**Digital and Upcoming**

* **Industry:** Cyber Security
* **Target employee:** Culturally Diverse/ ESL
* **Tone of voice:** Informal

**How to use this template:**

* Areas highlighted in **red** are customisable fields – enter the finer details of your available position or choose the suggested options that best represent your specific needs.
* Remember that including examples of who you are and what you do in the form of video links, images or links to online workplace policies/ samples of your work is an effective and valuable way to personalise your business and attract the candidate you wish to employ.
* **Refer to our Best Practice Job Ad Tips for** [**specific advice here**](https://skillsroad.com.au/content/dam/nswbc/skillsroad/employer-pages/employer-job-ad-templates/best-practice-tips-attracting-culturally-diverse-employees.pdf)**.**

**Position available: ENTER POSITION HERE**

**COMPANY DESCRIPTION**

Do you enjoy change, work well under pressure and know how to find solutions to a range of information technology security challenges quickly? Welcome to the world of Cyber Security – an important industry that needs people like you to help it grow.

[Insert business name here] is a family oriented/ up-and-coming/ passionate/ well-established/ well-respected business with more than 15 years’ worth of experience in creating cyber security solutions for businesses. We take the safety and security needs of our customers seriously and react quickly to challenges that threaten them.

We work on many of cyber security projects, for example: [insert details here].

We are proud of the work we do, and even prouder of our team, which is why we help our employees with on-the-job training and support to grow in their role. You’ll be joining a team of people who will help you make the best of your skills.

We’re proud of the following projects/ awards/ achievements:

* The [insert details here]

This is an entry-level apprentice role based in [area here]. If you have a valid Working Visa and you’re interested in starting a career in the automotive industry, we’d like you to apply for this position.

[ADD A COMPANY VIDEO HERE, OR LINKS TO PRESS/ COMPANY POLICIES YOU’D LIKE TO DISPLAY]

**ROLE SUMMARY**

[Business name here] needs an apprentice/ trainee in [insert field here] to:

* Work with a team to complete [insert field here] projects
* Learn more about your trade while working on [insert field here] projects
* Work on [insert industry] projects such as [insert examples of jobs/tasks]
* Take part in regular team meetings
* Identify and fix problems if needed

**The role needs you to:**

* Understand and follow Work Health Safety procedures
* Analyse and present research information
* Communicate information
* Help with copyright, ethics and privacy in an ICT environment
* Write script for software applications
* Use basic network concepts and arrangements required in cyber security
* Test ideas and ways of working for cyber security
* Understand the need for cyber security in an organisation
* Apply network security infrastructure for an organisation
* Develop a cyber security industry project
* Secure a networked personal computer
* Do basic cyber security data analysis
* Manage the security infrastructure for the organisation
* Evaluate and test an incident response plan for a business
* Find website security vulnerabilities
* Automate processes

**ABOUT YOU**

We are looking for a team member that will help us grow, and we will work with you to help you develop in your new role.

Please note: A basic understanding of English (speaking, writing and reading) is needed for this role. We can help with language support for the right job applicant, so please apply if you think this role is for you.

A valid Australian Working Visa is required, as is a valid driver’s license and your own transport.

**ESSENTIAL SKILLS**

These skills or elements are important:

* An interest in learning and growing in the [insert field here] industry.
* A qualification in [insert qualification here]
* Experience in [insert any projects or specific tasks which experience is needed in here]
* Experience in a similar role
* Experience working with a team
* Experience working on-site
* Have a Certificate in xxxxxx
* Have a Diploma in xxxx
* Have xxx years’ experience
* Must commit to a [insert trade here] apprenticeship/ traineeship of [insert duration here]
* Willing to learn on-the-job
* Good/ basic/ adequate English written/ verbal/ reading/ communication skills
* Have accreditation in xxxx
* Understand and be aware of safety procedures

**DESIRED SKILLS**

We’d like you to:

* Be reliable and arrive for work on time
* Be able to take the lead and get the job done
* Be able to work to a brief
* Work well under pressure
* Work well in a team
* Be able to identify and fix problems
* Communicate clearly with team members, supervisors and clients
* Be adaptable
* Be friendly
* Be honest and hardworking
* Be willing to learn new job skills
* Want to grow in [industry/ trade here] role
* Be willing to complete an apprenticeship
* Be willing to complete a traineeship
* Be able to work without supervision
* Be self-motivated
* Be well organised
* Have an eye for detail
* Be professional
* Have a positive attitude
* Enjoy teamwork
* Enjoy learning
* Be comfortable working with people of different cultural backgrounds

**BENEFITS**

Building a good team is important to us. We can offer you these job benefits:

* Regular team meetings where you can make suggestions or talk about challenges
* Mentorship and training opportunities to help you develop in your job
* Flexible work hours
* Access to support services such as [insert internal support offerings or programs]
* An open communication structure
* Staff development plans that focus on developing your skills
* A safe, supportive work environment
* On-the-job training
* Skills and VET training options
* A good salary package that includes [insert details here]
* Fair wages that include [insert details here]
* Easy access to public transport hubs, including [insert details here]
* Access to company transport vehicle
* Maternity/ paternity leave
* Sick leave
* Annual leave
* Carer's leave
* A focus on a healthy work/life balance
* Access to fitness programs
* Access to company health programs
* Access to mental health support services
* Our positive team offers support when you need it
* Working site is close to public transport
* Clean and safe working environment
* Opportunities to earn extra money through bonuses
* We supply you with a van/ tools/ safety gear, equipment/ uniform/ phone/ device/ laptop for work use
* Long-term career prospects
* Access to day-care/ childcare facilities

**INTERNAL CULTURE**

[Insert company name here] prides itself on its strong, diverse team, and it is important to us that all our team members feel safe and supported at work. We work towards:

* Pay equity
* Sustainable workplace practices
* Giving back to the community through supporting causes/ charities such as [insert info here]
* Improving education in our community by [insert info here]
* Empowering women by [insert info here]
* Empowering Indigenous Australians by [insert info here]
* Following ethical business practices such as [insert info here]

We do not tolerate any discrimination, harassment or bullying on the grounds of gender, sexual orientation, language, race, colour, age, cultural background, religion or physical or mental disability. Our workplace is a respectful, supportive environment for all our team members.

We welcome open and transparent discussion on issues that affect our employees. When you become part of our team, you become part of our greater mission, too.

Read more about our policies here.

If you are interested in this role, please apply by sending your CV to [insert details here], or phone [insert name here] at xxx / email [insert name here] at xxx for more information.