home-grown entrepreneurs, creating extraordinary experiences for more than 530 million customers we welcome through the doors of our 40 centres every year. We call these dynamic places 'living centres' because they entertain, excite and reflect the enduring need we all have to socialise and connect.

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

– a common goal that guides every decision we make as a business.

## Career experiences at Scentre Group

Our people are what make our company extraordinary. We have over 2700 team members based at our 40 centres across Australia/NZ, and at our Support Office in Sydney.

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

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

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

## Bring your whole self to work

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



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

### Passionate people

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

### Exceptional career experiences

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

### Realise your dreams.

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

### Strength in diversity

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

### Find meaning in what you do

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

### It's in our DNA

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

### Sustainability

For us, sustainability isn't just about the environment: it's about seeing everything we do through the eyes of our people, retailers, customers and communities.

### Innovation

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

### "All roles flex"

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

### Health, safety and wellness

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



# Grow with Greenlit

**Greenlit Brands is a multi-brand integrated retailer that manufactures, sources and retails household goods across Australia and New Zealand.**

Greenlit Brands comprises a portfolio of well-known and trusted brands including Freedom, Fantastic Furniture, Snooze, Plush and OMF, offering its customers a broad range of furniture, bedding and other homewares.

Greenlit Brands employs more than 3,800 people with 300 stores across Australia and New Zealand.

Greenlit Brands is proud to operate manufacturing facilities across Australia locally producing sofas and mattresses in 6 Australian factories and operating innovative supply chain solutions throughout Australia with 7 depots, 69,500m<sup>2</sup> of warehousing and 100+ vehicles.

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

Our mission is to achieve remarkable retail by anticipating our customer's needs and delighting them better than our competition.



**i** Kick start your career with Greenlit Brands and apply here: [www.greenlitbrands.com.au/careers](http://www.greenlitbrands.com.au/careers)



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

## Our Culture

At Greenlit Brands, people are at the heart of everything we do. We are passionate, inclusive and friendly. We work in vibrant and fun environments and we are proud of the many, long-standing employees we have across all levels of the organisation.

## Grow with Greenlit

We believe in nurturing, developing and providing opportunities for our talent. We are passionate about supporting our employees to develop their knowledge and skills and to Grow with Greenlit.

## Leadership

Greenlit Brands is led by a highly credible and experienced management team. Our leaders are inspirational and approachable. They are committed to driving excellence within a collaborative and supportive environment.

## Employee Benefits & Discounts

We have a range of benefits available to our employees including an amazing staff discount program for all employees. The discount applies to our iconic brands such as Freedom, Snooze, Fantastic Furniture, Plush and Original Mattress Factory.

## Environmentally Focused

At Greenlit Brands we aim to ensure that our operations utilise environmentally acceptable practices that benefit the environment, employees and the community at large.

## Safety & Wellbeing

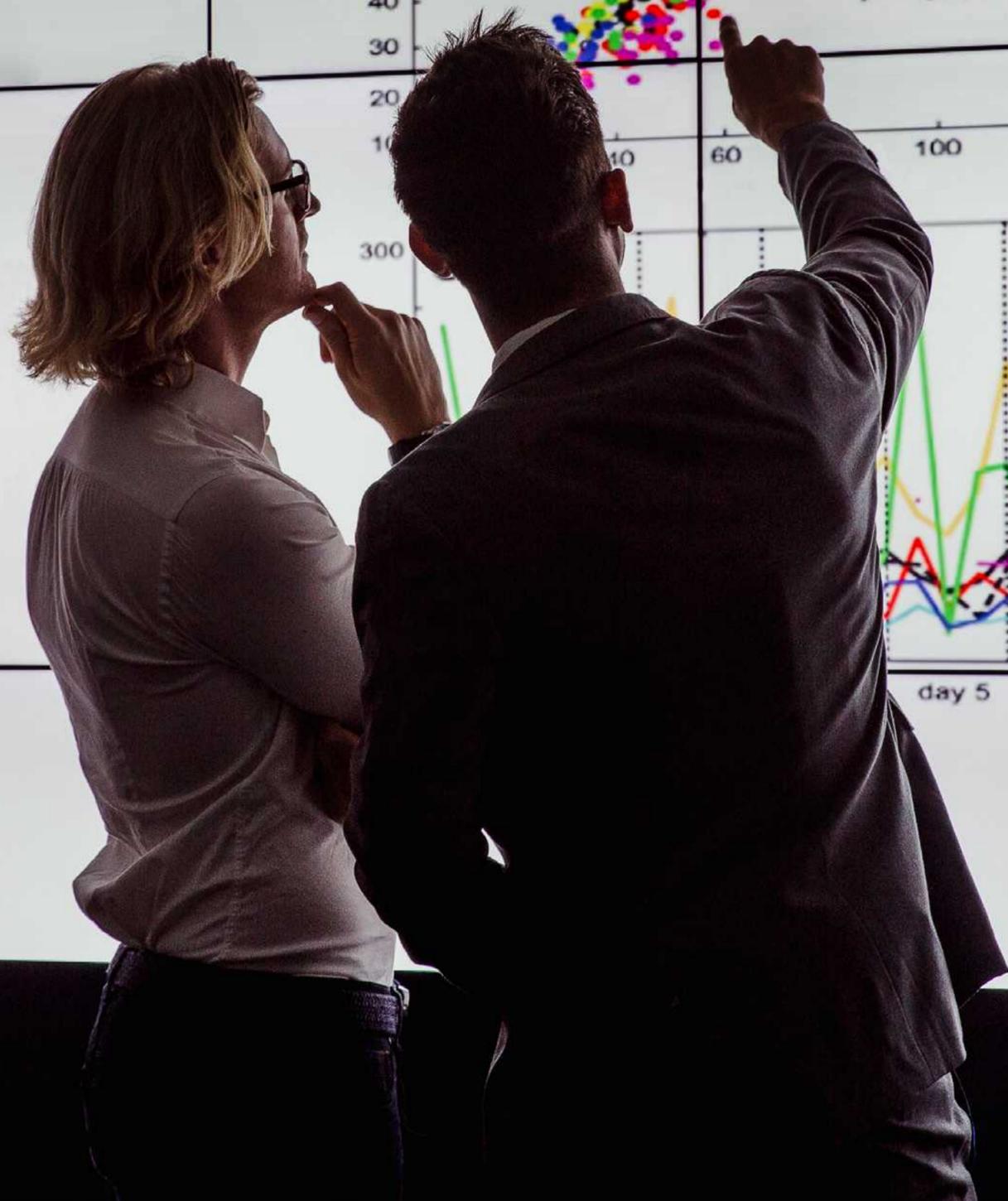
The safety culture at Greenlit Brands is well embedded in our work practices. Employees are empowered to join our safety journey and become safety ambassadors, attend safety training and best practice workshops across all areas of our businesses.

## Giving Back

Greenlit Brands is committed to providing for the lives of those in need. Our brands have long-standing relationships with local charities such as Children's Cancer Institute, the Starlight Foundation and Bellyful in New Zealand.



# Information technology



# We're building the next generations of data-savvy professionals

**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 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 and how to support selling. You will cover Visualisation, Analytics and Data Management as well as presentation skills, demo techniques and vision creation. On completion, you will return to the Customer Advisory team in SAS Australia and have 2 years of structured mentoring in your role to best enable your success.

The SAS Sales Academy starts with a similar intensive training program based in the SAS head office in North Carolina, America. The academy training includes all you need to know about how to sell SAS software and solutions, including business case development and social selling. On completion, you will return to the Sales team in SAS Australia and have 2 years of structured mentoring in your role to best enable your success.

And 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. On completion, you will return to SAS Australia and have 2 years of structured mentoring in one of the technical departments such as Technical Support and Consultancy.



## What does a successful candidate look like?

The SAS academy positions are exciting opportunities for both students and SAS. For the student, the programs provide extensive training and an opportunity to gain real world experience. For SAS, the programs introduce new talent into the business. These are fun and educational experiences to help build strong foundations for your future career.

So what describes a successful candidate? SAS is looking for smart and inquisitive individuals who push the boundaries of what you can achieve with technology and help transform the world of our customers, through the innovative use of analytics. You need to be:

**Tech Savvy** – experienced with programming languages and/or modelling tools

**Data Savvy** – experienced with exploring and analysing data

**Passionate** – understands the importance of data analytics and the impact smart thinking plays on the world around us

**Tenacious** – takes every activity as an opportunity to learn and apply new thinking

**Study areas** – has studied a degree containing STEAM subjects e.g.; statistics, analytics, actuarial studies, technology, mathematics, engineering, business etc.

**Communication** – demonstrates strong communication verbal and written skills

**Resourceful** – demonstrates an ability to explore and self-source information, and independently learn and apply this learning.

### Alok Dave – Associate Technical Consultant



My first year as a graduate focussed on gaining in-depth knowledge of SAS technologies ranging from Base SAS Programming to deploying and administering sophisticated data analytics and cleansing tools. Upon completion of my training, I undertook rotations in various departments including technical support, consulting, and pre-sales before moving into my permanent role in consulting.

### Karen Lai



Since the first day at SAS, the company has invested in my training and personal development, and this has continued well past my time as a graduate. I have been fortunate enough to work on multiple projects, and I have gained valuable experience working in many workplaces in different industries, setting me up for any future challenges in my career.

### Joshua Davies – Associate System Engineer



The Customer Advisory Graduate Program was one of the most valuable experiences I have been a part of. We had 6 months of training at the Global Head Office in Cary, North Carolina with the opportunity to learn from some of the most intelligent people in the software analytics industry. Thirty technical graduates from Twenty-Two countries attended the academy, to which I now call close friends. I use these skills, gained during the academy, across various industries to help customers achieve solutions to their current business problems through analytics.

### Daniel Ngai – Associate Technical Consultant



At SAS, I am responsible for implementing SAS data solutions at customer sites to enable them to solve their business problems. My tasks are data centric, mainly involved with data manipulation, joins and cleansing. My days involve either being on customer site or being in the office preparing for the next project. My degree had no relation to programming or data, the most important thing to have is an analytical mindset and the willingness to learn.

### Jesse Leopold – Associate Technical Consultant



Within minutes of starting my Graduate role, I was learning about one of the many solutions SAS offers to its customers, it became clear that I was going to learn a lot. I feel very fortunate to have the opportunity to learn and work in an organisation such as SAS; a leader in its field, and a huge part of the big data revolution. SAS is focused on empowering people and organisations, through knowledge and insight, and I'm proud that I am a part of that.

### Sharon Wu – Associate Technical Consultant



I have been working at SAS for 2 years and every day there's something different to work on: from managing data, to building dashboards, to finding insights that drive business outcomes for customers. I've had the opportunity to work on a project to prevent handset fraud for several leading Australian telco's. The work I'm doing at SAS gives me great satisfaction as I can see the positive impact we bring to our customers.

### Mark Wan – Associate Technical Consultant



The SAS Graduate Program ensures we become technically proficient within the first few months and are ready to enter our rotations into; Tech Support, Consulting and Presales. I'm really excited to see how analytics and other solutions can be translated into action and have tangible results. Learning analytical skills from the leader of analytics is like learning soccer from Cristiano Ronaldo or learning to be a Jedi from Yoda. It is an insanely exciting and unique opportunity that does not come every day.

### Shan Datta – Associate Technical Consultant



At SAS, we get to work with the absolute latest in technology to provide analytics solutions for varied business problems. A recent project I worked on was for a big 4 bank to provide greater security for their customers by taking action against money laundering. The coolest part is that there is no one single solution to a

problem and you can collaborate with people with diverse skills and expertise.

### Tyler Sidwell – Associate Account Executive



The Sales Graduate Program is one of the most valuable experiences I have ever encountered. We had 6 months of training at the Global Head Office in Cary, North Carolina with the opportunity to learn from some of the most intelligent people in the software analytics industry. Thirty-Four sales graduates from all over the world attended the academy. Being able to share this fantastic experience with them all was priceless. I am confident that the variety of skills I developed at the academy will allow me to succeed in my sales career at SAS.

### Robin Kim – Associate System Engineer



I am part of the Customer Advisory team responsible for architecting solutions, driven by our technology, to solve customer business problems. I demonstrate how technology can underpin their vision and help them create their organisation roadmap. Reflecting on previous employees, SAS genuinely provides you with an opportunity to succeed, including the educational resources to constantly develop, and the opportunity to put these skills to the test. From day 1 I was provided with the opportunity to contribute to customer engagements and projects, and I learnt a whole lot. If you treasure the ability to learn and develop, SAS is a great training ground for those budding technologists.

### Reasons to join SAS

- SAS believes "Curiosity Inspires, Education Empowers"
- SAS creates a culture of "Innovation and Inspiration"
- SAS believes in "Connecting analytics and advocacy to create something new"
- SAS is a leader in "Data Science and Machine Learning"
- SAS believes in "Embracing multiple cultures and identities"
- SAS is recognised as a "World's Best Workplace"
- SAS believes in "Analytics helping Humanity"
- SAS supports "Data for Good"
- SAS believes in its "Employees"
- SAS supports "You"

# Solving complex challenges to protect Australia's way of life

**At Leidos, we make the world safer, healthier and more efficient through information technology, engineering and science. It's work that matters, and a mission we are passionate about.**

We are a large scale prime systems integrator. So we don't sell products or have warehouses full of stock. We turn complex data in to practical, usable solutions for our customers. Our key asset is the quality of our people – 1,200 in Australia from different backgrounds and with a wide range of skills and experience, working together to deliver innovative answers for our customers' most complex challenges.

In practical terms, we are Australia's largest commercial supplier of intelligence services to the Australian Intelligence Community. We also maintain legislative websites for governments, provide critical systems integration projects to the Department of Defence and support the IT environment for the Australian Taxation Office.

## We're big but small

As a company, we are rare. Whilst we are part of a 32,000 person US-based organisation with a 50 year history, here in Australia we are still a relatively new name. Our business is growing fast and we are building an enviable reputation for innovation and delivery.

## Where you could fit in

Whether you are looking to specialise in a technical area – such as Software or Systems Engineering – or in any of the functions that are essential for the smooth-running of our business – HR, Finance, Business Development, Operations or Corporate Affairs, for example, you could be part of our future.



## Who are we looking for?

At Leidos, we love a challenge. So, if you are adaptable, eager to get involved and enjoy finding better, more efficient ways of doing things, we should talk.

## Why join Leidos?

### You can make a real difference

As an evolving organisation, our people are able to make a real difference not just to the work we do, but to our working environment too. We welcome new ideas and encourage our people to challenge the norm.

We also listen to what our people say. So, we run an annual Employee Engagement survey called Leidoscope. This tells us what is working well and where we can do better. And it helps us with our business planning for the next year.

### We are developing a supportive and rewarding culture

We want everyone to be able to be the best they can be and recognised for their contribution. So, every day, we are developing a culture where collaboration, transparency and flexibility are embedded, our people are recognised and opportunities for their personal development are clearly laid out.

Last year alone, 'Young Professionals',

'Defence & Emergency Services' and 'Women's' Advocacy Groups were established. These are voluntary groups of like-minded Leidos employees who have a common interest, meet regularly and hold open events that anyone in the company can join.

### We celebrate our differences

We are proud of and celebrate our diversity – we are all unique – and work hard to help everyone feel accepted as part of the team.

During the year, we participate in events such as International Women's Day, RUOK Day and Taste of Harmony. And, last year, we were recognised as one of the Best Places to Work for LGBTQ Equality.

### We also give back

Last year, Leidos was recognised as one of the World's most Ethical Companies. So, delivering practical solutions to complex challenges doesn't just apply to the work we do for our customers. Not only are our people involved in many charitable causes and community-related initiatives but, as a business, we also have ongoing relationships with the Australian War Memorial and Bravery Trust, which provides urgent financial support to veterans, current and former members of the Australian Defence Force and their families.



## Early Careers

### Q Graduate Program

We run a one year graduate program, enabling graduates to work on real projects as an embedded and productive team member right from the start. They are surrounded by seriously smart, approachable people, so there's plenty of scope to push boundaries, learn and grow.

All of our graduates are employed on a permanent basis and are provided support, on the job training, and networking opportunities along with an assigned mentor and buddy to help navigate around our organisation.

At the end of the year, they typically continue to work in the area they started in and further develop their strengths and capabilities. After that, they often progress into technical or managerial positions.

### Q Industry based learning program

We also run a paid industry based learning program for 12 months. Ideal for students in their penultimate year at university, this offers the chance to apply what they have learnt into hands-on work experience by tackling real projects alongside more experienced team members.

### Q What our Graduates Say

#### David, Graduate Software Engineer, studied Bachelor of Science (Computer Science) (Honours)

Leidos is a large company and therefore has a wide range of different projects and customers, each at a differing stage and involving differing technologies. This means there is always something new and interesting going on, which is exciting to be a part of and provides constant challenges due to the ever changing technologies that we get to use. One of my favourite things about being a software engineer is getting to design the software architecture and solving problems for the first time. I also enjoy learning new program languages and dealing with technologies that I have never used before. I know that this is the right job for me because I still want to write software in my free time, even after a tough work week.

#### Jaime, Graduate Systems Engineer, studied Electrical and Electronic Engineering.

Leidos is a growing business where things can change quickly, even the basic processes have changed in such



a short period of time. While navigating all these changes on top of learning the skills required for the job can be challenging, the learning experience is very rewarding. This shows that Leidos is dedicated to continually improving and being a leader in the field. It is an exciting place to work as there is always heaps of new things to learn, and many opportunities to explore.

#### Vijay, Graduate Systems Engineer, studied Bachelor of Environments, Civil Engineering Systems and Master of Engineering

I am in a team that assists other users within defence with their ICT needs such as user account management, remote access, printer access, domain support and various other ICT related things. We also have to assess each ticket

that comes through for quality checks to ensure they provide all the required information for easy actioning of the job. One of the things that I like most about my role is the interaction with the clients. This can be both challenging and rewarding just the same. Our interaction with the Department of Defence also gives me a sense of pride that our work is contributing towards our national security, no matter how small it may seem from our end.

Contact details  
[careers.au@leidos.com](mailto:careers.au@leidos.com)  
[Leidos.com/Australia](https://www.leidos.com/Australia)

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



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

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

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

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

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

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

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

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

## Build your leadership capability

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

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

## Great culture, great work

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

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

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

### Reasons to join Aristocrat

#### Q We're a successful business

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Which means you'll always be working on something new and dynamic.

#### Q Build great relationships

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

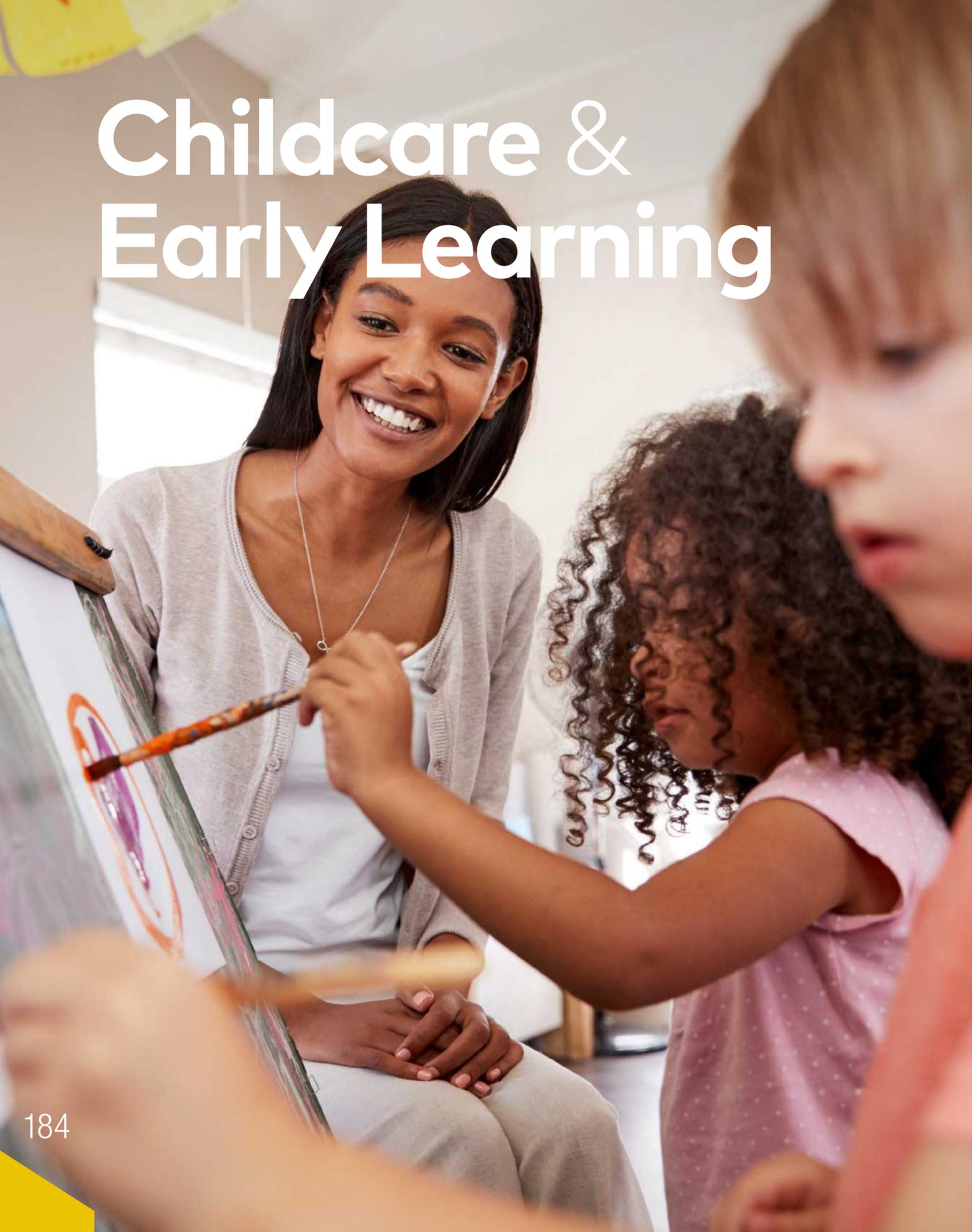
#### Q Know you'll be making a positive impact on those around you

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



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

# Childcare & Early Learning



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AFFINITY EDUCATION  
GROUP

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

**Only About Children (Oac) is no ordinary childcare. Our holistic approach to high quality learning is focused on early years education, health and wellbeing for children from 0-6. Our focus is not only on our children and families but also on the total wellbeing of our team members.**

We embrace the unique and diverse life situation of each team member by offering and supporting workplace flexibility and providing a range of learning and development opportunities.

We support our people to build genuine career pathways within our organisation, because we know that their qualifications and experience will be an asset to the children, families and communities they work with.

With our network of over 70 early learning centres across Sydney, Melbourne and Brisbane we provide our team members with endless career and personal growth opportunities.

Come and join us on our journey to shape generations, impact minds and make the world a better place.



For more information about a career with Oac please visit us at [oac.edu.au/careers/](https://oac.edu.au/careers/)



[oac.edu.au/careers/](https://oac.edu.au/careers/)

## A booming industry

Advances in technology are changing the workplace, putting a greater emphasis on early years learning as we prepare today's children for tomorrow's jobs.

With this in mind, the need for quality early childhood Educators to help lay these important foundations, is greater than ever.

There is increasing recognition that the work of caring for and educating young children is complex and requires ongoing qualifications and professional development – placing greater value on the early education profession, making it an attractive career choice for young people and creating a new generation of early years Educators.

## Life as an Educator

Working with children allows you to explore your creativity – you get a unique opportunity to let your imagination run wild as you spend your day developing the minds of the future through reading, drawing, painting and playing!

Nothing beats the feeling of knowing that what you do each day is having a real impact on a child, not just in that moment – but for the rest of their life.

## We're committed to your learning and development

We have a continuous commitment to learning and development, encouraging our people to strive to be their best. We do this by offering mentoring through inspirational leaders, a cutting edge leadership development program, traineeships, on-going financial study assistance and by encouraging activities that increase team cohesion – creating an engaging work environment where people love to come to work every day!

## How we will support you in your career

As the need for quality early childhood Educators grows and the recognition of the work performed increases, so do the career opportunities across the industry. Right now there are plenty of rewarding opportunities for early childhood professionals in education, health and management.

At Oac, we offer a unique traineeship program for those starting out, as well as supporting each of our team members as they grow and develop their career. Our team members benefit from regular career reviews, development plans and access to mentoring. We also offer ongoing financial support for those



wishing to pursue further studies from a Diploma through to a University Degree.

## Our traineeship offering

Early childhood qualifications and skills are for life. With an Oac traineeship [oac.edu.au/careers/traineeships/](https://oac.edu.au/careers/traineeships/) you will not only gain skills and experience during practical, on-the-job paid training but you'll also achieve a nationally recognised Certificate III qualification in Early Childhood Education and Care upon completion. You can consider a traineeship as a stepping stone to a fulfilling career while also earning an income.

## You will be rewarded and recognised

We provide our team members with a range of benefits such as; competitive pay, discounted childcare fees, wellbeing leave, financial support for training or study, service recognition and access to our Employee Assistance Program.

We actively invest in the wellbeing and future career growth of our team members by providing flexible work options; how, where and when you work; and through tailored learning and development programs. Let us support you in your personal and career growth.

## You will be inspired by your daily work environment

Our learning environments are purposely designed to support our curriculum, with each room tailored to match each specific development stage. With 70 beautiful campuses across 3 states, we offer our Educators the opportunity to work across different locations, further

expanding their skills and knowledge and providing them the flexibility to choose a way to work that suits them best.

## Join us as we grow

With over 70 Campuses in NSW, VIC and QLD, we are expanding – providing our people with endless opportunities to work in a variety of locations. And we are not stopping here! Follow us on Facebook | Only About Children.

## A culture we're proud of

At Oac, we are proud to boast a brilliantly diverse and inspiring team who are encouraged to have fun and enjoy their days nurturing and developing the young minds of the future.

With some of the industry's best and brightest professionals leading and shaping our curriculum, Oac really is an inspirational place to work.

Join the Oac family and you'll meet inspiring people and share life changing experiences all while you're learning, growing and making a difference in a way that really matters.

## Hear it from our team members

"Working at Oac has been a life changing experience. I have the honour of working with some of the most amazing people who are not just my colleagues, but who I consider my family. In my 10 years with Oac I've been provided with a range of opportunities to grow and develop my career."

"I have progressed from a traineeship to Diploma and then onto completing my degree in Early Childhood Education and Care. Oac have guided and supported me the whole way."

# Shaping the world of tomorrow through the children of today



**Guardian Childcare & Education own and operate over 115 early learning centres across Australia. Our educators encourage, support and educate 15,000 children develop the skills they need to thrive in the 21st Century. Our focus on early childhood development delivers a safe and authentic learning environment, alongside a curriculum where each child's voice comes first.**

Influenced by the Reggio Emilia teaching philosophy and other early childhood educational theories, our practices focus on individualised educational programs and learning through open ended

play-based experiences. Our educators are skilled at turning play into learning experiences that develop a range of skills including science, numeracy, literacy, and creative thinking – as well as 21st Century skills.

Working at a Guardian centre means you'll be part of something special. Our educators are creative, lifelong learners and are passionate about working with children. You will find our values drive the behaviour across our centres. This includes passion, respect, excellence, partnership, recognition and team spirit. We place a great importance in supporting each educator and giving them the chance to grow with Guardian. Our commitment to educators is reflected through offering a bespoke Guardian Diploma, where Guardian fully sponsored educators to complete a recognised qualification, because to educate our educators is to better educate Guardian children.



## 🔍 Career pathway

Guardian gives you the opportunity to progress into a variety of roles both within our centres and in Support Office. Through our professional development opportunities, consistent growth and supportive team, we encourage you to grow your career with Guardian.

There are many stories of personal and pedagogical growth at our centres, with many stories of trainees developing to be Centre Managers or working as part of our support office. As part of our traineeship program we offer guidance, support and mentorship throughout your studies of the Certificate III qualification.

You may also be provided with financial support if you chose to study your Diploma and Degree through our Education Assistance Program. Guardian employees have access to a vast network of early childhood professionals across Australia and you will work with experienced early childhood professionals.

Our goal is to make you the best educator you can be, so we provide endless opportunities for learning. We will support you to ensure you understand the importance of your role as an educator and show you how you can incorporate what's important to you, your families and the communities you serve, into the curriculum. To acknowledge the great work of our educators, we offer professional development days, reward and recognition and further education. This gives our centres the freedom to support families, our teams and the local community.

## 🔍 Meet Simone Myskiw – Centre Manager, Brunswick, VIC

### How did you land in early childhood education?

I have always wanted to be a teacher from when I was little, I was inspired by the dedication and creative teachers around me. I love all aspects of learning, teaching and being a part of my local community. I feel lucky to be able to help support and develop young minds at my centre.

### What qualifications do you have?

I have a Bachelor of Arts – Majoring in writing and an Advanced Diploma in Children's Services.

### Can you share a bit of your early learning journey?

I had the opportunity at 20 to leave Melbourne and to live in Reggio Emilia in Italy as a nanny, I didn't know how big and amazing that decision was. I knew the children and families were different and their approach to early childhood gave me a diverse perspective. If I had to give my 16-year-old self any advice, I would have studied the bachelor earlier in my career. My advice to anyone thinking about going into childcare is to go and experience the centre environment, then investigate the qualifications to kick start your career journey.

### What was your perception being an educator versus the reality?

Before I started, I had an idea that it was more like babysitting and playing with children. The reality is that you are trusted with an important responsibility very early in your career as an educator. *You're helping shape the growing minds of children, that's a pretty amazing thing!*

### How do you support each child on their learning journey?

It's very important to me that children have an authentic voice, debate, speak up and have an opinion. To enable this, the educator team and I have developed a children's council. We all meet in the office on a Tuesday and have lunch to talk about change in the centre. I ask the children about their big issues and what they think. In our recent discussion's topics have ranged from menu planning ideas to the sustainability practice at the centre. *I am genuinely passionate about practical sustainability. I work closely with Guardian's Sustainability Manager which gives me the opportunity to share with children how environmental practices can be part of their day to day and how to build a greater connection with the environment.*

### What do you enjoy most about working at Guardian?

When I became a Centre Manager, I was finding my feet as a leader and operator. *I love working with children but what I love most is the relationships and ideas built and shared between educators. When you see a child have a breakthrough, that is the joy of creativity and imagination.*

I can talk to and about what I am doing in the centre to children, families and team members and it aligns with my own Reggio Emilia teaching philosophy.

I feel very supported in my role and my team are amazing. The wider team as well as the Curriculum team provide support to me like no other organisation I have worked with in the past. I feel like I am running my own business working at Guardian and I feel trusted. I appreciate each family at the centre and enjoy being a part of each families learning journey.

### What is some advice you would give to aspiring educators?

If you want to work in childcare, you need to be prepared for the journey of ongoing and continuous learning. It is rewarding to receive high-quality training and to work closely with experienced mentors on my journey. All the development I have received at Guardian has supported my learning and career progression.

## 🔍 Career Choice Tips

As you prepare to transition from secondary school to take your next steps and embark on your career journey, it is important to have a good understanding of the options available. A career choice is a very personal decision so here are a few of our Talent Acquisition Teams' most inspiring hints and tips:

- Consider what you are truly passionate about – write it down and keep it safe, as it will motivate you to keep learning, growing and working towards your goals.
- Remember what you choose to do for work should only be to impress you – your life and your happiness is more important than impressing others.
- Always be yourself and trust your instincts – being authentic is important and this will always let your unique attributes and characteristics shine through.

If you feel inspired and think you can help us in our mission to encourage and shape the minds of tomorrow, contact our Talent Acquisition team to register your interest or request a career conversation!

Visit our careers page to review current opportunities: [www.guardian.edu.au/careers](http://www.guardian.edu.au/careers) or email our Talent Acquisition Team [careers@guardian.edu.au](mailto:careers@guardian.edu.au) for more information.

# Building brighter futures together



Welcome to Junior Adventures Group. We are Australia's premium Education provider of outside school hours care (OSHC) and school holiday programs, with leading brands OSHClub and Helping Hands Network.

Junior Adventures Group is pioneering the OSHC sector, building stronger communities and brighter futures for more than 70,000 children and 40,000 families across Australia.

Servicing more than 400 schools nationally, we offer quality care to primary-aged students, in an environment where children feel safe, learn and have fun, with the safety of children and the quality of our services our number one priority.

We employ around 2,500 employees in casual and permanent positions. We attribute our success to the fantastic and dedicated team members taking care of children, and the many team members working in our state offices, who are providing the back-office support and infrastructure necessary for the effective operational delivery of our services.

#### Our mission

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

#### Our corporate values

Considerate – Be there for others  
 Passionate – Bring energy and determination  
 Courageous – Challenge ourselves.  
 The values we share, guide our behaviour as we work towards our vision to build brighter futures together.



#### High-quality provider

A premium care provider within the OSHC sector, we are committed to the National Quality Framework, including regulations and laws that support the provision of quality care. The National Quality Standard sets the benchmark, and we are committed to achieving an 'Exceeding' rating across our services.

#### Values and culture

The values that we share define our culture and guide our behaviour, as we work to 'build brighter futures together'. Our corporate values centre on us being considerate, passionate and courageous. These values define the personal and professional qualities to which we aspire.

#### Career path

We offer excellent career opportunities for team members who are genuinely passionate about the child care services sector. We have enjoyed seeing team members move into office-support positions, or progress to management roles. We also offer paid traineeships for unqualified staff and support you to gain formal qualifications while working as an Educator!

#### Benefits & rewards

We offer an exclusive benefits and reward program to every team member as part of our ongoing commitment to our people. Our national Adventurers Award, rewards 'extraordinary amazingness!' Our rewards program includes exclusive special offers and fantastic discounts on child care at our services, movie tickets, theme parks, experiences, dining, travel and much more!

#### Flexible work-life balance

Working in our services offers great flexibility and excellent opportunities to achieve a sustainable work-life balance. Many of our roles are suited to students, returning-to-work mums, qualified teachers, mature-aged workers, or simply those who want to enjoy the flexibility a split-shift offers!

#### Training & professional development

Your development journey with us begins through the on-boarding process and continues until you choose to leave. Training programs are accessible anytime, anywhere through our learning management system. We invest in the development of our people, through

tailored capability programs and traineeships that improve the quality of our child care and support services.

#### Genuine support

Our service team members are offered genuine support from the moment they join. Support functions are provided to the operations team, to improve its capability and capacity. All service educators are supported by an experienced and knowledgeable team of Regional Operations Managers, who genuinely engage and listen!

#### Social responsibility

Corporate social responsibility is a key focus of our organisation. Our business strategy includes investing back into local communities, schools and families. Our commitment to forging genuine school community partnerships, sees

us supporting school communities to achieve key priorities.

#### Accountability and trust

We are committed to sustainable growth, supported by accountability and trust. We enable our people to contribute excellence as part of a united and purposeful team. This way, our people feel engaged and valued, as we work together to achieve exceptional outcomes.

For more information, please visit us at [oshclub.com.au/careers](http://oshclub.com.au/careers) [helpinghandsnetwork.com.au/careers](http://helpinghandsnetwork.com.au/careers)





# Being An Affinity-ite

## Our Story

**Affinity Education Group owns and operates more than 150 Lifelong Learning Centres throughout Australia within a professional network of early childcare brand groups.**

Operating under a wide variety of childcare brands, our network of centres is united by two things: The Affinity Way culture for staff, and our research-based Lifelong Learning approach to early education which helps each child reach their full potential.

Every centre operated by Affinity Education Group has access to our exclusive research-based Lifelong Learning approach.

This play-based approach captures and utilises the learning opportunities available in the first five years of a child's life, to help them reach their full potential.

## Our Mission & Values

### Our Mission

To inspire and nurture individuals to reach their full potential.

### Our Bold Goal

To significantly build the capability and competence of 100,000 children and our 4,000 Affinity team members over the next 5 years.

### Our Uniqueness

We inspire and nurture individuality – one connection at a time, by bringing the magic of kids into everything we do.

### Our Values

Everyone in our Affinity family – our corporate staff, area managers, educators and all staff – can live our values every day.



### Some of our Centre Brands



## Is a Career with Affinity Right For Me?

If you're friendly, motivated to learn and passionate about educating children, then you're the perfect fit. Early childhood educators comfortably interact with people of all ages, build healthy and respectful relationships with children, foster an environment of creativity and value education. You will be seeking a feeling of accomplishment each day that you can't get in a typical 9 to 5 role. You are looking to inspire and nurture individuals to reach their full potential.

## Complete a Traineeship with the Affinity Learning Academy

Affinity Learning Academy provides professional development to our staff by combining Industry Expert training with a range of Nationally Recognised Qualifications. The Academy supports staff by offering a blended learning approach and training that leads to outcomes.

The Affinity Learning Academy sponsors staff fees for the completion of the Certificate III and Diploma of Early Childhood Education. What better way to learn than studying on the job with an industry leader! You will receive all the benefits of completing a traineeship with Affinity Education Group including being paid while you study and work!

You will be developed and supported by specialised internal Development Coaches and mentored by workplace leaders to achieve your potential.

Affinity Education Group was recognised as a finalist in the 2018 National Training Awards ([www.australiantrainingawards.gov.au/finalists/affinity-education-group](http://www.australiantrainingawards.gov.au/finalists/affinity-education-group)).

## The Affinity Way – Lifelong Learning Philosophy

Every centre operated by Affinity Education Group has access to our exclusive research-based Lifelong Learning approach.

Our goal is to grow and instil a love of lifelong learning in every child.

Our 'Healthy Children' framework is used to create a holistic program of enrichment activities, incursions and events through six themes, adapted to suit children's ages:

- Healthy Minds
- Healthy Bodies
- Healthy Food
- Healthy Families
- Healthy World
- Healthy Communities

## Career Pathway Opportunities

Affinity Education Group has a culture of internal promotion. We have our Shining Stars program to highlight our best and brightest talent, continuing their professional development and career progression. The career progression opportunities include educational leadership positions as well as operational leadership positions such as Assistant Centre Manager, Centre Manager and Area Manager.

The Affinity Learning Academy has University partnerships enabling Diploma Qualified educators to transition into a Bachelor of Early Childhood Education Teaching.

You will receive up to 2 years credit off a Bachelor of Early Childhood Teaching based on your experience working with Affinity as well as the qualifications achieved through the Affinity Learning Academy. Not only will you save thousands of dollars in University student loans, Affinity Education Group have sponsorship opportunities for the remaining years of the Bachelor of Early Childhood Teaching.

## Rewards, Recognition & Benefits

- Flexible career opportunities with permanent full-time, part-time and casual positions always available working for Australia's fastest-growing child care group
- 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 partial scholarship towards a Bachelor of Early Childhood Teaching
- Discounted Childcare fees
- Uniform + Onsite Parking
- Incentive program – earn brand new resources for your centre

## Become A Shining Star

As a member of the Affinity family, you are encouraged to realise your full potential and have serious fun doing it. With more than 150 centres Australia wide, joining the Affinity family could be your opportunity to shine.

## Our People

At Affinity, we proudly do things differently. 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.



Each member of our team is a true Affinity-ite. Someone who has a genuine passion and interest in working with children and their families. We have winning attitudes. We are individuals. We are skilled and experienced professionals.

Most of all, we bring out the best in each other, and we have serious fun doing it.

### Educators

Our Teachers, Lead Educators and Educators know the value of high quality early education, and they strive to help every child in their care reach their full potential. All Affinity educators either hold or are working towards early childhood qualifications. One thing they all have in common is a passion for creating fun environments to work, play and learn.

We're always looking for true Affinity-ites – search for current Careers with Affinity if you'd like to join us.

To find out more please visit [affinityeducation.com.au/Careers](http://affinityeducation.com.au/Careers)

# Public Services



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# Be part of our future.

## You might be surprised to learn how you can build your career with Australia Post.

We're proud to have a reach across the length and breadth of the country. You probably know us for our red post boxes, but we provide products and services across banking, digital, deliveries and so much more. The opportunities are endless with a career at Australia Post.

Australia Post is one of Australia's most trusted and iconic brands. We have an incredible story and we're excited about what the future holds.

We employ over thirty thousand people and our deliveries network is huge. With over 4,000 post offices across the country, we're a staple of every community and we're relied on by countless businesses. Our posties are one of the most iconic and essential parts of our business. We love our posties and want them to be proud to wear our uniform.

But you might be surprised to learn that we also have one of the best digital teams in Australia. Delighting our customers through amazing digital experiences is what we're all about. Our team are pushed to innovate and explore new ideas through our Hack Dayz program.

We're always on the lookout for talented people to join our team.

Wherever you enter our business, you'll join a welcoming bunch of people who care deeply about our purpose. And you'll enjoy a work-life balance that allows you to thrive.



 To find out more about a career at Australia Post, please visit [auspost.com.au/jobs](https://auspost.com.au/jobs)



[auspost.com.au/jobs](https://auspost.com.au/jobs)

### Our people and our communities

We're proud of the role we play in Australian communities, connecting people with each other and the world. We support a range of community enterprises, from the Big Issue and Midsumma, to sports and tech start-ups.

And we encourage our people to get involved in what matters to them, too. We offer a range of programs around workplace giving and volunteering, including blood donations and recycling.

### Your health and wellbeing

The safety and wellbeing of our employees is a huge priority for us. We care deeply about creating mentally healthy workplaces. Good mental health is important for you to be able to do your job and to enjoy a healthy and happy lifestyle. We provide a range of resources to help you look after your physical and mental wellbeing, including our employee assistance program.

Because rest and play are important too, you can purchase extra annual leave (1-4 weeks, AP only), to help you find your own work-life balance. And we offer benefits such as discounts on health insurance, gym memberships and more. You'll also get access to discounts on premium memberships for personal and professional development and even on laptops, PCs and phones.

### What matters to us

We connect people with each other and the world. We unlock opportunities for everyone. Our values are at the centre of everything we do - the decisions we make, the products and services we deliver and how we communicate with each other and our customers.

### Trust

Do the right thing. Communities rely on us. We have the courage to speak up, be honest and take responsibility for our actions.

### Inclusivity

Respect everyone. Everyone deserves to belong. We ensure people feel respected and included.

### Empowerment

Find a way. The world is full of possibility. We challenge ourselves to create a better future for everyone and get the job done.

### Safety

Be safe and well. Everyone should feel safe and well in the course of their day. We support and care for each other.



### Kickstart your career with us

We run a range of programs for people looking to jumpstart their careers:

### Internship Program

Learn about our business and grow your skills while you're studying. We offer 6 and 12-month internship opportunities. You'll get a tailored induction and training, including monthly workshops where you'll learn the skills to help you have a real impact, at work and beyond.

### Tertiary Education Program

If you've recently graduated, then our Tertiary Education Program could be for you. We offer 18 and 24-month

opportunities, open to students from all disciplines. There's no minimum GPA requirement and you'll get the chance to put the skills you've learnt to the test, solving real business programs.

### More programs...

At Australia Post we connect people with each other and the world. We're building an inclusive workforce that's as diverse as the communities we operate in. We run a range of programs developed especially for people from diverse backgrounds. Programs include our First Nations Apprenticeships and Stepping Into, which we run with Australian Network on Disability.

# Make a difference

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



In every corner of Victoria, councils are searching for future leaders and specialists wanting to improve their community. 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 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.

**"THE CUSTOMER SERVICE OFFICER ROLE APPEALED TO ME AS I WAS STUDYING FULL TIME AT UNIVERSITY AND I BELIEVED THE ROLE WOULD COMPLEMENT THIS. I DIDN'T UNDERSTAND THE GREATER ROLE THAT COUNCIL HAS WITHIN THE COMMUNITY AND I WOULDN'T HAVE GUESSED THE NUMBER OF OPPORTUNITIES IT WOULD PROVIDE ME WITH."**

– Ebony, City of Greater Shepparton.

To find out more, visit [www.viccouncils.asn.au/work-for-council](http://www.viccouncils.asn.au/work-for-council)



[viccouncils.asn.au/work-for-council](http://viccouncils.asn.au/work-for-council)

## Why work for council?

### Values driven

Councils strive to create equal and inclusive communities. They lead local programs that promote social justice and human rights, social inclusion, prevention of violence, and freedom from discrimination. These in turn support the provision of council services that are inclusive, accessible and equitable to everyone.

Councils are passionate about making Victorian communities a better place to live, work and play. They help to raise community living standards, drive the local economy, develop major infrastructure projects, protect our natural environment and provide essential community services.

### Student skills development

Councils assist local 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, exposure to senior leaders and the chance to work alongside the best experts in their fields.

There are also training opportunities to help accelerate your learning and gain multiple skills. You can work across different business areas and teams to expand your knowledge and expertise so that your career grows with you.

### Equal opportunities

Victorian councils value and embrace diversity within their workforce and work environment.

Applications are encouraged from everyone including graduates, working parents, people with disabilities, people from Aboriginal/Torres Strait Islander and non-English speaking backgrounds, people of diverse sexual orientation, and people of varied ages, ability and faith.

Councils offer flexible work arrangements and workplace adjustments necessary to accommodate the needs of their prospective and existing staff.

### Your wellbeing is a priority

Councils value their employees and recognise their role as an employer to ensure the ongoing wellbeing of their team. Many councils offer staff wellbeing initiatives such as employee assistance programs, social clubs, discounted health insurance and gym memberships, vaccinations and health checks.



# Property Development & Management



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## Space for you



**Dexus is one of Australia's leading real estate groups, managing a high quality Australian property portfolio valued at \$31.8 billion. Our activities include developing, managing and transacting properties across the office, industrial, retail and healthcare sectors. Our purpose is to create spaces where people thrive. This is the driving force behind how we work and our culture.**

We believe in the power of buildings and in workspaces to bring the best out in people. We're inspired to make a positive impact for our people, customers and

our communities. We're at our best when we're agile, innovating to challenge the status quo, creating new opportunities and new possibilities. At Dexus, every day is a game changer. We embrace different perspectives and empower our people to problem solve and deliver the best solutions.

Here, we're building a flexible and more fulfilling work environment that brings out the best in people. We're shaping a future where you can thrive and realise your potential, developing a career you can be truly proud of. There is no other place to be.

**JOIN US AT DEXUS AS WE CREATE SPACES WHERE PEOPLE THRIVE.**



### A Great Place to Work

#### Q Space for you to grow

You can be part of how we create spaces where people thrive, whether you are interested in Property Development, Marketing, People & Culture, Information Technology or another area within property. In addition to our core roles, at Dexus we can offer employees exposure to great project work. We pride ourselves on internal mobility, supporting our people in their career journey with Dexus.

#### Q Flexibility

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

#### Q Inclusion and Diversity

We value inclusion and diversity across our organisation. We believe in diversity in all forms is good for business, good for our customers and good for our culture. We're proud of our diverse team and we ensure everyone is treated equally and included. We look for self-starters and pro-active people who can work together and keep an

eye out for each other. We are proud to be recognised by the Workplace Gender Equality Agency (WGEA) as an Employer of Choice.

#### Q Help us take care of you

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

#### Q Investing in our people

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

#### Q Reward and recognition

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

#### Q Pay equity

Dexus has signed the Pay Equity Pledge with the Workplace Gender Equality Agency. This signifies our commitment to driving and sustaining positive change in gender equity, including gender pay equity in like-for-like roles and playing a leadership role in our industry and broader business community.

#### Q Sustainability

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

#### Q Graduate Program

After completing university, our graduate intake is ready to maximise their potential with us and play a part in creating spaces where people thrive. We offer an innovative and tailored range of roles in our Graduate Program, providing opportunity to develop skills and capabilities while facilitating career growth. Dexus encourages us to think differently, innovate and challenge the way things are done. We help our graduates find their perfect role.



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

# STEM



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Cochlear®

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Building a better working world

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# Hear Now. And Always.

**Cochlear is the global leader in implantable hearing solutions with products including cochlear implants, bone conduction implants and acoustic implants.**

Cochlear is well known as an example of an Australian invention that has successfully transitioned to a global advanced manufacturing success story. Since 1981, Cochlear has provided more than 550,000 implantable devices, helping recipients of all ages, in more than 100 countries, to hear and live full and active lives. 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.

The company invested over \$180 million in research and development in 2018-19 and currently participates in

over 100 collaborative research programs worldwide.

Cochlear has manufacturing sites worldwide, including Australia, Malaysia, the United States, and Sweden. Cochlear's state of the art manufacturing facilities in Australia, include Cochlear Macquarie Park and Lane Cove where we manufacture our industry leading cochlear implants and sound processors, and Cochlear Brisbane where we manufacture our electronics. Cochlear's global headquarters are on the campus of Macquarie University in Sydney, Australia and regional headquarters for Asia Pacific, Europe, Middle East and Africa, Latin and South America, and North America. Overall, Cochlear has direct operations in more than 35 countries.

Cochlear's principal research and development site is located next to the Australian Hearing Hub, a

unique hearing healthcare network designed to be a catalyst for global collaboration. The Australian Hearing Hub unites researchers, educators, clinicians and innovators with expertise in linguistics, audiology, speech pathology, cognitive and language sciences, psychology, nanofabrication and engineering sciences. Cochlear also operates a number of Cochlear Care Centres in Victoria to help people living with Cochlear implants get the best outcomes from their implantable hearing solutions.

**Interested in learning more about Cochlear? Please take a look at the Summer and Autumn schools run collaboratively with Engineers Australia for students in Year 11 & 12.**



[cochlear.com/au/en/about-us](https://cochlear.com/au/en/about-us)

**Q 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.

**Q We are unique in Australia**

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

**Q We embrace quality**

Before we can sell our products, we have procedures and rules for how we do our work which help ensure their quality. And it's for a very good reason. It's all to ensure that we can support people living with hearing loss.

**Q We encourage science, technology, engineering and maths in Australia.**

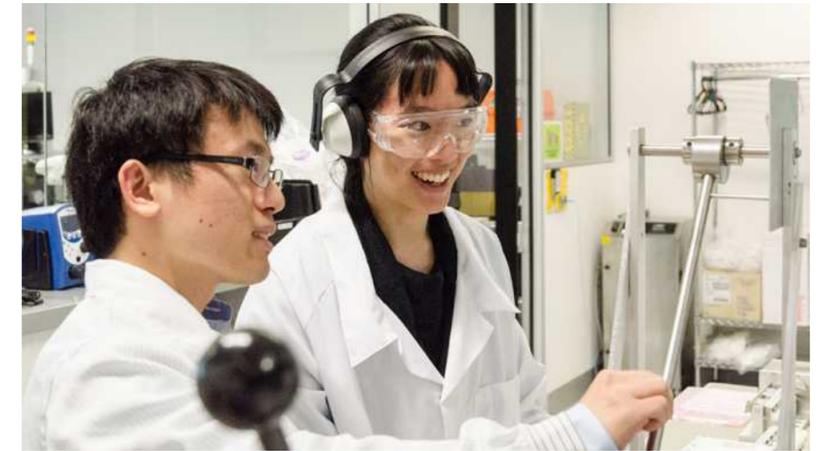
The Cochlear High School Work Experience program for year 10 students is an engaging initiative to provide students with real insights into career opportunities across the business. Cochlear sponsors Engineers Australia's Summer & Autumn School of Engineering to provide Year 11 & Year 12 students with a better understanding of what engineering is and how it works in everyday life. The Summer Student Program for engineering students in their second-last year of university study is the pathway to a graduate engineering career at Cochlear.

**Q We do real work with real meaning.**

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

**Q We grow by helping our people grow**

To deliver new products and services for people with hearing loss we look for better ways to do things. We can



improve when our people learn new skills and develop new ways of working that they haven't before. Our growth really is our people's growth.

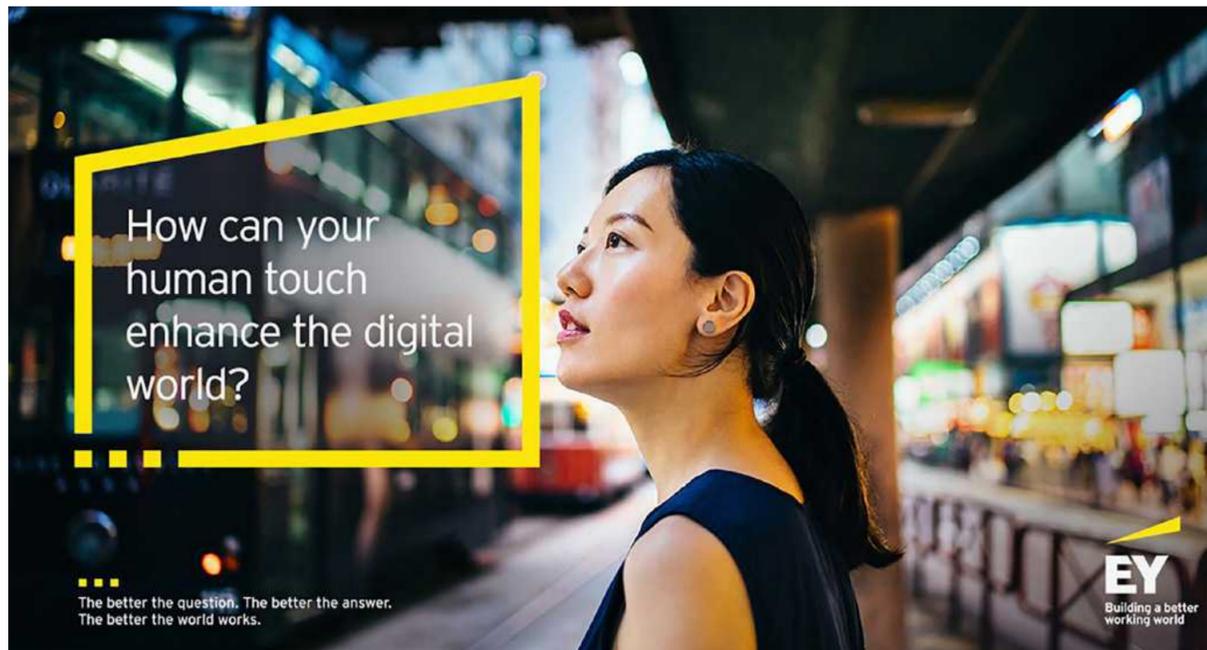
**Q We want you to be the best you can be**

We value helping our recipients achieve the best they can be. We value the health and wellbeing of our recipients. And we want exactly the same for our employees. We provide flexible work. We incentivise our people to take leave and empower them to look after their own health.

**i** Want to find out more about a career at Cochlear. Visit [cochlear.com/au/en/corporate/careers/jobs-at-cochlear/graduates-and-students](https://cochlear.com/au/en/corporate/careers/jobs-at-cochlear/graduates-and-students)



# Share in our purpose and see the world through the lens of better



Share in our purpose and see the world through the lens of better. Better defines the way we work and starts with asking questions like, what's next? You see, the biggest breakthroughs in the world happen by asking these two small but powerful words. With the world in the midst of a Transformative Age, we need to respond to rapidly changing circumstances. And that's what we're all about at EY.

We're looking to disrupt the way things are done; we're even disrupting ourselves and how we can future-proof our people and our business.

While others may be braced for change, at EY we're embracing it. That's how we're able to inspire our people to harness new possibilities to build a better working world for themselves and those around them. And we want you to be part of it.

This is your opportunity to do something exceptional — something that matters to you, to us, to the world.

Start your career journey at [ey.com/en\\_au/careers](https://ey.com/en_au/careers)



[ey.com/en\\_au/careers](https://ey.com/en_au/careers)

## Bring your thinking to a global stage

At EY, share your ideas with more than 280,000 colleagues around the world. Like you, each person brings a different point of view. We listen to and value each and every member of our team.

## Create your future

With some of the largest clients and most interesting projects, both locally and globally, our dedication to development ensures you can achieve your aspirations. No matter what you want to become, make sure you give yourself the best start possible. We can help you to create your future by becoming a professional in a particular field or by giving you the opportunity to apply your key strengths to industries that you have a particular interest in.

## Choose your adventure

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

## Busting the myth

Developing excellent relationships and delivering effective business solutions requires people from many different subject areas — not just accounting or

commerce. Our people have a range of degrees, including human resources, information systems, information technology, computer science, engineering, law, science, environmental studies, actuarial studies, economics, finance, maths, arts and psychology.

## The world is changing

No-one can predict the future, but one thing is for certain: there will be a fundamental shift in everything we know. We're embracing change, preparing our people for the unknown future by equipping them with the mindsets to leverage disruption to create opportunity. If you want to help us change the game, all you'll need to do is bring your passion for learning, start-up thinking and curiosity.

## The work we do and how we do it is changing

As the world changes, so are we. In an era of automation, AI, Blockchain and analytics, repetition is reduced and digital is at the very heart of everything we do. Giving you the opportunity to go further, faster and also understand digital from every perspective across every industry imaginable.

## EY and you

Learn through our structured, formal programs. You'll be supported to achieve professional certification. Coaching will nurture you in your day-to-day work.

Get feedback, counselling and mentoring from experienced people who can help and show you how to realise your talents and aspirations.

## Be rewarded

We'll reward you for your work and your commitment. Here are just some of the benefits you'll enjoy during your first few years — and beyond:

- flexible leave
- career breaks
- corporate discounts
- salary packaging
- study assistance
- employee assistance program
- health and wellbeing programs

## Feel included

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

## Giving back

Through our EY Foundation programs, EY has shown ongoing commitment to sharing the responsibility of caring for the community. Whether it's for local businesses, disadvantaged people or the environment, we volunteer our skills and time to give back to those in need. Together we can build a better working world.



# Never thought studying STEM could lead to a career in a bank? Think again.



## What is STEM?

It's no secret that the way we live and work is changing. Science, Technology, Engineering and Maths are influencing the way we work more than ever before, with rapid advances re-defining the skills and capabilities needed for the future. Westpac is committed to preparing its people, communities and its customers for what's to come.

We've always known that success in the education of these subjects will promote valuable skills, but now they're essential. With an estimated 75% of new Australian jobs requiring some form of STEM skill, it's no longer an optional extra.

As Australia's first bank, we want to help Australians prosper and grow by removing barriers to education – opening up a workforce that embraces the digital revolution. We believe this is an essential investment in people, business, and banking of the future.

This is an exciting time and we can't wait to see how we can help build a

STEM-confident nation that will influence our future and help drive us into our third century.

## Westpac's Commitment

Our Westpac STEM Commitment is a framework for change and demonstrates Westpac's investment in the people, ideas and organisations that shape our nation – an investment we have been making for 200 years and one that we intend to continue to make for the decades ahead.

We will continue to invest over \$150 million in education and initiatives that build a STEM-confident nation including the Westpac Scholarship Program, Mathspace, Code Camp, Westpac STEM Girls Work Experience Program, Westpac PhD STEM Program and Westpac Innovation and Research Collaborations.

We will continue to develop job-ready graduates with skills and capabilities to meet current and future workforce needs by increasing and diversifying our tertiary pathway programs.

We will help overcome the diversity challenge by providing up to 100 girls with practical business and STEM-related work experience.

We will empower our employees to donate or volunteer their support to STEM skilled volunteering and other mentoring programs.

We will keep identifying opportunities for collaboration with universities and investment in technology to support and accelerate entrepreneurs, partners and suppliers.

## Message From Dave Curran Westpac Group, Chief Information Officer



"As Australia's first bank, we are committed to championing change to tackle emerging issues, including STEM literacy, which are critical to Australia's future prosperity."

## Message From Anastasia Cammaroto Westpac Group, General Manager, Business Technology Integration



"Given the growing importance of STEM for Australia and our business, this commitment is a timely and increasingly important declaration of our determination to help our customers, communities and people to prosper and grow."



**Technology never stands still.** So neither can we. By embedding STEM into the culture of our business, we'll be able to stay one step ahead today and tomorrow – to create a better future for our people, our community and our customers.

**To help Australians navigate confidently** through technology disruption. We're working hard to change the way we all think about STEM.

**We're helping to embrace, incubate and celebrate** disruptive technologies, entrepreneurs, thinkers and ideas.

**We're committed to helping** create a future-ready workforce to support Australia's ability to succeed in the long-term.

**We're committed to changing** the conversation about STEM for all Australians.

**We're committed to helping** the next generation of Australians prepare for the future workplace in a world where disruption is the norm.

## Meet Nina



"I never knew studying chemistry could take me to supporting the future transformation of a bank"

## Meet Justin



"I never knew studying engineering could take me to the forefront of digital innovation at Westpac Group"

## Meet Anneke



"I never knew studying maths would lead me to innovative project management roles at Westpac Group."

## Meet Natalie



"I never knew studying IT would lead me to a role in a bank supporting their technology and digital strategy."



# Feeding People. Enriching lives.

At Teys Australia, 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.

## Teys Australia supports the STEM Field.

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.



To find out more about a career at Teys, please visit [teysaust.com.au/employment](https://teysaust.com.au/employment)



[teysaust.com.au/employment/](https://teysaust.com.au/employment/)

### What STEM looks like at Teys

#### 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 minimized, creating efficient processing practices. Putting my knowledge into practice is a good challenge and keeps my mind active.'

#### Asset Management

Teys engineers are at the forefront of integrating innovative, industry-leading technologies. This includes; process automation and robotics to ensure reliability and safety at our facilities. Some of the common areas of study are Electrical and Mechanical Engineering, Robotics and Mechatronics, Electrical and Mechanical Trade qualifications and more.

#### Environment and Sustainability

At Teys, 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. Key leaders in this space have studied Chemical Engineering, Engineering Science Management, Bachelor of Agriculture, Environmental Science, and Energy and Carbon Management.

#### 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 enabling us to create products that consumers are looking for today and wondering about tomorrow. Our new product development team has backgrounds in Food Science and Food Technology.

#### Feedlot & Strategic Livestock Operations

Feedlot and Livestock Operations is a crucial part of the Teys business. We take our animal welfare responsibilities seriously, and have careers ranging from

cattle procurement, and animal health to animal welfare. Some of our leaders in this space have studied Animal Production, Veterinary Bioscience, Agricultural Science, Rural Science or Animal Science.

#### 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. We have internal training and development programs in this field along with other common areas of study being Agriculture Science, Animal Science, and Agriculture.

#### Information Technology

With rapidly advancing new technology, Teys is taking advantage of these new innovations to continuously improve how we operate. Machine learning, robotics and artificial intelligence are some of the technologies that are changing how we become more efficient in day to day tasks. Our IT experts have studied, Software Engineering, Data Analytics, Information Technology and Project Management.

#### Finance

Our finance team support critical business decision making, from capital planning and managing budgets to maintaining regulatory compliance. Our teams of Accountants, Financial Analysts and Accounts and Payroll Officers have studied a range of qualifications from Business and Administration, Economics, Financial Planning and Accounting.



# Good Food. Good Life.

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 to grow across our brands, locations, and roles.

**Adele Quick, Project Engineer**  
Area of study: Chemical Engineering



I love working in a factory because I get to see the direct impact that the work I do has on the product going out to our consumers. I develop project ideas to continually improve our factory's

operations. It means I get to contribute to two areas I'm really passionate about – playing a part in the change Nestlé is striving towards for the environment, and closing the gender gap of women in engineering. Working for a company that aligns with my personal goals is invigorating!

**Brooke Lusted, Industrial Services Engineering**  
Area of study: Engineering



I make sure the industrial services at the Smithtown Factory run smoothly (so the boiler, refrigeration systems, cooling towers and on-site water treatment). I also coordinate projects for improvements to services and look after our environmental monitoring and initiatives. I chose engineering as a career as I've always been interested in science, technology, and how things work, and I chose Nestlé as I was looking for an organisation with good opportunities for career growth and a

focus on quality and wellbeing. I also love food and cooking, so my field of work lets me combine all of my interests into one!

**Melissa Zammit, Technical & Production Graduate, Operational Performance**  
Area of study: 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! 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.



**Kieren Lim, Materials Handling Specialist, Supply Chain & Physical Logistics**  
Area of study: Mechatronic Engineering & Commerce



I was looking to work in an area where I could apply aspects of both my degrees. Supply Chain was the perfect fit as it requires analysis from both a technical and a commercial perspective. I work on projects that enable our logistics operations to perform as efficiently as possible, and the scale and constant push for improvement at Nestlé means there are always new and interesting projects available to work on.

**Jacob Constable, Electrical and Automation Manager**  
Area of study: Engineering



I manage the electrical maintenance team at our Cambria Park Factory in New Zealand. We upgrade and maintain the site's electrical equipment,

including machines, production lines, automation, power distribution, and safety.

Automation is the future of the industry and at Nestlé, I get to work with some of the best systems in the world with regards to automation and networking. I love solving problems and making improvements, and getting to work for a global company with respected brands – it's exciting when people outside of your company know the products you make!

**Karunia Adhiputra, Packaging Technologist**  
Area of study: Biomedicine and Food Science



I work on new and innovative packaging solutions for a variety of products. Not many people realise how much work goes into creating a single piece of packaging! I also get to work on developing alternative solutions for the better of the world to help meet our commitment to using 100% recyclable and reusable packaging by

2025. It's never boring in this field and I am hooked!

**Belinda Preen, Quality Assurance Manager**  
Area of study: Biomedical Science



I'm responsible for the food safety and compliance of all the products manufactured at our Cambria Park Factory in New Zealand. I chose this role as it's a real-world application of my degree outside of the stereotypical laboratory setting – although I do also manage a factory laboratory as part of my current role! I love the challenge of translating a standard or legislative requirement from words on paper into a robust and functioning quality system.

Want to find out more about a career at Nestlé? Visit [nestle.com.au/careers](https://www.nestle.com.au/careers)

# We're building the next generations of data-savvy professionals

**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 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 and how to support selling. You will cover Visualisation, Analytics and Data Management as well as presentation skills, demo techniques and vision creation. On completion, you will return to the Customer Advisory team in SAS Australia and have 2 years of structured mentoring in your role to best enable your success.

The SAS Sales Academy starts with a similar intensive training program based in the SAS head office in North Carolina, America. The academy training includes all you need to know about how to sell SAS software and solutions, including business case development and social selling. On completion, you will return to the Sales team in SAS Australia and have 2 years of structured mentoring in your role to best enable your success.

And 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. On completion, you will return to SAS Australia and have 2 years of structured mentoring in one of the technical departments such as Technical Support and Consultancy.



## What does a successful candidate look like?

The SAS academy positions are exciting opportunities for both students and SAS. For the student, the programs provide extensive training and an opportunity to gain real world experience. For SAS, the programs introduce new talent into the business. These are fun and educational experiences to help build strong foundations for your future career.

So what describes a successful candidate? SAS is looking for smart and inquisitive individuals who push the boundaries of what you can achieve with technology and help transform the world of our customers, through the innovative use of analytics. You need to be:

**Tech Savvy** – experienced with programming languages and/or modelling tools

**Data Savvy** – experienced with exploring and analysing data

**Passionate** – understands the importance of data analytics and the impact smart thinking plays on the world around us

**Tenacious** – takes every activity as an opportunity to learn and apply new thinking

**Study areas** – has studied a degree containing STEAM subjects e.g.; statistics, analytics, actuarial studies, technology, mathematics, engineering, business etc.

**Communication** – demonstrates strong communication verbal and written skills

**Resourceful** – demonstrates an ability to explore and self-source information, and independently learn and apply this learning.

### Alok Dave – Associate Technical Consultant



My first year as a graduate focussed on gaining in-depth knowledge of SAS technologies ranging from Base SAS Programming to deploying and administering sophisticated data analytics and cleansing tools. Upon completion of my training, I undertook rotations in various departments including technical support, consulting, and pre-sales before moving into my permanent role in consulting.

### Karen Lai



Since the first day at SAS, the company has invested in my training and personal development, and this has continued well past my time as a graduate. I have been fortunate enough to work on multiple projects, and I have gained valuable experience working in many workplaces in different industries, setting me up for any future challenges in my career.

### Joshua Davies – Associate System Engineer



The Customer Advisory Graduate Program was one of the most valuable experiences I have been a part of. We had 6 months of training at the Global Head Office in Cary, North Carolina with the opportunity to learn from some of the most intelligent people in the software analytics industry. Thirty technical graduates from Twenty-Two countries attended the academy, to which I now call close friends. I use these skills, gained during the academy, across various industries to help customers achieve solutions to their current business problems through analytics.

### Daniel Ngai – Associate Technical Consultant



At SAS, I am responsible for implementing SAS data solutions at customer sites to enable them to solve their business problems. My tasks are data centric, mainly involved with data manipulation, joins and cleansing. My days involve either being on customer site or being in the office preparing for the next project. My degree had no relation to programming or data, the most important thing to have is an analytical mindset and the willingness to learn.

### Jesse Leopold – Associate Technical Consultant



Within minutes of starting my Graduate role, I was learning about one of the many solutions SAS offers to its customers, it became clear that I was going to learn a lot. I feel very fortunate to have the opportunity to learn and work in an organisation such as SAS; a leader in its field, and a huge part of the big data revolution. SAS is focused on empowering people and organisations, through knowledge and insight, and I'm proud that I am a part of that.

### Sharon Wu – Associate Technical Consultant



I have been working at SAS for 2 years and every day there's something different to work on: from managing data, to building dashboards, to finding insights that drive business outcomes for customers. I've had the opportunity to work on a project to prevent handset fraud for several leading Australian telco's. The work I'm doing at SAS gives me great satisfaction as I can see the positive impact we bring to our customers.

### Mark Wan – Associate Technical Consultant



The SAS Graduate Program ensures we become technically proficient within the first few months and are ready to enter our rotations into; Tech Support, Consulting and Presales. I'm really excited to see how analytics and other solutions can be translated into action and have tangible results. Learning analytical skills from the leader of analytics is like learning soccer from Cristiano Ronaldo or learning to be a Jedi from Yoda. It is an insanely exciting and unique opportunity that does not come every day.

### Shan Datta – Associate Technical Consultant



At SAS, we get to work with the absolute latest in technology to provide analytics solutions for varied business problems. A recent project I worked on was for a big 4 bank to provide greater security for their customers by taking action against money laundering. The coolest part is that there is no one single solution to a

problem and you can collaborate with people with diverse skills and expertise.

### Tyler Sidwell – Associate Account Executive



The Sales Graduate Program is one of the most valuable experiences I have ever encountered. We had 6 months of training at the Global Head Office in Cary, North Carolina with the opportunity to learn from some of the most intelligent people in the software analytics industry. Thirty-Four sales graduates from all over the world attended the academy. Being able to share this fantastic experience with them all was priceless. I am confident that the variety of skills I developed at the academy will allow me to succeed in my sales career at SAS.

### Robin Kim – Associate System Engineer



I am part of the Customer Advisory team responsible for architecting solutions, driven by our technology, to solve customer business problems. I demonstrate how technology can underpin their vision and help them create their organisation roadmap. Reflecting on previous employees, SAS genuinely provides you with an opportunity to succeed, including the educational resources to constantly develop, and the opportunity to put these skills to the test. From day 1 I was provided with the opportunity to contribute to customer engagements and projects, and I learnt a whole lot. If you treasure the ability to learn and develop, SAS is a great training ground for those budding technologists.

### Reasons to join SAS

- SAS believes "Curiosity Inspires, Education Empowers"
- SAS creates a culture of "Innovation and Inspiration"
- SAS believes in "Connecting analytics and advocacy to create something new"
- SAS is a leader in "Data Science and Machine Learning"
- SAS believes in "Embracing multiple cultures and identities"
- SAS is recognised as a "World's Best Workplace"
- SAS believes in "Analytics helping Humanity"
- SAS supports "Data for Good"
- SAS believes in its "Employees"
- SAS supports "You"

# Creating opportunities with technology

**Technology has completely transformed the experiences we now have, how we interact with the world and the opportunities we can create. The impact of this disruption is unmissable, but exciting.**

In the age of technological disruption, it is much harder to make sense of tough problems and meaningfully contribute to society. Against this backdrop, PwC Australia is all about inspiring a new wave of thinking.

Not only do we recognise this shift, but are on top of the megatrends! From Artificial intelligence to Augmented Reality, Blockchain to drones, robots to the Internet of Things, and 3D printing to Virtual Reality, we tap into unlocking the unlimited potential of technology, to help our clients deliver an even greater advantage to society.

To remain at the forefront of this change, we actively look for people who are ready to challenge the status quo and are fascinated by how tech is reshaping our world.

A career in tech is a great opportunity to challenge your own self and push new boundaries. At PwC Australia, tech is all about teamwork, collaboration, problem solving, critical thinking and most importantly, an inquisitive mind and an attitude that is driven to make a difference.



Visit [pwc.com.au/careers](https://pwc.com.au/careers) for latest updates and opportunities available at PwC Australia.



## Meet Sana Desai Digital Trust team – Risk Assurance



### Q How did you get started?

I joined PwC through the Lucy Mentoring program at the University of Technology, Sydney (UTS) which involved committing to 35 hours of work-based activity with a mentor – assigned to you based on your interests.

### Q Tell us about the work you do?

I get to work on a range of clients and projects ranging from IT security reviews to innovation projects with start-ups. I've had the chance to travel to Mumbai, India for a IT security review. In addition to this I've been privileged to work alongside a range of partners on innovation projects that help start-ups ease their day-to-day functionality through the implementation of Blockchain to banks or Robotic Process Automation (RPA).

### Q What is your educational background?

I graduated with a Bachelors of Information Communication Technology (Network Security) Engineering/ Diploma in Professional Practice. In order to graduate, I had to complete two six-month internships while I was studying which allowed me to obtain industry experience prior to graduating.

My degree allowed to gain a better understanding of the technical aspects on a range of engagements. However due to the evolving landscape of cybersecurity and the increasing risk which arises from evolving tech I often attend seminars and obtain certifications to stay updated.

### Q Have you seen your work make an impact?

In a lot of instances the clients we've worked with have had their privacy or IT security breached in some form resulting in the loss of confidential data and/or resulting in reputational damage. By conducting IT security reviews using

best practice frameworks we are able to provide them with a level of assurance and ensure that they have appropriate security controls implemented across their network infrastructure in accordance to best practice.

### Q Advice for someone interested in joining your team?

I'd say if you're enthusiastic and open to opportunities that'll push you outside your comfort zone then Digital Trust is the place for you. Be open to growth and realise that working with clients as a consultant within our team will expose you to a range of different environments that'll enhance your technical knowledge and allow you to develop your soft skills as well.

### Q Advice for students?

Join a mentoring program within your university. The Lucy Mentoring Program within UTS exposed me to a number of opportunities, ranging from working alongside powerful females in leadership positions to networking at PwC, before obtaining a full-time role in Digital Trust within RA.

Leverage the opportunities offered to you at university as a student and join

internship programs which encourage you to work prior to graduating, so you are able to get a better idea of the type of path you want to pursue upon graduation.

### Q What are your passions and interests?

I am interested in exploring where developing tech will take us in the future and the risks associated with its rapid development. The news is saturated with privacy breaches, data being stolen and confidential information being leaked due to a simple phishing email. I'm passionate about understanding what Digital Trust and Risk Assurance as a whole can do to help build a more secure landscape for companies ranging from banks to start-up firms.

### Q What does the future hold?

I'd like to obtain more international exposure and work in one of the US firms as I progress in my career within the firm. I believe that there is nothing more valuable than gaining overseas exposure and understanding how different work cultures and people work together to create a more collaborative atmosphere.



## Imagine technologies that reshape how cities work.

### Transurban is here to change the way people travel around the world!

We're looking for bright minds with creative ideas and a 'can-do' attitude to help us do better. With a big focus on sustainability we continuously strive to do more with less – reducing our impact, while expanding and redefining the possibilities ahead. Everything we do takes us one step closer to achieving our vision of strengthening communities through transport.

Studying STEM subjects unlocks the opportunity for you to 'create' ideas, models, infrastructure and solutions that will create real change and innovations in your chosen area of expertise. At Transurban you get to harness your passion, and talents to make our roads safer, help customers get home quicker to their families, improve our security and ITS (Intelligent Transportation Systems) and of course develop our road networks!

Some of the cool stuff we're doing at the moment includes trials for connected and automated vehicles and we've had some very interesting results which are informing how we manage traffic flow, speed management, and even how we are constructing our roads. We have some major road projects on currently, and in our pipeline – but that's not all that Transurban does. The variety of work that you could use your science, technology, engineering or mathematical talents on at Transurban is nearly endless. Examples range from bridge joint replacement, pipe remediation and geotechnical investigations, to jet fan replacements in tunnels to developing models on sustainability. We work to define what our future looks like so we can get ahead of the curve and design our roads and technology solutions to meet our customers and communities needs now, and in 30, 60 and 100 years, whilst analysing traffic data so you can save the city from gridlock any day of



the week! It's also exciting to know that you can learn about finance, project management or development with us, and forge a career in any of these – leveraging what you studied at school or university to bring diversity of thinking to a different area of expertise. Check out our graduate Ryan – who is an Engineer by trade, but is now working in our Investor Relations team.

Regardless of the pathway you choose – our challenge to you is to help us work towards making it easier, safer and quicker for people to get to where they need to go – today, tomorrow, and beyond!

**i** If you are interested in becoming part of the Transurban team, please visit us at [transurban.com](https://transurban.com)

### RYAN'S STORY



Ryan landed a permanent job in the Investor Relations team, a bit of a change from starting out in the 2017 grad program as a civil engineer, where he worked on the CityLink Tulla Widening Project. "That was the best part about the grad program, I got the chance to have a crack at so many different roles and I never thought I would end up in Investor Relations but it's been the best fit for me yet."

### ROYA'S STORY



As an intern in our Females Excelling in Engineering & Technology (FEET) Program, Roya was exposed to the diverse world of engineering, but deciding she wanted to know more, she moved into the grad program and is working on a wide range of civil infrastructure projects from bridges to tunnels, and everything in-between! "I never thought I would be given the opportunity to work on so many different and exciting things! I love the input I have in shaping my own path within such an exciting company."



To imagine what a STEM career with Transurban might look like, check out some of the amazing jobs we have on offer:

### Traffic Forecasting and Modelling Specialist

This is a super important job – its core to how and why we're in business. Specialists in this field predict the flow and volume of traffic over decades. This critical work informs our strategic business advice and direction, the price we place on buying roads, and on developing new roads, and enables us to partner with Government to decide on fair tolls for road users.

### Sustainability Advisor

Want to do amazing things for the planet, for our community, for our future generations? Our Sustainability Advisor role is all about understanding, measuring and consciously managing Transurban's impact on the environment, communities and people. The Advisor identifies opportunities to change business practices to create an environmentally sustainable company through using less resources, saving power, reducing waste, purchasing renewable energy, investing in community projects and much more. We are always challenging ourselves to do better.

### Intelligent Transportation Systems (ITS) Engineer

Think our roads are static – think again! This is a highly specialised area of our technology team that enable our roads to talk to our systems, and make sure we keep them safe. This means we can keep an eye on how our customers are using our roads and make sure that our interaction with our customers is seamless, because we understand what they're doing, and when they're doing it.

### UI/UX App Designer

Our App Designers use their creativity and deep technical understanding of mobile phones and devices, to conceptualise, create and deliver apps that improve customer experience. They design mobile apps that look sleek, work intuitively and enable our millions of customers to self-service.

### Electrical Engineer

Without our Electrical Engineers we wouldn't be able to light the way! All the key infrastructure to light our roads, our tunnels and enable real time management of traffic flow, keep our motorists travelling smarter with real-time traffic signage and CCTV footage is all done by our amazing Electrical Engineers, supported by our Traffic Control Room. This contributes to making our roads up to 78% safer when compared to like roads.

### Connected Automated Vehicle (CAV) Tester

Our CAV testers are preparing our roads for driverless cars. Think future, think technologically enabled, think architecture, all designed to get you home safer, faster, smarter...! Essentially, we run trials to understand how we can use innovative technology to future proof our roads for tomorrow, next week and the next century.

### Workspace Technology Designer

At Transurban our offices are open, highly collaborative and cross functional environments. The Workspace Technology Designer understands the role of technology in driving more mobile, social, collaborative—and less predictable—patterns of work. They design and deliver solutions that will allow our people to easily interact (with their technology) to collaborate, share

information and adapt to changing work and business needs.

### DevOps Technical Lead

Our CloudOps team lives in the space between software development and technology operations. This is a cool space! They work across Cloud platform design, build and operations, and continually look to improve and automate DevOps initiatives from concept to build to test and release. The systems and applications we build, operate and maintain make travel easier.

### Mechanical Engineer

These experts are critical to keeping our motorists safe. This includes advising on everything mechanical on our roads, highways and tunnels. To give you an idea of what this means – this can range from sorting out fire protection to water piping, drainage to signage, maintaining ventilation shafts to keep our air clean – there's a huge variety in this space!

### Data Scientist

When Transurban talks about 'big data' we mean really big! With over five million Australian customers, and 1.7 million trips daily (average workday) in FY19, our Data Scientists play a critical role in bringing our data to life. They take something that is 'just numbers', and are able to slice and dice them to predict future traffic trends. These trends then help Transurban to work towards making our cities less congested.

**Snapshot**

- Over **1,500** employees
- owned**
- Melbourne head office
- Top **15** on the **ASX**
- 17** motorways
- 1991** founded
- 8.6 million** customers globally

# Pushing the Boundaries of Possible



**As a large scale systems integration company, we use information technology, engineering and science to deliver unique and practical solutions to our customers' most complex challenges.**

Over half of our 1,200 people in Australia have STEM-related backgrounds and roles, and we work hard to make sure that their skills and knowledge are given the chance to develop and flourish. Change and innovation are central to the way we work and we're growing fast, so it is vital that we nurture our people right from the start of their careers. We take this responsibility seriously.

Leidos Australia is made up of three lines of business – IT Projects & Intelligence, Defence Mission Systems, and IT Services. These lead the work we do for our customers in helping to protect and safeguard our country, and are supported by critical enabling functions such as HR, IT, Finance, Operations, Business Development and Communications.

## IT Projects & Intelligence

Delivers major IT systems and transformation projects to Federal Government Agencies.

## Defence Mission Systems

Delivers complex systems for Command and Control, Force Protection Hydro graphics, Electronic Systems, Data Analytics and Electronic Warfare.

## IT Services

Delivers critical IT services support to Federal Government Agencies focusing on Prime Contracts for Service Operation and IT Infrastructure Support.

## Work that matters

- We're delivering the largest national security technology transformation program in the Southern Hemisphere
- We provide the IT service management and end user computing services that ensure the security and productivity of the Australian Taxation Office
- We manage more than 60% of the world's air traffic

- We developed the world's premier biometric data system
- We developed the first vaccine for the Zika Virus

## Technical Core Competencies Communities of Practice

Our technical team are encouraged to join our Communities of Practice, built around Technical Core Competencies. These enable people from across the organisation to meet and share their knowledge and experience. They are central to our collaborative approach, ensuring we develop our capabilities through practice, expertise and experimentation.

- Data Science and Engineering
- Enterprise IT Modernisation
- Mission Software and Systems
- Secure Development and Operations
- Cyber Operations
- Operations and Logistics
- Integrated Systems
- Systems Engineering and Integration



## What inspired our STEM Graduates?

### Q Kailee, Graduate Systems Engineer

I was inspired to follow the I.T career path when I was 14. I had to choose which electives to do in school for the following year, and my Pop told me to choose an I.T class because "I.T is the future". I followed his advice and discovered I loved I.T, resulting in me undertaking I.T every year for the rest of high school and applying for I.T degrees in Year 12. I spent 4 years in university completing my degree, and applied for a job at Leidos as a Graduate Systems Engineer in 2018, starting my role at the beginning of 2019, which has been rewarding and enjoyable.

### Q Ben, Intern Software Engineer

Growing up, I loved gaming and technology, and always knew I wanted to be a 'coder'. First it was Roblox with the Lua scripting language, next it was Minecraft with Java, and eventually I discovered web development with Javascript. This love for programming stayed with me throughout high school and into uni, where I honed my understanding of fundamental Computer Science concepts and eventually came into contact with Leidos, who took me onboard and gave me a chance to shine.

### Q Will, Intern Software Engineer

I learned to program in Year 7 in order to make gameplay modifications to the video game Minecraft. I found programming very difficult at first, but over time I began to understand, achieving Java proficiency in my free time during high-school despite my school-grades not being particularly impressive at the time. I think giving programming a go early on gave me the idea of aiming for this profession, as by the time I was picking my VCE subject I already knew what I wanted my career to be.

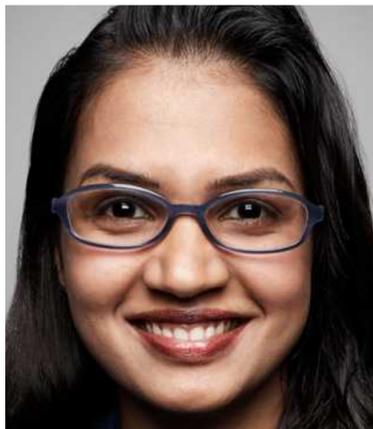
### Q Richard, Graduate Software Engineer

During high school, I really enjoyed the software development subjects at school, this is primarily what inspired me to go down the path of Software Engineering. It's a career which puts you at the forefront of technology and this in my opinion is both exciting and challenging.



Contact details  
[careers.au@leidos.com](mailto:careers.au@leidos.com)  
[Leidos.com/Australia](https://www.leidos.com/Australia)

# Bring your curious minds to work.



I am an electrical engineering graduate building the future with machine learning.



I am a chemical engineer helping businesses reach their dreams.



I am an aerospace engineer analysing ASX200 companies.

**At CommBank, we are constantly implementing new and exciting solutions, and we encourage our people to look towards the future.**

We know that many of the jobs that are around today won't be around in 20 years. We value the ability to think critically, challenge the status quo and partner with a variety of businesses, from farming to pharmaceuticals. Studying STEM (Science, Technology, Engineering and Maths) provides a unique opportunity to understand, explore and engage with the world, and build a diverse set of skills.

Our people are creative and solve interesting and challenging problems. They include technologists, engineers, design thinkers and data scientists

(modern-day detectives using computers, data, mathematics and statistics), working collaboratively on projects that make a difference. As well as developing the latest banking technology, we invent, build, design, and co-create in our Innovation Lab to deliver insights that help our customers, businesses and communities discover new paths forward together.

We have partnered with the Australian Technology Network of Universities (ATN) and host students in our Innovation Lab to do testing, research and development using cutting edge technologies, including Chip, a humanoid robot owned by the bank and the only one of its kind in the Southern Hemisphere.

We support programs to develop capabilities amongst women in STEM industries, helping them to expand their career options. Studying STEM provides

a unique opportunity to understand, explore and engage with the world, and build a diverse set of skills.

**"I have been challenged in new ways and learnt to solve problems with a whole artillery of tools. Being exposed to the process of design thinking has revolutionised not only the way I solve problems but also the way I define them."**

Caitlin Manzo  
(Bachelor of Vision Science)  
Innovation Lab Intern 2018

## Make an impact

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

## Values

Our commitment to our purpose is guided by our values:

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

## You can be you

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

## Opportunities

With over 10 business areas at CommBank and 48,000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

## Training and development

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

## Innovation

We're always looking for ways to do things differently. Our much loved CommBank App helps our customers look after their financial wellbeing every day. We've been responsible for many Australian firsts in banking from our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

## Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities, such as flexible working options, access to fitness, health & wellbeing programs to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business partners.

## Community Commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value. We also have a staff community fund and volunteering days at many of our partner charities.

## Bright minds

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

## Award winning employer

Over the years we have been recognised with a wide range of employer awards, including:

- **Canstar** Junior and Youth Banking Awards winner 2018
- **LinkedIn Top Companies** #4 in Australia, highest member interest, 2019
- **Grad Australia** Top 100 Graduate Employers 2019
- **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2019
- **Bloomberg Gender Equality Index (BGEI) 2019** recognised for transparency in gender reporting and advancing women's equality

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



# Find your purpose with a career in STEM.

**Finding a job is about more than just landing a role that matches your skill set and ambitions. It's also about finding a career where you can make a difference, do work with purpose and bring your whole self to work every day.**

At Accenture, you can harness your interest in STEM to solve the world's problems using the latest technologies such as artificial intelligence (AI) and robotics. Work with some of the biggest local and international companies to drive innovation and change. To thrive in your chosen career, we'll provide you with the tools, mentorship and support you need.

Come join us and get the chance to work on the latest technologies and collaborate with highly talented people.

With a career in STEM at Accenture, you can embrace your strategic, curious self and make a real difference.



**i** If you're interested in a future career with Accenture, please visit our careers page to find out more at [accenture.com.au/careers](https://www.accenture.com.au/careers)



**At Accenture, we embrace and promote Science, Technology, Engineering and Math (STEM) careers in many ways:**

### Q Internship programs

Planning to join our team in the future? Keep tabs on our internship programs offered to uni students and fresh graduates. These are designed to give you a taste of what it's like to work at Accenture, and help you find a role where you'll thrive.

### Q Mentorship from tech experts around the world

At Accenture, you'll have the opportunity to work with our global network of tech gurus. Explore the latest technologies that are transforming our world—artificial intelligence (AI), robotics, virtual reality and more—to shape the future and stay at the forefront of emerging tech.

### Q Hackathons and innovation challenges

To sharpen your innovation, problem solving and collaboration skills, we regularly host hackathons and innovation challenges in and outside of Accenture. We want you to break barriers, embrace your inner curiosity and create strategic solutions that will transform the way Aussies live, work, play, protect and grow.

### Q Top local and global clients

Our roles let you work with Australia's top companies – big names like Australian Rugby Union, Telstra and Coles Supermarkets. We help local and global clients solve their biggest problems and provide their customers with experiences that transform.

### Q Proud supporter of Hour of Code

By 2020, it's estimated that globally, there will be one million STEM-related job vacancies. Through Hour of Code, we teach students each year in Australia and around the world how to code, preparing them to be future-ready.

### Q Girls in STEM

To help bridge the gender gap in STEM careers, we support the Tech Girls Movement. This nonprofit group aims to educate 7- to 17-year-old girls to pursue STEM-related courses and jobs. We also provide learning programs for girls via competitions and boot camps, giving them access to mentors and tools that'll inspire them to pursue STEM careers.

### Q Innovation hubs

Are you interested in a job where you can tinker with the latest technologies such as AI, augmented reality and robotics? At our innovation hubs, you'll get to experiment with different technologies, pilot innovative software and turn your ideas into real solutions that make a difference in the world.

### Q Diverse STEM career paths

We know that things that inspire you right now can change over time. We have created different career paths you can pursue based on your current interests. To let you discover your unique self, we provide training, counselling and learning opportunities.

### Q Technology trends

Through research we publish and events like tech forums, we help shape how people think about the latest technology trends. Our goal is to ask questions and create discussions about how we can shape technology to positively impact peoples lives.

### Q A culture of diverse ideas

We embrace people of different backgrounds, genders and experiences because our diversity makes us more creative, innovative and open-minded. We want you to fully accept your uniqueness and bring your whole self to and outside of work.



# Gender equality



230  NAVY ARMY AIR FORCE

232  coles

234  Allianz

236  PROGRAMMED

238  **McCONNELL  
DOWELL**  
CREATIVE CONSTRUCTION™

240  CommonwealthBank

242  Nestlé

244  leidos

246  **JOHN  
HOLLAND**

248  MACQUARIE

250  transdev  
the mobility company

252  pwc

254  LION

256  nab

258  sussan

260  Holcim

262  Transurban

264  Schindler

266  apa

268  sas

270  TOLL

272  MASTER  
BUILDERS  
VICTORIA

274  CPC

# Rewarding careers that offer more



**Across every one of our 200+ roles, the Australian Defence Force (ADF) offers excellent career opportunities for women. We champion gender equality and provide a supportive working environment where enduring friendships are made.**

## Enjoy career equality

In the ADF you'll enjoy equal pay, training, vocational development and promotion opportunities. Career advancement and rewards are based on potential, effort and achievement. Flexible career options and policies enable ADF members to pursue their careers and their desire to raise a family.

## Choose from over 200 roles

The ADF has career options to suit women with broad ranging backgrounds, skill levels and interest. There are opportunities for women of all ages and from every walk of life.

From trade and technical to management and leadership positions, the Navy, Army and Air Force offer career options that are hard to match in the civilian world.

## Receive fully-paid training

Whether you're joining straight from school, or are looking for exciting new avenues for your skills and qualifications, you'll receive world-class training in the ADF from experts in your field.

Fitness training will also be an integral part of your job, as in many roles you'll need to be fit enough to carry out your duties effectively.

The fitness required to join the Navy, Army and Air Force is within most people's capability and the priority of our assessors and trainers is to help you succeed.

## Get support for family needs

ADF parents are given the support to manage their family commitments without detriment to their careers. This includes flexible working arrangements, maternity/paternity leave and career options.

We also provide substantial housing subsidies that may assist you with childcare and schooling requirements. There is also leave and financial assistance to help with home moves as well as partner employment assistance and programs for settling into a new community.

## Become a member of a dynamic community

The ADF is a modern, enlightened and forward-focused employer.

When you join the Navy, Army or Air Force you'll become a member of a community that enjoys amazing experiences, variety and travel, while contributing to the defence of Australia.

You'll be given the opportunity to acquire both vocational and life skills.

## How to apply

Across the Navy, Army and Air Force you have over 200 roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: [defencejobs.gov.au](http://defencejobs.gov.au)



visit [defencejobs.gov.au](http://defencejobs.gov.au)



**Rewarding work with equal opportunities for training and career advancement is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.**

### Q Tailored options

If you are concerned about the number of years you have to commit to, a one or two-year role in the Navy, Army or Air Force could be for you.

The Army offers a seven week pre-conditioning course for women to assist in meeting the physical fitness assessment standard. The Army Physical Condition Program is physically challenging and mentally demanding course that prepares course members to commence the Army Recruit Course.

### Q Be supported

Post enlistment the ADF offers a number of women's development programs including mentoring, networking and leadership development opportunities.

### Q Get a great pay package

You'll earn a good salary from day one, which will match that of your male counterparts, plus a comprehensive package that includes generous superannuation and a variety of allowances.

### Q Experience a good work life balance

In most roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family. Even when you're working away from home, your days will usually be structured to balance work time with relaxation.

### Q Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon have mates across Australia and even overseas.

### Q Benefit from personal and professional development

The ADF will invest heavily in your education and training, helping you reach your full potential. You never stop learning in the ADF and opportunities for advancement are strictly gender neutral.

### Q Receive free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if you purchase a home where you are posted.

### Q Be paid to stay fit

On most bases you'll find gyms, courts and pools, along with teams you can join covering codes from netball to sevens rugby. Many other activities may be available through special interest clubs too, such as sailing, diving, water skiing and gliding.

### Q Get involved in humanitarian and disaster relief work

At times of need you may get involved with assisting communities affected by conflict or natural disasters within Australia and overseas. Many women in the ADF find this part of their work particularly rewarding.

### Q Enjoy excellent leisure facilities

As well as being a dynamic and supportive workplace, your base offers plenty of opportunities for rest and relaxation. In your spare time you'll be able to kick back and unwind in your 'mess', enjoying good food, special events and activities. Or head out to discover what's available locally.

### Q Travel across Australia and overseas

Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

## BUJ LORENZO NIKE



Buj Lorenzo Nike grew up on tales from her father about his exciting career in the Australian Army. A proud Indigenous woman, Buj always dreamt of following in her father's footsteps and joining the Australian Defence Force (ADF).

That dream became a reality earlier this year when she marched out from the Air Force 1 Recruit Training Unit, a graduate and an Aircraftwoman.

Buj was inspired to join the ADF after listening to her father's stories of serving in the Army.

Buj says she chose to be a part of the Air Force because of its technology. With new, high-tech aircraft being introduced and a focus on the digital battlespace, Buj knew she wanted to be a part of the team that will lead the ADF into the future.

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 hopes to inspire the next generation of ADF recruits.

She hopes to have plenty of experiences and is most excited at the prospect of working on the Joint Strike Fighter aircraft.

# Gender Balance

**At Coles, we're passionate about empowering all our team members to access and enjoy the same opportunities, regardless of gender.**

We know that a gender diverse workforce is linked to improved organisational performance, attracting and retaining talent and building a better understanding of our customers' needs.

Coles has initiatives centred on solving practicalities that can create unnecessary challenges for team members as they look to build their careers, levelling the playing field to provide equal opportunity for all team members and nurturing talent.

Creating an inclusive workplace is a key priority at Coles. As part of working towards this goal, we are focused on:

- Empowering and supporting our team members to work flexibly;
- Supporting working families through a number of initiatives such as the Coles Paid Parental Leave Scheme and Coles School Holidays Program, which operates out of our Store Support Centre in Melbourne
- LGBTI inclusion in the workplace;
- Creating an accessible place to work and shop for our team members and customers; and
- Cultivating a deeper understanding of Aboriginal and Torres Strait Islander culture in our everyday business and mutual respect among all Coles team members.



**i** If you are interested in becoming part of the Coles team, please visit [colescareers.com.au](https://www.colescareers.com.au)



**Leah Weckert, Chief Financial Officer**



I joined Coles about eight years ago and have had the opportunity to take on leadership roles across merchandise, store operations, people and culture, and strategy. In my current role as CFO, I am responsible for Finance, Group Strategy, Business Development, Investor Relations and Insurance. I love working with people, leading change and shopping! Working at Coles gives me the opportunity to combine all three of these things every day.

**Michelle Tie, Inventory and Planning Specialist (Previous Graduate)**



I joined Coles through the Distribution Centre Operations Graduate Program in 2016 and was based out of our Perth Distribution Centre for two years. The program allowed me to gain some invaluable hands on operational and leadership experience as well as the chance to immerse myself in the Safety, Transport and People & Culture aspects of Supply Chain & Logistics. In my current role I look after how we range products and flow product throughout our Distribution Network. The best thing about my role is that I get to work with an incredibly diverse and talented group of people around the country.

**Marnee Nugent, General Manager Risk and Compliance**



I first started at Coles in 1996, working in the deli. At the time I was balancing working at Coles with studying at university. Coles' ability to allow me to work flexibly (even way back then) meant that I could support myself while studying. Since that time, I have finished study, been admitted to practice law and have worked in a variety of roles across Coles and Wesfarmers including safety, compliance and risk. I am fortunate enough to work in an amazing and dynamic business, where no two days are ever the same. I work for Coles because it's a company that genuinely cares for people, both team members and customers. I still work flexibly, balancing family and work (and traffic) and am now lucky enough to be the sponsor for flexible working.



**Dana Forte, Head of People and Culture- Express and Liquor**



Coles is a company that provides great career opportunities. Since returning to Coles in 2013 as the Human Resource Manager with the Merchandise team, I have partnered with a number of Store Support functions including Marketing, Finance, Property, Online, Corporate Affairs and Digital functions with their people agendas.

I have led some amazing teams and supporting their development to progress their careers has been very rewarding. In 2019 I have been provided a fantastic opportunity to be the Head of People & Culture for Express and Liquor. In my opinion, this is the best People & Culture role within Coles, leading a team to provide People & Culture programs within our small-format stores. The Express and Liquor teams have an energy and passion that is infectious and I feel very privileged and honoured to be a part of this team. I love being part of a team where we support building great careers and transforming our business to meet our ever changing customer needs.

**Avi Greenberger, Project Manager - Fresh Convenience (Previous Graduate)**



I joined Coles as a Graduate in the Strategy team in August 2016. After completing a two year stint as a Project Manager in Coles Express, I recently moved into a position

as a Project Manager in Fresh Convenience. One of our key projects seeks to introduce the right-sized 'Food for Now' and 'Food for Later' convenience destination in our top convenience stores. This new role has allowed me to gain experience in a completely new area of the business and better understand its unique challenges. What I enjoy most about my role is my involvement in projects which directly affect store team members and customers. It is amazing to be able to visit stores and see how our work has contributed to the overall goal of improving our customer offer and adapting to ever changing customer missions. It has been amazing to see the customer uptake in our new Convenience offer!

**Sophie Wong, State General Manager SA/NT**



My career with Coles began 6 years ago in the Liquor team as State Manager for SA/NT. Coming into Coles, I was looking to work for a company which had strong values, empowered me to be the best leader I can be and gave me opportunities to develop. I certainly experienced all of this and more! In the last three years I have moved into the Supermarket operations team as Operations Manager and am now the State General Manager for SA/NT. One of the most rewarding aspects of my various roles has been to work with great teams across our stores and the Store Support Centres and to see our leaders develop and achieve their potential.

## For those who DARE to be themselves

At Allianz, we value talented people focused on doing what's right for our customers, each other and our communities. We recognise that talent comes in many different forms and from many different walks of life. That's why we are serious about creating an inclusive environment where people are respected, feel safe and dare to be themselves.

Here is your home, students.



### Dare to explore Allianz

-  **140,000+ PEOPLE** work for Allianz across **70+ COUNTRIES**
-  Allianz supports **CROSS-FUNCTIONAL** and **REGIONAL** career paths
-  Allianz **CARES** about the well-being of its employees and **SUPPORTS** families
-  We insure major Hollywood and Bollywood **MOVIE PRODUCTIONS**
-  Allianz provides a safety net to more than **17 MILLION PEOPLE** in Asia, Africa and South America through its microinsurance offers
-  We pioneer innovative insurance solutions such as **CYBER AND SPACE INSURANCE**

### Our commitment to diversity:

Across our 4,300 employees, our greatest strength is the diversity of our experiences, skills and thinking. We are continually reinventing an environment that is a place for people to feel that they belong and are empowered to do their best work.

An inclusive work environment in support of diversity is not just a nice to have initiative. At Allianz, we recognise that the engagement of our people is the key to creating high performing teams that come together to drive innovation and great service for our customers.

### Our diversity pillars:

Although we recognise that all diversity dimensions are important to getting the mix of people at Allianz right, our strategic priorities are:

- Gender Equity
- Cultural Diversity
- Disability and Accessibility
- Supporting new ways of working (flexibility)

We also support our people through our Employee Network Groups including:

- Women of Allianz
- Pride – LGBTI Inclusion.

Our policies and processes support our diversity and inclusion goals and include:

- Flexible work options
- Parental Leave provisions and support for families
- Domestic Violence support
- Learning and Development opportunities
- Health, Safety and Well-being programs
- Career Development opportunities
- Additional purchased leave
- Inclusive culture development
- Tracking cultural diversity and gender equity in senior leadership
- Internal and external education and celebration of all forms of diversity
- Identification and mitigation of unconscious bias in people processes

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

*The home for those who dare*



### People Attributes

At Allianz, our commitment to diversity and inclusion is baked into our DNA. Our People Attributes include Collaborative Leadership, Trust, Customer & Market Excellence, and Entrepreneurship. Inclusion and diversity sit at the heart of each of them. They embody what we believe in.

### Diversity in leadership

Allianz is committed to a fair and equitable representation of men and women at each level of the organisation, but especially in senior, decision-making positions. To this end, we have set a gender equity target of 40% female representation in senior leadership by 2020. As of June 2018, we have 38% female representation in senior positions and 50% at our graduate level.

### Being recognised

Allianz has been recognised by the Workplace Gender Equality Agency as being an Employer of Choice for Gender Equality/Women since 2009. We have also been rated in the Top 20 Best Australian Workplaces for New Dads by 'Direct Advice for Dads' on-line parenting resource.

### Dare to be yourself

We welcome people who dare to be themselves by creating an inclusive work environment that embraces both individuality and performance. We want our people to be safe to speak up, bring new ideas to the table and work collaboratively with respect and understanding.

### Our inclusive culture

We continue to strengthen inclusion as a key pillar of our culture. In 2018 we made a differential investment in our people through campaigns, coaching and collaboration workshops. Everyone is asked to consider what they can do to contribute to a more inclusive work environment.

### Fair opportunities

We are passionate about ensuring that whatever your gender identity, whatever your stage of it, you receive equal opportunities to learn, develop and take on new challenges with us.

### Supporting working parents

We recognise that our people need the flexibility to manage both their professional and personal responsibilities. We have a suite of flexible work options as well as the opportunity to purchase additional leave available to our people to make this juggle easier.

### Networking for success

At Allianz, you have the opportunity to be a part of our gender equity network group that brings together like minded people in order to find new ways of supporting and enabling both women and men to develop their careers with us.

### Flexibility for all

At Allianz, no matter who you are or what you do, we invite you to start the conversation about the flexibility needs you may have. We recognise that everyone, at some point in their career will require a level of flexibility. Although not all roles can support all forms of flexibility, most roles can support some. Our approach to flexible working starts with an open discussion with your manager to understand your needs.

### Striving for excellence

We are proud of our accomplishments in creating a work environment which supports women and men equally. But we know we cannot become complacent in our achievements. We are committed to continuing to improve the representation of women and men at all levels of the organisation.

## 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.



Want to find out more about a career at Programmed. Visit [programmed.com.au/careers](http://programmed.com.au/careers) or email [maintenancehr@programmed.com.au](mailto:maintenancehr@programmed.com.au)



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

Meet two of Programmed's very own women who are forging amazing trades careers for themselves, and inspiring other women to join them.

### Emma Reynolds – Air-conditioning & Refrigeration Apprentice



Uncertain of what to do after finishing Year 10, Emma was encouraged by her dad and uncle to apply for a trades position at Programmed.

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

Since commencing with Programmed two years ago, Emma has gained skills that will be useful for the rest of her life and knowledge she can pass on to others.

Her day consists of installing air-conditioning and refrigeration units, finding faults and repairing the units and she is now able to fully install, remove repair and maintain air-conditioning units and refrigeration systems.

A core value important to Emma, is safety because she knows that being safe ensures she returns home the same way she came to work – injury free.

### How did you decide on an apprenticeship with Programmed?

"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."

### What is your career goal?

"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."

### What advice would you give women who are considering taking up a trade apprenticeship?

"Do it. Go for it. When I am working I feel equal to everybody else. I do the same work, I communicate the same way. It's totally different to what everyone says. 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 with everything that you do."

### Kristy Maher – Grounds Team Leader



Kristy started her apprenticeship with Programmed 12 years ago. Her career started off working with different mobile crews looking after the gardens and lawns of hospitals, nursing homes, schools and sports fields. She also had the opportunity to look after Waverley Park- home ground to the Hawthorn Football Club – and on occasion, the Village Glen retirement village, 9 hole golf course.

Upon completing her apprenticeship and obtaining her qualification, the team leader role for the Village Glen retirement village, 9 hole golf course became available; and she quickly put her hand up for the role. Soon, Kristy was assigned to other sites Programmed was responsible for. This expanded her experience and honed her expertise, including mastering the use of specialised turf equipment, providing turf advice and even training two apprentices.

Now, Kristy runs a team looking after a nine-hole golf course within a retirement village. She is responsible for the daily maintenance of the golf greens, fairways and gardens. This includes mowing, whipper snipping, raking bunkers, chemical applications and also yearly planning for renovation works where we use specialised machinery to help prevent pest and disease in the turf, and creating a smooth playing surface for the golfers.

### How did you decide on an apprenticeship with Programmed?

"I used to work in hospitality and knew I wanted a job outdoors in nature. I enrolled to do a Certificate II in Parks and Gardens to see if I actually liked it and got a job offer half way through my course. I hadn't heard of Programmed at the time, so I did a bit of research and realised it was a large company. I saw job security in that, and went for an apprenticeship."

### What is your career goal?

"Currently I'm involved in the early stages of implementing a mentor program. I'm passionate about mental health and safety. I'd absolutely love a role where I could still be hands on but also help the company to get the most out of their staff by focusing on individual needs."

### What advice would you give women who are considering taking up a trade apprenticeship?

"We are such a diverse company. This industry needs both men and women of all ages with all kinds of skill sets and different ways of thinking to keep thriving. Programmed rewards outstanding workers and there are great opportunities within our company. Programmed will support you in your work to meet your personal ambitions where possible, so you should really consider it."

# Build your career with us

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

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

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

## Our People

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



### The McConnell Dowell Group offers:

#### Q Construct world-class infrastructure to improve communities

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

#### Q 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.

#### Q Strong teamwork ethics and approachable leadership

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

#### Q Be a person and not a number

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

#### Q A values-based organisation

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

#### Q A safety driven culture

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

#### Q Unique career paths

The diverse range of opportunities at McConnell Dowell let our employees point their career path in any direction

they choose. Just like the course of our lives, our career path is not linear. As your life and aspirations change direction, a company like McConnell Dowell has opportunities at every turn to challenge and excite you.

#### Q Flexibility

Throughout your career there will be situations that change when and where you are able to work, McConnell Dowell is committed to working with you along the way to offer tailored solutions to meet your changing needs.

#### Q Graduate development

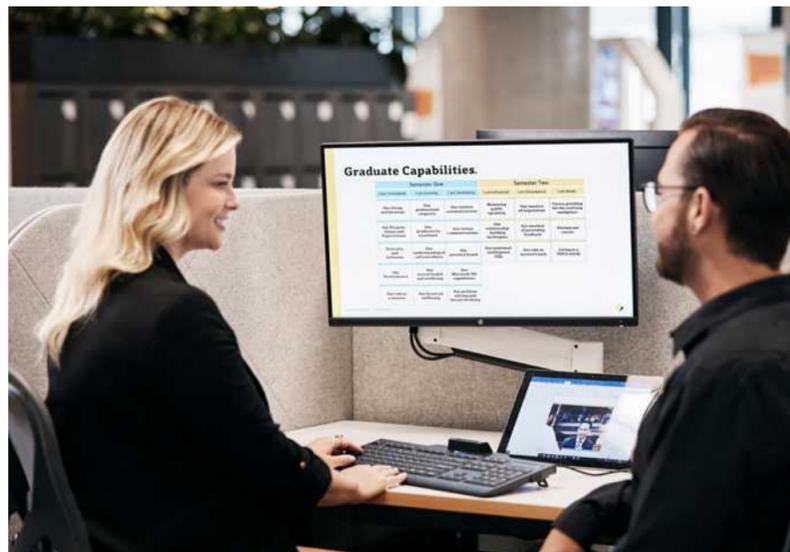
Our two-year Graduate Program provides the opportunity for all participants to rotate through our various functions and gain experience in multiple engineering sectors, including Marine, Pipelines, Tunnels and Rail. We provide flexibility to our Graduates who are managing family responsibilities whilst kick-starting their career in the construction industry.

#### Q Respect

Respecting and valuing differences based on all the elements that make each human being unique, McConnell Dowell Group is focused on creating a culture where different perspectives can be heard for the benefit of our communities.



# We can achieve great things together.



## CommBank takes a multi-pronged approach to gender equality that includes:

- Tackling the impact of bias in the workplace
- Ensuring that men and women transitioning into and out of parental leave are supported
- Best practice policies, leave options and flexible work options
- Playing our part to address domestic and family violence

In 2015, we set a new target for gender diversity in leadership. By 2020, we want to see women comprising 40% of Executive Manager and above roles, and 45% of Manager and above roles. These targets represent the next part of our phased approach to progressing towards full gender parity from 2020 onwards. We are moving in the right direction and have more women in both Manager and Executive Manager Roles than ever before. In total, 57% of our workforce are women.

As one of Australia's largest banks – we recognise the important role we play to end domestic and family violence. In recent years, we have been working with community organisations, government agencies and frontline support bodies to develop a strategy to respond to domestic and family violence. We have a range of support options in place for our people and our customers who may be impacted by domestic and family violence.

We also believe the workplace plays a critical role in the lives of new fathers. Our gender-neutral policies and flexible work practices have meant more dads taking time off to support their families following the birth of a baby or adoption than ever before. Currently 38.3% of our employees taking parental leave are men.

CommBank fully embraces the economic empowerment of women and other diverse communities, through implementing sustainable procurement practices, and our CEO is a signatory to the UN Women Empowerment Principles.

Through our "Women in Focus" banking and advice programs we also provide valuable support for women-owned businesses and female entrepreneurs. This work is core to our work driving and influencing change within business and the community in Australia.

## Our gender equality network –WeCAN

WeCAN brings together women and men from more than 20 women's networks across the organisation to develop and enhance a culture of inclusion and respect for gender equity and financial empowerment for women. WeCAN's goals are to:

- Develop and share key messages, great practice and program calendars
- Report on its activities and impact
- Identify and cultivate champions who can facilitate conversations with colleagues, customers, partners, suppliers and community advocates when appropriate
- Provide feedback to the CommBank Gender Diversity Steering Group to improve attraction, retention and development of women.

*"With my first, and now again following my second child, CommBank has supported me with equally challenging roles, and a four-day working week. I am still very busy, and you do need to be organised and surround yourself with good people. But there's plenty of flexibility here for both my family and my career."*

Sarah Hall,  
General Manager  
Risk Direct Channels

### Q Make an impact

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

### Q Values

Our commitment to our purpose is guided by our values:

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

### Q You can be you

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

### Q Opportunities

With over 10 business areas at CommBank and 48,000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

### Q Training and development

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

### Q Innovation

We're always looking for ways to do things differently. Our much loved CommBank App helps our customers look after their financial wellbeing every day. We've been responsible for many Australian firsts in banking from our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

### Q Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities, such as flexible working options, access to fitness, health & wellbeing programs to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business partners.

### Q Community Commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value. We also have a staff community fund

and volunteering days at many of our partner charities.

### Q Bright minds

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

### Q Award winning employer

Over the years we have been recognised with a wide range of employer awards, including:

- **Canstar** Junior and Youth Banking Awards winner 2018
- **LinkedIn Top Companies** #4 in Australia, highest member interest, 2019
- **Grad Australia** Top 100 Graduate Employers 2019

- **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2019
- **Bloomberg Gender Equality Index (BGEI) 2019** recognised for transparency in gender reporting and advancing women's equality

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



# Good Food. Good Life.

**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, 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

top leaders to promote a more gender-balanced workforce across all levels of the organisation, our focus now on our most senior levels. We set ourselves tough targets and regularly report on our progress.

### 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. We continue to challenge ourselves to take these policies to the next level, for example exploring how we can actively encourage more men to take parental leave.

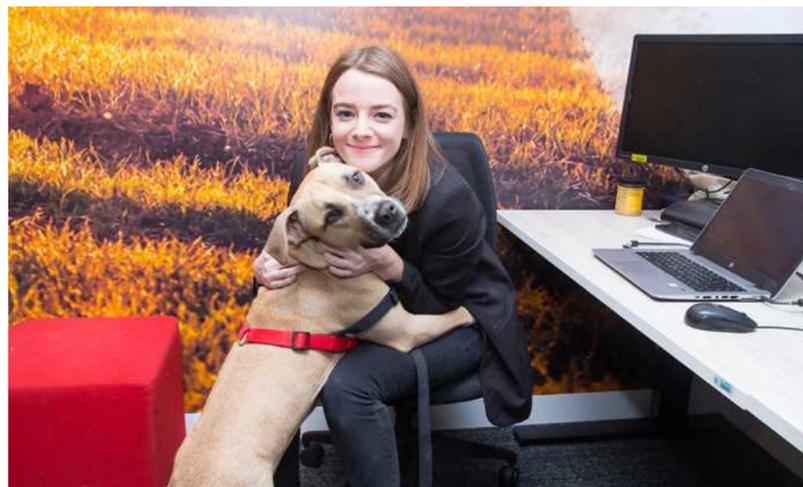
### Enabling practices

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 (more than 60% of our roles in Oceania are filled internally!), and tracking as many relevant statistics as possible to ensure we're making progress.



**Susan Catania** "I've been part of the Nestlé family for 15 years and currently wear two "hats" at work: Business Manager and Gender Balance Champion. Our CEO Sandra's passion for gender balance is infectious and she challenges all of us to support each other in being bold and speaking up. I believe that the number one barrier for women is confidence; it holds us back every time. We need to believe in ourselves before we can demand it from 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!"



### How We Work

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 be recognised externally for our flexible and inclusive work culture with WORK180 FlexAble certification.

### Industry support

We also partner with organisations working within the wider industry to address gender balance concerns outside of Nestlé. 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.

### Emily Bradbury Factory Manager



I definitely did not think I would be a Factory Manager one day! But when the opportunity came up, I was absolutely all for it. Once you've been in a factory, you get hooked. A factory culture is really different, because unlike a head office where you have a very similar group of people in a

corporate environment, so the skillset is quite similar, in a factory you have much more diversity both from an educational perspective but also from a life experience perspective. I think that's what makes the factory culture so full and so rich.

We've got sites all over the world, so if you are able to perform in a particular role and show openness to evolve your professional path, there's opportunities globally for you to try your hand at. Opportunity to meet people, to work in different areas and different groups, to feed your curiosity, to get out there and try something different – where it works, you're celebrated, and if it doesn't, everyone sees it as a learning opportunity. It's about getting out there and trying!

### April Jinnette Product Technologist



I studied chemical engineering and science, and particularly loved the sustainability and environment elements – so I felt that Nestlé was a really good fit for me, as they share those core values. I'm excited to be working in a factory where I get to see whole processes come to life! The culture at the factory is wonderful. I was initially afraid to move here for this role,

as it's a long way from my home town – but the people here are so kind and so supportive, it's turned out to be one of the best decisions I've ever made. I was surprised by how many young people and how many young women in particular work at the factory. I've made some really good friends moving up here that I think will be friends for life.

### Nina Cleeve-Edwards Oceania Innovation Acceleration Team (OIAT) Manager



One of my career highlights was training our local packaging technologists to use a tool that measures the environmental performance of different packaging options. When that tool was chosen to be rolled out globally, I moved to Switzerland to work on its development and introduced it to more than 500 packaging technologists at Nestlé around the world. I love setting up and implementing new things, so this was a great opportunity and connected me with similarly passionate colleagues all over the world.

Want to find out more about a career at Nestlé? Visit [nestle.com.au/careers](https://www.nestle.com.au/careers)

# We don't see problems, only possibilities



Over half of our 1,200 people in Australia work in technical roles with the remainder immersed in the critical business functions such as HR, Finance, Business Development & Operations that ensure we function efficiently and effectively. No matter who they are or where they work, we have made it one of our most important business goals to ensure everyone feels welcome, valued, respected and supported.

For us, it's more than words on a page. It's about understanding and recognising that each of us is unique and central to building a great place to work. In many ways, our differences are our greatest strength.

In Australia, women hold many key positions. Our CEO, Christine Zeitz –

profiled opposite – along with her colleagues on our leadership team, are passionate about ensuring women are appropriately represented within our organisation. Our people are genuinely able to contribute to our business and to influence how we develop as a place to work. With that in mind, we have a number of initiatives to help attract and retain women.

### Empowering women at Leidos

Development activities include 'Outspoken Women' – an interactive workshop covering how to use the power of influence, messaging and body language to maximise impact at work.

We also have a busy Women's Advocacy Group. This provides an excellent chance for our people to collaborate on mutual interests, meet new people and help each other through sharing ideas.

Each year Leidos celebrates International Women's Day – a global initiative celebrating the social, economic, cultural and political achievements of women, whilst also marking a call to action for accelerating gender balance.

### A Culture of Health and Wellbeing

We are committed to helping our people and their families stay fit and healthy. As well as providing information and help on 'Thrive', the wellbeing hub of our Intranet, we have a community of wellbeing champions throughout the business and actively take part in initiatives during the year such as RU OK Day, Mental Health Month as well as other locally organised events.

### Lifestyle and Family Support

We all have different needs, hobbies and lifestyles outside of work. To support this, Leidos offers a range of flexible work practices for employees to choose from throughout the year including flexible working and additional leave arrangements to support our people in the community. We also have attractive parental and care leave options available including paid domestic violence, bereavement, personal and study leave.



### Q Profile of Christine



**Christine Zeitz, Chief Executive, Leidos Australia**

Christine Zeitz is the Chief Executive of Leidos Australia and is supported by an Executive team, made up of 40% females. She is responsible for our 1,200 strong workforce and revenues over \$400M. Christine leads strategic growth in Australia and the Asia Pacific region, delivering operational, financial, and management improvements to the organisation.

A past finalist in the Telstra Business Women of the Year awards and a strong advocate for workplace diversity, gender parity and inspiring women to pursue opportunities in Defence, Security and Intelligence, Christine is quietly disrupting the status quo as a female CEO in one of the top largest 20 Defence companies in Australia. She is driven by a passion for realising her customer's mission, for Australia's Defence and security, and that of Australia's allies.

Christine began her career as a Graduate Accountant at BAE Systems after completing a Bachelor of Economics at Flinders University. Over the following 15 years at BAE, Christine was promoted through roles of increasing accountability, including Commercial Manager, Head of Procurement, Commercial and Procurement Director. In the subsequent position of Director of Business Development, and as a member of the Management Board of BAE Systems Australia, Christine managed the Government Relations office in

Canberra. As Vice President and Managing Director for Australia & Asia Pacific at Lockheed Martin, Christine helmed the business through its merger in August 2016 that saw the integration of its government IT services business with Leidos Australia.

Outside of work, Christine loves spending time with her husband and two children, is an active member of a number of senior professional support networks, and enjoys travel.

### Q A Day in the Life of Jacqueline



**Jacqueline – Graduate Software Engineer – studied Bachelor Information Technology (I.T. Security)**

#### 8.10 AM

I walk into the office and I unpack my stuff and log into my computers. I check my email and see the weekly update from the Chief Executive with updates on the organisation as a whole. This is a good way to find out what's happening in different parts of the business.

#### 8:30 AM

My team is currently working on a Research and Development project and we use scrum software development methodology. Today's the last day of our two week sprint and I need to finish off the story that I've been working on before 11 AM so I can get the new functionality into the release.

#### 9.30 AM

I'm happy that my code has built successfully, my unit tests have passed,

I have a running instance of my new feature in our Development environment and I've documented how to use the new feature. I need to get my story and code reviewed before I can mark it as "Done". I ask one of my team members to review it for me. I give him a demo of the new feature and explain how it works.

#### 11.00 AM

It's sprint review time which means it's the end of the sprint. My team gathers in a meeting room and we each talk through our moods during the sprint, what we think went well, what we think could be improved next sprint and people we'd like to thank.

#### 12.00 PM

Lunch time!

#### 12.30 PM

We merge the code in our Development environment to our Production environment and check that all tests are passed. We deploy to Prod and ensure that everything still works as expected. We fix any issues that come up.

#### 1.00 PM

It's sprint planning time. My team gathers in a corner and we sit down and go through each new story in our backlog queue. We vote on the number of points we think each story is worth based on how difficult we think they will be to complete. The higher the points, the more difficult the story. Once all of the stories have points, stories are added to our next sprint based on how many points we think we can achieve over the next two weeks.

#### 3.30 PM

Sprint planning is finished.

#### 4.10 PM

I think I've got enough of an idea to get started on my story, so I start writing some configuration and installation scripts.

#### 4.45 PM

Home time! It was a good day

#### 6.00 PM

I arrive home, eat dinner, walk my dog, catch up on some TV and relax.

Contact details  
careers.au@leidos.com  
Leidos.com/Australia

## People are at the heart of everything we do

**At John Holland, we are passionate about gender equality and know our teams thrive in an inclusive work environment where all our employees feel empowered to achieve goals.**

From the people living in the communities where our projects are located, to our more than 5,000-strong workforce, we proudly differentiate ourselves by caring about the real human benefits we deliver.

As one of the nation's leading infrastructure and property companies, we have been driving positive change in Australia for 70 years. From Parliament House to the MCG's Great Southern Stand, we've had a hand in shaping the nation we know today.

Across Australia, New Zealand and South East Asia, we are working on projects built to improve lives, this includes upgrading hospitals for growing regions and providing key water facilities to safeguard our most valuable natural resource.

We are also delivering many of Australia's mega projects, including the Sydney Metro project and Melbourne's West Gate Tunnel and Metro Tunnel projects. When complete, these new transport options will make travel in two of our biggest cities easier, quicker and more reliable.

Our work to transform lives is part of our DNA, where we are committed to supporting the growth and development of our employees by living our values of caring, empowering, future-focused and imaginative in everything we do.

We have a diverse and inclusive workforce, with women strongly represented at John Holland. A total of 40 per cent of our executive team is female and we have 126 senior female leaders working across our business, plus a strong female workforce across our projects and in our corporate offices.



We are determined to champion our talented and diverse workforce, and this includes being one of the first businesses in our industry to ensure we have no gender wage pay gap.

At John Holland, your future is bright. We believe in a "hands-on" approach, meaning that from our highly regarded two-year Graduate Program to our traineeship opportunities and mentoring programs, we are here to guide you on your fulfilling career journey.

Our door is open for enthusiastic career seekers and there are plenty of avenues to explore like engineering, construction, project management,

finance, technology, communications, human resources, sustainability, building, rail, safety, tunnelling, property, water and much more.

If you are up for the challenge of discovering a fulfilling career that extends beyond the average, let the innovation begin at John Holland.

**i** Want to find out more about a career at John Holland? Visit [johnholland.com.au/careers/a-career-with-us](https://johnholland.com.au/careers/a-career-with-us)



**Step into the exciting world of John Holland. We are a business built around people and have some talented employees doing incredible work to transform the communities we work in for the better – hear what they have to say...**

**Jane Sherlock, Chief People Officer**



As the executive leader looking after the advancement of our employees, Jane knows our people better than anyone. As a graduate, Jane joined John Holland and while she's pursued other opportunities throughout her career, she says she's proud to have returned to our business because of our great people and culture. "I'm always impressed by the hard work, ethos, passion, knowledge, resilience and calibre of our people and I love that I work with people who make a tangible difference to our community," she says.

**Sorcha Brennan, Safety Manager – Macquarie Park development**



Our Building business is developing a multi-building complex in the heart of Sydney's "second CBD", Macquarie Park. Sorcha is responsible for maintaining a positive safety culture as the six-building office, retail and dining precinct takes shape. "My role at John Holland is fast paced, dynamic and about as far away from boring as you can get – every day is different and it is a constant adventure," Sorcha says.



**Cassandra Shard, Project Engineer – WestConnex**



Cassandra loves coming to work in the tunnels on our \$2.7 billion (approx.) WestConnex project, which will connect Sydney's existing road network and ease congestion. "I developed an interest in geotechnical engineering during my university studies and as a result requested an opportunity to work in tunnelling as a graduate – it's challenging conditions but also a rewarding environment, where you are able to see the outcome of your efforts," she says.

**Maddelon Holt-Smith, Graduate Engineer – New Intercity Fleet Maintenance Facility**



Maddelon is part of our team delivering a rail maintenance facility that will service a new fleet of trains connecting Sydney to the Central Coast. She's passionate about sustainability and her interest has taken her to Bangkok, where she attended the 2018 Peace Summit of Emerging Leaders as part of the Humanitarian Affairs Peace Ambassador program with the United Nations. "Being able to develop my sustainability skills on a global platform was a fantastic opportunity. It's a great privilege to use my engineering skill set to contribute to bettering our world," Maddelon said.

**Caitlin Holmes, Learning and Development Manager**



The ongoing development of graduates at John Holland is run by our Learning & Development team. There is a genuine interest in engaging and growing our new employees, fresh out of university. "I am passionate about developing our people, and in particular, our graduates. Our graduates are the future leaders of John Holland. It's so rewarding to watch them grow into mature, young professionals that make a difference to our projects, our communities and our business," said Caitlin.

**Amy Muspratt, Graduate Engineer – Level Crossing Removal Project**



Joining our Graduate Program gave Amy the opportunity to relocate from her QLD hometown of Townsville to Melbourne. She's now working with our North Western Program Alliance team to remove several of Victoria's dangerous and congested level crossings to make travel safer for motorists and pedestrians. "I wanted to move away and see new things and the Graduate Program has enabled me to do that. I'm enjoying exploring, although the best part about the Graduate Program is interacting with my team and getting to talk with people that are really good at what they do."

# Ongoing commitment to gender equality



## 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.

## Our commitment to diversity

Part of enabling long and fulfilling careers at Macquarie is the support

provided to staff to balance a successful career with personal interests and other responsibilities such as family.

Macquarie has an extensive range of programs and initiatives in place to support its diversity objectives including:

- Flexible work arrangements
- Community and charity involvement
- Networking events
- Employee network groups
- Macquarie-sponsored childcare centres in Sydney
- Nursing mothers facilities
- Parental leave, parental leave payments and resources to support staff returning to work
- Quiet room/multi-faith prayer rooms

Macquarie's ongoing commitment to achieving gender balance at all levels of the organisation is demonstrated by the year-on-year increase in female

representation across Macquarie's total workforce as well as at Division Head and Senior Executive levels.

## Flexible work arrangements

Because we recognise that working flexibly means different things to different people, flexible working exists across Macquarie in many forms.

Macquarie's global return-to-work rate was 98% in FY2018 and high retention rates continue to be achieved for staff who have taken parental leave.

Macquarie continues to provide support to working parents and those with carer's responsibilities through initiatives such as childcare centres, backup child/adult/eldercare, nursing mothers' facilities and return-to-work coaching for parents.



Meet some of our employees who reflect on their time at Macquarie.

### Alison, Agricultural Trader, Commodities and Global Markets



The culture at Macquarie is one of teamwork, collaboration and positive encouragement. The Macquarie culture not only supports but encourages learning and development. It's a fantastic place for new graduates to build their career.

### Angelique, Senior Associate, Financial Management Group



Macquarie has been extremely supportive of me pursuing my Chartered Accountant (CA) qualification.

They work with the Institute of Chartered Accountants to put on tutorials ahead of every quiz, which are really helpful when it comes to exam preparation.

There's also a small group of employees studying at the same time, which helps a lot with motivation!

Not only does Macquarie offer a generous policy around study leave, but my managers have all been extremely understanding of my commitment to study.

### 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.



### Wendy, Senior Manager, Banking and Financial Services



I have been at Macquarie since 2014. For me the most important thing has been Macquarie's commitment to diversity, inclusion and flexible working in a very real and meaningful way. It is incredible to see our senior leaders not only talk the talk, but also walk the walk.

They are true leaders and role model these values in a way that shows that this is a really important part of working at Macquarie and it empowers the broader organisation to follow their lead.

They are true leaders and role model these values in a way that shows that this is a really important part of working at Macquarie and it empowers the broader organisation to follow their lead.

### Marc, Product Manager, Banking and Financial Services



Macquarie places great importance on gender equality and has helped educate me on the role that we as individuals

have to play in striving for equality in the workplace and across society at large. I'm empowered to speak up, to raise awareness and make a difference.

### Amanda, Associate, Financial Management Group



One of the things I love about being in the graduate program at Macquarie are the learning and

development opportunities. On top of on-the-job training, I've participated in various workshops which have allowed us to brainstorm and direct our learning to areas that we're interested in. So far this year I've attended workshops on design thinking, building personal resilience and how to have performance appraisal conversations. These workshops have also allowed me to fast-track my development and network with individuals across the firm, broadening my awareness of the roles Macquarie has to offer.

 Want to find out more about a career at Macquarie. Visit [macquarie.com/careers](http://macquarie.com/careers)

# Be a Journey Maker

## At Transdev, we believe public transport plays an important part in how a city comes to life.

Our day-to-day work influences our families, friends and future generations where they live, work and play. Whatever your role is at Transdev, you contribute to improving the mobility of our customers, and the positive impact this can have on their lives, their community and our environment. With a global network of 82,000 colleagues in 18 countries, our customer and client focus, commitment to innovation and provision of safe travel lies at the heart of our success and continued growth. To support this growth, we look to the dedication, pride and passion of our

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

## Our Operations

At Transdev we are a community moving communities. Transdev is the region's leading multi-modal passenger transport provider. More than 150 million customer journeys a year are made in Australia and New Zealand on its train, bus, coach, ferry, and light rail operations. In partnership with local governments, public authorities and private companies, over 5,800 Transdev Journey Makers deliver services in Brisbane, Melbourne, Perth, Sydney, Auckland and Wellington for the commuter and resources sectors.

## Our diversity targets

We are a community moving communities. We have set ambitious targets, and challenged our industry to follow our lead, ensuring our team reflects the diversity of the communities we serve.

- 50% appointment of women into our workforce by 2022
- 40% appointment of candidates under 35 by 2022

We are proud to have a number of women in a range of roles who work at Transdev.

Right around the world we have women drivers, office and administration roles right through to Managing Directors and Executives. There are no boundaries for careers for women in Transdev.



## Meet our Journey Makers

### Q Moe, Graduate Engineer

After completing her degree Moe joined the Transdev as a Graduate Engineer in our Design, Construction, Operations and Maintenance (DCOM) Team. She has since been involved in several big projects including Sydney's new light rail. "There's like so many different people from different places at Transdev, and it actually contributes to the innovation, the creativity, the productivity, because people bring so many different ideas and it just makes Transdev work together so good. And it makes you feel comfortable, because everybody is different and this is embraced at Transdev."

### Q Melissa, Communications Graduate

Since completing her Bachelor of Arts and Bachelor of Communications in 2018, Melissa joined our Brisbane team as a Communications Graduate during our 2019 intake. "In the space of a few months, I have been provided with opportunities to be mentored by some great people, to work interstate and to collaborate on massive projects. I was provided with trust to create and explore, to work across different specialties and through

necessity, I have had to adapt and develop very quickly. Ultimately, I am all the better for working at Transdev."

### Q Ajenta, Environmental Specialist

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

### Q Dee-Anna, Train Manager

"I'm keen to progress further. There is an expectation at the company to learn and understand technology, and it's exciting because we know it benefits both our colleagues and customers. There are so many great people from different backgrounds and so many potential career pathways ahead. Now my foot is in the door, who knows where I'll go next."

### Q Chloe, Projects Coordinator

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

### Q Emily, Corporate Counsel

"It's my job to keep one of the world's biggest public transport operators up to date. I feel I'm really making an impact."

### Q Dusica, Customer Feedback Officer

"It may look like I contribute in a small way, but I make a big difference to my community."

### Q Hannah, Lead Depot Bus Driver

"Passengers tell me how nice it is to see a female bus driver. I'm proud to play a role in moving millions of customers safely, reliably and on time."

### Q Jocelyn, Contracts and Commercial Graduate

"I found it very inspiring that some of my colleagues started as a qualified tradesperson or driver and progressed into leadership roles. There are so many opportunities at Transdev especially for those just beginning their careers."

### Q Mel, Learning and Development Manager

"It means a lot to me that I'm now involved with such a community-driven organisation."

Want to find out more about a career at Transdev. Visit [transdev.com.au](https://transdev.com.au)

# A culture that empowers women to succeed



**Women today are making great strides. They're ambitious, bold and challenging gendered norms that exist in society. Yet, workplace barriers and the issue of gender inequality continues to hinder women's ability to grow professionally and personally, and assert their influence in the world.**

At PwC, we firmly believe that if women are positively supported throughout their professional journey, they'll be able to push forward their careers with greater self-confidence, take risks, feel a sense of belonging and have their contributions valued.

By empowering female career advancement we not only create gender equality, we also create more diversified workplace communities. This means we're better equipped to solve society's

most significant problems because we are able to view them through the most holistic lens.

It's why the PwC community, both locally and globally, is so committed to supporting all our people and to challenge the stereotypes experienced by people of all genders. We do this by actively addressing the barriers to equality and continuously creating an inclusive culture.

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 11.1% 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 have a number of benefits that help support this such as 18 weeks paid parental leave, superannuation payments on unpaid parental leave, flexible work options, a leading domestic violence ongoing mentoring and coaching programs and inclusive leadership training. To add, anyone can join our national employee-led network (Symmetry@PwC) which runs events and forums both within PwC and beyond to raise awareness more broadly around the benefits of diversity.

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.



## Advice from women at PwC

**Kim Challenor, Partner (Assurance)**



"I would tell myself to have a go at everything you can, as every experience is a learning – even the bad ones! I'd tell myself not to let imposter syndrome (a feeling that you don't belong in the room and that you are accidentally there due to no doing of your own) to stop you from putting your hand up and sharing your thoughts. I'd also remind myself that how you feel about a situation is a choice, one that you are in control of (most of the time!). And finally – I'd remind myself to have a good laugh at myself a bit more. A good sense of humour and an ability to laugh at yourself is a critical part of being successful in professional services!"

**Alice Peterson, Manager (Consulting)**



"Embrace your super power and wear your cape with pride. Your career will be one crazy adventure, but keep having fun and laugh often. Always stand tall, be strong and enjoy the ride."

**Carly Scudamore-Smith, Director (Financial Advisory)**



"Don't wait for change to happen. Be brave and empower yourself to be the change you want to see."

**Kathryn Smith, Executive Assistant and Practice Manager (Corporate Tax)**



"Dream big – you can make a bigger impact, do more and go further than you imagine. Always strive for excellence, be true to yourself, act with integrity, be kind to others, stay humble, grounded and celebrate your achievements."

**Olympia Newman, Manager (Technology Consulting)**



"It's important to be yourself. Don't try and change to fit an ideal that you think is accepted. In reality, it's your difference and uniqueness that make you stand out and add value at work."

**Gabi Donovan, Human Capital Team Lead (Financial Advisory)**



"Get into healthy habits early and set regular life goals for your mind, body and career – balancing what is important to you, setting your boundaries and reviewing your plan every few months. Think about your network and who is going to give you the energy and drive to move forward with your various goals. Get used to making mistakes and find ways to move on quickly. Most of all, have fun! We spend a lot of time at work – keep things in perspective."

**Georgina Richters, Director (PwC's Indigenous Consulting)**



"Don't take life too seriously, enjoy a good laugh as often as you can. With the right kind of coaching and determination you can accomplish anything!"

**Mandy Ruhle, Business Services Manager (Finance and Operations)**



"Say yes to every opportunity that comes your way. Even if it takes you out of your comfort zone, you never know who you'll meet or what doors will be opened by taking a chance."

**Christina Lopez, Senior Consultant (Assurance)**



"Be yourself! I always had a perception that to be an effective leader and successful in professional services you had to be loud, very competitive and aggressive in delivery. However, I've realised there are few female leaders who take a more 'care' and soft' approach to leadership, which is something I resonate with."

**Dilani Gunawardena, Trainee (Assurance)**

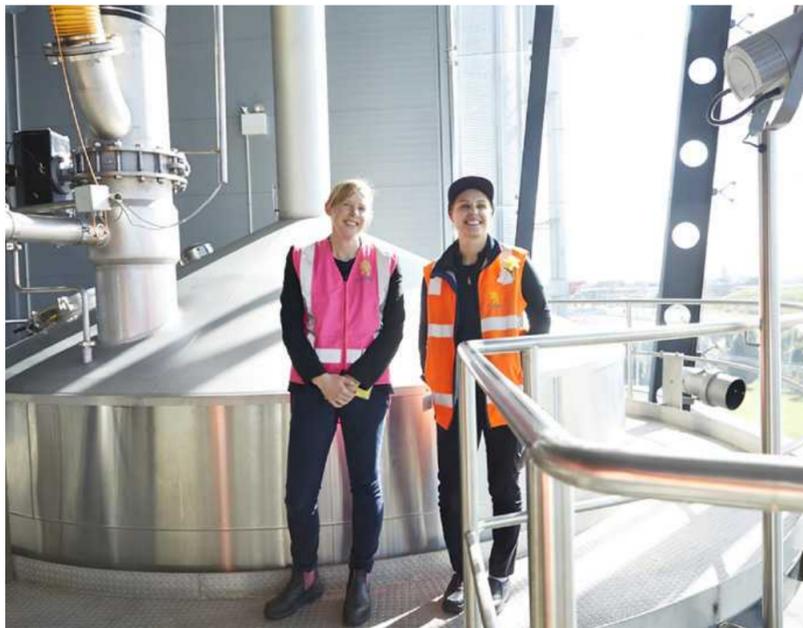


"Never be afraid in taking a step forward because you have nothing to lose and all it will do is shape and influence you as a person. Never doubt yourself as a woman because that is an asset that gives you strength and brings so much value."

Visit [pwc.com.au/careers](http://pwc.com.au/careers) for latest updates and opportunities available at PwC Australia.



# Experiences you'll love



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

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

corner shops, restaurants, hotels & bottle shops) as well as consumers. In addition to direct employment, we make a significant contribution to the Australian and New Zealand economies and are expanding into parts of Asia, the UK and the USA.

Given our wide variety of products, we have a diversity of jobs at Lion including in sales, supply chain / manufacturing, transport & logistics, marketing, finance, strategy, IT, human resources, legal, external relations and more. We're always looking for new and diverse people who are keen to learn, have different experiences and a passion for what they do. One of the largest parts of our workforce is our supply chain – the team which makes our great products. Our supply chain people come from diverse education backgrounds in engineering, trades, sciences, commerce, food technology, quality & safety.

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

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

 To find out more about a career at Lion please visit [lioncareers.com](http://lioncareers.com)



## Q Gender Pay Equity

In 2016, Lion resolved gender pay differences in like-for-like roles after an internal analysis, peer-reviewed by Mercer, found a 3.2% average pay gap between male and female employees. We immediately took action to close this gap and keep it that way.

## Q Grad Program

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

## Q Science and Engineering at Lion

Whether you are interested in Mechanical, Electrical, Chemical, Microbiology or Mechatronics, there is something for you at Lion. You can work with high speed packaging machinery, automated & robotic technology, focus on quality or specialise in creating some of our great products.

## Q LionFlex

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

## Q Achievement Culture

Our people strategy is focused on building an achievement culture. We're proud of the diverse range of backgrounds across Lion and the inclusive culture we continue to build. We've been investing in our achievement culture for more than 20 years now and we're very proud that our most recent annual engagement survey saw overall engagement at 86%.

## Q NextGen Lion

We've been working on a huge project called NextGen Lion which involves implementing SAP as an enterprise system across Lion. This means that we will be working with cutting edge

technologies and revolutionising how we interact with our customers and consumers.

## Q Our Contribution

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

## Q Sustainability

Our environmental approach is governed by the simple mantra of 'Tread Lightly'. We are committed to proactively reducing our environmental footprint and sourcing responsibly. As a large manufacturer and purchaser of agricultural goods our priorities are reducing our water and energy usage and waste. We set clear public targets

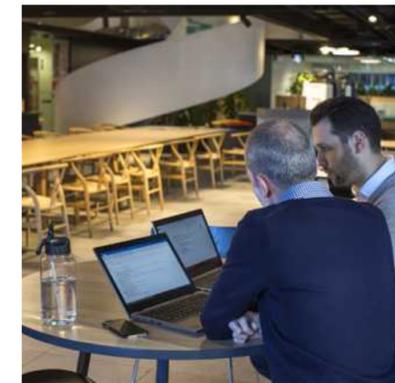
in our annual Sustainability Report and hold ourselves accountable to continual improvement.

## Q Our Goodness Promise

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

## Q Careers at Lion

Every day, approximately 6,700 people work, create, innovate and grow with a company that supports, encourages and empowers them to be the best they can be. With Lion, you're set for life with a clear advantage to a great career of your choosing. Whichever way you look at it, a Lion career is a great choice.



# Gender Equality at NAB



**Gender diversity continues to be a key priority for NAB – not only because it's the right thing to do, but also because it makes good business sense and has clear alignment to NAB's values.**

It is about supporting our customers, over half of whom are women, in their work and personal lives. And it's about supporting our people – to perform at their best in meaningful roles that make our customers lives better.

**Inclusion and gender equality starts with our leaders**

And it's a responsibility that our leaders take very seriously, as is demonstrated through the roles they play in the community.

We have a Diversity & Inclusion Steering Committee led by two

Executive Leadership Team members. The Committee provides a voice for inclusion at NAB and removes barriers that might get in the way of equality. It has senior representation from each business area.

**Driving equality at NAB**

We're lucky to have incredibly talented, driven and inspiring women working for us here at NAB. But hiring women has never been about 'making up the numbers'. It's been about finding the right people for the right roles, and making sure the women who work for us have the support and encouragement to reach their full potential.

No matter which stage of their career or their lives they're at, our women are enabled to perform and reach their full potential. And we have a range of targeted programs and practices in place to break down the barriers, and give women the platform to reach their full potential.

We continue to bring social change to the community – recognising that the need for gender equality stretches beyond the walls of our organisation. And we're just as driven to bring about change on a social level. Whether it is through our sponsorship of women's leagues within Australia's favourite sports, or playing an active role in raising awareness and providing critical support to see the end of domestic and family violence in the community.

And as a Workplace Gender Equality Agency Employer of Choice for Gender Equality, we're proud of the level of gender equality we have throughout the company – from the local branches, right through to the executive teams and board members.

NAB has also committed to support the UN Women's Empowerment Principles set of 7 principles for corporate companies globally, offering guidance on how to empower women in the workplace, marketplace and community.

## Starting with us

The financial services industry is full of hard-working, talented women and men. We want to be an organisation that doesn't just attract, retain and develop the best people – but makes everyone feel included and valued as well. So we've made sure our recruitment process is as fair and open as possible. Our commitment is:

- All people at NAB are able to work flexibly. The right option depends on a balance between the needs of the customer, the business, the team and the individual
- Employees on parental leave (paid and unpaid) are considered for a promotion or any job vacancies
- All interview panels, for both internal and external candidates, will be conducted by both male and female employees in similar positions of authority where possible
- Every management role that's advertised strives to have a minimum of 50% female representation on shortlists, regardless of whether they're sourced internally or externally
- We review our recruitment systems and processes regularly to keep bias out of the framework.

## Supporting you to succeed

Career development programs for women are offered at all different stages in their careers. From building self-awareness, career clarity and confidence, right through to developing a personal brand, breaking down self-limiting mindsets and leveraging networks, all of the programs have career progression at their core.

## Supporting capable women into leadership positions

We're passionate about supporting capable women into leadership positions at NAB – and making sure both men and women know exactly why it's so important. Gender Balance, our employee-led resource group, helps to engage our people – so that female leaders are as successful as possible. With chapters in all major states and our global offices, Gender Balance strives to create an inclusive workplace where women can grow their careers as leaders in NAB.

And we're serious about being an employer of choice – not just for women, but for women in technology. We have a dedicated Gender Balance employee-led resource group dedicated to Women in Technology. We're actively introducing new initiatives to support women

throughout their technology career, with opportunities to develop, experience, connect and contribute to the community.

## Providing flexibility

We're focused on creating a flexible working environment to accommodate the diverse needs of our customers and our people because we know it leads to higher productivity, and enables our people to live in a way that accommodates their personal lifestyle needs. We recognise that everyone is different. That's why we continue to offer a wide range of flexible working options, including job sharing, working from home, flexible start and finish times, and extended leave. The right option depends on a balance between the needs of the customer, the business, the team and the individual.

## Your remuneration

We're committed to equal pay for work of equal value. We regularly review gender pay equity, and we're committed to:

- Managing our gender representation at all levels
- Conducting regular reviews of like roles and the organisation as a whole
- Setting variable reward targets for gender consistency and alignment
- Making sure any annual remuneration recommendations for specific roles are kept gender neutral
- Looking into any performance outcomes on a yearly basis to spot any potential gender bias.

## Supporting every footballer's dreams

In 2016, NAB announced a three-year deal as the naming rights sponsor for the newly established NAB AFL Women's Competition (AFLW). We're proud to be giving more women a chance to participate in one of our country's favourite sports, and to be providing a pathway for women footballers to reach an elite level. But we don't just want to sponsor AFL, we want to see it grow – to become a more diverse, enjoyable game for more people. Through our support of the NAB AFL Auskick program and the newly established NAB AFLW, we hope to give every boy and girl across the country a chance to nurture their love of the game, and create inspiring role models along the way.

## Meaningful community contributions

As a significant Australian employer, we have a responsibility – and a platform

– to tackle the big issues that impact our people, customers and the community and to bring about real change in the areas of financial inclusion and resilience, stronger communities and environmental wellbeing. At the heart of our approach to Corporate Responsibility is to make a positive and sustainable impact on the lives of our customers, people, shareholders, communities, and on the environment in which we operate. This includes contributing \$44.6M in community investment in 2017 which includes the value our people contributed to the community through 16,000+ volunteer days, helping 515,000+ Australians with small loans in partnership with Good Shepherd Microfinance, and building the diversity of our workplace through our Indigenous employment and African Australian Inclusion Program.

## Sustainable change through innovation

As one of Australia's leading financial organisations, we have a real opportunity to find innovative new ways to promote gender equality in the workplace. Which is one of the key reasons we launched Australia's first Social Bond (Gender Equality). NAB Social Bond (Gender Equality) are fixed income obligations of NAB that offer investors the opportunity to make a Socially Responsible Investment – by helping to finance companies that are cited by the Workplace Gender Equality Agency as Employer's of Choice for Gender Equality.

## Your benefits

We believe the little extras can make a big difference in helping you meet your unique needs and ambitions. We provide access to a large number of exclusive employee benefits that'll support you both personally and professionally.

Benefits range from banking and financial services discounts, salary packaging, discounts for a wide range of products including entertainment, gift cards for the home, shopping, technology and much more.

## Employer of Choice

We've been recognised as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency. We are proud to achieve this recognition as a demonstration of our continued drive and commitment to achieving gender equality.

# Women in fashion



The Sussan Group provides:

- A company with lots of opportunities for women, and
- A track record of developing and promoting from within.

The Sussan Group is a leading women's fashion retailer in Australia. We are a privately owned company and comprise of three fashion brands – Sportsgirl, Sussan, and Suzanne Grae. As we operate over 500 stores and employ over 4000 people in full-time, part-time, and casual positions there are always new opportunities arising to progress your career. We have a focus on developing and promoting diverse talent from within the business. Our leaders are inspirational and our team members value the unique culture of our business, including our values around diversity, flexibility, work-life balance, family, the community and environment. Females are represented in key management positions

throughout each business and we employ across all age groups.

Providing flexibility, an inclusive work environment, and open communication between all departments are key to the success of our business. We also recognise that our team members are key to our continued business success and providing a workplace culture in which team members can meet their professional and business priorities is a competitive advantage.

We are 99 percent female and understand the importance of offering careers no matter what role you start in. We provide many young Australians with their first job, whether it be a casual, part time, or full time position, whilst studying. This allows them to gain skills and experience, developing their future career paths and aspirations. As we are a large employer of women, there are always opportunities arising. Opportunities with a strong growth

potential include planners, buyers, visual merchandisers, graphic designers, planners, buyers, store managers, human resources and finance roles.

The fashion and retail industry is dynamic and always changing. Innovation and creativity are at the heart of what we do and we're always looking for passionate people to join our brands.

We have so many examples of where women have started in retail on a casual or part time basis while they pursued tertiary qualifications. We also have examples of where team members have had a successful career without tertiary qualifications – that's what makes us exciting.

Imagine having the opportunity to work in ecommerce, a constantly changing area within retail and fashion within online shopping and social media; or in buying, where you travel overseas, identifying new trends and see your product instore.

Here's what our team members say.



## Q **Rachelle Pileggi – Ecommerce Customer Support, Sussan**



I started with Sussan working casually and part time in store. In my position, I gained wonderful experience as a supervisor and taking on some new responsibilities. I was soon after offered an Ecommerce Customer Support role in which I've now been in for 2 and a half years. I'm involved in various aspects of Marketing; including digital, ecommerce online and customer support. I'm thoroughly enjoying the role and it's so great that I've been able to continue my career working for a business I love.

## Q **Emily George – National VM Training Manager, Sportsgirl**



I kicked off my career with my first full-time job at Sportsgirl over 10 years ago. After studying Visual Merchandising at RMIT, I was lucky enough to land an in-store VM role, moving through various stores within the company, recently progressing into my current of National VM training manager, providing direction, development and support for each state VM team within the business. I love being hands-on and creative in my role, working alongside inspiring and talented women.

## Q **Holly Densley-Walker – Group Recruitment Manager, Sussan Group**



My career at the Sussan Group started over 6 years ago in stores. I loved working for the brand, with amazing people and got to do this whilst studying my Bachelor of Psychology. Following, I was offered a wonderful opportunity in recruitment for Sussan and 6 months in I joined the Group People & Development team as the Group Recruitment Coordinator, now Manager. I manage end-to-end recruitment across Sussan, Sportsgirl, Suzanne Grae head offices and the group functions and oversee the national recruitment across all three brands. I feel very fortunate for the journey the Sussan Group have bought me on.

## Q **Georgia Christo – Trainee Planner, Sussan**



My career in fashion started back in Adelaide almost 10 years ago working as a Sales Assistant at Sportsgirl, while studying Commerce. I then completed further study in Arts, majoring in Editing and Publishing.

I decided to move to Melbourne to study my Masters at RMIT while still working with Sportsgirl, and from here everything seemed to fall in place. After 6 months I started work at Sussan as an Admin Assistant in Sleepwear and progressed across multiple roles over the course of 4 years, leading me to become the Apparel Trainee Planner. With thanks to the Sussan business, I have successfully completed the ARA Diploma of Retail Merchandise Management, which only helped me continue to grow and develop in my current role, and receive the Runner Up Award of Young Retailer of the Year.

## Q **Karly Funnell – Project Coordinator, Sussan Group**



I work at Sussan Group as a Project Coordinator with the groups Digital and Marketing teams. We are currently re-platforming all our websites for Sportsgirl, Sussan and Suzanne Grae. I commenced at Sussan after completing a Diploma in Fashion and Design at Kangan. I initially started in stores as a sales team member then progressed in the Customer Support team, moved into the Applications Support team. I was then noticed by IT management and offered my current position of Project Coordinator. I really enjoy my role and each day is different and challenging – the great thing about the Sussan group is that each day I am learning new skills and working with a great team.

## Q **Madelyn Neville – Business Manager, Sussan**



My career began with Sussan 7 years ago; I have been succession planned through various management roles and have achieved my career goal of becoming a Business Manager. I am a multi-site manager that inspires and motivates all of my store teams to achieve great results and reflect a positive brand image for Sussan. I am very passionate about retail and fashion and I am so lucky that I get to work with people that are equally passionate and committed to the Sussan brand.

## Q **Victoria Inge – Digital Coordinator, Sportsgirl**



I started my journey with Sportsgirl in 2013 as an intern in Marketing whilst completing my Advanced Diploma of Business (Public Relations) at RMIT. The joke is that I'm the intern who never left – in 2014 I was

offered the role of Admin Assistant and quickly progressed to Digital Coordinator. In my role, I coordinate everything digital – if it's on our socials, website or in our eDMs, it has been through my hands. The reality is; I love coming to work every day. Sportsgirl is a place with exceptional leaders, people and culture – it's a team environment fuelled by our love of the brand & excitement for our customer to experience that!

## Q **Lauren Harrison – Finance Manager, Sussan Group**



I have been at the Sussan Group for five years and have loved every minute. I have had great career progression within the company and have been given fantastic support along the way. I started as the Financial Analyst and am now the Finance Manager. It is great to be surrounded by people who are so supportive of your career goals and passionate about what they do. My role consists of preparing budgets, forecasts and financial reports. I love the diversity of my role, working so closely with the brands and within a fast pace industry.

## Q **Catherine Hayes – EA to General Manager, Sussan**



I'm coming into my 4th year working for and supporting the General Manager of Sussan. Having no experience in fashion or retail, I was looking forward to the challenge of a new industry and have loved being in a creative environment. One of the best parts of being an EA is you can work in any field, you get insights into all aspects of a business which is an incredible learning experience and you get to work closely with some amazing and inspiring people.

## Q **Laura Petersons – EA to Group People & Development Manager/HR Coordinator, Sussan Group**



I have been with the Sussan Group for just shy of a year, supporting the Group People & Development Manager and team. Whilst studying a Bachelor of Commerce, I worked for various fashion retail brands which has helped immensely in understanding the in's & outs of the corporate fashion world. Having also worked in Human Resources, this experience has been so beneficial stepping into the EA role. Every day is different to the last and I never stop learning, which is one of the many reasons why I love my job and working for the Sussan Group.

# Local Pathway, Global Opportunities

**At Holcim, we believe a diverse and inclusive workplace drives sustainability, innovation and high performance.**

In a historically male industry mirrored in our organisation, Holcim have made gender diversity a specific focus area.

With a set of clear initiatives, we are progressing well which includes achieving Endorsed Employer for Women status

Some of the key achievements include:

- Providing workshops and networking opportunities for women at Holcim to participate in Hosting Diversity Days throughout the business
- Improving imagery and communication voice used internally and externally
- Approving capital funds to improve facilities for females in operations
- Introducing a women's range of industrial workwear and personal protective equipment
- Changes to the Parental Leave Policy to include: superannuation contributions to all female employees on unpaid parental leave for up to 52 weeks, 5 days Holcim Paid Paternity Leave and a Return to Work Bonus (4 weeks pay) for female employees payable 6 months after returning to pre-parental leave position.



#### How to apply with Holcim

For more information go to our website and or careers page [holcim.com.au](http://holcim.com.au) or [holcimcareers.com.au](http://holcimcareers.com.au)



#### Q Safety is our number one priority

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

#### Q Committed to social responsibility and sustainability

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

#### Q Focus on research and development

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

#### Q Work on landmark projects

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

#### Q Great people working together

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

#### Q Endless career paths

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

#### Q We invest in you

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

#### Q We seek ways to reward you for your efforts

Holcim looks to reward employees in a variety of ways. For certain roles these rewards can include extra Superannuation contributions, sales incentives, annual

bonuses and vehicles. Further to this Holcim extends a number of our corporate partnerships to employees which can facilitate better rates for airfares, accommodation, health insurance and other services.

#### Q Kodi Carter, Area Operations Manager



Other companies say they are diverse. I've never seen it; not for jobs like I do. Holcim 100% is, in its approach. Women are still the minority here but we want to change that. Management don't treat you any differently and I feel comfortable here.

#### Q Vanessa Walding, Production Supervisor



I also love the diversity of the role. As Holcim is trying to expand their business, I have been lucky enough to be involved in a range of mobile projects. Through this exposure, I have developed additional skills relating to project management that are very transferable. No two days are the same at Holcim, which I personally think is great as it keeps you on your toes with new challenges to face.

## Your ideas can connect millions of Australians.

Transurban is a diverse and inclusive workplace. This means our people feel valued, and experience a sense of connectedness and belonging. This not only makes Transurban a great place to work, where people stay and thrive, but it also helps build a better, stronger and more innovative business.

At Transurban, our team is made up of individuals who bring diverse skills, values, backgrounds, experiences to work every day. We recognise that embracing diversity through conscious inclusion opens the door to the many talents, skills and experiences our people bring.

We ensure diversity is a natural part of strategic and everyday conversations. This enables us to draw on the amazing experience and perspectives within our business, and ensure we continue to build a workforce that represents the communities we live, work and operate in.

Transurban is committed to providing a level playing field, where everyone has an equal chance to be their best. Some of our many successes include half of our Executive team being female, and being recognised as an Employer of Choice for Gender Equality (EOCGE) for the last 5 years\*.

Some of our current gender diversity programs include:

- Women in leadership program – helps provide up and coming females with career support including the opportunity to be mentored by one of our senior leaders
- Transurban's Females Excelling in Engineering and Technology (FEET) program, which is targeted at high-achieving female students who are



either enrolled in a Technology or Engineering degree or who have a genuine interest in learning more about a career in technology or engineering. Hear from one of our 2018 FEET students (Elisha Tilan) directly on her experience at Transurban.

\* Workplace Gender Equality Agency (WGEA)

**i** If you are interested in becoming part of the Transurban team, please visit us at [transurban.com](https://www.transurban.com)

### ELISHA'S STORY Civil and Structural Engineering Undergraduate



Just completed the Females Excelling in Engineering and Technology (FEET) Internship Program with Transurban. I think this would be a great opportunity to say how wonderful it is to see a company embracing diversity and providing young females with mentorship and work experience. This indeed should be a motive for others to continue inspiring the women engineers of the future and celebrating the current ones who are #RaisingTheBar.

Thank you Transurban for this wonderful program and for your exemplary effort on bridging the gender gap in traditionally male-dominated sectors. Thank you also to Patricia Then and the rest of the WGTP team for the unwavering support and guidance during these past few weeks. Learning about such an exciting project first-hand has truly been an amazing experience. I've not only gained a ton of invaluable knowledge, but my passion for engineering has also been reaffirmed.



Hear about our female Executive leaders, and see how our culture and values at Transurban support great career progression through embracing the many talents, skills and experience our people bring:

#### Q Lisa Tobin, Group Executive Technology



Has a big job on her hands managing 40% of our workforce. Our Technology team at Transurban is big, it's made up a variety of specialists, who together are developing and innovating the future technology of our toll roads.

#### Q Have an impact

Whatever role you are in, know you will be making an impact. Our business serves over 5 million customers, and we strive to get them home safer, smarter and faster... every day! Be part of a team that's committed to creating value for others and connecting communities – creatively and sustainably.

#### Q Sue Johnson, Group Executive Queensland



Started her journey as an HR consultant and after nearly 20 years at Transurban she now leads the business in Queensland, which has one and a half million customers and directly employs more than 250 people.

#### Q We recognise good work

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

#### Q Jennifer Aument, President North America



Jennifer has played a big role in our growth into the United States and Canada, and leads our North American business. Here, our high-tech roads are wired with sensors to eliminate gridlock, so our customers can always travel above 88kph (even during rush hour!)

#### Q Learn more

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

#### Q Kristine Cooney, Group Executive Customer



Joined Transurban in 2002. Having recently led our NSW business, Kris now manages our Australian customer division, a big job with over five million customers using Transurban roads.

#### Q Big opportunities

Being a small company means you will be able to get involved in big pieces of work. Some of our grads have worked on some of the biggest projects or deals our company has had in its history. Now that's making a difference. We're proud

to offer these opportunities that others can't – we love people who want to be challenged!

#### Q Suzette Corr, Group Executive People and Culture



Joined Transurban in 2018, building on a career that has spanned the consulting, banking and infrastructure sectors. The People and Culture team are key to ensuring we have a diverse range of people in our business, and our work environment, culture and ways of work brings out their best.

#### Q Michele Huey, Group Executive NSW



Joined Transurban in 2015, and played a critical, strategic role in considering the impact of autonomous vehicles on the future of roads, and how sustainability continues to shape the way we work. She has recently taken responsibility for our NSW business operations.



**Snapshot**  
Over **1,500** employees  
Australia owned  
Melbourne head office  
Top **15** on the **ASX**  
**17** motorways  
**1991** founded  
**8.6 million** customers globally



Schindler

# We Elevate... 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 our Managing Director, Nicolas Breton 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. Our core programs include:

- An **Inclusive Leadership program**, comprising of a 3-month program that includes 5 modules of online learning on topics such as unconscious bias but also leading with difference, understanding merit and different styles, and experiments that are carried out by the participants. There are 3 workshops during the program, including a graduation where managers present their results. This program forms part of our suite of leadership and employee development initiatives to create a more inclusive culture.
- A **Courageous Careers Mentoring program**, a 3-month program which includes a variety of online learning modules, activities and workshops focused on how employees can develop themselves and enhance their career success. The program has been designed to help 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 is focussed on key employee groups in the business as well as senior roles. This has enabled us to target roles and identify talent in those

positions for development. This 2-tiered approach resulted in a significant increase in promotions being awarded to women, particularly those in non-traditional roles.

in

schindler.com

Read what some of our female employees think about working at Schindler.

### Q Echoe Dressel, Service Technician VIC



Echoe has been a 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 you straight into safety which is a good thing for the industry we are in. I've come straight from school, never seen anything and to have safety be their number one priority was a big winner."

### Q Julia Zwirko, Design Engineer NSW



As a Design Engineer, Julia's role is all about providing tailored solutions to our customers within a specific timeframe and budget, working both in the office and onsite to successfully design an engineered solution that fits the requirements of the project. "Schindler is a place of opportunities. With the right mindset and attitude, they can take you a long way and help you to achieve your goals. My journey with Schindler started as a member of a 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 upskilling me within specifics of the elevator sector. As Schindler is a leader within their field and working within a specialised market, they understand the importance of investing in their people and treat success of the individuals as the company's success, and this is why it is such a great place to work."

### Q 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."

### Q Natasha Santic, Apprentice QLD



Natasha is at the end of her apprenticeship, having joined the company 4 years ago. For Natasha, every day is different, one day she could be at trade school, the next on a construction site installing equipment, or at a customer site servicing existing equipment. "I didn't even think an apprenticeship was an option. When I first left school, I wasn't planning on an apprenticeship and I did

feel quite lost because I couldn't figure out what I was meant to do with myself, but through a process of elimination I just went for it and it has been great. I would definitely recommend it to anyone that is considering it."

### Q Jessica Hunter, Service Cadet VIC



Jessica joined Schindler as a Cadet within the last year. She is currently in her first rotation as part of the cadet program. "The best part of being a cadet at Schindler is that I'm challenged every day to learn as much as possible through being exposed to new tasks, people and environments. I enjoy the problem solving required in my role, and as someone who is new to the lift industry and without a technical background, I feel very supported by the knowledgeable and friendly field and office team who are always happy to share their experience and help me find solutions. The best part of working at Schindler is the inclusive culture that engages employees and highlights individual development and career progression. It's a great environment to develop a professional career, and I am really glad to be here to contribute to the success of the business."



GENDER EQUALITY

# APA Group



**APA Group (APA) is Australia's leading energy infrastructure business. Our 15,000 kilometres of natural gas pipelines connect sources of supply and markets across mainland Australia.**

We operate and maintain networks connecting 1.3 million Australian homes and businesses to the benefits of natural gas. And we own or have interests in gas storage facilities, gas-fired power stations, and solar and wind farms.

We own and/or operate over \$20 billion of energy assets and deliver half the nation's natural gas usage. APA is an ASX Top 50 company.

We've achieved this through our people. Over one-quarter of our employees are women working in various disciplines across the country.

Whilst traditionally the energy and gas sectors have been male dominated, APA is committed achieving greater participation of women in our workforce.

## Real Opportunities & Role Diversity

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

## Growth

Whether you're an apprentice, engineer or management accountant — or something completely different — there are lots of opportunities for women to join APA to grow their careers through various professional development programs, technical skills training and leadership programs.

It's not uncommon to find our talented women sharing their work and insights at industry forums, and we've supported individuals financially and through flexible work arrangements so they can pursue further studies and scholarship programs abroad.

## Innovation

Energy market dynamics shift quickly, so agility and adaptability are essential to respond to change, particularly for our customers. Our focus is on being ahead of the curve and providing our customers with innovative services and solutions through the smarts of our people.

## Flexibility

We know it can be tough to juggle work with study, family, community, sporting and other commitments, so we have a range of programs and arrangements in place to support our people in working flexibly. Our accreditation as a Breastfeeding Friendly Workplace supports breastfeeding mothers who return to work from maternity leave.

## Inclusiveness

APA embraces diverse backgrounds and the experiences of all people. We see differences as strengths to be shared through collaboration, and we encourage new ideas and fresh perspectives to be put forward to improve our decisionmaking and drive our success.

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apa.com.au

### A day in the life of Jess – Learning Solutions Developer

"I feel very lucky to have been offered the opportunity to work with APA. I recently graduated from university with a Bachelor of Design (Digital Media Design) and did not even realise that an energy company would have a role suited for me. APA is a large company that is focused on internal training and development. My role involves developing learning modules — sourcing information, sometimes dry and functional, then transforming it into an interesting video or an interactive module. The people at APA are encouraging, friendly, approachable and happy to offer help when you need it. I'm lucky to work in a metro office which has unlimited tea, coffee, chai lattes and adjustable sit/stand desks! Getting a job at APA has taken me in a direction I never predicted, allowing me to use the skills I learnt at uni. I plan to do further study in the design area but am now also interested in exploring the design learning and development area to progress in my career with APA."

### A day in the life of Cassi – Sustainability Advisor

"I chose a career at APA because I could see the company was growing on a large scale. The new company structure and the forming of an environmental team, plus the investments made in renewable energy assets and increasing focus on environmental compliance, particularly, appealed to me. My role at APA entails providing guidance and advice in all matters related to environmental issues for the APA-operated Victorian and New South Wales assets and activities. What I love most is that every single day is different and exciting! One day I could be evaluating environment sensitive water crossing, heritage protected areas or assisting with pipeline vegetation clearing; and then the next I am calculating emissions data or rolling out environmental awareness training across both states. I am also very fortunate to work in an incredible, supportive team that makes working not only productive but enjoyable! APA supports and encourages further study and career progression. In the future, I want to be a leader in the environment space. I'm currently studying my Master's in Urban Planning and Environment, made easier with APA's flexible working arrangements; learning skills I can bring to my current and future roles with APA."



### Community engagement

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

### Continuous encouragement to achieve

**Sarah – Compliance Support Officer**  
"I've had many opportunities to develop my career with APA, including rotating roles, mentoring and job-specific training, all of which have led me to where I am today. Everyone supports and encourages your progress and you're never made to feel that you can't achieve more."

### Learning and development encouraged

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

### Gender is no barrier

**Ai Ling – Project Engineering Manager**  
"Working at APA has allowed me to continue in my chosen career of engineering, a field where you don't see many women, but one which APA encourages women to consider as a career path. I work as a Project Engineering Manager, and I lead a multidiscipline team of engineers to meet the design scope, specifications, budget and schedule of projects being implemented by APA."

### National company

We work in cities, suburbs, country towns and in places that most Australians have never heard of. Our job locations are Australia wide. You could have the opportunity to work at a location close to home or even take a leap interstate.

### Environment

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

### Endless Opportunities

**Kerryanne – General Manager, Transmission Division**

"APA provides endless opportunities for those who are willing to put their hand up and get involved. Our size and geographic coverage allows us to offer a wide variety of job opportunities across the length and breadth of Australia."

### Career progression

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

### Growing Industry

**Jodie – Senior Legal Counsel**  
"Working for APA has given me the opportunity to be part of a large company in a growing industry. As Senior Legal Counsel at APA, I'm asked to assist with a diverse range of matters, from pipelines to wind farms to solar farms — to advising on new commercial deals and everyday stay-in-business activities."

### Renewables

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

Want to find out more about a career at APA. Visit [apa.com.au](http://apa.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 of our customers and that of the wider community through data and analytics. We believe a diverse workforce brings unique talents and inspires teams to create software that can change the world. Great minds don't always think alike, so we make it a priority to promote

an environment where varied perspectives are encouraged. Big ideas ignite when everyone is treated with fairness and respect.

### Women at SAS

SAS is an Equal Opportunity Employer and hires people based on their skills. SAS offers training and advancement to all employees, often promoting people from within the company and encourages employees to move between business units throughout their careers. There is female representation across all business units with women employed in positions ranging from Graduates to Senior Vice Presidents with representation on the Executive Board.

### Data for Good – Analytics helping humanity

SAS is proud to be part of the Data for Good movement, which encourages using data in meaningful ways to solve humanitarian issues around poverty, health, human rights, education and the

environment. Some examples include using analytics to transform mental health research with Black Dog Institute and in transforming social welfare for the New Zealand Ministry of Social Development.



### Libby Shade – Manager, Human Resources



I joined SAS 6 years ago as a HR Business Partner, I'm now the HR Manager for the Australian and NZ business. In my role,

I have many opportunities to ensure we have the right capabilities to execute on our company strategy, to provide employees with a great work environment and opportunities to grow in their career. Every day is different and there's always something new to learn.

### Lottie Schuijff – Associate Account Executive



Having interned at SAS during University, I applied for a graduate position and was hired as the first Sales Academy representative

for Australia. As a sales representative, I articulate the value of analytics to our customers and to convince them why it is a journey worth taking with us. My role involves a lot of prospecting, social selling, calling, meeting people and growing the SAS footprint in existing customers through business development. The best thing about my job is working closely with my customer every day. Taking the time to get to know someone and becoming that trusted advisor is really important to me.

### Michela Guimaraes – Senior Customer Advisory Consultant



Joining SAS 16 years ago was one of the best decisions of my life. As a Senior Customer Advisory, I am constantly learning

new SAS solutions and exploring with current and prospective customers how analytics, artificial intelligence and machine learning could help them to solve their business problems and overcome their challenges. I enjoy SAS because of the smart and lovely colleagues that I interact with, the great culture, and the variety of topics and different companies that I deal with every day."

### Danielle Simiana – Associate Technical Consultant



After graduating in 2016, I was eager to kick-start my career and explore what was out there in "the real world". I researched different

companies and SAS stood out as an industry leader in analytics. SAS is an amazing community of intelligent individuals driven by innovation, I'm excited to be a part of the team and contribute in my own way. The SAS graduate program is an educational process fostering creativity and in turn generating inspiration and innovation. In the short time, I have been at SAS, I've already been given so many opportunities to learn and grow. I'm proud to be a part of the SAS team which welcomed me so warmly and encourages me to be better.

### Annelies Tjetjep – Customer Success Manager



I joined SAS 12 years ago and currently work as the Customer Success Manager helping organisations achieve their potential through better use of SAS analytics.

This role is responsible for creating, managing and executing programs of customer activities that include awareness events, enablement workshops, value development and collaboration. As a chapter head and guest lecturer of the "Institute of Analytics Professionals of Australia", I play an active role in evangelising analytics in the present and future.

### Catherine Brighton – Operations Manager for ANZ Consulting



Primarily, I work alongside the Consulting Director to take care of the consulting business from a strategic direction as well as the

detailed daily running. My role provides a lot of variety and is rewarding as I get to work alongside a lot of talented people in consulting. I have been at SAS for 17 years in a variety of roles such as; Bids, Project Management, and Consulting Management. I love what I do but mainly I love the people I work with as well as what SAS stands for – which is transforming our customer's world.

### Aurore Vande-Kerchove – Legal Counsel (Aust and NZ)



My role consists of providing legal advice and support to the Australian and New Zealand subsidiaries of SAS. Prior to joining SAS

I worked in an international law firm. I was eager to move from there to an in-house position to be able to make a wider contribution in a business capacity. I love the diversity of my work and the fact that every day is different. SAS being a leader in analytics allows me to work on complex and interesting matters. They also actively promote equal opportunity which as a female lawyer, is very important to me.

### Uli Scheuble – NSW Consulting Manager



During my first, 14 year, tenure with SAS I had the opportunity to work on three continents and in 5 different customer facing functions

growing from a Technical Support Specialist to Head of Asia Pacific Professional Services. After a break to start a family, I have been back for 4 years, heading up the NSW Consulting team. Every day is interesting, working with major organizations across a variety of industries and delivering high quality business solutions.

### Danielle De Amicis – Marketing Manager



I've been with SAS for just over two years, commencing as the Field Marketing Manager for ANZ and now lead the entire ANZ marketing

function. I'm responsible for the overall marketing strategy, planning and execution of all marketing activities.

### Selena Kim – Senior Accounting Coordinator



Working at SAS is THE best! I joined in May 2016 and it is my responsibility to look after Accounts Payable. I enjoy coming to work every day because SAS has Great Culture, excellent benefits and great teamwork.

## Get your career moving in the right direction with Toll

**Logistics is not just for burly blokes. It is an extremely exciting industry, with leading technology, innovation and opportunity, and there is no better place to start your career than at Toll.**

Currently, one in five employees at Toll is female and we are working to continue to increase the representation of women in the business.

Attracting and retaining women at Toll is part of our people strategy, which is supported by gender equity objectives set each year, along with various training, mentoring and leadership programs at Toll.

At Toll, we're committed to providing a safe, diverse, satisfying and fulfilling workplace with access to opportunities for all of our people. We see our people as our most valuable asset and believe that our success is a reflection of the quality and skills of our richly diverse workforce.

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

### What does Toll do?

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

- **Global Logistics** operates state-of-the-art warehouses and transportation throughout the Asia Pacific region. We manage the needs of many big brands and corporations, providing total logistics solutions to the oil and gas, energy, mining, chemicals and coal industries.
- **Global Forwarding** sends freight around the world by sea and air. We purchase space on board freighter

ships and aeroplanes, and clear customs to ensure we get our customers' goods from A to B reliably and on-time.

- **Global Express** is the express delivery service of the business, with dedicated couriers to move eCommerce deliveries, important documents, and other critical supplies and products quickly and securely.

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

### Meet some women working at Toll

#### Natalie and Kaylene – PM Supervisors



Their role is critical in order to support and facilitate the operations each evening throughout the depot.

They are a part of a team that are responsible of up to 140 employees covering areas of induction, forklifts, loading and timely departure of connecting line haul movements.

They work across all areas of the depot. This shift currently processes and handles anywhere between 70,000 and 120,000 items.

Our leaders are committed to our safety vision and play a vital role in overseeing the safety of all employees.

Both Kaylene and Natalie display all elements of the Working at Toll principles and values. They are exceptional leaders and inject a great deal of energy into their teams.

#### Sarah, Abilene, Taleesha and Natalie – Fleet Supervisors



There are currently 4 female supervisors working as part of the supervisory group overseeing the management of Pickup and Delivery (PUD) and Bulk Fleets out of Melbourne Airport for Global Express Parcels.

We currently oversee a fleet of over 220 vehicles and rely on these integral roles to help support and deliver over 30,000 items per day.

In these roles we rely on our supervisors to be able to think and act quickly, to be able to adapt to different situations and issues, and to think outside the box to find solutions.

As part of this team it is critical that we manage the compliance of our fleet to deliver on our non-negotiable commitment to safety.

They work in a very fast paced and somewhat challenging environment but are always quick to rise to the task and get the job done.

They are not only supervisors but are pioneers within the transport industry, displaying the Toll Principals and Values that we work by.

### Top reasons to work at Toll

#### Q World of opportunities

There is a huge variety of employment opportunities within our Toll network – no matter what your interests, there could be a job here for you. Whether you like the idea of working in a dynamic sales or marketing role, managing a team in a busy warehouse, developing cutting edge technology solutions, flying aeroplanes or driving trucks, we have people in more than 1,200 locations around the world doing almost any job you can think of.

#### Q We take your safety seriously

Safety is a core value at Toll – it's at the heart of everything we do. We believe that all injuries are preventable and that no task is so important that it can't be done safely. We give our people continual training on safety in the workplace and we work hard to promote a strong health and safety culture.

#### Q Do something different

Toll offers the opportunity for women to succeed in areas outside the stereotypical 'female' roles. We have many women working at Toll who are excelling in varied roles from forklift operators or diesel mechanics to truck drivers and operations managers.

#### Q Develop your skills on the job

We're passionately committed to supporting our people in their career aspirations – we work hard to provide our team members with opportunities to develop and excel. We do this through our professional development, through training and coaching and through our career guidance initiatives.

#### Q An empowered workplace culture

Toll's culture is founded upon empowerment of its people. We are committed to retaining and nurturing this unique and powerful aspect of our company by creating a workplace where all employees feel encouraged to bring a variety of approaches and ideas to Toll.

#### Q Room to move

Growing your career with Toll means that if you have what it takes you can not only climb the ladder in your career, but also move across borders to develop skills in different fields, have the opportunity to work in cities around the world and open up your mind to different possibilities that will impact your career.



#### Q Friendly and supportive team culture

Unlike other global organisations where you might get lost in the crowd or feel like a number, at Toll we like to think of ourselves as personable and down to earth. When we look for people to join our team, we look for individuals who are committed, collaborative and involved.

#### Q Our entrepreneurial spirit

Toll was built on the dedication and drive of one entrepreneur, Albert F Toll, back in 1888. Toll had a vision to build a national transport company. This entrepreneurship is nurtured and encouraged at Toll and, as a result, has ultimately seen the company expand to be a successful global company.

#### Q Shape a global company

Toll has been built for people like you to shape it. Toll is growing and maturing as a multinational organisation, so you can

be part of shaping it and really make your mark.

Working at Toll gives you regular opportunities to take on responsibility, to have your ideas heard by management and to make a real difference to the industry.

#### Q You can balance your work and life

We don't want our people to live to work, but love to work, so it's really important that your work suits your lifestyle. If you study after work, play sport or need to look after children, we can help you plan your work so your life is balanced.

Want to find out more about a career at Toll. Visit [tollgroup.com](https://www.tollgroup.com)

# A GREAT choice for

**Currently only about 12% of the construction workforce is made up by women and we'd like to see that percentage increase. Traditionally, the industry has been seen as male-orientated in the past, but this need not be the case.**

Here at Master Builders Victoria, we understand that the building and construction industry offers a wide-range of diverse roles that can be suited to anyone and everyone. Master Builders has been a long-standing voice for the building and construction industry.

Our aim is to raise the profile of this fantastic industry as a provider of rewarding career outcomes. A career in the construction industry offers individuals variety and the ability to develop invaluable skills and knowledge that can be continually built upon.

Women are welcomed and appointed into varied roles in both small and large construction companies and are achieving tremendous success. Take Melanie Fasham, Master Builders 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.

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

Have a look over the page at what some inspiring women have to say about how they got into the industry, the rewards of their roles in building and construction and some of their words of wisdom if you are considering a career in construction.



**Julia Russell, Contracts Administrator**

Every day is different and there is a lot of problem solving that needs to be done – that's what I enjoy about it. I like the challenge of working through different issues and putting forward different solutions.

My advice would be to just put yourself out there. Networking is very important in the industry because the more people you know, the easier it makes your job.

**Courtney Keong, Painter and Decorator**

The main reward for working in the industry is seeing the client's reaction to your work and the happiness they get from it. Nothing beats it.

**Alana Luppi, Project Manager**

One of the biggest challenges of the industry is that it's constantly evolving and asks people to evolve with it. Constantly dealing with human behaviour is the biggest challenge – and the most rewarding.

Other rewards for me are having incredible teams to work with, building new dynamics, working through logistical issues, contract issues, and interaction issues. I find myself challenged every day and I find myself rewarded every day. That's probably the best part of this industry.

**Stefanie Apostilidis, Carpenter and Site Manager**

I'd like to encourage women to take up trades in the future and I'd like to promote the industry to women as a lot of women can be scared, because it's more male dominated, to join the industry. It is possible, and women are just as capable of doing it as men.

**Jess Vigliaroni, Junior Estimator**

Working in the industry always challenges you to grow and to learn more. You learn more about the industry and what opportunities it brings, but more about yourself as well.

My advice would be that once you leave school, whether you're going to do TAFE or uni, go straight into the industry because you need to be exposed to the environment, and because there are so many different roles and opportunities, it will help you know your fit.



**Carly Turner, Building Surveyor**

If you have determination and you have motivation, then there is nothing that will stop you from achieving. It's very easy to look at someone who has been in their career for a long time and think that it is something that cannot be achieved. But if you work hard towards it, before you know it you will be the person in those shoes. There is so much opportunity for women to not only take up working in the industry, but to thrive in it.

**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.

**Vanessa Borg, Project Coordinator**

Negotiating is one of the big things I do, and also understanding different expectations and different points of view.

I like the different personalities and every day is different. It's never the

same thing every day, every build is different. The best thing is that no day is the same.

**Emily Cations, Carpenter**

I love doing the fix, like hanging doors. It takes a bit of skill and an eye for detail to really get things finished. I love what I do. I love this industry. I'd like to start a business with females and I'd love to get more females in to carpentry.

**Julie Stevenson, Estimator & Contracts Administrator**

My dad has been in the construction industry for 40 years and was always doing DIY jobs around the house. I always helped out at a young age and took a keen interest in how things are built. I then went to university to study Construction Engineering. Now, I love my job because I learn something new every day!

 Want to find out more about a career in construction? Visit [mbav.com.au](http://mbav.com.au)

# 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.

We 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 has worked at CPC in various positions before being appointed as a station manager.

The gender composition of our workforce is 45.3% females and 54.7% males making CPC an industry leader in gender diversity with the agricultural industry at an average 38.6% females (WGEA 2018 Report). 51.3% of employees awarded promotions were

women and 48.7% were men. With 50% of all manager promotions awarded to women and 51.4% of all non-manager promotions awarded to women.

In 2017 CPC hosted its first Women's Leadership Conference, and due to the success of the event, held another in 2018. The intent of the WLC is to encourage personal growth and respond to the challenges faced by our women at different points of their leadership journey and focus on developing new leadership skills to empower oneself. The conference looks at presenting and analysing differences in communication styles for individuals and groups, and how to overcome difficult situations.

CPC aim to recruit a diverse range of people with a diverse range of talents to help our business achieve our goals.



### Claudia Stokehill; Leading Hand, 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 4th year working for CPC, and have gained the role of Leading Hand. I wouldn't have it any other way."

### Jasmine Boxsell; Commercial Projects Officer, Brisbane Office.



"I began my career with CPC in 2017 as Commercial Projects Officer. Prior to joining CPC, I had experience in the beef production industry, having already worked for two other beef and cattle production businesses. During this time I also completed a Bachelor of Agricultural Science. This is now my 9<sup>th</sup> year working in this industry and I cannot imagine being anywhere else.

As the Commercial Projects Officer for CPC, I assist the commercial operations teams with the execution of their nutrition and animal health strategies; I am involved in the scoping of potential business opportunities to further develop these strategies; and also assist with the management of research projects.

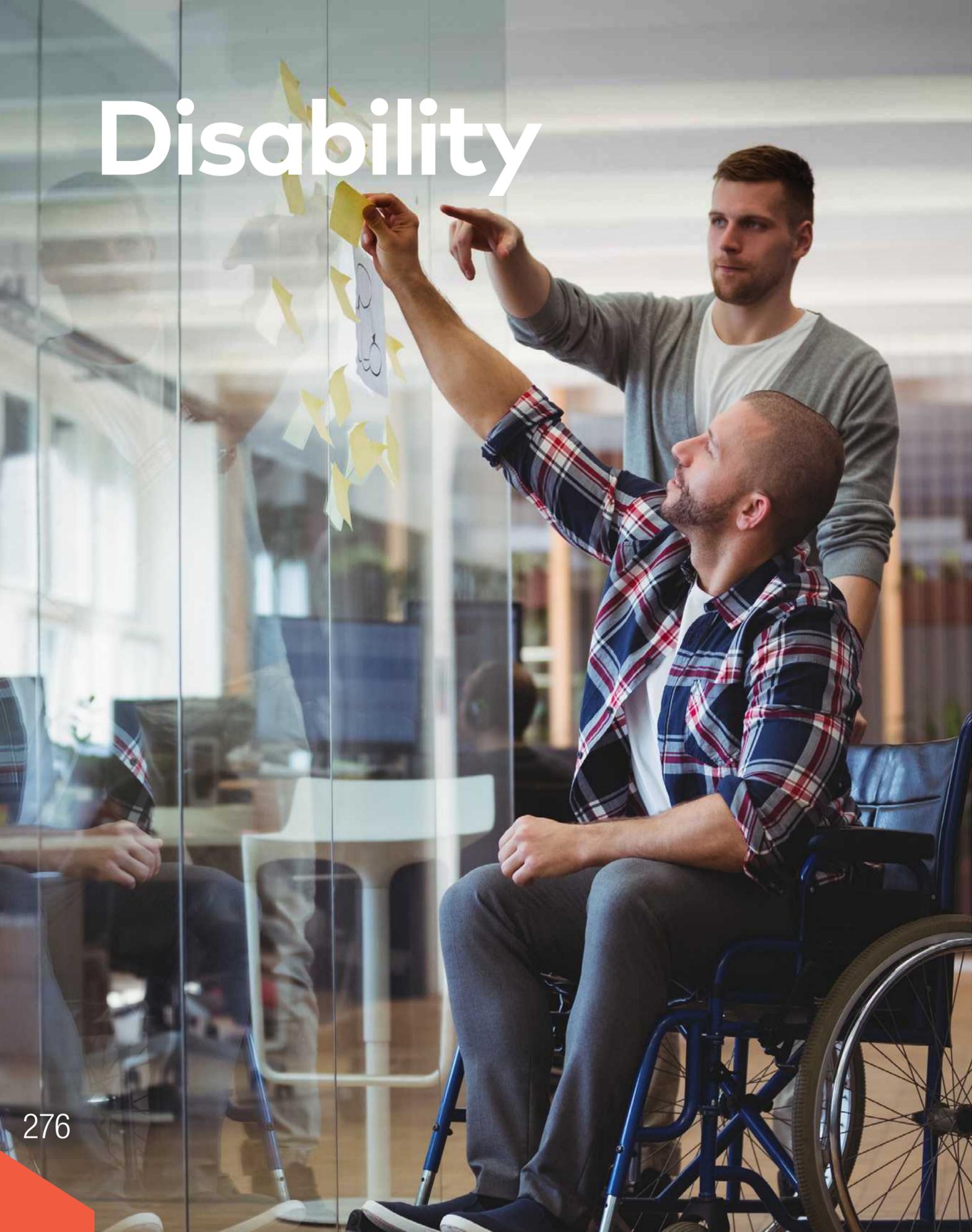
I am fortunate to work with incredible team of people within CPC; it's this team that really makes the culture something special.

My advice to anyone looking to become involved in the beef and cattle industry is not to be limited by what may seem like 'traditional roles'. Agriculture and food production is rapidly changing with the development and implementation of technology and research – there is a field of opportunities that will only be limited by your imagination."



 To find out more about a career at CPC please visit [pastoral.com/en/content/careers-0](http://pastoral.com/en/content/careers-0)

# Disability



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# 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 workplace where people and communities thrive. That means ensuring our future workforce is open to everyone.**

The future of ANZ is one where leaders are curious, create shared clarity by inspiring others, empower people, connect with others in an empathic way, develop and grow people selflessly. Diversity and inclusion is integral to ANZ.

Our employees are a part of one of Australia's largest companies, and we aim to be an employer of choice for people with accessibility needs, where there is equal access and opportunity for every member of our teams.

## Our Approach to Accessibility

Over many years, ANZ has developed a range of commitments and initiatives to support the accessibility, diversity and inclusion of our customers, communities and employees. These commitments support financial wellbeing, improve the accessibility of everyday banking services, and support customers with tailored banking products and services. They underpin a key sustainability target, to help enable the social and economic participation of one million people by 2020.

We work towards creating opportunities for people with disability at ANZ by:

- Providing disability confidence training to recruiters and managers so they can support people with disability applying for roles with us;
- Continuing to raise awareness in relation to resources and information available to support inclusive recruitment and workplace adjustments;

- Collecting and analysing data about the diversity (including disability) of our workforce, so we can better understand the retention, engagement and professional development of diverse groups;
- Supporting individuals participating in ANZ's Autism Spectrum Program to build their skills and develop thriving careers;
- Growing our employee-led Abilities Network, and harnessing their insights to better inform design and development of ANZ processes, products and services;
- Growing our disability mentoring and paid university internship programs for students with disability;
- Continually improve our communications to ensure they are accessible and inclusive.

To read more about OUR APPROACH TO ACCESSIBILITY AND FINANCIAL INCLUSION, visit: [www.anz.com.au/about-us/sustainability/workplace-participation-diversity/accessibility/](http://www.anz.com.au/about-us/sustainability/workplace-participation-diversity/accessibility/)



## Flexibility for anyone for any reason

We offer a range of informal and formal flexible working practices, including part time, flexible location, flexible hours, job sharing and breaks from work.

## You'll be supported

We want all our employees to feel supported and included so they can bring their whole selves to work. Through our Accessibility and Inclusion Plan, we continue to build a diverse and inclusive organisation. This can be demonstrated in the improvement in trust by our employees, with our self-disclosure rates of employees with a disability having recently risen to 7.3%.

## We celebrate success

ANZ was a finalist in the **2017 National Disability Awards** as Employer of the Year. The awards recognise outstanding achievements and contributions of people, organisations and initiatives that improve the lives of people with disability. ANZ was recognised for its leadership in inclusive recruitment and employment.

In 2017, ANZ benchmarked its inclusion of people with a disability as employees, customers and stakeholders against other Australian organisations, using the **Access & Inclusion Index** led by the Australian Network on Disability. ANZ ranked #3 overall and was described as a 'role model for other organisations when it comes to access and inclusion'.

ANZ will continue to build on its commitment to greater accessibility for all by drawing on the insights gained from the benchmark. Every year ANZ celebrates employees who have made an exceptional contribution to making ANZ more accessible and inclusive at its Star awards, which have been running since 2007.

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## ANZ Networks

The ANZ Abilities Network is one of a number of networks open to all staff, and comprises individuals who are passionate about making a difference for people with disabilities. The ANZ Abilities Network runs programs and events to promote awareness and inclusion for all people with disabilities.

## PACE Mentoring Program

ANZ is the proud principal sponsor of the Positive Actions towards Career Engagement (PACE) mentor program run by the Australian Network on Disability. PACE provides an opportunity for students and job seekers with disabilities to develop their skills and confidence in a workplace setting, assisting them in their personal and professional development and their job search.

## Spectrum Program

By providing a supportive employment environment we hope to empower autistic people to build greater independence and thriving careers at ANZ – and beyond. We believe the diversity autistic people – particularly around different ways of thinking – can bring to teams within ANZ represents a valuable problem-solving capability. The Spectrum program is one way ANZ is responding to the need to recruit the right people for in-demand capabilities in areas such as – but not limited to – cybersecurity, coding and testing. We believe that, given the right support, we can help autistic people build meaningful and fulfilling careers.

## Anna Spiteri

I joined ANZ in 2018 and, walking into ANZ 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.

So I work from home one day a week (flexible working is available to everyone at ANZ) and 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 an inclusive workplace which celebrates all abilities so people with disability (and their teams) can thrive. We run events and training, raise awareness and support our colleagues with disability to bring their whole selves to work.

## Giovanni Sabato

After completing my Bachelor of Business degree, I was involved with the PACE mentoring program which I found out about through the careers service at Swinburne University and the Australian Network on Disability. My mentor at ANZ assisted me with:

- Targeting organisations I would like to work for
- Interview skills
- My concerns re-entering the workforce in a new industry, and
- Introduced me to different people within ANZ.

I was fortunate to be offered a 3 month role working with the Tax Group. The welcoming and diverse environment at ANZ, and support from my new colleagues (a mirror of ANZ's core values) helped me integrate into my role. In December, I will celebrate 4 years at ANZ. Looking back, I can see continual growth and an increase in the tasks which I am responsible for, such as engaging directly with the Australian Tax Office on behalf of ANZ.

The advice I would like to share with students is to:

- Develop soft skills such as active listening, interpersonal skills and emotional intelligence and
- Engage with your school/university's careers support service and use all the resources that are available

## Stuart Minotti

I started with ANZ as a graduate in 2009 and since then, I have been fortunate to have worked in a variety of roles across the bank, from working in the call centre to marketing campaigns. One common thread throughout all the roles that I have had at ANZ is that I have always been well supported by my managers and colleagues to be the best employee that I can be. This has included having a fixed work space that I can set up as I need, assistive technology to help with taking calls, and flexible working arrangements.

Here at ANZ, you are a valued team member, not just a person with a disability. You can have the career that you dream of. It is up to you to go out there and achieve it, comfortable in the knowledge that you have the people of ANZ backing you the whole way.

To find out more about a Life at ANZ please visit [anz.com.au/careers/life-at-anz](http://anz.com.au/careers/life-at-anz)

# Accessibility at Coles



**At Coles we are constantly looking at ways we can make good things happen to improve how we serve our customers, continue to build the best team in Australia and become a world class retailer. We understand that disability touches all aspects of our business – our team members, customers, suppliers, and communities in which we live and work.**

At Coles, we strive to create an inclusive environment where our team members can come to work, be offered equal opportunities, perform at their best, be happy, healthy and safe and go home feeling accepted for who they are. We continually aim to improve the accessibility of our stores, sites and workplaces for people with disability, whilst supporting our customers and the community with long-standing and leading initiatives.

Our focus is simple; to continue to work towards a sustainable future while supporting Aussie farmers, food producers and the local community, underpinned by a diverse and inclusive team.

Coles Accessibility Action Plan highlights the commitment we have made to improve the shopping experience at our stores, and the working conditions of team members with a disability (or who are associated with someone with a disability) and focusing attention on three key areas;

## Community and Engagement

Build inclusive communities by creating opportunities for greater workplace participation whilst maintaining ongoing support through community partnerships.



**Beth, who is vision impaired, works at the newly-refurbished First Choice Liquor Market in Lutwyche with the support of her Guide Dog, Pookie.**

## Great Place to Work

Build an inclusive and supportive culture by improving access and development opportunities for team members with disability, whilst enhancing our team members' level of disability awareness.

## Products and Services

Improve and consider customer needs by providing accessible products, service and facilities.

Coles has an established Accessibility SteerCo, comprising senior leaders who meet on a regular basis to drive and review progress against the Accessibility Action Plan and Charter Commitments.

In 2018 we launched our Better Together charter, which outlines 3 specific commitments against each Better Together Pillar. Our Accessibility commitments are:

- >90%** of our team members to have completed Disability Confidence Training.
- Quiet hour** offered in all eligible stores nationally.
- Score in the **top 25th percentile** in AND's Access and Inclusion index.



**Under the Accessibility Better Together pillar, some of the things we are really proud of, and that are helping drive real change, include:**

### Recruitment

At Coles, we know we are at our best when our team is representative of the communities we serve and are proud of our commitment to providing supportive work environments for all team members. We actively encourage applications from all candidates, including the LGBTI community, Aboriginal and Torres Strait Islander peoples and people with disabilities.

### Our Partners

In 2013 Coles became a gold member of the Australian Network on Disability (AND) a not-for-profit organisation resourced to support its members to advance the inclusion of people with disability in all aspects of business. This relationship has enabled us to share and learn from experiences across the member network and contribute to events and forums.

### Quiet Hour

At Coles, we are always looking at ways we can meet the differing needs of our customers by creating a shopping environment in which our customers and team members feel comfortable. Quiet Hour offers a low-sensory shopping experience that's easy on the eyes and ears. Through implementing Quiet Hour, Coles aims to help make a difference to our customers who find it challenging to shop in a heightened sensory environment.

After successful trials with Autism Spectrum Australia (Aspect) Coles has rolled out Quiet Hour in 263 stores nationwide, every Tuesday between 10:30am to 11:30am. We will continue to work towards our Better Together Charter commitment of having Quiet Hour in every eligible store by 2023.

### Disability Confidence Training

We partnered with Get Skilled Access to launch Disability Confidence Training for all team members in 2020, equipping them with the knowledge to best support team members and customers with disabilities. To complement this, specific Disability Confidence Training was held with our recruitment teams across the country, ensuring we can provide all job applicants with the best on boarding experience.

### Access and Inclusion Index

In December 2017, Coles completed AND's Access an Inclusion Index which measures an organisation's maturity on the journey towards disability confidence and informed our accessibility strategy. In 2019 we will again complete the Index, to understand our progress and shape our priorities moving forward.

### Flexibility at Coles

Coles is committed to supporting and empowering all team members to balance their work and life commitments through a flexible working culture. We recognise that flexible working improves team members' wellbeing, job satisfaction, engagement and performance, which ultimately creates a better experience for our customers.

Flexible working can benefit people with disability in a number of ways, for example enabling travel outside of busier times on the road or public transport, making medical appointments easier to schedule, and adjusting working patterns to allow for more productivity. In FY19 we launched a simplified Flexible Working Guide and continue to support and profile flexible working throughout the business with positive feedback received.

### Mind your Health program

Our Mind Your Health program is committed to a positive, healthy team member experience and provides a range of resources to support every

team member look after their physical and mental health.

### Recognise and Raise Awareness

Each year, Coles recognises International Day of People with Disability. Through various activities, we support and educate our team members on disability and accessibility, as well as encourage our teams to share stories and recognise this day with their teams and the wider communities.

### National Relay Service

By becoming National Relay Service (NRS) friendly we provide even better service and support to a wide range of people in the community. The NRS is a free phone service that assists people who are deaf or have a hearing or speech impairment to make phone calls which they could otherwise not make. Partnering with the NRS makes it even easier for our customers to get in touch.

### Mycoles

Mycoles is our team member engagement platform providing up-to-date information on various topics, benefits and Coles news. The mysupport area contains useful information including topics like Flexibility, Carers, Ageing, Disability and Social and Emotional Wellbeing. The mynews area provides a direct way to raise awareness and share the latest Coles news, celebrations and important information. mycoles is available to all our team members nationally.



If you are interested in becoming part of the Coles team, please visit [colescareers.com.au](https://colescareers.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.



Visit [pwc.com.au/careers](https://pwc.com.au/careers) for latest updates and opportunities available at PwC Australia.



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

## 🔍 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.

## 🔍 Workplace adjustment policy

We've implemented a centralised process for workplace adjustment requests during both recruitment and employment.

## 🔍 National employee-led Network (Ability@PwC)

We've created a network across our firm that connects and supports people with disability, and those who care for someone with disability to drive positive cultural change.

## 🔍 Disability awareness training

We provide training sessions to key staff groups including Recruiters, Client Service staff, and our Human Resources community, and continue to offer these sessions to our people as needed.

## 🔍 Flexible work

Our 'All Roles Flex' policy gives our people the opportunity to work flexibly and in a way that works best for both themselves and their clients.

## 🔍 Learning and development

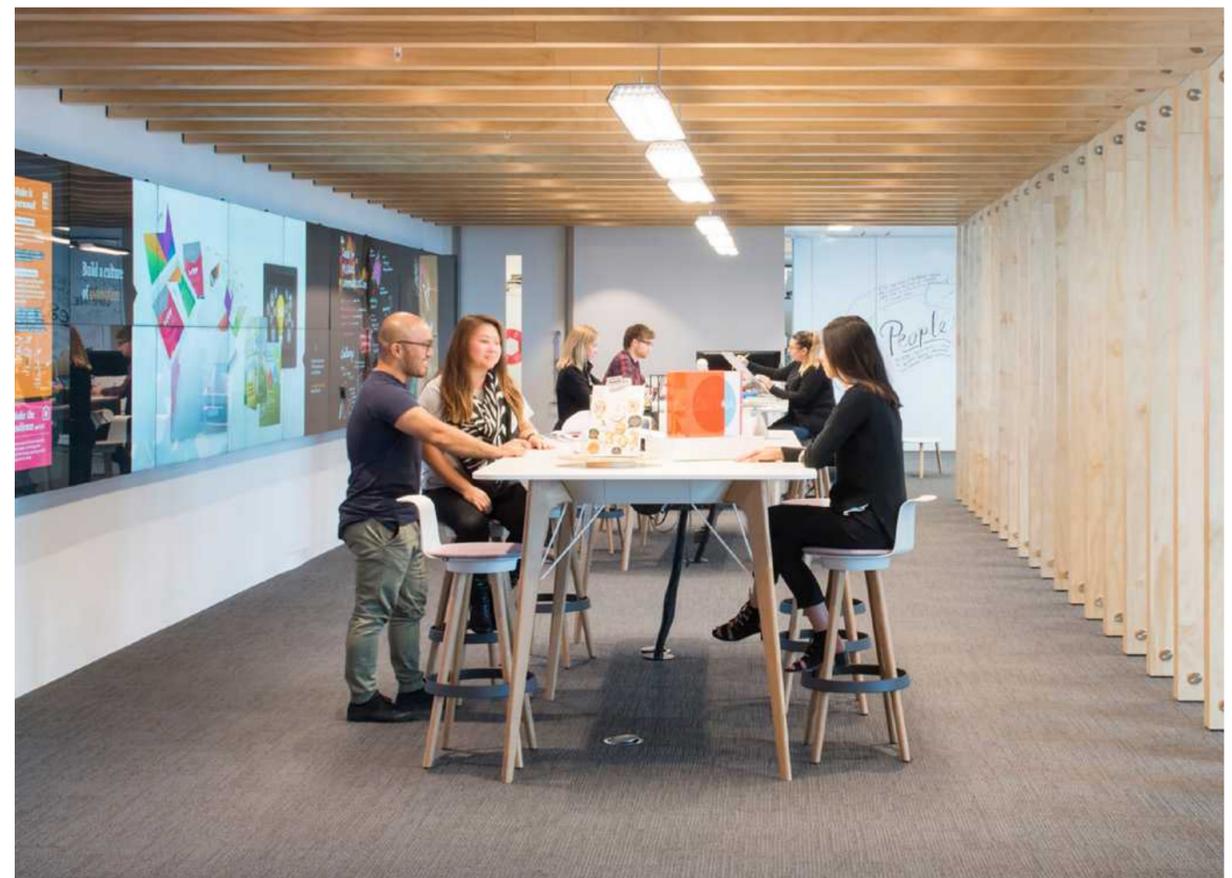
We work to ensure any training that employees receive is accessible and barrier-free for all abilities.

## 🔍 Dress for your Day

With no dress code in place, we embrace individual differences and trust our people to wear what they feel is appropriate and comfortable for the type of work they do in their day.

## 🔍 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.



# Achieve your personal best.



## Our disability and accessibility network – ENABLE

Our disability and accessibility employee network, ENABLE, is committed to increasing awareness, inclusion and employment opportunities for people with disabilities at CommBank.

The network creates opportunities to engage employees with disability and allies of people with disability to act as champions of change. They actively support managers who have a team member with a disability or who wish to recruit someone with a disability, and continue to raise awareness of our inclusive work culture amongst our employees and customers.

Through our membership with the Australian Network on Disability (AND), we participate in the 'AND Pace' mentoring program whereby volunteers from CommBank mentor a person with a disability outside of our organisation. The 'AND Stepping In' Internship Program allows talented university students with a disability to gain vital work experience while they're studying and allows the business to develop a talent pipeline that helps build a more inclusive and diverse workplace culture.

## We endeavour to support our people and customers with a disability.

The provision of equity, access and support for people with a disability is part of our culture and integral to our diversity and inclusion strategy. Our 2017-2020 Accessibility and Inclusion Plan outlines the steps we are taking to improve access for our customers, our people and the communities we operate in.

Improvements in the accessibility of our bank branches and workplaces, along with accessibility e-learning for employees, have been a particular focus for us over the financial year.

We have also set ourselves minimum accessibility standards and created an assessment tool for internal projects and product development to help guide our day-to-day business.

Through our Accessibility and Inclusion Plan, we have a clear plan to continue raising awareness, improving access to financial services and employment opportunities and tapping into our networks and partnerships to support our work.

We are a member of the Australian Network on Disability (AND) and work with a broad cross-section of disability organisations.

### Employee networks

Our employee-led networks play an important role both inside and outside of the Bank. They give our people a stronger voice to shape areas such as recruitment, leadership initiatives, product development, accessibility of services and community outreach initiatives.

**"I am proud to be one of the Co-Chairs of our ENABLE Network. Our members are passionate about improving access to banking for our customers and to create a more inclusive and accessible workplace for our employees with a disability. Together, we are all focused on reaching our goal of being Australia's most accessible Bank."**

Donna Purcell,  
Senior Manager Accessibility and Capability Advice,  
& Co-Chair of ENABLE

### Make an impact

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

### Values

Our commitment to our purpose is guided by our values:

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

### You can be you

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

### Opportunities

With over 10 business areas at CommBank and 48,000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

### Training and development

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

### Innovation

We're always looking for ways to do things differently. Our much loved CommBank App helps our customers look after their financial wellbeing every day. We've been responsible for many Australian firsts in banking from our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

### Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities, such as flexible working options, access to fitness, health & wellbeing programs to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business partners.

### Community Commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value. We also have a staff community fund and volunteering days at many of our partner charities.

### Bright minds

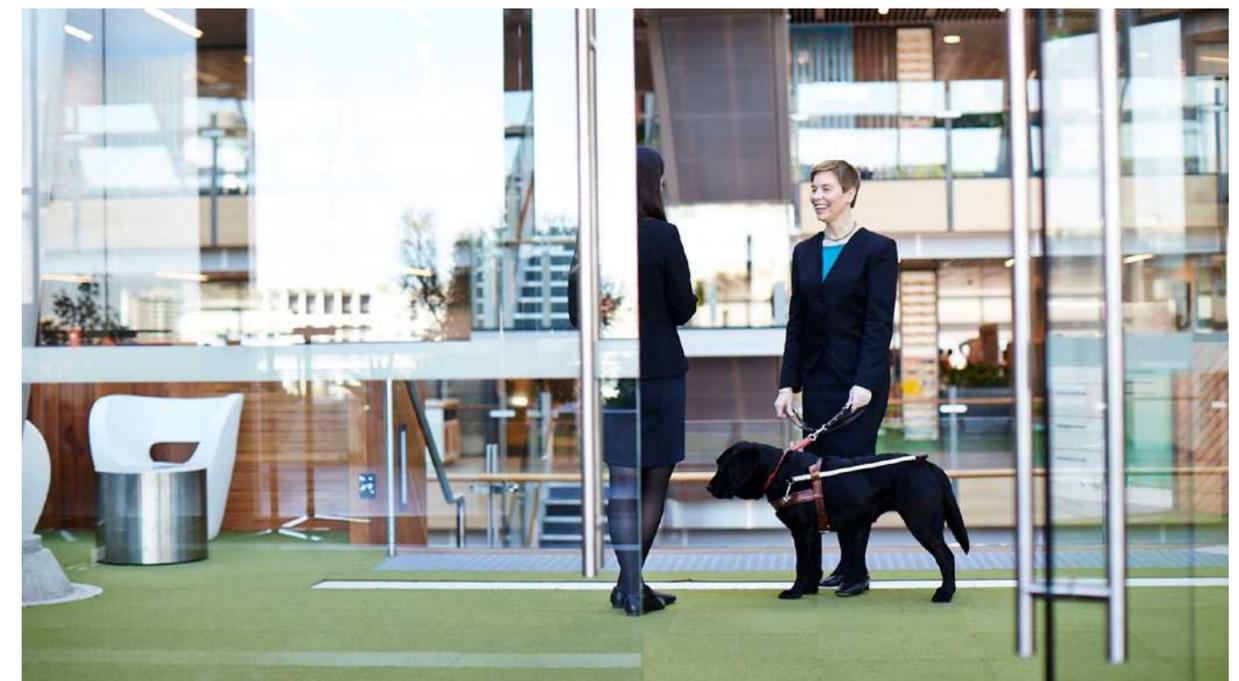
Regardless of your role at CommBank you'll be working with and learning from some of the brightest minds in Australia and across the globe.

### Award winning employer

Over the years we have been recognised with a wide range of employer awards, including:

- **Canstar** Junior and Youth Banking Awards winner 2018
- **LinkedIn Top Companies** #4 in Australia, highest member interest, 2019
- **Grad Australia** Top 100 Graduate Employers 2019
- **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2019
- **Bloomberg Gender Equality Index (BGEI) 2019** recognised for transparency in gender reporting and advancing women's equality

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



# LGBT+



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# Where a career is more than money



**For almost 160 years, we've been helping our customers with their money. Today, we have more than 30,000 people serving 9,000,000 customers at more than 900 locations in Australia, New Zealand and around the world.**

As Australia's largest business bank, we work with small, medium and large businesses. We're there from the beginning to support them through every stage of the business lifecycle.

We fund some of the most important infrastructure in our communities –

including schools, hospitals and roads. And we do it in a way that's responsible, inclusive and innovative.

## Life's about more than money

Over time, we've learned a thing or two about helping our customers make the most of their money. And while money is important, it's not what matters most. It's the connections we share and the relationships we build. And that's why we do things a little differently.

## A place where inclusion matters

Promoting an inclusive culture is at the core of our Diversity and Inclusion

Strategy – and regardless of your age, gender, physical abilities, cultural background and ethnicity, marital, family or relationship status, religious beliefs, sexual orientation and gender identity we want everyone to feel like they belong at NAB. We're committed to building a workplace that is as diverse and inclusive as it is dynamic. To us, inclusion means encouraging our people to be at their best and making sure they feel valued – not only for the great work they do, but for the qualities that make them unique. We're always working to make sure this inclusive culture doesn't just exist, but that it provides a platform for our people to thrive. And that the things that make us different are celebrated.

## Out and Proud

We're creating a culture where our Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) employees aren't defined by their sexual orientation, or their gender identity and we've always taken pride in being a company that supports people for who they are. Our NAB Pride employee resource group provides a support network for our employees who identify as LGBTI+ and continue to raise awareness across the organisation. And we're just as committed to supporting the wider LGBTI+ community too.

NAB is currently recognised as a gold tiered employer with the Australian Workplace Equality Index (AWEI), Australia's leading benchmark on LGBTI+ workplace inclusion. We 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. We have an activate NAB Pride network not only in Australia but have recently launched chapters in our New York and London offices. NAB also makes LGBTI+ awareness training available to all our employees ensuring we continue to provide an inclusive workplace for not only our employees but also understand the needs our customers.

NAB is proud to back the communities that we serve. We are principal sponsors of Midsumma Festival, one of Australia's leading LGBTI+ arts and culture festivals and we actively participate in Pride marches around Australia, London and New York. NAB also believes in inclusion in sport and we've extended our support and sponsorship of Pride Cup Australia. At NAB we continue to be strong advocates for the sexually and gender diverse communities.

## Providing flexibility

We're focused on creating a flexible working environment to accommodate the diverse needs of our customers and our people because we know it leads to higher productivity, and enables our people to live in a way that accommodates their personal lifestyle needs. We recognise that everyone is different. That's why we continue to offer a wide range of flexible working options, including job sharing, working from home, flexible start and finish

times, and extended leave. The right option depends on a balance between the needs of the customer, the business, the team and the individual.

## Unlocking your ambition

Our employees are all at different stages of their lives. Some are building their careers. Others are considering starting a family. And some are thinking about transitioning into retirement. But they all have one thing in common – the freedom to embrace those life stages, knowing that NAB will support them through their journey. If you are building your career, NAB has the programs and support needed to have a strong and sustainable career. From informal and formal development programs, to mentors and sponsors, NAB offers a variety of measures to enable you to grow your career. And if you are starting with us through our Graduate Program you'll have the opportunity to do real work, accelerate your development and build networks that last a lifetime.

## Improving accessibility for our people and customers

NAB has an unreserved respect for others, including those who identify as living with disability. We believe a culture of inclusion builds innovation, fresh thinking and an appreciation of differences. Our Accessibility Action Plan is a big part of our inclusive culture and our vision to continually improve accessibility for our people and customers. In April 2018, NAB was the Presenting Partner for the 2018 Special Olympics Australia National Games Adelaide. We were proud to back this inspirational event that saw more than 1,000 athletes with an intellectual disability compete in Adelaide across 11 sporting disciplines. You can read more about our commitment to our people, customers and communities on [nab.com.au](http://nab.com.au).

## Supporting capable women into leadership positions

We're passionate about supporting capable women into leadership positions at NAB – and making sure both men and women know exactly why it's so important. Connecting Women, our employee-led resource group, helps to engage our people – so that female leaders are as successful as possible. With chapters in all major states and our global offices, Connecting Women strives to create an inclusive workplace where women can grow their careers as leaders in NAB.

## Meaningful community contributions

As a significant Australian employer, we have a responsibility – and a platform – to tackle the big issues that impact our people, customers and the community and to bring about real change in the areas of financial inclusion and resilience, stronger communities and environmental wellbeing. At the heart of our approach to Corporate Responsibility is to make a positive and sustainable impact on the lives of our customers, people, shareholders, communities, and on the environment in which we operate. This includes contributing \$44.6M in community investment in 2017 which includes the value our people contributed to the community through 16,000+ volunteer days, helping 515,000+ Australians with small loans in partnership with Good Shepherd Microfinance, and building the diversity of our workplace through our Indigenous employment and African Australian Inclusion Program.

## Embracing cultural difference

By embracing individual differences, we will reflect the customers we serve and the communities in which we operate. What this means in practice is that NAB always strives to create a work environment where individual difference is understood, respected and valued. Recognising that different community groups experience barriers to gaining meaningful corporate employment, NAB has created specific pathway programs for Indigenous and African Australians.

We are proud to have a range of programs designed to bring Indigenous Australians into our workforce, building real jobs and providing us with the next generation of leaders.

The primary barrier preventing qualified African-Australians with securing employment is a lack of local experience in the Australian business sector. Since 2009, NAB has partnered with Jesuit Social Services to deliver the African-Australian Inclusion Program. The program is a professional program for skilled African-Australians, providing six month paid meaningful work experience in Australia.

For more information please visit [nab.com.au/about-us/careers/working-at-nab/diversity-and-inclusion](http://nab.com.au/about-us/careers/working-at-nab/diversity-and-inclusion)

## Be your unique self.

**We know that everyone is unique. Everyone lives, works, plays, protects and grows differently. So we want to give you a career with meaning that suits you personally, enabling you to be the best possible version of yourself.**

At Accenture, we believe in workplace equality. Our goal is to provide an inclusive, welcoming environment for everyone, regardless of gender, sexual orientation, cultural background and experiences. We want you to have the freedom to find your voice, your path, your purpose and ultimately, your 100% self.

To help you find your place in the world, we're here to give you expert guidance and support. Work with global teams, discover new interests and enhance existing skills. Our global Pride network—our community of lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) members and supporters—offers guidance and wonderful opportunities for everyone to come together and celebrate uniqueness. We have all you need to work with purpose.

For the third year in a row, we have been awarded the status of Platinum LGBTI Inclusion Awards. We also support events that echo our diverse culture and inclusive core values, such as Queer Screen's annual Mardi Gras Film Festival.



**i** If you're interested in a future career with Accenture, please visit our careers page to find out more at [accenture.com.au/careers](https://www.accenture.com.au/careers)



**Here are 7 ways you can find meaningful work in our inclusive and diverse workplace:**

**Thrive in an open, respectful environment.**

At Accenture, we value your unique skills and talent because we want to create an inclusive environment where every employee is treated with respect. As part of our core values, our respect for the individual shapes the way we work with our people and clients.

**Make an impact through our inclusion and diversity initiatives.**

Pride at Accenture is our community of LGBTQI people who aim to raise awareness, understanding and appreciation of our gender-diverse workforce. We also have our Ally Program, a group of non-LGBTQI identifying supporters committed to promoting LGBTQI awareness.

**Join our global and local initiatives.**

From International Women's Month and November to National Coming Out Day and International Day of Persons with Disabilities, we support events that promote equality, respect and acceptance regardless of gender, sexual orientation, physical capabilities and other aspects that make each of us unique.

**Shape your career your way.**

Regardless of your gender, background and beliefs, we'll help you follow your passion. Join our different groups and



explore your unique blend of interests and talents.

**Work with global teams.**

We value diverse teams with unique perspectives and experiences. Because diversity enables innovation. Diversity Inc agrees—we're steadily climbing its list of Top 50 Companies for Diversity for 2019. Join our organisation in Australia and connect with our global network of highly skilled strategists, digital creatives and tech innovators.

**Celebrate Pride Month with us.**

Throughout June, we host global celebrations of Pride Month in support of the LGBTQI community. Across Australia, we bring together people of different cultures, beliefs and

backgrounds and tackle ways to break the barriers that prevent the LGBTQI community from thriving. We look forward to these celebrations with you!

**Take the chance to join our global leadership training.**

Every year, we send some of our people to the LGBT Leaders Learning training course. This two-day event helps participants grow as leaders and learn how to implement inclusive cultures in spaces around them. So far, we've held it in Manila, Bangalore, Tokyo and Shanghai. Who knows which city will be next!

**Working with purpose is easier when you're being you. Get in touch and explore what's possible for you today.**

# Proud to be a top LGBTI 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, such 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 LGBTI employer. We were one of the first corporates to support marriage equality, and actively supported our people throughout the campaign. At the 2019 Australian LGBTI Inclusion Awards, we were recognised as a Gold Employer – making us one of the most LGBTI inclusive workplaces in Australia. We also won the 2019 Sally Webster Ally Award, after taking out CEO of the Year in 2018. We are proud members of Pride in Diversity and the global group 'OUT Leadership'.

We also support out people by offering a transitioning and support policy to any person who chooses to transition and affirm their gender while working at the firm. Our policies for parental leave and personal/carers are LGBTI inclusive and include foster care and adoption.

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.

## Meet Amelia Kondilios



**Amelia is a Senior Manager in the Private Clients Tax team, providing tax and advisory services and advice to high net wealth individuals and their families. Amelia is one of two National Co-Leads for PwC's LGBTI Network, GLEE@PwC.**

When I first started at PwC Australia as an 18 year old trainee (our school leaver program) there were not many LGBTI networks in Australia, let alone many out people in the workplace. It wasn't until I was 21 or so that I came out to my colleagues and have received nothing but support from my whole team.

Fast forward to 2019 and we are one of the top employers for LGBTI people in Australia. We were recognised as a Gold Employer in the Australian Workplace Equality Index awards in 2019 and in 2018 our CEO Luke Sayers was awarded CEO of the year. These are incredible achievements for our firm and show that we have created an environment for everyone to bring their whole selves to work everyday.

The GLEE@PwC network provides an opportunity for our LGBTI people and their allies to be involved in the great achievements and celebrations of the LGBTI 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.

More recently, PwC announced an important update for our gender diverse and transgender colleagues. Announced in November 2018, PwC will provide 15 days paid leave and a \$1,500 clothing allowance for any employees transitioning their gender, along with guidance and assistance from our Diversity and Inclusion team, Human Capital and the GLEE@PwC Network. This was an important milestone for the firm, recognising that our transgender colleagues need our support in bringing their best selves to work every day. The move to our 'dress for your day' policy a few years back also brought incredible change to our community, telling everyone to wear what you feel comfortable in that is appropriate for your day – and most importantly to never be restricted by traditional gender norms.

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 every day. They keep on asking us when we are going to get married – just like everyone else! The response is phenomenal and means I can come to work every day and feel safe, happy and supported always. Bottom line – work at PwC. Its awesome :)

Visit [pwc.com.au/careers](https://pwc.com.au/careers) for latest updates and opportunities available at PwC Australia.



## Passion meets purpose

We believe that everything we do must be driven by our human spirit – our collective creativity, authenticity and difference. That's why we've fostered an environment that encourages you to be yourself and tap into what makes you tick. We aim to align you with projects you are interested in and help bring out your strengths for the greater good.

## Committed to helping you thrive

Degree is not the defining element in our search for talent. What we truly seek are passionate and driven individuals eager to test ideas, open to working collaboratively and being an active part of creating positive change. Many of our people who started straight after school or as graduates have successfully made a mark in leadership roles over the years. Our people are our greatest asset and we ensure they thrive, both professionally and personally.

## Hiring from all degrees

We hire people from all degrees, including arts, science, technology, engineering, maths, medicine, business, communications, psychology and law – just to name a few. The type of work we do is so diverse, but what binds us together is creative problem solving. It's all about how you approach a problem and how you collaborate with your team members to solve it.

## Tech focused

Our goal is to become the most technology enabled professional services firm in the world. Whether we're exploring the future of business, restructuring a client's internal system, developing new software or tech to use in-house, there's a passion for innovation across everything we do.

## Flex your work

We give our people the freedom and flexibility to create the life they want while balancing their ambitions – both professional and personal. Our tech-approach will give you the flexibility to work anytime, anywhere, whether that's at work, home, or from a café! We don't dictate a dress code, you can exercise choice and wear what's most appropriate for the type of work you do.

## Create your own adventure

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

## Unleash your potential

As someone new to the firm you'll have access to a myriad of learning opportunities. This includes on-the-job training, support from a dedicated coach, access to further education like the CA Program, internal development programs, and study and exam leave should you wish to pursue other qualifications. With a genuine support structure around you, you will certainly feel comfortable to be yourself and perform your best from day one.

## Proudly diverse and inclusive

We foster an inclusive culture that embraces all differences – allowing us to live our values every day, be ourselves and feel empowered. We know that when people from different backgrounds and points of view work together, they create the greatest value – for our business, our clients and society. We're proud of our employee-led diversity networks that promote cultural, disability, LGBTI and gender equality. We are committed to creating an environment that empowers you to be yourself, and to be heard.

## Driven by values

We are proud to be a values-based organisation. Our values define how we engage with our people and our clients, becoming the basis for all our interactions. Our five values are:

- Reimagine the possible
- Make a difference
- Care
- Work together
- Act with integrity

## Make an impact

We have a dedicated team driving firm wide Corporate Responsibility initiatives and we encourage our people to lend their time and skills to activities such as volunteering, mentoring and non-profit engagements. Every employee is granted one day of volunteer leave per year, with flexibility for additional leave when applying their business skills to such initiatives. If there's a cause you care about, we encourage you to pursue it!

## Perks are also important

We know things like birthday leave, the ability to purchase up to an additional 12 weeks of annual leave, 18 weeks paid parental leave and \$295 to spend on wellness activities each year, makes working with us more enjoyable. We get it. Living your life to the fullest is just as important as investing in your career, that's why we help our people achieve both! Did we mention the free coffee? Yes, most of our offices have baristas on hand!

## More than just accountants

Operations, R&D, Software Development, Cyber Security, Web Design, UX, Real Estate Advisory, Risk Assurance, People & Change, Mergers & Acquisitions, Economics & Policy, Strategy Consulting, Performance & Remuneration, Analytics, Data Modelling and Project Management are all teams at PwC – just to name a few.

## Join us straight out of school!

We've got a new entry path for high school leavers – an alternative pathway to the traditional Graduate route! Our Higher Apprenticeship program gives you the opportunity to earn a competitive salary while studying towards a professional qualification from a leading training organisation.



# Pride@Macquarie

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

To us this means creating a work environment where people feel they can be themselves, regardless of their gender, age, ethnicity or cultural affiliation, sexual orientation, beliefs or educational background.

We also recognise the importance of employee networks and the resources that can be generated through relationship building and the exchange of ideas.

Pride@Macquarie is our LGBT+ and allies employee network group, and provides opportunities for our people to raise their awareness and celebrate year round events.



## Meet Our Members

**Michael, Corporate Operations Group**



To me, Pride is about authenticity. Macquarie is a great advocate for 'you being you' and being proud of who you are.

Pride@Macquarie ensures I feel comfortable interacting with all business groups, which allows me to perform my role well, develop my understanding of our business and expand my network.

## Meet Our 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 LGBT+ equality. At Macquarie

I feel I am not only able to act as an individual ally but that I am part of a network of colleagues who share the same passion for diversity and inclusion. Together, and supported by Macquarie, we have been able to affect change larger than any of us had thought possible as individuals and make a real difference to the lives of our people and the community more broadly. This is why I am proud to work at Macquarie.

## Our Partnerships

We maintain strong connections with community associations and external partnerships supporting the expansion of their education and outreach programs, including Pride in Diversity, Pride in Sport and Rainbow Families. We tailor our support to ensure we are sharing our expertise effectively and making a difference.



## Our Networks

Our Australian employee network group collaborates closely with our Pride@Macquarie groups in London and New York. We work together on activities and events, sharing resources to provide employees with access to a global support network.

## Your Resources

Through our internal social media platform, Workplace by Facebook, Pride@Macquarie continues to drive active discussion on LGBT+ news and research along with showcasing events, staff stories and community activities.

We are one of the cofounding members of Australia's LGBT+ Interbank Networking Forum and we provide an inclusive workplace in which individuals can reach their full potential.

We do this by promoting LGBT+ workplace inclusion through training, sponsorships, community partnerships and participation in benchmarking indexes.

## Your Opportunities

All of our employees based in Australia have access to our LGBT+ Awareness training, LGBT+ Allies training and our events.

## Your Career

Macquarie offers internship and graduate opportunities as well as a broad range of inclusion programs and sponsorship opportunities to all our people. You can expect a rewarding and challenging career in an environment that encourages ownership, diversity and entrepreneurial endeavour.

 To find out more about a career at Macquarie please visit [macquarie.com/careers](https://macquarie.com/careers)

# You can be you.



**We want to build an inclusive workplace that is free from bullying, harassment and discrimination for all our people. Everyone should feel safe and comfortable to be themselves at work.**

## LGBTIQ inclusion

We have a number of initiatives and resources to support LGBTIQ inclusion:

- Establishment of a comprehensive LGBTIQ resource hub helps our people navigate the many policies, tools and resources available to support them
- LGBTIQ champion and ally training rolled out across Australia

- LGBTIQ inclusive policies and benefits
- Support guides for Transitioning in the Workplace, Coming Out and Intersex inclusion
- LGBTIQ FAQs and support for leaders with questions
- Networking events in all major geographies
- Partnerships/Sponsorships/Fundraising for LGBTIQ organisations, events, organisations, events, or individuals such as Wear it Purple and IDAHOT Day (International Day Against Homophobia, Biphobia, Intersexism and Transphobia).

## Our LGBTIQ inclusion network – Unity

Unity empowers our people to bring their whole selves to work every day – regardless of their sexual orientation,

gender identity, gender expression or intersex status.

Unity, our lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) and allies employee network, was formed in 2012 to help create and maintain an inclusive workplace for LGBTIQ staff free from bullying, harassment and discrimination.

Since its inception, Unity has driven awareness, engagement and behavioural change, helping the Bank achieve recognition as one of Australia's top LGBTIQ employers for five consecutive years as measured by the Australian Workplace Equality Index awards.

We also helped CommBank to win the Australian Workplace Equality Index (AWEI) LGBTI Employee Network of the Year award twice 2016 & 2017 – the only organisation to do so. And that's only the tip of the iceberg.

## Make an impact

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

## Values

Our commitment to our purpose is guided by our values:

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

## You can be you

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

## Opportunities

With over 10 business areas at CommBank and 48,000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

## Training and development

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

## Innovation

We're always looking for ways to do things differently. Our much loved CommBank App helps our customers look after their financial wellbeing every day. We've been responsible for many Australian firsts in banking from our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

## Benefits

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities, such as flexible working options, access to fitness, health & wellbeing programs to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business partners.

## Community Commitment

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value. We also have a staff community fund and volunteering days at many of our partner charities.

## Bright minds

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

## Award winning employer

Over the years we have been recognised with a wide range of employer awards, including:

- **Canstar** Junior and Youth Banking Awards winner 2018
- **LinkedIn Top Companies** #4 in Australia, highest member interest, 2019
- **Grad Australia** Top 100 Graduate Employers 2019
- **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2019
- **Bloomberg Gender Equality Index (BGEI) 2019** recognised for transparency in gender reporting and advancing women's equality

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

**"I've held many different and varied roles throughout my 31 years at CommBank, however I have never been more proud of what we are doing to support the LGBTIQ+ community. Our diversity is what makes us stronger. That's why I helped to establish 'Unity' at CommBank – an employee-led group that works to create and maintain an inclusive workplace that is free from bullying, harassment, and discrimination for all our LGBTIQ+ people"**

Warren Perumal, Executive Manager Business Performance & Co-Chair of Unity



# Pride at Coles



**Coles' LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) pillar of our Better Together program, Pride at 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.**

Some great initiatives that we are focused on at Coles to ensure that we support and encourage a diverse and inclusive workplace include:

- Empowering and supporting our team members to work flexibly with a new Flexible Working Policy and supporting documents.
- Supporting working families through initiatives such as the Coles Paid Parental Leave Scheme.
- Promoting Gender Balance across all levels and functions within our organisation.
- Creating an accessible place to work and shop for our team members and customers.
- Cultivating a deeper understanding of Aboriginal and Torres Strait Islander culture in our everyday business and mutual respect among all Coles team members.



**i** If you are interested in becoming part of the Coles team, please visit [colescareers.com.au](https://www.colescareers.com.au)



**Under the Pride at Coles pillar, some of the things we are really proud of, and that are helping drive real change, include:**

**Being led from the top** by our sponsors David Brewster, Chief Legal Officer, and Genevieve Hawkins, General Manager Insurance who champion LGBTI inclusion across Coles.

**Having executive support** from each of our Executives who have all publicly spoken to their support of inclusion of our LGBTI community through a series of "I'm in Your Corner" videos.

**Our Pride at Coles SteerCo** of senior leaders, which was established in late 2017. This SteerCo is chaired by our sponsors and meets on a bimonthly basis to steer and drive the Pride at Coles strategy and programs of work.

**Creating connections** between team members through our Pride at Coles network. This committee started as a grassroots effort in 2015 and since then we have welcomed more team members into the network and established a Pride at Coles chat group where team members from across the country can share their stories and feedback.

**Our partnership with Pride in Diversity** which allows us access to leaders in LGBTI inclusion in the workplace. Pride in Diversity helps us to challenge and shape our strategy to ensure that we continue to support our team members through key initiatives and training.

**Visible signs** in the workplace are an important way to show support and commitment to inclusion. All team members are able to wear a rainbow sticker on their name badge to show their support of the LGBTI community.

**Trained allies** in each state ensure we have coverage across the nation from passionate team members trained to provide guidance and support to team members or line managers who need support in the LGBTI space.

**Supporting LGBTI team members** through offering a range of resources, tools and videos on our Pride at Coles intranet site. Over the next 12 months, we will continue to develop targeted supporting material for LGBTI-identifying team members, line managers and our People & Culture team.



**Supporting our communities** through both internal and external events. Coles team members participated in the **Adelaide Pride March** as well as **Big Gay Day** at the Wickham Hotel in which Coles donated \$10,000 to support local LGBTI charities in Queensland.

Internally, Coles recognised **International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)** through a range of well received activities in the Store Support Centre and throughout our stores.

**Collaboration with other organisations** at Pride in Diversity roundtable events throughout the year as well as attending the annual Pride in Practice Conference. This is a great

opportunity to hear from other leaders and industries on key initiatives that are making a difference to team members and customers.

**Giving team members a voice** to shape our Diversity and Inclusion brand, ensuring we are delivering initiatives that our team members tell us will make a difference at Coles.

**Being recognised as an LGBTI-inclusive workplace** through our Australian Workplace Equality Index submission. Coles gained a Bronze status for the work we undertook in 2017 and 2018 and we are excited to continue to make progress in our LGBTI inclusion initiatives.

# Great place to belong – accessible and inclusive for all

**ANZ provides banking and financial products and services to 10 million retail and business customers in 34 markets across Australia, New Zealand, Asia Pacific, Europe, America and the Middle East.**

We are one of the fifth largest companies in Australia and number one bank in New Zealand by market capitalisation and across the board our purpose has remained clear: to help shape a world where people and communities thrive.

## LGBTIQ+ Inclusion

Wherever ANZ operates we want to ensure we attract and develop the best people for the role. One of the ways we achieve this is through employee led networks such as the ANZ Pride Network. With a purpose to Shape and connect our world so everyone can embrace their authentic selves and thrive the Pride Network has 4 strategic priorities;

- Provide personalised support and resources
- Educate our staff and communities
- Deliver tangible benefits to members and non-members
- Drive initiatives at an organisational level
- Pride promotes diversity, inclusion and respect for the bank's staff and customers worldwide, by supporting and engaging our people, their family and friends, and the LGBTIQ+ community.

## Supporting our Staff

With more than 2000 members globally ANZ is proud to have an LGBTIQ+ and allies network. Formed in 2007 and formalised in 2013, the aim of the network is to be 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 in 2017 we reaffirmed our commitment by renewing our sponsorship for another 3 years. For more than a decade, ANZ has supported and helped to increase visibility of the LGBTIQ+ community through public displays of commitment such as GAYTM's, GAYNZ branches as well as our recent multi-award winning "Sign Posts of Love" 2019 Mardi Gras campaign. In 2018 ANZ demonstrated our public support for the intersex community by becoming the first major publicly listed company in Australia and New Zealand to affirm the Darlington Statement. We are also one of 235 organisations worldwide to support the UN LGBTIQ+ Standards of Conduct for Business.

## Improving our policies

Pride actively works with the Talent & Culture and Diversity & Inclusion teams to review and improve policies and procedures to ensure they are inclusive of our LGBTIQ+ employees and customer. In 2017, ANZ supported an employee in affirming their gender identity; Corey was the first person at ANZ to formally affirm their non-binary gender identity. Corey explains the role the network has had in their affirmation:

"The support I received from the ANZ Pride Network was amazing. My entire department of over 100 people were provided with facilitated training on gender and my gender affirmation. Throughout the process I was in control of the approach and now I am able to bring my whole self to work for the first time".

## Flexible working

Whether you are single, an LGBTIQ+ parent or caring for a sick partner, ANZ allows for flexible working arrangements as long as these are agreed with your line manager. This means that in circumstances where you are the only person able to care for a child, or partner, you can adjust your work arrangements to ensure you are able to meet both commitments inside and outside of work.

## Recognition as an employer of choice

ANZ has received formal recognition for 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 LGBTIQ+ inclusion.

I am lucky to work for an organisation who not only personally supports me as an LGBT+Q+ person, but gives me a platform to push for greater support & inclusion of the wider LGBT+Q+ community through Pride. With the support of our senior leaders, we have achieved some amazing things like affirming the Darlington Statement, signing the UN Standards of Conduct for Business on Tackling Discrimination against LGBT+ people & our continued partnership with Sydney Mardi Gras.

**Caitlin Monnery**

I joined ANZ knowing it had a great reputation for inclusion. What I learned was that this was true. As an Autistic Queer woman I have been embraced and supported and encouraged to Thrive at ANZ because Diversity and Inclusion is embedded as part ANZ's DNA. Being involved in Pride and other Inclusion initiatives has enabled me to bring value to ANZ and its people and customers beyond my day job. The value placed on diversity results in better teams and better outcomes for ANZ's customers.

**Roe Johnson**

## A career with ANZ

As an ANZ Employee, you will be joining one of Australia's largest companies where there is a world of opportunities available to you to build a career.

At ANZ, we were awarded as AWEI Employer of the Year in 2017 demonstrating our commitment to be leaders in the area of LGBTIQ+ inclusion. In 2019 ANZ was awarded Platinum status for sustained and ongoing high performance for the inclusion of LGBTIQ+ people.

## A truly inclusive and diverse organisation

Being a truly inclusive, diverse and flexible workplace we believe that everyone has the opportunity to learn and progress with us, regardless of age, caring responsibilities, cultural identity, disability, gender, sex, gender expression and identity, ethnicity, education, family and relationship status, sexual orientation, religious beliefs and/or socioeconomic background.

## Bring your whole self to work

ANZ values an engaged, diverse and inclusive workforce. In order to better understand the needs of our customers, we need the range of experiences, perspectives and backgrounds that only a diverse workforce can bring. Everyone at ANZ has the opportunity to progress, regardless of race, gender, sex, age, disability, culture or sexual orientation. In addition to Pride, we have employee networks focused on gender equality, people with a disability, Indigenous Australians, and mental health.

## Flexibility for 'anyone for any reason'

We are committed to enabling every role to be worked flexibly across ANZ. ANZ's flexible work options include: flexible work locations, job share, informal ad-hoc arrangements, part time work, flexible hours, flexible start and finish times and different types of personal leave and the ability to dress for your day. Flexible arrangements agreed may be a regular ongoing arrangement or informal short term arrangements depending on your needs and is agreed by your line manager.

## ANZ Pride Network Focus Groups

As a member of the ANZ Pride Network individuals are able to join a number of focus groups where there is a specific focus on increasing awareness, inclusion and equality for all our rainbow communities. These groups are able to take a targeted approach improve the level of understanding within the ANZ Community through their deeper understanding of the individual challenges faced by these individuals.



## Sydney Gay & Lesbian Mardi Gras

ANZ is proud to have been a major sponsor for over 11 years now of Australia's largest celebration of diversity, inclusion and love. Sydney Gay & Lesbian Mardi Gras has grown from a protest, to a community gay pride event, to one of the largest gay and lesbian festivals in the world. Mardi Gras has a proud history of highlighting and fostering rights and equality for LGBTIQ+ individuals and communities. There will be a month of high quality arts, sporting and social events including Fair Day, the world famous parade and party.

## Gender Affirmation Support

Enabling inclusion amongst our people is important and gender affirmation (transition) is an area for which we are committed to providing support for our people. The Pride Network developed in line with best practice a full suite of materials creating a clear supportive process where the individual affirming their gender is in full control. This enables the creation of an environment and culture where individuals affirming their gender feel safe, included and fully supported. In 2017, we had two individuals successfully affirm their gender through this process.

## LGBTIQ+ Jobs

ANZ is proud to be associated with LGBTIQ+ Jobs Australia's national LGBTIQ+ job board dedicated to assisting all graduates and jobseekers connect with organisations actively engaged in LGBTIQ+ inclusion initiatives. We encourage people from all walks of life to apply for the advertised roles. You may not identify as part of the rainbow family but simply want to work in a more inclusive and understanding work culture.

## For more information and how to apply

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

# Cultural



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# Make a difference.



**We strive to create an inclusive culture where everyone belongs because of their uniqueness – a place where you can be you and bring your whole self to work.**

Diversity and inclusion is an integral part of our culture, values and the way we do business. It offers tangible benefits for our employees, customers, shareholders and the communities where we operate. Our 2018+ Global Diversity and Inclusion Strategy, along with our Corporate Responsibility plan – details the steps and focus we need to build an inclusive culture that embraces the diversity of our people, customers and communities and role models reconciliation.

Understanding and responding to the needs of our customers is best accomplished when our people and leaders reflect the diversity of our customers. Our people feel encouraged to share their unique perspectives – all which are shaped by different backgrounds, experiences, thinking and communication styles.

### **We are committed to recruiting and retaining a culturally diverse workforce.**

Our Cultural Diversity Index (CDI) measures how culturally diverse we are as a business. Our 2019 result shows that CommBank is more culturally diverse than the population of Australia. However, we recognise more progress is needed in leadership, and so we have robust targets in place for gender and culture.

### **Our cultural diversity network, MOSAIC**

MOSAIC is our employee-led network for cultural diversity.

In 2017, MOSAIC joined forces with our Multicultural Banking team to help launch our first African Internship program in partnership with the Melbourne Employment Forum. The program provides meaningful work opportunities for African communities and was designed to promote a pipeline of diverse talent into the Group.

In addition to this, MOSAIC have been working with the Victoria University Mentoring Program to mentor students from diverse backgrounds and assist them with navigating, and transitioning to, the corporate world.

In 2016, MOSAIC were instrumental in championing the introduction of a hijab as part of our corporate uniform range. Over 375 CommBank employees across the business, proudly wear the hijab to work every day.

As part of CommBank's Financial Inclusion Action Plan, we committed to develop cultural diversity 'champions' throughout our business. Over 2,000 employees have completed the MOSAIC Champion cultural diversity awareness training.

**"When I'm building a team, what's important to me is the diversity of culture. Different backgrounds increase the differences in angles of thinking, so variety in people capabilities is more important to the successful makeup of the team. It allows us to consider challenges from different perspectives to achieve much better outcomes and solutions."**

Kai Yang  
Group Chief Data Officer  
Analytics, Strategy & Advisory

### **Make an impact**

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

### **Values**

Our commitment to our purpose is guided by our values:

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

### **You can be you**

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### **Opportunities**

With over 10 business areas at CommBank and 48,000 employees, there is plenty of opportunity to grow and take your career in unexpected directions.

### **Training and development**

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

### **Innovation**

We're always looking for ways to do things differently. Our much loved CommBank App helps our customers look after their financial wellbeing every day. We've been responsible for many Australian firsts in banking from our Albert tablet, Chip the robot, our virtual reality kits and our innovation lab, CommBank is an exciting place to be.

### **Benefits**

There's more to working at CommBank than just great financial rewards. We offer a wide range of benefits to support you both in and outside of work. From necessities, such as flexible working options, access to fitness, health & wellbeing programs to nice-to-haves such as cheaper movie tickets, you'll get a wide range of discounts from our business partners.

### **Community Commitment**

Our plan is focused on driving positive change through education, innovation and good business practice. These demonstrate our commitment to creating sustainable long term value. We also have a staff community fund and volunteering days at many of our partner charities.

### **Bright minds**

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

### **Award winning employer**

Over the years we have been recognised with a wide range of employer awards, including:

- **Canstar** Junior and Youth Banking Awards winner 2018
- **LinkedIn Top Companies** #4 in Australia, highest member interest, 2019
- **Grad Australia** Top 100 Graduate Employers 2019
- **AAGE** Top 75 Grad Employers and Top 40 Intern Employers 2019
- **Bloomberg Gender Equality Index (BGEI) 2019** recognised for transparency in gender reporting and advancing women's equality

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



# Feeding People. Enriching lives.



## About Us

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 fourteen 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.

## 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.

## Our Values

Teys Australia is proud of its heritage and the embedded family values of Humility, Integrity, Loyalty, Resilience and Trust and Co-operation that inspire our workforce to the best they can be every day.

## 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.'

To find out more about a career at Teys, please visit [teysaust.com.au/employment](https://teysaust.com.au/employment)



[teysaust.com.au/employment/](https://teysaust.com.au/employment/)

## 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. We know our long-term success will come from our people, and thereby recognising diversity of thought and valuing differences among our people is important.

## Sustainability

Teys Australia is committed to taking a role as a sustainability leader, continually improving energy and water productivity, increasing renewable sources as a proportion of total energy use and creating sustained value for our customers, external stakeholders, business partners and the wider community.

As a result of this commitment, last year we saved; the equivalent of 186 million bottles of water, enough electricity to power 190 homes, and natural gas for 56,410 Aussie BBQs

## Training and Development

Teys supports the development of our people by providing opportunities for coaching, secondments and projects, formal and informal learning; and networks of support.

At Teys Australia, our employees can access a range of development opportunities from the moment they join our business. We believe in lifelong learning strategies that provide our employees opportunities to develop career pathways while supporting our business goal of growing as a learning organisation.

## 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.'

## Community Involvement

We give back to the communities where we live and work. Last year our

people volunteered over 2,500hrs in local communities.

As part of our commitment to local communities and the families working at Teys, we regularly sponsor, support and donate to community initiatives across Australia.

Some of our charities we have supported include; R U OK?, Rural Aid, Are you aware we care, RSPCA, Ronald McDonald foundation, Cancer Council, Meals on Wheels, Drought Angels, Salvation Army and Share the Dignity.

## Awards

### Safety

Our ongoing commitment to workplace health and safety was recognised at the 2019 NSCA Foundation National Safety Awards of Excellence. We won the Best Safety Leadership Program/Initiative award, and the Judges' Choice award for the 'GIO Workers Compensation Award for Excellence in WHS.

### People Practices

The Teys Australia team at Tamworth were recognised for their initiatives to engage their workforce at the 2019 Tamworth Business Awards, where they were awarded the Employer of Choice award.



# Equality at Medibank



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

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

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

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

## Our Commitment

We are committed to ensuring everyone enjoys the same opportunities and rewards at Medibank, regardless of gender. With gender balanced leadership throughout our organisation, we are serious about addressing gender

bias, pay equity, women in leadership, sharing of parental responsibilities, and domestic and family violence. Regardless of gender, at Medibank, every voice counts.

## Our Actions

The Gender Workgroup is one of five workgroups in the Diversity & Inclusion space at Medibank and its role is to improve gender equality at Medibank by:

- Ensuring that gender diversity remains a high priority of the company;
- Providing and facilitating communication discussion around gender diversity issues;
- Providing suggested initiatives to Medibank P&C and the Diversity Council;
- Providing feedback to P&C and the Diversity Council on suggested initiatives;
- Addressing the barriers and enablers faced at Medibank to have successful careers;
- Celebrating achievements of women at Medibank and in the Health industry

Medibank champions change in the areas of:

- Pay equity
- Women in leadership
- Gender bias & discrimination

- Parental leave
- Domestic & family violence

## Flexibility + Work Life Balance

At Medibank, our purpose is: For Better Health. To live this purpose, we embrace a healthier way of working by providing employees with flexibility in how and where they conduct their work.

This approach is known as



We recognise that for us to embrace an inclusive culture, we need to have a workplace which is flexible. We appreciate that each individual's work preferences, and work needs, can change over time and are influenced by life outside work.

Flexibility is available to all our employees – whether that be to spending time volunteering, participating in sports or leisure activities, dressing in smart casual, or making it home in time to spend some time with your family at the end of the day. The FLEXbetter approach is all about balance – supporting the wellbeing of our employees as well as our customers.



### Dilan Perera – Head of National Sales & Service



As someone with a diverse background, and also as a people leader of a large team carrying a very diverse group of team members nationally, I see diversity as a competitive advantage at all levels of the business. Medibank has a very inclusive and progression culture, where individuals get the opportunity to come together and collaborate as we transform the concept of better health for better lives every day.

### Komal Rao – Store Manager, Docklands



I find myself completely aligned with Medibank and its values. Diversity is a very important aspect of both personal and professional life, we have an amazing leadership team who actually lead the way and walk the talk and are supportive. We receive all the tools and resources to well in our roles. We get recognised for our work and values.

### Gareth Tonkin – Channels Enablement Lead, Commercial Excellence & Growth



I believe my own career journey at Medibank speaks to the opportunities available to anyone. It's really critical to get a diverse selection of leaders, from a range of background and each with their own unique style and perspective. I think the organisation has sent a very strong message around this and other important topics I think there is the right balance of support vs find your own path, and everyone is encouraged to own their own development and career path.

### Renee Fairbairn – Analyst – Hospital & Performance, Healthcare & Strategy



Medibank is a diverse workplace so I feel that my skills are valued and I have a lot of opportunity to grow and improve through others. Typically the analytics field can be skewed more towards males, which being a female means I have a point of difference and can bring diversity to a team, At Medibank, I have found there is a very diverse team which I think is very important to have a mix not only of gender, but skills, backgrounds and experience.

### Jasmin Hill – Lead Compensation Consultant



Throughout my work life so far I have had a combination of female and male peers and leaders who have influenced and played a part in my career growth. Each have been equally as important to me and gender has not been something that has determined whether one individual was more successful to me than the other. It was the qualities they possessed, the confidence and the values they held that had most impact on me and how I performed in a role. I feel there are no limitations to anything we do and that includes what career options we choose.

### Josh Stamp – National Manager, Business Development



A sense of 'belonging' comes from Medibank's focus on diversity and inclusion where from the top down we are functioning without prejudice and want people to feel as if they can bring their 'whole self' to work. Diversity has played a big part in my every day working life. Leading and working alongside teams across the country with rich cultural differences has given me the opportunity to not only experience this fantastic diversity first hand but also play my part in supporting opportunities where our people can participate in activities that are culturally significant to them on a personal level.

### Lauren Bonander – L&D Coordinator



I will never forget the time I got my first tattoo, my dad turned to me and said "well, that's it, you're never going to get a job now". Medibank has always had a very diverse culture, and when I went for my first interview I was very surprised that I was treated with respect and more importantly, successful in getting the job! I have always been a bit conscious that being in the corporate space, now having slightly more tattoos, that it may affect my ability to move forth or I be taken seriously but it has proven to be quite the opposite and guess what, my dad is very proud!

### Sarah Kerr – Employee Experience Consultant



The great thing about working at Medibank is that you're not only empowered to do your day job but you're encouraged to take part in the community here. Whether that's about diversity and inclusion, health and wellbeing or the customer, that's up to you. Your experience at Medibank is what you make of it and if you're passionate about something, Medibank empowers you to step up and create that change.

### Hiruni Pathiranga – Talent Acquisition Advisor



I especially appreciate the 'flex better' program that Medibank as at it allows me to bring my best self to work. I have always felt encouraged to explore different opportunities and career paths, starting off in retail and now being a member of the Talent Acquisition Team, I feel so fortunate to now be in a position to help other people reach their career goals! People at Medibank work very hard to ensure people feel safe and included and that's something I'm very proud of.

### Learn more by visiting our website

careers.medibank.com.au/career-opportunities/medibank-opportunities/



# Nurturing today and tomorrow



**At Guardian, we understand that a child's connection to culture is a part of who they are. It's developed with family, friends and their experiences, that's why we celebrate multiculturalism across our centres. We understand it's important to incorporate the values in each child's home life in their other environments.**

As each child has a strong sense of their own cultural heritage, supporting

and encouraging this at our centres helps build a positive cultural identity for each child and their families.

We recognise building a positive cultural identity brings a sense of belonging and emotional wellbeing. We understand the importance of offering an inclusive learning space, which also allows for the additional opportunity for cultural understanding and the heightened ability to maintain positive relationships with others.

As part of our curriculum, our approach reflects the broad and naturally diverse cultural heritage of our educators, families and children. Many of our centres celebrate a wide range of

cultural events such as the NAIDOC Week, Lunar New Year, Harmony Day and many more. Our centres participate in traditions important to the community they are part of, by celebrating significant milestones or through food and even language programs.

 Visit our careers page to review current opportunities: [www.guardian.edu.au/careers](http://www.guardian.edu.au/careers) or email our Talent Acquisition Team [careers@guardian.edu.au](mailto:careers@guardian.edu.au) for more information.



## Meet Mandy Zahra – Educational Leader, Playdays Preschool & Long Day Care Centre, NSW



As Educational Leader, Mandy's role is to support educators through incorporating a quality education program into our day to day practice. Mandy is passionate about cultural diversity and celebrates our culturally diverse country and world.

Most recently, our educators and families celebrate Diwali Day. To celebrate the festival of lights, our educators, children and families lit traditional earthen diyas (candles) and created colourful rangoli artworks with the children.

During Diwali, families and friends also shared sweets and gifts. During each day at our centres there is a strong belief in giving and community involvement. Celebrating this week gave everyone at our centres a chance to come together and share special traditional dishes and snacks, so there was an abundance of food!

Celebrating cultural days allows for families and children to gain an understanding and awareness of the community in their centre and around them.

## Meet Jessica Armit – Assistant Educator, Munro Early Learning Centre, QLD



As a Diploma Qualified Educator, Jessica works closely with children, educators and families at the centre to build and celebrate their diverse community.

It is important to Jessica that cultural diversity is incorporated the day to day practice at the centre.

Jessica is very passionate about early childhood development and understands the early years are the most critical stage in a child's life. Across our centres you will find creative learning environments allow for children to develop socially, emotionally, cognitively and physically. To achieve this, we create new learning experiences and readily collaborate with our local community.

In 2018, Jessica invited a special guest to visit the centre to teach the children and educators about Australian Sign Language (AUSLAN). Children enjoyed learning different signs including thank you, orange, banana, apple, carrot, chair, table and lounge chair, also finger spelling the alphabet and counting to 10. The AUSLAN experience allowed the children to build on their literacy and numeracy skills while understanding different ways of communicating.

This knowledge allows for educators and children to build a greater understanding about diversity and the differing forms of communication in our community. The experience also allowed for the children to develop their fine motor skills through using their hand eye

coordination to perform the different signs.

Throughout the experience, our educators developed their skills in sign language and reinforced how important it is to have inclusive skills to connect with our community. The activities created a culture of acceptance in our centre and a reminder that working in early childhood can teach us a broad set of life skills. You continue to grow and learn on a professional and personal level in your role.

## Our Approach to Learning

By choosing a career with Guardian you are choosing a supportive network that will help you to thrive. We hold regular events to share knowledge and best practice across a large network of educators for professional inspiration and support. From international thought leaders to educator days we believe learning is a life long journey. Our educator days provide the opportunity to connect with an early childhood professional network to share ideas and information about how to incorporate cultural diversity at your centre.

## Career Pathways

By bringing together a broad range of skills and experience, our educators create a diverse and inclusive environment which forms a sense of connection and belonging in each Guardian centre

We also offer a range of creative workshops and subsidised diploma and degree courses to allow our educators to further their education, as well as recognising and rewarding the amazing achievements through our Guardian star program.



Dairy for life

# Respecting, embracing and harnessing the unique

**At Fonterra, our people are at the heart of our success. We are committed to attracting, developing and retaining a diverse group of talented individuals and creating an inclusive culture that enables everyone to bring their best and authentic selves to work every day.**

At Fonterra, our people are at the heart of our success. We are committed to attracting, developing and retaining a diverse group of talented individuals

and creating an inclusive culture that enables everyone to bring their best and authentic selves to work every day. Across our global workforce, our focus is on ensuring equal opportunities for all to support our diversity and inclusion goals.

## What we believe Why diversity is so important for Fonterra

Embracing diversity and inclusion is not only the right thing to do, but it's great for business. At Fonterra, we believe that the range of thinking styles created through our richness of difference enables us to drive innovation and improve strategic decision making,

which in turn enables Fonterra to deliver on our ambition and goals.

When organisations take a diverse and inclusive approach, everyone reaps the rewards – employees, customers, the community and shareholders.

## Diversity Strategy

Although we have a core D&I Strategy linked to our business strategy and based on our values, we don't apply a 'one size fits all'. We know that our business units and markets have specific needs and areas of focus and each is free to explore approaches to supporting diversity & inclusion that recognises their unique challenges and suits their business best.



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

### Our values drive our beliefs

We're committed to living our values every day and pride ourselves on our can-do attitude, collaborative spirit, richness of difference and shared passion for what we do.

### We are committed

Fonterra is an equal opportunity employer committed to providing an environment of mutual respect, free of discrimination and harassment.

### We do what's right

Respecting, leveraging and embracing the unique skills and diverse perspectives of our people is consistent with what we stand for.

### We value you for what you are

We truly believe each of our employees bring their own individuality to our workplace and we value that.

### You bring the passion, we give you the tools

At Fonterra you will learn from the top experts. Our employees are treated equally and receive the greatest support to achieve their best results.

### From here to everywhere

We highly encourage our people and their career progression so get ready to fly around the globe!

### Flexibility

We support work-life balance and encourage our people to work flexible from-to-time; including different times and locations when needed.

### We always look for improvement

We know our business and our market has different needs therefore we always look for different ways to explore and support Diversity and inclusion.

### We challenge boundaries

We believe Diversity & Inclusion needs to be embedded as part of our culture and we aim to be a leader, helping to drive the society forward to embrace it.

### Community work

We are committed to making a positive difference to our people, our farmers, our customers, our communities and environments where we operate.



CULTURAL DIVERSITY

# Good Food. Good Life.

**Diversity is a source of strength for us, for our consumers and for our customers. A diverse workplace challenges and inspires the ways we think, innovate and create as a team.**

At Nestlé, we're a company of over 300,000 employees, made up of over 150 nationalities. We believe that the many different backgrounds, ways of thinking and cultural experiences of our people at every level of our business makes for a richer workplace and gives us the insight and innovation to grow and continually delight our equally diverse consumers.

As a people-inspired company, respect and trust are our greatest strengths. We place high value on the unique perspectives that people bring to our team which sharpens our performance and drives our business.



## Profile: Girls Academy – Rashna Shroff, Corporate Programs and Sponsorships Manager



*"When it comes to gender balance, making a difference to our people internally is critically important but not enough – we must also look for areas where we can make a difference to the people in our communities. In Aboriginal and Torres Strait Islander communities, women play a pivotal role but their needs are often overlooked. Through our partnership with the Girls Academy, we can empower young Aboriginal women so that they can continue to make strides towards equal opportunity."*

Through our Aboriginal Youth Development Program we support The Girls Academy, the flagship program of the not-for-profit Role Models and Leaders Australia (RMLA) organisation and the leading provider of school based programs for Aboriginal and Torres Strait Islander girls in Australia. The Girls Academy works within the school system to drive community-led solutions aimed to reduce the barriers that prevent Aboriginal girls from completing their education and reaching their full potential.

The main way we support the girls is through nutrition education initiatives including providing nutrition lesson plans to every Academy and via our Mother Daughter Cooking Program. We also support the girls by providing scholarships that help them pursue tertiary education by assisting with their daily living expenses associated with studying.



### Q Your global network

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.

### Q Corporate Business Principles

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.

### Q 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.

### Q 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. In Oceania we run workshops that raise the awareness of such biases and how to minimise them.

### Q 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. In 2019, we made this training tool publicly available so other companies keen to address the same issue can also use it and adapt it to their own needs – one more way we can contribute to our communities as a whole.



 Want to find out more about a career at Nestlé? Visit [nestle.com.au/careers](https://www.nestle.com.au/careers)

## For those who DARE to be themselves

At Allianz, we value talented people focused on doing what's right for our customers, each other and our communities. We recognise that talent comes in many different forms and from many different walks of life. That's why we are serious about creating an inclusive environment where people are respected, feel safe and dare to be themselves.

Here is your home, students.



### Dare to explore Allianz

 <b>140,000+ PEOPLE</b> <small>work for Allianz across</small> <b>70+ COUNTRIES</b>	 <small>Allianz supports</small> <b>CROSS-FUNCTIONAL</b> <small>and</small> <b>REGIONAL</b> <small>career paths</small>
 <b>ALLIANZ CARES</b> <small>about the well-being of its employees and</small> <b>SUPPORTS</b> <small>families</small>	 <small>We insure major Hollywood and Bollywood</small> <b>MOVIE PRODUCTIONS</b>
 <small>Allianz provides a safety net to more than</small> <b>17 MILLION PEOPLE</b> <small>in Asia, Africa and South America through its microinsurance offers</small>	 <small>We pioneer innovative insurance solutions such as</small> <b>CYBER AND SPACE INSURANCE</b>

### Our commitment to diversity:

Across our 4,300 employees, our greatest strength is the diversity of our experiences, skills and thinking. We are continually reinventing an environment that is a place for people to feel that they belong and are empowered to do their best work.

An inclusive work environment in support of diversity is not just a nice to have initiative. At Allianz, we recognise that the engagement of our people is the key to creating high performing teams that come together to drive innovation and great service for our customers.

### Our diversity priorities:

Although we recognise that all diversity dimensions are important to getting the mix of people at Allianz right, our strategic priorities are:

- Gender Equity
- Cultural Diversity
- Disability and Accessibility
- Supporting new ways of working (flexibility)

We also support our people through our Employee Network Groups including:

- Women of Allianz
- Pride – LGBTI Inclusion.

Our policies and processes support our diversity and inclusion goals and include:

- Flexible work options
- Parental Leave provisions and support for families
- Domestic Violence support
- Learning and Development opportunities
- Health, Safety and Well-being programs
- Career Development opportunities
- Additional purchased leave
- Inclusive culture development
- Tracking cultural diversity and gender equity in senior leadership
- Internal and external education and celebration of all forms of diversity
- Identification and mitigation of unconscious bias in people processes

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

*The home for those who dare*



### People Attributes

At Allianz, our commitment to diversity and inclusion is baked into our DNA. Our People Attributes include Collaborative Leadership, Trust, Customer & Market Excellence, and Entrepreneurship. Inclusion and diversity sit at the heart of each of them. They embody what we believe in.

### Providing opportunities

Since 2016, we have provided 24 refugees with permanent employment and supported 90 refugees with education grants through our Sustainable Employment Program. The 'Allianz Ladder' program – part of the Allianz Group's global commitment to encouraging future generations – familiarises refugee youths in a business environment and helps develop core skills and confidence to find their first job in Australia.

### Being recognised

In 2017, Allianz won the prestigious Australian Human Rights Business Award in recognition of our commitment to supporting refugees employment and education through our ongoing partnership with Settlement Services

International (SSI). We were also proud recipients of the 2017 Cross Cultural Management Award from the Australian HR Institute.

### Diversity in leadership

Gathering and reporting data on cultural diversity must accompany leadership commitment to the issue. That's why Allianz conducted a cultural diversity census allowing us to understand our current profile and set targets to ensure multicultural representation. We are currently at 10% non-Europeans in senior leadership, against a 2020 target of 14%.

### Dare to be yourself

We welcome people who dare to be themselves by creating an inclusive work environment that embraces both individuality and performance. We want our people to be safe to speak up, bring new ideas to the table and work collaboratively with respect and understanding.

### Our inclusive culture

We continue to strengthen inclusion as a key pillar of our culture. In 2018 we made a differential investment in our

people through campaigns, coaching and collaboration workshops. Everyone is asked to consider what they can do to contribute to a more inclusive work environment.

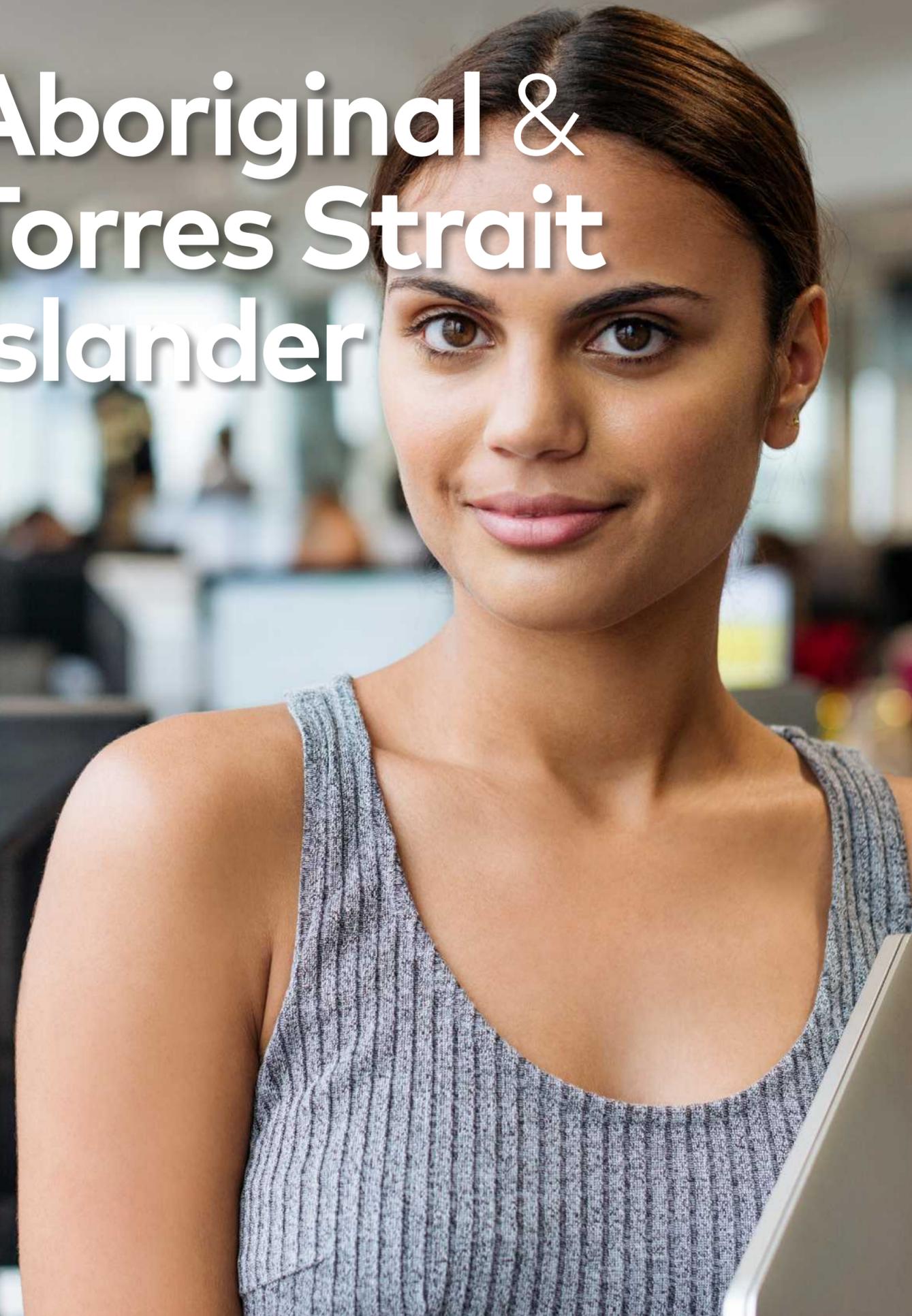
### Flexibility for all

At Allianz, no matter who you are or what you do, we invite you to start the conversation about the flexibility needs you may have. We recognise that everyone, at some point in their career will require a level of flexibility. Although not all roles can support all forms of flexibility, most roles can support some. Our approach to flexible working starts with an open discussion with your manager to understand your needs.

### Striving for excellence

We are proud of our accomplishments in creating a work environment which supports women and men equally. But we know we cannot become complacent in our achievements. We are committed to continuing to improve the representation of women and men at all levels of the organisation.

# Aboriginal & Torres Strait Islander



320		336	
322		338	
324		340	
326		342	
328		344	
330		346	
332		348	
334		350	

# 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.**

At PwC, our purpose is to build trust in society and solve important problems. 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.

Over the past year PwC has embarked on a new approach to social impact. To further cement our commitment towards reconciliation, in 2019 the two organisations co-developed the Elevate Reconciliation Action Plan (RAP) that sets out an ambitious agenda for the next four years, including a target to employ 100 new First Nations people by 2023 and

how, as a firm, we can actively support the Uluru Statement from the Heart.

Together PwC and PIC have been able to have an extraordinary impact on some of the most challenging issues facing the Aboriginal and Torres Strait Islander communities. We've touched over 600 communities in the past 5 years, and by raising the bar of its RAP ambitions, we continue to lead national reconciliation action in its sector.

Those who join PwC have the opportunity to become a part of this change. You can express an interest in working with PIC and gain exposure to their client engagement and community projects.

To stay up to date with what's happening in PIC visit [www.pwc.com.au/indigenous-consulting](http://www.pwc.com.au/indigenous-consulting). For more information on our careers, please visit [pwc.com.au/careers](http://pwc.com.au/careers)

**"We are committed to bringing our skills, expertise and amazing people to the challenge of making positive progress towards reconciliation."**

Luke Sayers,  
PwC Australia CEO

 Visit [pwc.com.au/careers](http://pwc.com.au/careers) for latest updates and opportunities available at PwC Australia.

## Meet Yasmine Gill



**Job title: Senior Associate, PwC's Indigenous Consulting**  
**Mob: Engawala**

### What do you do?

For the past six years I've worked predominantly within the Private Clients sector assisting small to medium sized businesses and high net wealth individuals with their tax and accounting. I really enjoyed working directly with business owners and families, providing tax advice and helping them grow their business. Recently I moved to 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

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!



### Passion meets purpose

We believe that everything we do must be driven by our human spirit – our collective creativity, authenticity and difference. That's why we've fostered an environment that encourages you to be yourself and tap into what makes you tick. We aim to align you with projects you are interested in and help bring out your strengths for the greater good.

### Committed to helping you thrive

Degree is not the defining element in our search for talent. What we truly seek are passionate and driven individuals eager to test ideas, open to working collaboratively and being an active part of creating positive change. Many of our people who started straight after school or as graduates have successfully made a mark in leadership roles over the years. Our people are our greatest asset and we ensure they thrive, both professionally and personally.

### Hiring from all degrees

We hire people from all degrees, including arts, science, technology, engineering, maths, medicine, business, communications, psychology and law – just to name a few. The type of work we do is so diverse, but what binds us together is creative problem solving. It's all about how you approach a problem and how you collaborate with your team members to solve it.

### Tech focused

Our goal is to become the most technology enabled professional services firm in the world. Whether we're exploring the future of business, restructuring a client's internal system, developing new software or tech to use in-house, there's a passion for innovation across everything we do.

### Flex your work

We give our people the freedom and flexibility to create the life they want while balancing their ambitions – both professional and personal. Our tech-approach will give you the flexibility to work anytime, anywhere, whether that's at work, home, or from a café! We don't dictate a dress code, you can exercise choice and wear what's most appropriate for the type of work you do.

### Create your own adventure

We have over 172 offices in cities all around the world, and encourage our people to seek opportunities to work



with other teams, states, countries or clients. If you're interested in travel or secondment options, we encourage you to take up these career development opportunities when they arise!

### Unleash your potential

As someone new to the firm you'll have access to a myriad of learning opportunities. This includes on-the-job training, support from a dedicated coach, access to further education like the CA Program, internal development programs, and study and exam leave should you wish to pursue other qualifications. With a genuine support structure around you, you will certainly feel comfortable to be yourself and perform your best from day one.

### Proudly diverse and inclusive

We foster an inclusive culture that embraces all differences – allowing us to live our values every day, be ourselves and feel empowered. We know that when people from different backgrounds and points of view work together, they create the greatest value – for our business, our clients and society. We're proud of our employee-led diversity networks that promote

cultural, disability, LGBTI and gender equality. We are committed to creating an environment that empowers you to be yourself, and to be heard.

### Driven by values

We are proud to be a values-based organisation. Our values define how we engage with our people and our clients, becoming the basis for all our interactions. Our five values are:

- Reimagine the possible
- Make a difference
- Care
- Work together
- Act with integrity

### Make an impact

We have a dedicated team driving firm wide Corporate Responsibility initiatives and we encourage our people to lend their time and skills to activities such as volunteering, mentoring and non-profit engagements. Every employee is granted one day of volunteer leave per year, with flexibility for additional leave when applying their business skills to such initiatives. If there's a cause you care about, we encourage you to pursue it!

### Perks are also important

We know things like birthday leave, the ability to purchase up to an additional 12 weeks of annual leave, 18 weeks paid parental leave and \$295 to spend on wellness activities each year, makes working with us more enjoyable. We get it. Living your life to the fullest is just as important as investing in your career, that's why we help our people achieve both! Did we mention the free coffee? Yes, most of our offices have baristas on hand!

### More than just accountants

Operations, R&D, Software Development, Cyber Security, Web Design, UX, Real Estate Advisory, Risk Assurance, People & Change, Mergers & Acquisitions, Economics & Policy, Strategy Consulting, Performance & Remuneration, Analytics, Data Modelling and Project Management are all teams at PwC – just to name a few.

### Join us straight out of school!

We've got a new entry path for high school leavers – an alternative pathway to the traditional Graduate route! Our Higher Apprenticeship program gives you the opportunity to earn a competitive salary while studying towards a professional qualification from a leading training organisation.

# 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.

### Background

CPC have supported the Northern Territory Cattlemen's Association (NTCA) Pastoral Real Jobs Program since 2010 and has helped 31 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 Officers 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. They learn and receive mentoring from our business leaders and their colleagues along with support from the NTCA Senior Field Officers.



### Key goals CPC aims to gain from the 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:

#### Q Training

Training and mentoring for all employees to develop skills to work at industry level standards.

#### Q Careers

Build a career at CPC, many 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.

#### Q Opportunities

Opportunities to have a lasting role in the pastoral industry. You will work in a great team, in a positive learning environment, working with some great benefits and being open to new endless opportunities.

#### Q Cross-cultural awareness

Fostered mutual cross-cultural awareness between non-Indigenous and Indigenous young Australian living and working together on cattle stations.

#### Q Role models

Cultivated a rise in role models within Indigenous Communities in the heritage of Aboriginal Stockmen.

#### Q Benefits

Delivered a range of cultural, social, economic and environmental benefits to participants and their families along with communities and organisations.

#### Q Safety first

Future focused on workplace health and safety, and looking at ways to strengthen current systems. CPC is committed to being an industry leader in the workplace. Be part of our TEAM (Together Employees Accomplish More).



To find out more about a career at CPC please visit [pastoral.com/en/content/careers-0](http://pastoral.com/en/content/careers-0)

## Bright futures for our Indigenous employees

**As one of the nation's leading infrastructure and property companies, John Holland has been driving positive change in Australia for 70 years.**

Our projects are built to improve the lives of the people they serve, but our commitment to transform for the better starts at home where we are passionate about encouraging all our employees to reach their full potential.

At John Holland, we employ more than 5,000 people across Australia, New Zealand and South East Asia and have a total of 127 Aboriginal and Torres Strait Islander employees.

We are dedicated to championing every employee on their journey to turn their career dreams into a reality.

### A career to be proud of

At John Holland, we are proud to have had a hand in the Australia we all know today. From Parliament House to the MCG's Great Southern Stand, we deliver projects that matter. Our teams are currently working on many of Australia's mega projects, including the Sydney Metro project and Melbourne's West Gate Tunnel and Metro Tunnel projects. When completed, these new transport options will transform travel in two of our biggest cities.



### What you can do with us

Our door is open for determined career seekers who represent our values of being imaginative, future-focused, caring and empowering. Young professionals can explore opportunities in areas including: engineering, construction, project management, finance, technology, communications, human resources, sustainability, rail, safety, tunnelling, property, building, water and much more.

### Your future, your way

At John Holland, we offer programs to inspire learning and development. We believe in a "hands-on" approach, meaning that from our highly regarded Graduate Program to our traineeship opportunities you will be involved every step of the way in shaping a career that is meaningful to you.

### Our Indigenous approach

We care about creating an industry that recognises and celebrates the communities we work in. We have an Indigenous Engagement Manager and two Indigenous Engagement Advisers who have great relationships with our Indigenous employees and local Indigenous community leaders and businesses.



### Meet Trainee Domonic Eggmolsse-Smith

Dominic was one of the 17 Indigenous trainees who completed a Certificate II Civil Construction on our Wentworth to Broken Hill Pipeline Project in 2018. Here he shares his experiences working on the life-changing project.

### What have you learnt from the traineeship?

I know that my future is strong in construction. I enjoyed learning new things on site and took pride in contributing to giving Broken Hill locals access to fresh water and helping to improve their quality of life.

### Was there a highlight of the program for you?

I received the team safety award. This was a truly memorable experience and it was a great feeling to be recognised for my contributions.

### How did the traineeship influence your career journey?

It opened my eyes to several opportunities that I would never have thought possible in the past. I'm considering enrolling into a Certificate III in Carpentry, then I can become a qualified builder; or I might continue with Civil Construction.



John Holland's Metro Tunnel Early Works team celebrates NAIDOC Week.

### Join our highly regarded Graduate Program

Build a rewarding career with us in our two-year Graduate Program. We believe on-the-job training is the best way to learn and have fine-tuned our program over its 11 years to ensure our grads get the most out of it.

### Make a difference everyday

We believe in empowering you to make a difference. We encourage imaginative thinking from our young workforce, which is strongly represented at John Holland – almost half of our business is made up of millennials. We also have valuable programs to support our up-and-coming talent that are fun and fulfilling.

### Celebrating Indigenous culture

In 2019, we honoured the NAIDOC theme "Voice, Treaty, Truth. We walk together for a shared future" by hosting workshops, cultural awareness sessions and inviting influential Indigenous people to share their stories with our teams across the business.

### Partnering with Indigenous businesses

We are passionate about partnering with local Indigenous businesses to deliver our projects. We are in direct contact with 1,300 Aboriginal and Torres Strait Islander businesses and we regularly host forums for local Indigenous businesses to showcase their services and products.

### The power of learning

As many of our projects are located on land that Aboriginal and Torres Strait Islander people have a deep connection with, we encourage employees to join our cultural learning programs to better understand the long histories and cultural beliefs of our First Nations people.

### Building meaningful relationships

We care deeply about the communities in which we work and aim to build meaningful relationships, trust and respect with Elders, their representatives and community bodies. We connect with traditional land owners on each of

our projects and this has led to great opportunities. For example, our Canberra Metro team integrated aspects of local culture into the project by working with an Indigenous artist to design the seat fabric for the light rail vehicles.

### Opportunities for Indigenous students

We are determined to be the employer of choice for Aboriginal and Torres Strait Islander people. To shine a light on the many opportunities we offer, we host site tours to inspire students, run Indigenous STEM and Engineering Winter and Summer school workshops in partnership with universities around Australia and host pre-employment programs to ensure our people are ready to conquer from day one.

Want to find out more about a career at John Holland? Visit [johnholland.com.au/careers/a-career-with-us](http://johnholland.com.au/careers/a-career-with-us)

# Your Culture Matters



As part of our Footscray Plant upgrade we worked with our partners, the Wurundjeri People to create a large mural for the site.

**Holcim Australia has a long history of engagement with Aboriginal and Torres Strait Islander communities. Over the years, we have been privileged to work with communities in the areas of sport, traditional art, cultural awareness, business and education.**

## Our RAP

Following National Reconciliation Week, we confirmed our support of Aboriginal and Torres Strait Islander peoples by announcing our commitment to develop our first Reconciliation Action Plan (RAP). Committing to a RAP will help drive advanced engagement and more

meaningful outcomes through a national framework.

## Polly Farmer

Holcim has proudly partnered with the Polly Farmer Foundation to work closely with Aboriginal and Torres Strait Islander students to empower them to follow their dreams and become the leaders of tomorrow.

## Partnered with Supply Nation

Holcim has joined Supply Nation, one of Australia's leading not-for-profit organisations helping to build a vibrant and prosperous Indigenous business sector by incorporating Indigenous owned businesses into the supply chain of Australian companies and government agencies.

By partnering with Supply Nation, Holcim is able to contribute to greater

economic empowerment of Aboriginal or Torres Strait Islander peoples and contribute to 'closing the gap' by ensuring that our procurement decisions include Indigenous businesses.

Holcim has access to a national directory of verified Indigenous businesses that can be selected in almost any procurement category, and range from local services and supplies, to businesses capable of supporting national contracts and major projects.

## How to apply with Holcim

For more information go to our website and or careers page [holcim.com.au](http://holcim.com.au) or [holcimcareers.com.au](http://holcimcareers.com.au)



To acknowledge and celebrate the culture of the Yugambeh people and Holcim's long-standing relationship with the community, our latest owner-operated haulage truck displays traditional Yugambeh artwork.

## Why your culture matters

**Holcim Australia is committed to working with indigenous communities and have joined with local groups on a number of cultural initiatives.**

The team recently relocated two prominent and culturally significant Indigenous sites – a Scar Tree and an artefact scatter – at the opening of the new Granite Pit.

The movement of these two sites was supervised by Gundungurra Tribal Council, Gundungurra Heritage Association and Pejar Land Council as well as an Archaeologist.

## What we look for in a potential Trainee

- Australian Aboriginal or Torres Strait Islander
- Drive to work in the Construction Materials Industry
- Are keen and motivated to progress your career with us
- Safety focused

## Safety is our number one priority

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

## Committed to social responsibility and sustainability

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

## Focus on research and development

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

## Work on landmark projects

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

## Great people working together

Holcim fosters a positive culture and values based workplace environment. We focus on ensuring our employees enjoy a work life balance that allows people to both perform at their best but also realise their aspirations

outside of work. This is facilitated by our investment in the tools and technology required.

## Endless career paths

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

## We invest in you

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

## We seek ways to reward you for your efforts

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

# Rewarding careers that offer more

## Aboriginal and Torres Strait Islander people have served in the Australian Defence Force (ADF) for over 100 years, making a difference both in Australia and abroad.

In the ADF talent is nurtured and leadership opportunities are open to all with the capacity and drive to seek them.

You'll continue a strong tradition of Aboriginal and Torres Strait Islander service in the ADF by becoming a respected member of the team.

### Choose the ideal role

A wide variety of civilian jobs have their equivalent in the ADF, from administration, trade and logistics roles to engineering, flying and healthcare. Choose a 'hands-on', team orientated role, or become a leader, managing a team and making critical decisions.

Across the ADF there are also flexible roles in the Reserves for those who want to learn new skills and give something back to their community. This includes coastal patrol and surveillance positions for those living in remote areas.

### Be a part of something bigger

As you serve your country and community, your abilities will be nurtured. You'll receive world-class training and have the opportunity to earn qualifications.

The ADF will train you to make the most of your own natural abilities; prepare you to lead and bring out your best qualities; and equip you to respond to and take on challenges.

### Join a diverse community

The Navy, Army and Air Force offer supportive team environments that embrace cultural, social and workforce diversity. When you join the ADF



you'll become a member of a friendly community enjoying amazing experiences, variety, travel and enduring friendships, while contributing to the defence of Australia.

### Pre-recruitment opportunities

Pre-recruitment courses are available if you want help to build or enhance your skills, knowledge and experience so that you can apply for a full-time career in the ADF. Defence offers a six-week pre-recruitment course and a five-month residential course. For more information go to [www.defencejobs.gov.au/indigenous/overview](http://www.defencejobs.gov.au/indigenous/overview)

### Culture and community

The ADF has a strong Indigenous community that includes liaison officers, mentors and an Aboriginal and Torres Strait Islander Network. These mentors and network are important support

mechanisms that you can tap into while you're away from your elders and community.

### Tailored entry options

The Army has a number of tailored entry options for Aboriginal and Torres Strait Islander people. They include:

- Recruit When Ready – for those who have shown us they have what it takes, and are keen to get a job in the Army as soon as possible.
- Recruit to Area – for those who need to serve in the Army near a specific location, for reasons such as family commitments.

### How to Apply

Across the Navy, Army and Air Force you have over 200 roles to choose from. You'll find all the details on our website, where you can apply for your ideal job online: [defencejobs.gov.au](http://defencejobs.gov.au)



visit [defencejobs.gov.au](http://defencejobs.gov.au)



Rewarding work with equal opportunities for training and career advancement is just the start. In the Navy, Army or Air Force you'll enjoy all these benefits.

### Choose from a variety of roles

The ADF has career options to suit people with broad ranging backgrounds, skill levels and interest. There are opportunities for people of all ages and from every walk of life. From trade and technical to management and leadership positions, the Navy, Army and Air Force offer career options that are hard to match in the civilian world. We offer flexible Reserve roles to those wanting to learn new skills and give something back to their community, including coastal patrol and surveillance positions for people living in remote communities.

### Receive a great pay package

You'll earn a good salary from day one, along with a comprehensive package that includes generous superannuation and a variety of allowances. Plus, you'll enjoy job security.

### Get assistance with achieving your potential

The ADF offers alternative entry pathways to selected Aboriginal and Torres Strait Islander people who demonstrate potential but do not yet meet the required entry standards. The programs are designed to help you develop your skills, confidence and fitness. The Army also offers flexible entry pathways, so you may be able to serve near a specific location, or start at a time that suits you.

### Experience a good work life balance

In most roles you'll work regular hours when on base with weekends off, leaving plenty of time to get away, relax, socialise, and spend time with your family. Even when you're working away from home, your days will usually be structured to balance work time with relaxation.

### Be a member of a friendly and supportive network

The Defence Aboriginal and Torres Strait Islander Network plan local community events and mentor and support members throughout their careers.

### Receive world-class training and education

The ADF will invest heavily in your professional development. You'll receive expert training in your trade or profession and the opportunity to gain qualifications fully or partly-funded by the ADF.

### Enjoy free healthcare and live in subsidised accommodation

You will benefit from free medical and dental services provided by fully-qualified professionals. Plus, you may receive help with your rent or home loan subsidies if purchasing a home in your posted location.

### Enduring friendships

Your life will be filled with shared experiences; the friendships you forge in training and at work could last a lifetime. With opportunities to travel you'll soon have mates across Australia and even overseas.

### Benefit from personal development

In the Navy, Army or Air Force, you'll be encouraged to develop leadership qualities, confidence, resilience and fitness, preparing you for the next stage of your career.

### Travel across Australia and overseas

Exploring at home and abroad is one of the biggest perks of joining the ADF. On postings and deployments you'll discover new places, meet like-minded colleagues from across the Services and engage with local communities.

## SERGEANT RHIANNON BUSCH

Sergeant Rhiannon Busch, a proud Tagalaka woman from Queensland, is a Marine Specialist in the Australian Defence Force (ADF). She was first introduced to the ADF when the Australian Army came through her home town of Normanton. She knew then and there that she wanted a career within the Defence Force.

Since joining in 2007, Rhiannon has had a successful career in the ADF including multiple deployments on OP RESOLUTE protecting Australia's borders and offshore maritime interests.

In her current role as Specialist Recruiter – Indigenous, Rhiannon mentors and supports Aboriginal and Torres Strait Islander candidates through the ADF recruitment process.

By sharing her own experiences she hopes to encourage other Aboriginal and Torres Strait Islander people to pursue rewarding careers in the Navy, Army or Air Force.

Rhiannon enjoys an active lifestyle in the ADF. She loves football and has represented the Army in the Australian Rules Football since 2009.



# Building our community for a better future.



**I am a synchronised swimming champion,  
A Yugambah Woman,  
Excited by what tomorrow holds,  
A Retail Banking Digital Graduate.**

## School-Based Traineeship

A School-Based Traineeship with CommBank is a great way for Aboriginal and Torres Strait Islander high school students to get a head start on a career by working with Australia's largest financial services organisation.

A traineeship provides students with an opportunity to work at CommBank while completing Years 11 and 12, gaining valuable workplace skills and experience while also getting paid. Students spend one day per week in the branch during the school term and more time during the holiday period.

## Why CommBank?

A School-Based Traineeship with us can lead to a career that offers a range of opportunities.

We began offering traineeships to Aboriginal and Torres Strait Islander students in 2003 and have an established record of successful School-Based Trainees working across the bank. Many of our former trainees have progressed into exciting careers

with CommBank including such roles as business managers, leadership and product roles.

Trainees are provided with ongoing development for the two-year duration of their traineeship to ensure they reach their full potential. They are fully inducted into the branch environment and trained to be a customer service representative. The skills they will gain working with customers and identifying how the bank can help them achieve their financial goals will benefit their future career. Trainees learn a great deal of important information about loans, savings and credit cards.

Trainees often become a respected source of information on financial products for family and friends. As Australia's largest bank with over 1000 branches, we can offer a greater geographic spread of opportunities across the country than any other bank.

## So what are we looking for in a school-based trainee?

We encourage all interested students to apply however to help you decide if a School-Based Traineeship is right for you, we are particularly interested in students who:

- Are Australian Aboriginal or Torres Strait Islander and in Year 10 or 11
- Want to work in a customer service environment
- Are committed to completing high school
- Are motivated to work
- Have the support of their parent/guardian
- Have the support of their school when applying
- Understand they will be expected to work during some of their school holidays over the two years of the traineeship
- Have a good school attendance record, and
- See a potential career in IT, Law, Finance, Law and Human Resources.

## Q Getting paid for the hours worked in the bank

Trainees are paid for the work they do in our branches. For many, this is the first time they have earned their own money, giving them a sense of pride.

## Q Earning a nationally accredited qualification

While the students are working with us and completing their Year 11 and 12 studies, they are also required to complete a Certificate II in Business Services/ Financial Services. This is a nationally accredited qualification that is a valuable asset for a student's early career.

## Q Building confidence

Students are often quiet and lack confidence when they commence their traineeship. However, as a result of the training, support and encouragement they receive from our staff, students gain confidence in their ability to communicate with our customers. Through working in a professional environment they mature and grow as young adults.

## Q Enhancing communication skills

Trainees talk to a diverse range of customers during the day, providing information on a range of banking products and explaining how these products can benefit customers. This will assist trainees in improving their communication skills.

## Q Learning to work in an energetic team

A branch can be a busy and hectic work environment. Students will become accustomed to operating in an environment that requires staff to show a high level of energy, enthusiasm and motivation towards our customers. Trainees will benefit from the experience this dynamic workplace environment will provide them.

## Q Learning to set goals and plan how to achieve them

During their two-year traineeship, students are required to work towards goals both individually and within the branch team. The experience of setting goals and mapping out a plan to achieve them will benefit their schooling and future career.

## Q Gaining an understanding of financial services

Trainees learn a great deal of important information about financial services products such as loans, savings and

credit cards. This knowledge has an immediate benefit to them as they may be earning money for the first time.

## Q Understanding how to deliver exceptional customer service

Working in our branch network, students are trained and supported to ensure they provide the best customer experience possible for our customers. CommBank is committed to being the leading bank in customer satisfaction. Trainees are expected to contribute towards this goal.

## Q Experience working in a diverse workplace

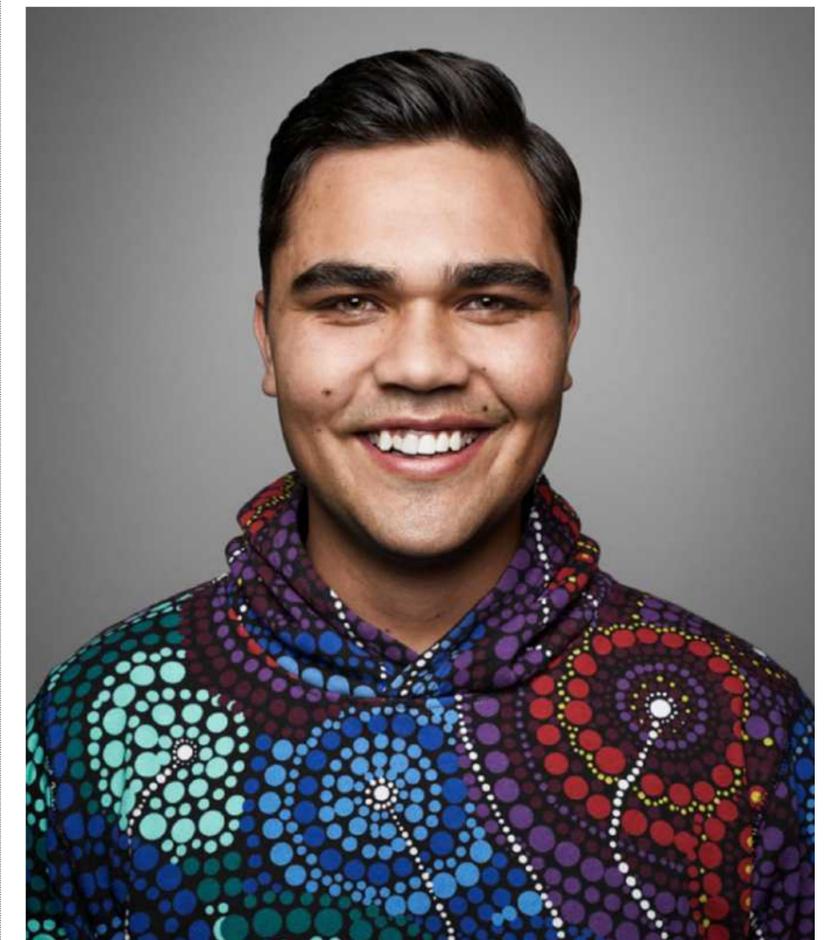
Our branches are diverse workplaces. Trainees will work with people from a range of cultural backgrounds. This experience will benefit them in their future roles, as it will provide them with

a greater understanding of how to work effectively with a diverse range of people.

## Q Potentially gain a permanent position with the Bank upon completion of the traineeship

If students perform well during their traineeship and a role is available in the branch, upon completion, they may be offered a permanent position. Former trainees have gone on to leadership roles within the branch, including becoming branch managers, as well as other exciting career paths along the way.

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



# Build your career with us

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

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

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

## Our People

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



### The McConnell Dowell Group offers:

#### Q A strong brand and culture of success

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

#### Q 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.

#### Q Strong teamwork ethics and approachable leadership

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

#### Q A values-based organisation

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

#### Q A safety driven culture

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

#### Q Identity

We are a proud multicultural organisation of over three thousand employees. We celebrate our cultural differences, and our individual and collective achievements.

#### Q Flexibility

Throughout your career there will be situations that change when and where you are able to work, McConnell Dowell is committed to working with you along the way to offer tailored solutions to meet your changing needs.

#### Q Sustainability

We act today with the future in mind. McConnell Dowell is committed to working together to protect and maintain our environment – we think creatively and sustainably when building infrastructure and resources for our communities. Ensuring a sustainable tomorrow for our teams, customers and the environment, means we must perform to the best of our ability today.

#### Q Local engagement

Working with Traditional Owners, we develop programs tailored to the area that we work in to engage with local employees at both entry and experienced levels. We have established partnerships with trusted organisations that have resulted in the successful placement of staff, supervisors and engineers on multiple projects.

#### Q Community

We aspire to work with local individuals and companies to transform communities for the better. Our projects involve the community at every step, and we partner with them to create the best results for our towns and cities.



# At Guardian, we offer you



At Guardian, we are proud to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander people. We recognise how important it is to incorporate Indigenous culture into our curriculum in an authentic way. Aboriginal and Torres Strait Islander cultures are very

much alive across our centres and everyone is encouraged to share their culture and customs; this helps to create a vibrant and inclusive community.

By recognising the traditional custodians of the land, our centres learn about and embed an appreciation for Indigenous culture. We do this through Acknowledgement of Country, celebrating NAIDOC Week and

learning about indigenous traditions and customs as part of our everyday experiences.

[www.guardian.edu.au/careers](http://www.guardian.edu.au/careers)  
or email our Talent Acquisition Team [careers@guardian.edu.au](mailto:careers@guardian.edu.au) for more information.

## Meet Bronwyn Thomson – Curriculum Mentor, QLD



As the Curriculum Mentor, Bronwyn supports our educators with educational practices to ensure we work in line with the Early Years Learning

Framework, the National Quality Standards and our Guardian Curriculum. During NAIDOC Week the team worked together to celebrate Aboriginal and Torres Strait Islander culture. NAIDOC Week provided the opportunity for a child and their family to learn about the long Aboriginal history, the beautiful culture and amazing achievements of Aboriginal and Torres Straits Islander peoples.

Working as an educator, you capture wonderful experiences in the documentation of the children's learning and development. In a way, Bronwyn is the documenter and the Centre Manager is the photographer.

### "My feet understand the rhythms of my cultures"

*I am Lemmy and my feet understand the rhythms of culture. I listen to the stories – the time stories which trace patterns of beat, colour and celebration. These are the stories of a vast history where I come to know of this land, sky, water and peoples. It is important to me that I watch others. Adults and children do this listening too. Here is my pride...*

*I sing and dance and taste the stories, the now stories of respect, recognition and appreciation. This is my response and my identity are strong. Here is my joy, I create my stories. I have knowledge that is lived deep and connected experience. I am past. I am present. I am future. I am the teller of stories too, as I grow my culture here today with you.*

The learning in this is that Lemmy develops her understanding and empathy skills by responding to diversity with respect and she watches others, adults and children do the same. Lemmy also learns more about herself, her family and the richness of experience of cultural diversity.

When families receive this kind offering from us, they feel they belong to the community and our centre.

Across several of our centres you will find collaborative art pieces made by the children. In 2018 the theme for



NAIDOC week was "Because of Her, We Can". This initiated discussions about the important women in the children's lives and not just their mothers, but their grandmothers, sisters, aunts and even 'mums best friend'. The children collected photos with special women in their lives and painted journey. The colours of the dots all represent the favourite colours of both the woman and child in the sequence.

The result is a beautiful art piece that the children and families are all so proud of, it represents learning, respect but most of all love.

### Our Commitment

We are committed to providing our educators with an environment that promotes respect, equity, diversity and inclusion. This supports the focus for our educators, children and families in diversity and inclusion.

A role at Guardian can take you on an exciting career journey and our centres are supportive of diversity and inclusion. We are inspired to shape the world of tomorrow through the children of today. One of the many ways we do this, is by celebrating diversity and inclusion in an authentic way. To continue to work towards this aspiration, we strive to attract team members that are reflective of our communities and the families who entrust us with their children each day.

We reward and recognise educators who demonstrate our commitment in our centres. We believe children have insights to contribute to this larger conversation if we take the time to listen to them. This ethical stance informs the work we do with children. Guardian radiates respect

for children, for culture and for educators. Having the knowledge of indigenous cultures shared through relationships with Aboriginal and Torres Strait Islander people and communities not only adds richness to our identities as Australians but it makes us very proud of who we are and what we stand for at Guardian.

### Career Pathways

We create pathways for TAFE or University students into employment by providing work experience, and valuable training through a range of programs. Specifically, we offer traineeships in order to provide opportunities to enter a career in early childhood education. As part of our traineeship program you will receive guidance, support and mentorship throughout your studies of the Certificate III qualification and beyond.



# Be part of our community

At Downer, our customers are at the heart of everything we do.



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

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

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

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

Downer Group employs more than 53,000 people across more than 300 sites, primarily in Australia and New Zealand but also in other parts of the world.

Due to the nature of the sectors in which we work, our operations are often situated in regional and remote locations, which have significant Aboriginal and Torres Strait Islander populations.

We recognise that we are well placed to provide these communities with opportunities for economic participation through employment, skills development and business opportunities.

## CASE STUDY

### Waanyi Downer Joint Venture

The Waanyi Downer Joint Venture (WDJV) in Queensland's Gulf Country is a ground-breaking partnership. It is the first equitable 50:50 mining services joint venture formed between a corporation and a local Aboriginal community-based organisation.

The partnership between Waanyi Prescribed Bodies Corporate (representing local Traditional Owners) and Downer has provided care and maintenance and rehabilitation services at the Century Mine near Mt Isa since July 2016.

In September 2018, the WDJV was awarded a life of mine contract by New Century Resources Ltd to provide services for the mining of East Fault Block and South Block Resources immediately adjacent to the Century Open Pit Mine.

The WDJV recognises the unique diversity of Aboriginal and Torres Strait Islander people and communities and their spiritual, physical, social and cultural connection to the land.

It represents a significant step forward for the representation of the Waanyi People, who are the Traditional Owners of the Century Mine site, and is seen as a viable mechanism to recognise the value of Indigenous Cultural Heritage, empowering local Indigenous communities that have mining developments within their traditional lands.



[downergroup.com/entry-level-roles](http://downergroup.com/entry-level-roles)

### Our brand

The Downer brand sends a strong message about who we are and what we do. Our business is founded on the principle of 'Relationships creating success', which is the cornerstone of our brand and we seek out employees who can bring this to life. We implement a range of initiatives across the Group to position ourselves as an employer of choice for Aboriginal and Torres Strait Islander people. This commitment and philosophy is captured in our Diversity and Inclusiveness Policy, which is available on our website.

### Zero Harm culture

Zero Harm is embedded in Downer's culture. At Downer, Zero Harm means sustaining a work environment that supports the health and safety of our people, and conducting our operations in a manner that is environmentally responsible and sustainable. We are committed to conducting our operations in a manner that keeps our people safe and is environmentally sustainable. We work closely with Indigenous community groups and elders to adapt the way we deliver our services and products to minimise short-term impacts and create lasting benefits.

### Variety and exciting experiences

We provide our employees with access to diverse career opportunities and experiences.

Job opportunities range from plant operators, tradespeople, engineers, office administrators, and many other professional and management level roles. With so many job options – there is likely to be one that will suit your interests and skills.

### Making a difference

Downer is committed to supporting the success of the communities in which we operate by fostering and maintaining strong relationships built upon trust. Downer proudly supports a range of local and national initiatives. Current community partnerships include:

- Bama Services – partnering with this leading Indigenous business on a range of initiatives to develop the skills, capability and experience in the local Aboriginal and Torres Strait Islander workforce.
- The Australian Literacy and Numeracy Foundation's (ALNF) Wall of Hands Appeal works with Indigenous communities and schools around

Australia with the aim that five out of five children will learn to read – the vital first step to a satisfying and successful life.

### Culture matters

Our company has been built by bringing together teams of great people to deliver excellent work for our customers. We are dedicated to nurturing our employees personally and professionally to actively foster a diverse and culturally inclusive workplace. At Downer we have an Innovate Reconciliation Action Plan (RAP) which reaffirms our commitment to furthering the advancement of Aboriginal and Torres Strait Islander people, communities and organisations. Find out more: [downergroup.com/reconciliation-action-plan](http://downergroup.com/reconciliation-action-plan).

### Entry pathways

Downer offers a range of entry-level roles and programs that will put you on the path to success. These include:

- Apprenticeships and traineeships
- Graduate programs
- Student engagement through cadetships, internships, undergraduate and vacation programs

All of these career pathways are designed to provide you with the practical skills, knowledge, experience and support you need to succeed.

### World-class training and development

The continued growth of Downer is directly linked to the success of our people. To ensure our people succeed we are committed to their development

by providing the skills, resources and support needed. We provide opportunities for our employees to gain relevant skills and work experiences that equip them for a lifetime of successful employment.

### Support in and out of work

Employees benefit from a range of career support programs, wellbeing packages and financial benefits that are available through our partners. We recognise that throughout your career you may have changing demands at work and within your personal life. To assist with this, Downer offers a range of services to support our employees including our Employee Assistance Program as well as private health insurance deals and other health programs.

### Leadership Mentoring Program

We value the skills and experience our employees bring, and we believe the informal transference of skills and learning through a mentoring program is an effective way of passing on learnings to others. The Downer Leadership Mentoring Program supports leadership development and learning across the business, and at the same time increases Downer's pipeline of talent, in order to meet current and future business needs.

### Be part of our community

To learn more about joining Downer, head to our website: [downergroup.com/entry-level-roles](http://downergroup.com/entry-level-roles) and follow us on LinkedIn.



# Celebrating Indigenous Success

**National Australia Bank Group is a financial services organisation with more than 30,000 people serving 9,000,000 customers at more than 900 locations in Australia, New Zealand and around the world.**

Our Indigenous employment program provides opportunities and pathways for talented Indigenous Australians who want to pursue a career in financial services. We know that everyone starts their career journey from a different place, so we've developed a range of pathways into NAB.

Our Indigenous engagement strategy focuses on:

- improving our organisation's 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.

## Opportunities – what we offer students

- school-based traineeships for Years 10 to 12
- full-time traineeships once you've finished Year 12
- internship program while you're in university, and
- graduate program after you graduate from university.



### Kieran Cain-Hall – My traineeship with NAB

"My school based traineeship has helped me develop an understanding of what it's like to work for one of Australia's largest banks. I loved going into work and being able to learn something new every day whilst assisting customers, building a network within the retail world & with the customers I was meeting. After graduating high school I was certain I did not want to study and was keen to join the workforce which my mentor at NAB was aware and assisted me with securing a fulltime customer advisor role on the Gold Coast. I held that role for 5 years and was then ready for a change and a new challenge so I secured a role in NAB Mortgage Services based in Melbourne. 5 years passed and I have now progressed through many different roles and departments at NAB. I love having access to so many great opportunities as everything is not just about banking. Through these opportunities I have met great people and built a strong network in and outside of NAB. The main thing I love about NAB is its cultural inclusion, I have always felt supported and praised as an Indigenous person here at NAB and can only speak highly of experiences so far."



### Raising the Bar

NAB's approach to Indigenous employment is to create long-term sustained growth in the number of Indigenous employees. While maintaining a pipeline of entry-level talent through traineeships is a priority, we also dialing up the focus on career development, internships for Indigenous University students, general recruitment and the industry-leading Indigenous Emerging Leaders program to foster career development within the ranks of Indigenous employees at NAB.

### Our journey

We launched our first Reconciliation Action Plan (RAP) in 2008 and in 2015 we launched our seventh RAP. The number of Indigenous employees at NAB has grown to over 200 in 2017 and we are committed to seeing this number continue to grow.

### Employment pathways

Our Indigenous employment program provides opportunities and pathways for talented Indigenous Australians who want to pursue a career in financial services.

### How our traineeships work

School-based and full-time trainees receive an income while learning new skills. They will achieve a National Certificate qualification at the end of their traineeship and will be supported by NAB employees and Indigenous

mentors. They can also take on career opportunities within or outside NAB at the end of their traineeship.

### United

We're building a better future. It's a big job, but we've been quietly doing it for more than 150 years. It's simple: we always do the right thing and work hard to create opportunities for our customers, our communities and the economy. It's why, today, millions of Australians trust us to help them have a great relationship with their money.

### Learning and development

Everyone's a leader at NAB. It doesn't matter how fancy your job title is, or where you call home. If you work hard and play right by your team, you'll always be valued for who you are and what you bring to the table. We believe that giving people the freedom to be themselves results in the best ideas and the biggest wins.

### Community relationships

Our employees are lending their skills on volunteering and secondment opportunities in Indigenous organisations. In partnership with Jawun, NAB secondees can undertake a five-week assignment working with Indigenous organisations in the Kimberley to assist with economic and social projects.

### Cultural awareness

Strong relationships are built on understanding and respect. Every year we give our employees the opportunity to improve their understanding of, and respect for, Indigenous culture.

### Respected

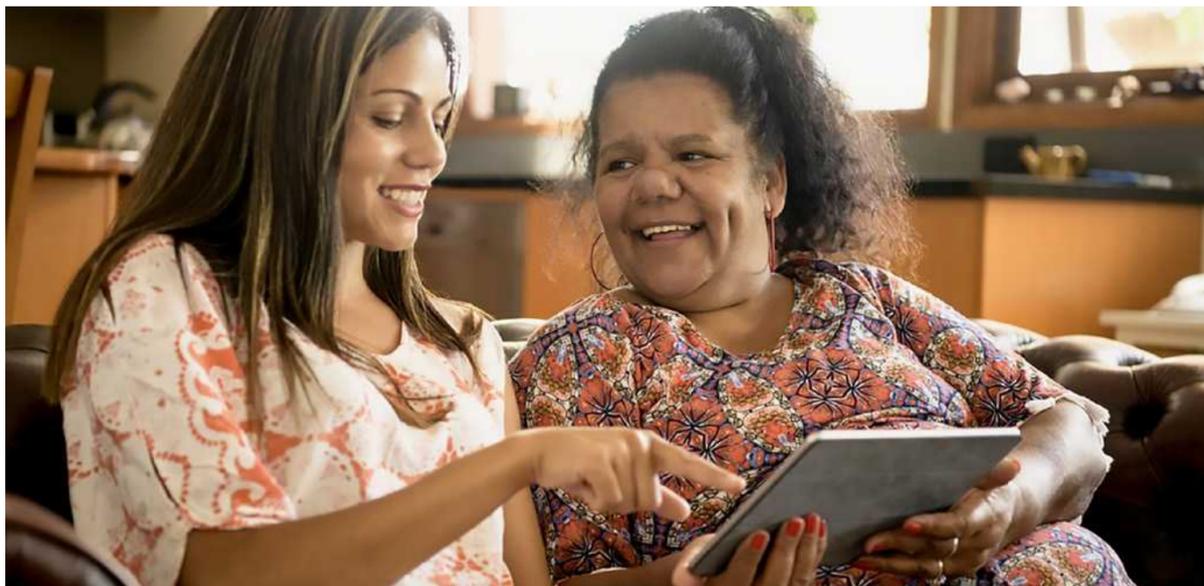
NAB wouldn't be the bank we are today without our people. So, as we thrive and prosper, we'll make sure that you do as well. We're invested in your career and making sure we arm you with diverse learning experiences that will help you grow – not just professionally, but on a personal level too.

### Want to know more

To find out more about any of our programs or how to apply please visit <http://www.nab.com.au/about-us/careers/trainee-programs/indigenous-traineeships> or contact us by email at [Indigenous@nab.com.au](mailto:Indigenous@nab.com.au).



# Care for your community



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

A national company providing health, wealth and living services, we operate with commercial principles and with a strong social purpose to create community value.

**We are here to help people thrive**

Australian Unity has more than 7,000 employees across Australia who support our extensive business operations that span health, wealth and living services. We provide health insurance cover to more than 400,000 Australians, and operate an evidence-based chronic disease and preventative

healthcare business known as Remedy Healthcare. Australian Unity also owns six dental clinics. Our financial services operations include fee-for-service financial planning, fiduciary services, finance broking and banking. Our funds management business provides specialist property, fixed interest, mortgage and equity products. We also operate 18 retirement communities, encompassing both aged care and independent living, and have a large and growing Home Services business that provides in-home support for older Australians and those living with disability.

Proportionally, we are one of Australia's larger employers of Aboriginal and Torres Strait Islander people, with more than five percent of our workforce consisting of Aboriginal and Torres Strait Islander peoples.

These employees are mostly based in our Aboriginal Home Care service,

which consists of eight branches across NSW providing home care and services delivered by about 350 Aboriginal staff to around 3,000 Aboriginal clients.

Our services to Aboriginal and Torres Strait Islander peoples and communities include social support, domestic assistance, personal care and home maintenance. Through our trustee services area, we also provide advice to support Aboriginal and Torres Strait Islander communities in establishing and managing native title trusts. These relationships are solid foundations through which we can create practical support for reconciliation and unity.

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



**Q Become a part of an Australian company directly enabling our communities to thrive.**

We are a company founded on social values and community contribution. Australian Unity prides itself on providing high trust products that impact positively on health, financial and community wellbeing. We actively encourage our staff to contribute to the pursuit of wellbeing, both for themselves and their customers.

**Q Work with us around Australia, country and metropolitan.**

With a broad range of services and locations, you can work with Australian Unity wherever you are in Australia. Our home and community care offerings allow staff the option to travel to the clients located close to home.

**Q Leave for NAIDOC week and flexible working conditions**

Australian Unity supports life balance, and work is an important part of that. We offer flexible working conditions and hours for the right people, allowing greater autonomy and time to pursue the things that contribute to their wellbeing. In particular, Australian Unity provides a day's paid leave to participate in NAIDOC week activities each year.

**Q Challenging and rewarding careers**

Our company is diversified and our opportunities expansive. We apply energy and focus to achieving goals that benefit our customers, Australian Unity and the community. With leadership programs, wellbeing benefits, performance-based rewards and a

friendly work environment, at Australian Unity we support and inspire each other to do well.

**Q Ongoing professional development**

Australian Unity provides extensive support and training for care and nursing staff to reach their professional goals, including maintaining the requirements of their registration authority. Our talent and leadership programs enable Indigenous employees to develop and further their careers to their full potential.

**Q Friendly, warm and supportive environment**

Our employees come from all backgrounds and walks of life, mirroring the diversity of our member base. This enriches the experience we provide our customers, and enables us to better meet the needs of those we care for. Our employee wellbeing program is proven by external research to make a positive difference to our employees' health and therefore their lives, and caters for all aspects of wellbeing.

**Q Professional and dedicated work culture**

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

**Q Benefits that suit Indigenous cultural traditions**

Australian Unity offers more than just a competitive salary. We acknowledge that the work environment needs to reflect the cultures of the people who make up our workforce. So in addition to NAIDOC week leave, we also offer extended leave for Sorry business and return to country/nations for Indigenous peoples. We also offer a public holiday exchange program, that allows people to swap the common public holidays including 26 January, for days that bear a positive significance for people of Indigenous or other cultures.

**Q Work for a leading employer**

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

**Q A stable future**

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



# Coles Aboriginal and Torres Strait Islander engagement

**At Coles we are committed to ensuring our team reflects the diversity of the communities we serve.**

Coles is currently Australia's largest private-sector employer of Indigenous Australians with over 4,100 Indigenous team members nationally, representing 3.6 per cent of our workforce.

Our Aboriginal and Torres Strait Islander Plan highlights our commitment to provide more career opportunities for Indigenous team members throughout our business and to actively develop their careers within the company. This support is delivered through a dedicated Indigenous Affairs team.

We have a diverse range of opportunities to become a valued member of the Coles team. So whatever your passion, Coles has a role that's right for you.



**i** If you are interested in becoming part of the Coles team, please visit [colescareers.com.au](https://www.colescareers.com.au)



## Meet Timothy



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.**

## Meet Stephanie



Stephanie Main first joined Coles in late 2016 and is currently an Assistant Site Manager at Bunker Hill Coles Express in Victoria. Her responsibilities in the role includes managing team members and stock. Stephanie's favourite part of the job is engaging with customers.

## Meet Luke



Luke Cooper, Store Manager of First Choice Liquor, Waterford, Queensland. Luke loves learning about different products and sharing his knowledge within Coles and with customers.

Luke has managed seven Coles Liquor stores, and has been a Network Services Manager and caretaker Area Manager and an Area Safety Representative. He is proud to lead a successful and diverse team and is happy to see Coles publicising its proactive recruitment of team members from all walks of life.

**"It gives us the best employee base in Australia," Luke said.**

## Meet Therese



Therese Laverty's 30-plus year career at Coles started at the checkout. She has managed seven Coles stores in NSW and received a national award for dramatically improving morale and reducing the injury rate at the Glendale, NSW store.

Therese held state roles and is now a Reset Support Manager, which involves setting up and opening new stores, refreshing old stores by updating range and introducing new concepts to delight customers. Therese enjoys speaking with managers and other staff while she's on road.

**"You become such good friends that they become a kind of family," Therese says.**

## Meet Bonny



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," the 27-year-old says.**

# Start your career with Australia's largest health insurer

**Medibank stands For Better Health, and we believe everyone has the right to good health. To this end, we recognise we have a role to play in addressing the huge challenge of health inequality between Aboriginal and Torres Strait Islander and other Australians.**

We are proud that we were the first private health insurer to launch a Reconciliation Action Plan (RAP) in 2012.

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

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

## Indigenous Student Program

Working towards closing the gap in an inclusive and diverse workforce, where there are equal employment opportunities for all Australians. Medibank's Indigenous programs extend across Internships with CareerTrackers and Yalari, and School based Traineeships with Maxima.

For more information on these programs, please visit:

- Yalari: [www.yalari.org](http://www.yalari.org)
- CareerTrackers: [www.careertrackers.org.au](http://www.careertrackers.org.au)
- Maxima: [www.maxima.com.au/medibank](http://www.maxima.com.au/medibank)

Pictured right middle: Third year interns Jazleen De Busch and Nakita Kirby lead a Q&A discussion at our fourth RAP Launch in 2018.



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



## Our RAP

Medibank was the first private health insurer in Australia to take a step towards greater reconciliation in 2012 when we developed and released our first RAP. Since then, we have continued across the business, with consultation and guidance from Aboriginal and Torres Strait Islander peoples, communities and organisations. This builds our understanding of, and supports our meaningful contribution to, the national reconciliation effort.

## Indigenous logo

The Medibank RAP features an original design by Marcus Lee, creative director of Marcus Lee Design – a creative agency certified by Supply Nation. The three purple shapes combine to create a figure representing people and the community. The figure is intertwined within the radiating, colourful forms that express and represent health and wellbeing. The colours were chosen to reflect energy in the image whilst also aligning with Medibank's brand values.

## Indigenous Internship Program

As part of our Indigenous Employment Strategy, we are committed to boosting career pathways for Indigenous university students via a dedicated paid internship program. The initiative was developed together with recognised not-for-profit service providers Careertrackers and Yalari, whom we work with to recruit students whose career interests align with opportunities at Medibank. This paid internship runs that for 12 weeks over summer is designed to provide interns with experience across a number of business areas and can be tailored to student interests. The program includes a potential pathway to the Medibank Graduate Program application process if of interest to students.

## Indigenous sculptures in Medibank Place

The Wulunj digging stick at Medibank Place. One of three sculptures created by local Wurundjeri artist Mandy Nicholson that represent health & wellbeing from a traditional Wurundjeri perspective. Designed by Wurundjeri Artist, Mandy Nicholson and shot by James Henry.

## Acknowledgement

Medibank acknowledges Indigenous Australians as the First Australians, and pays respect to Elders past, present and future across all the lands on which we work and live. At Medibank we value respect. We understand that respect for Aboriginal and Torres Strait Islander peoples' cultures is tied to our continued growth as an organisation. We gratefully acknowledge the guidance and contributions from all our Aboriginal and Torres Strait Islander community stakeholders who have supported the development of this RAP. Your input is greatly valued.

## Respect

Diversity and inclusion are values that are strongly supported within Medibank's organisational culture. This includes a deep respect for the Traditional Custodians of the lands on which we live and work. Increasing awareness among our people, customers and the businesses we interact with of the histories, significance and cultures of Aboriginal and Torres Strait Islander peoples is an integral part of our reconciliation journey. We aim to encourage our people and customers to connect with and develop their own sense of value and respect for Aboriginal and Torres Strait Islander peoples and cultures.

## Relationships

Medibank recognises that our vision for reconciliation and closing the gap in health outcomes between Indigenous and other Australians is inextricably linked to fostering positive and trusting relationships with Aboriginal and Torres Strait Islander individuals, communities and organisations. We have learned to value the time it takes to deepen these relationships. We are committed to continually developing a shared understanding of the health issues facing local communities, to assist in identifying the supportive roles Medibank can play in the health sphere that will contribute towards greater reconciliation.

## Achievements

The contribution of talented, engaged students in various aspects of the business creates benefits for the students and enriches the organisation and its people who participate directly in our RAP journey. We enjoy the energy and skills the students bring to our business.

## Diversity & Inclusion

We are all different + different is better. It is our belief that every person has the right to better health and we work hard to ensure we deliver this to the community. We also recognise that the health market is changing, and along with it, the expectations of our people, our customers, our shareholders and our communities. Supporting diversity and inclusion at Medibank is part of our DNA, and helps us to serve our customer better and be more competitive.

## Our Values

- Customers First. Our customers are at the centre of everything we do
- Own It. Do It. We are accountable. We deliver on promises, even when it's hard. We make it happen.
- Show Heart. We show compassion. We care for each other, our customers and community.
- One Team. We work better and smarter together. More we, less me.



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

**EY is committed to increasing employment opportunities for Aboriginal and Torres Strait Islanders. It is our vision to embed reconciliation across EY to drive improved social and economic outcomes for Aboriginal and Torres Strait Islander peoples and enhance relationships between Australia's First Peoples and other Australians.**

Once you start university, you will have the choice to join EY's Indigenous Intern Program, either directly, or through our collaboration with CareerTrackers. Whether you are in your first to final year, we offer an Indigenous Intern Program over both the summer or winter university holiday giving you the opportunity to join in the style that suits you.

Upon graduation, a number of our interns are offered a full-time graduate position where you can continue your career and professional development with EY. Our graduates gain broad experiences working with a variety of clients and are supported through coaching and professional learning. You may even decide to pursue post-graduate study to further your skills and qualifications.

As you progress in your career, you may also decide that you would like to join our national Indigenous Sector Practice (ISP) which operates across all service lines. The ISP is a purpose-led offering to generate transformative impact and endure positive outcomes for Aboriginal and Torres Strait Islander communities. The ISP works with and for Aboriginal and Torres Strait Islander peoples and communities and the government agencies, non-government organisations and corporates that support and work with them.



## A day in the life of an Indigenous Intern



**Tahyla has been spending her holidays with EY since the summer of 2016 gaining experience in the Internal Audit team within Advisory. She is now in her third year of university studying a Bachelor of Business majoring in Entrepreneurship and Self-Employment and a Bachelor of International Business majoring in International Management at Griffith University.**

"As a consultant in a fast-paced environment, my role requires adaptability. Not one client is the same, so adapting to the client's needs and working with a team of highly skilled people allows me to complete my job to the best of my

ability. My role for one specific project consisted of me attending important meetings to write notes and formulate structured processes that the client is currently using, and to understand EY's recommendations. It's empowering knowing that the work you are contributing, is going towards the end product or report. I was lucky enough on this specific project to see the whole project life cycle from the beginning to end. I have also worked on proposals and reports, which required research and data analysis and even gathering internal CVs. The opportunities I have been given are limitless and doing work that interests me drives me to come to work every day. There is never a dull moment at EY and everyone from senior leaders through to consultants are more than willing to help me along my journey. The people at EY are encouraging, friendly and willing to lend you a hand or point you in the direction of where you want to take your career."



### Q EY Indigenous Sector Practice

By joining EY, you have the opportunity to share your knowledge, lived experience and understanding of the issues surrounding Aboriginal and Torres Strait Islander communities and organisations, in a role and practice where you truly contribute to improved social, economic and cultural outcomes for First Nation's peoples.

### Q Join the Indigenous staff network

Our Indigenous staff network gives you the opportunity to connect with other Indigenous people across Australia.

### Q Be supported by an Indigenous mentor

Whether you join as an intern or graduate, you will be supported by an indigenous mentor, and assigned a buddy and a counsellor.

### Q Applications always open

Applications for our Indigenous Intern or Graduate Programs are open all year round. Therefore whenever you decide you would like to join EY, we encourage you to submit an application and one of our recruiters will be in touch with you.

### Q Be part of the CareerTrackers Program



Whether you are in your first to final year of university you can join our Indigenous Intern Program directly, or through our partnership with CareerTrackers. This program offers you up to twelve weeks paid work experience per year throughout your university degree.

### Q Be successful

At EY, you're encouraged to create a path that reflects your individual talents and aspirations. We assess your individual strengths and development needs and provide a tailored framework to advance your progress. We'll work with you to help you succeed professionally and personally.

### Q EY and you

Learn through our structured, formal programs. You'll be supported to achieve professional certification. Coaching will nurture you in your day-to-day

work. Get feedback, counselling and mentoring from experienced people who can show you how to realise your talents and aspirations.

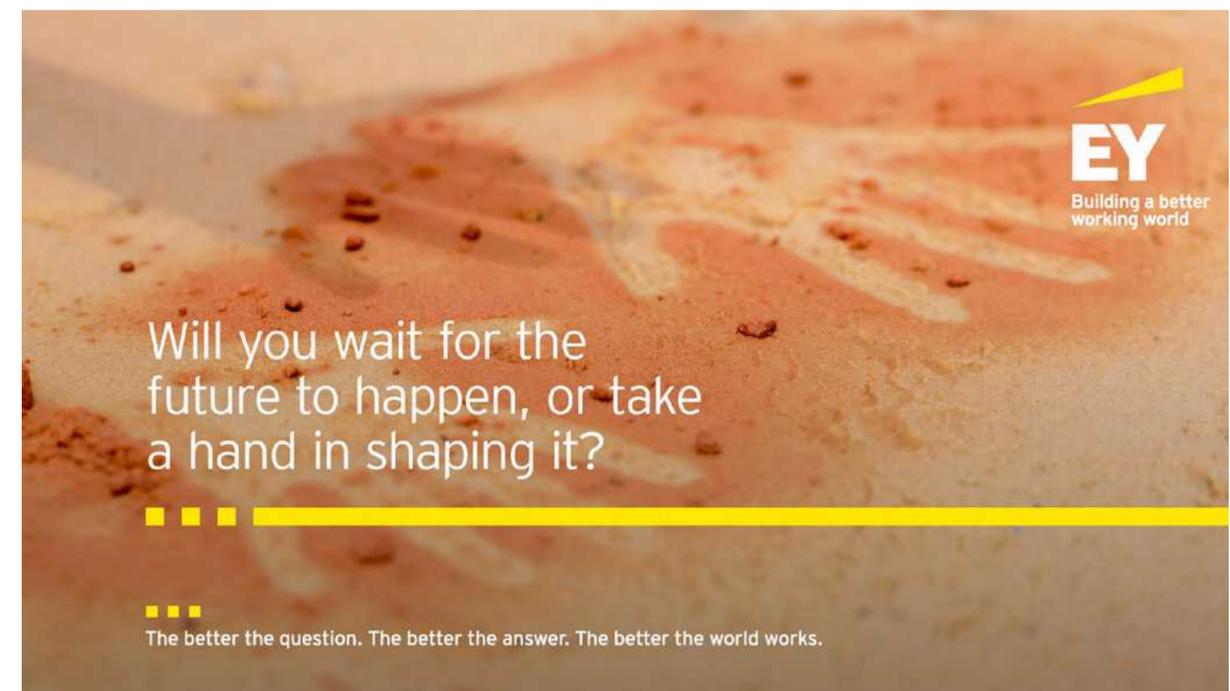
### Q Feel included

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

### Q Giving back

Through our EY Foundation programs, EY has shown ongoing commitment to sharing the responsibility of caring for the community. Whether it's for local businesses, disadvantaged people or the environment, we volunteer our skills and time to give back to those in need. Together we can build a better working world.

Start your career journey at [ey.com/en\\_au/careers](http://ey.com/en_au/careers)



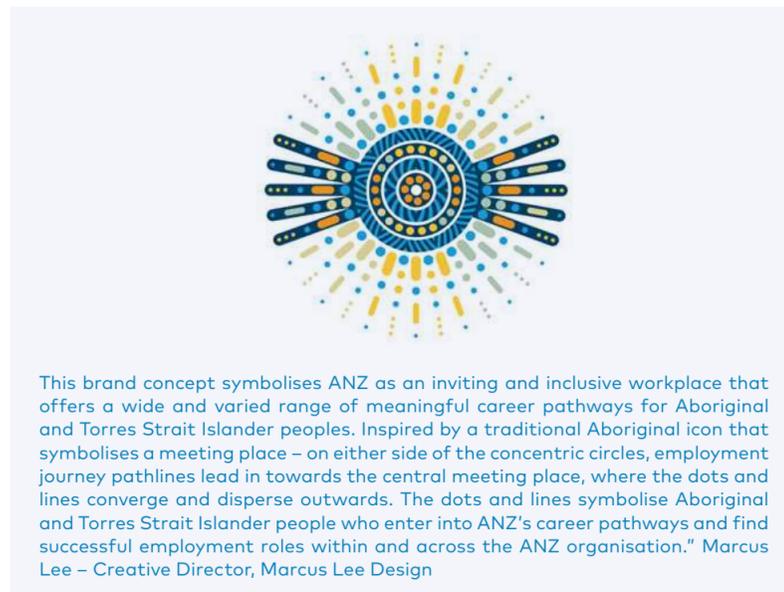
# Great place to Belong

## An investment in your future

ANZ is committed to investing and developing meaningful career pathways for Aboriginal and Torres Strait Islander peoples. We believe in the inherent strength of a vibrant, diverse and inclusive workforce where the backgrounds, perspectives and life experiences of our people help us to forge strong connections with our customers, to innovate and deliver better outcomes for our customers.

We continue to lead the way to promote and foster 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 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, building a culturally professional and safe environment for our business, people and communities.



This brand concept symbolises ANZ as an inviting and inclusive workplace that offers a wide and varied range of meaningful career pathways for Aboriginal and Torres Strait Islander peoples. Inspired by a traditional Aboriginal icon that symbolises a meeting place – on either side of the concentric circles, employment journey pathlines lead in towards the central meeting place, where the dots and lines converge and disperse outwards. The dots and lines symbolise Aboriginal and Torres Strait Islander people who enter into ANZ's career pathways and find successful employment roles within and across the ANZ organisation." Marcus Lee – Creative Director, Marcus Lee Design

## Our employees

At ANZ, our purpose is to shape a world where people and communities thrive. That is why we believe in the inherent strength of a vibrant, diverse and inclusive workforce where the backgrounds, perspectives and life experiences of our people help us to forge strong connections with all our customers, as well as innovate and make better decisions for our business.

## Indigenous trainee reflection: Jasmin Sea, Branch Manager Gold Coast

"My career with ANZ started over 9 years ago when I was just 18. I was lucky enough to be hired as a Full Time indigenous Trainee, completing Cert III in Financial Services. When I started with ANZ I was in a small NSW town. The support I received from my manager and branch staff allowed me to finish my traineeship 8 months ahead and I was then 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. When I started with ANZ as an indigenous trainee never did I think I would be a Branch Manager. ANZ has supported me throughout my career, from the beginning of my traineeship to now. I feel proud coming to work every day as working for ANZ is very rewarding."

## What does Glenn Turnham, Proud Taungurong man have to say about the program?

"ANZ has an all-inclusive, diverse culture and celebrates people coming together from all places. The Indigenous program at ANZ ensures Aboriginal and Torres Strait Islander candidates feel welcomed and supported from the moment they apply for a role, are on boarded and right throughout their entire career at ANZ. There is strong emphasis on nurturing and supporting the growth and development of Aboriginal and Torres Strait staff, and this is evident by the work the stellar team dedicated to this does. You truly know you are valued as a person. I could not commend the culture and inclusivity at ANZ more. What a wonderful place to work."

## Jaspa Foy, Current Trainee at our Ballarat branch

"I'm a proud Gundijamara man from Ballarat, south west Victoria. Before I started my traineeship at ANZ I was

at school finishing year twelve. After thinking about my future during my gap year I was told about a traineeship through ANZ I decided to inquire about it and learn more about the traineeship. At first working in the banking world was never a thought but seeing the opportunity prevail I haven't looked back. The workforce in ANZ is very welcoming and supportive of anything I have wanted to do. I believe learning through experience is a great way to develop skills and experience. Also with the experience I have had I have made some lifelong friends and a better support group."

## A program to fit you

If you're going into Year 11 at school next year, you can apply for a school-based traineeship. You will work one day per week in an ANZ bank branch, while you complete your school studies and a Certificate II or III in Business or Finance. This means you will be leaving high school with a business qualification, two years' experience working for a large company and relevant workplace skills. For those no longer attending high school, a full-time traineeship allows you to work full time, undertake a Certificate III in Financial Services, develop your sales and customer service skills, and become qualified to give customers advice on financial products.

## Earn while you learn

As a school-based trainee, you will be paid for your work at ANZ, while completing your certificate and school studies. As a full-time trainee you will work full time and be paid for your work, plus three hours of study time per week. Our school-based traineeship is designed to fit in with your school studies through Years 11 and 12. We will work with your school to ensure you have the time available to complete your work with ANZ and your certificate studies. For full-time and part-time trainees, you will have time set aside from your work at ANZ to help you study for your Certificate III.

## Career

As an Indigenous trainee at ANZ, you will be joining one of Australia's largest companies. Employing around 46,000 people in Australia and the rest of the world means that there is a world of opportunity available to you to grow and build a career. Our Indigenous trainees have moved into a variety of roles in ANZ: branch managers, trainee accountants and recruiters.

The traineeship provides transferable skills such as teamwork, customer service, cash handling and sales.

## Join more than 1200 other Indigenous people who have been a part of ANZ's traineeship program

Since 2003, ANZ has had more than 1000 Indigenous students join our program. We have had opportunities available across Australia, from far north Queensland to south-west Western Australia and from Darwin to Hobart.

## Our vision for Reconciliation

"Our vision for Reconciliation is an Australia that stands for equality and embraces the unity between Aboriginal and Torres Strait Islander people and non-Indigenous Australians."

At ANZ, we understand the important role our business plays in the lives of our employees, customers, suppliers and the communities in which we operate. Our purpose is to shape a world where people and communities thrive. That's why we strive to create a balanced, sustainable economy in which everyone can take part and build a better life. 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.

Therefore our focus is on creating employment opportunities, nurturing our staff and supporting their career progression, enabling social and financial participation of Aboriginal and Torres Strait Islander peoples and building the capacity of Aboriginal and Torres Strait Islander organisations. Most importantly, we want to continue to promote and foster an environment of awareness, acceptance and cohesion in order to step closer to a truly equal society between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

To find out more about a career at ANZ please visit [anz.com/careers](https://anz.com/careers)

## Be a part of our journey



### Our Business

Toll Group, proudly part of Japan Post, operates an extensive global logistics network across 1,200 locations in more than 50 countries. We started our journey in Newcastle, NSW in 1888 when Albert F Toll started a coal haulage business; over 125 years later we employ more than 22,000 people across Australia. Our business is diverse and so are our people and the communities we serve.

You may think that a job at Toll is just about driving trucks. While we do employ lots of truck drivers, we also have jobs in many other areas, including logistics, legal, financial, sales, marketing, security and IT. Toll's core business is to move products for people, businesses and communities all around the world, by aeroplane, train, truck and boat. To make this successful, we also need people who can assist with many other aspects

of business, such as customer services, systems management, safety, human resources and community engagement.

Toll is committed to supporting Aboriginal and Torres Strait Islander peoples, businesses and communities work with us. With our family-like culture and inclusive work environment, Toll provides excellent career prospects for young Aboriginal and Torres Strait Islanders looking for an exciting role with an Australian business with a global footprint.

### Our Values

We value integrity and trust, safety, continual improvement, teamwork and being open and transparent. These values are important, not just in the way we perform our jobs, but also how we treat our people and the communities in which we work.

### Jodie-Anne, Administration Officer



I have been employed as an Administration Officer at Toll GL Energy at the Perth Distribution Centre for 7 months. I am part of the cost control team, the team at PDC is a very culturally diverse team.

During this time, I have been able to further my skill set in particular with Excel. However, what I am most proud about of as an Employee of Toll Energy, that the company provides a family friendly work place and prides its self on obtaining a diverse work force, whilst ensuring that everyone regardless of race, sex or age is given a fair go at being supported within the workforce.

I am a 43-year-old, indigenous working mother, my manager has supported me in providing me the opportunity in working the hours that suit the most important things in my life, my family and my culture.

I feel as an employee that Toll is committed to providing its indigenous employees a workplace that is respectful of our culture whilst providing opportunities to further their career within the company. I feel that Toll is making the biggest difference within the indigenous community.



### Here's why you should start your career journey with Toll

#### Offering plenty of job options

There are many different types of roles at Toll to suit whatever you're into. From diesel mechanics and aeroplane pilots, to engineers, environmentalists and recruitment consultants, if you can think of a job, we probably employ someone doing it. And there's nothing to say you can't start with us as a driver or warehouse operative and end up as a branch supervisor or even general manager – plenty of our senior management started their careers just like that.

#### Be seen as a valuable asset

Unlike other global organisations where you might get lost in the crowd or feel like a number, at Toll we like to think of ourselves as personable and down to earth. When we look for people to join our team, we look for individuals who are committed, collaborative and involved.

#### Safe and stimulating work environment

Toll has always employed people from different backgrounds and cultures. One of our aims is to provide a safe and stimulating work environment. Your job satisfaction is important to us and we continually try to provide a workplace that is supportive and understanding.

#### Learn and develop on the job

We're committed to supporting our people in their career aspirations – we work hard to provide our team members with opportunities to develop and excel. We do this through our professional development, through training and coaching and through our career guidance initiatives.

#### Supporting you to continue to grow your career

It's not just a job. We are keen to ensure that you are given opportunities to evolve in your career. People like Debbie-Lea have been offered a variety of roles within Toll to ensure that they continue to improve and develop their skills and experience. Growing your career with Toll means that you can not only climb up the ladder, but also move across borders to develop skills in different fields, have the opportunity to work in cities around the world and open up your mind to different possibilities that will impact your career.



#### Toll is committed to making a difference for Aboriginal and Torres Strait Islander peoples

Toll has been working with Aboriginal and Torres Strait Islander peoples communities for many years and we have employed many Aboriginal and Torres Strait Islander people within our businesses. We launched our first RAP in 2013 and since then, we have working towards Reconciliation. Our RAP helps guide us to ensure that our workplace is welcoming and creating positive opportunities.

#### Working towards cultural understanding and celebrating Aboriginal and Torres Strait Islander engagement events

At Toll, we are committed to creating opportunities for employees to learn and celebrate Aboriginal and Torres Strait Islander culture, history and traditions. We actively encourage employees to participate in National Reconciliation Week and NAIDOC Week celebrations.

#### Assisting communities

Toll works in major cities, but also in remote locations. Through this work we have provided sponsorship and in-kind support to many Aboriginal and Torres Strait communities. This has included lots of transport and logistics assistance.

#### We care about our environment

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

#### You can balance your work and life

We don't want our people to live to work, but love to work, so it's really important that your work suits your lifestyle. If you study after work, play sport or need to look after children, we can help you plan your work so your life is balanced.

Want to find out more about a career at Toll. Visit [tollgroup.com](http://tollgroup.com)



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