**Traditional Trades**

* **Industry:** General Civil Construction
* **Target employee:** Indigenous Australian
* **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/best-practice-tips-attracting-indigenous-australians.pdf)**.**

**Position available: ENTER POSITION HERE**

**COMPANY DESCRIPTION**

Welcome to your new work family!

[Insert business name here] is proud to serve the community of [insert location here]. For the past [insert timeframe here], we have provided [insert industry] solutions to our customers, fostering good relationships as we go.

We are a family oriented/ growing/ passionate/ well-established team who embrace a culturally diverse workforce and learn from the experiences our people bring to our team.

As such, we acknowledge the traditional custodians/ [OR insert the actual name and tribe of the area’s traditional custodians, such as “The Cadigal of the Eora Nation”] of the land on which we work and live. We recognise their continuing connection to the land, and pay our respects to the elders past, present and emerging.

Our role is for a full-time/ part-time/ trainee/ apprentice based in [insert details here]. It's the perfect opportunity to start working towards your long-term career goals, so let's get to it.

We encourage First Nations people/ Australians of Aboriginal and Torres Strait Islander descent/ Indigenous Australians/ Aboriginal and Torres Strait Islander people to apply for this role – we would love to hear from you.

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. Happy team members lead to good work – which keeps our clients happy, too.

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

**ROLE SUMMARY**

Our new team member will:

* Support their team to complete a range of projects in-house/ on-site, focusing on [insert details here]
* Get hands-on with tasks/ projects such as [insert details here]
* Work with us, learning their trade from the ground up
* Take part in regular team meetings and discussions
* Plan and organise work
* Make measurements and calculations
* Read and interpret plans and specifications
* Work safely and follow WHS policies and procedures
* Use hand and power tools
* Operate small plant and equipment
* Maintain site records
* Implement traffic management plan
* Identify, locate and protect underground services
* Contribute to team effectiveness
* Install pre-cast gully pits
* Install water mains pipelines
* Install storm water systems
* Install sewer pipelines
* Maintain drainage systems
* Control construction site water table
* Place and form concrete kerb, channel and fixtures
* Construct and dismantle fences and gates
* Lay pavers
* Licence to perform dogging
* Licence to perform rigging – basic level
* Carry out manual excavation
* Support plant operations
* Drain and dewater civil construction site

**ABOUT YOU**

While each member of our team is hand-picked for their personal attributes and how their skills complement those of their co-workers, we’re not afraid to think outside the box if a potential team member has skills that can help us grow in a new direction. We are willing to work with our chosen candidate to help them develop in their new role. If this means troubleshooting solutions for challenges such as a lack of own transport or the need for more flexible hours, we're happy to figure things out with you.

So, if this role sounds like you even if you don’t tick all the boxes below, please apply!

**ESSENTIAL SKILLS**

Our new team member should:

* Be enthusiastic about [insert field here]
* Commit to a [insert trade] apprenticeship/ traineeship
* Have completed a [insert qualification here]
* Have xx months/years’ experience
* Be willing to learn
* Interact and provide feedback during meetings with team members
* Attend the occasional meeting with clients
* Attend the occasional on-site meeting
* Be customer-service oriented
* Have a valid driver’s licence and/or own transport
* Have a valid manual driver’s licence
* Have access to a reliable source of transport
* Have accreditation in xxxx
* Be accredited for xxx
* Put safety first in all things
* Your own [insert desired tools here] tools
* Physically fit - must be able to do hard physical labour
* Physically able to complete manual tasks such as [insert examples of likely tasks here]

**DESIRED SKILLS**

We’d like you to:

* Be reliable and punctual
* Be open to growing in your role
* Be friendly
* Be open to discussion
* Be motivated to learn
* Be able to follow instructions
* Be a good listener
* Be adaptable
* Be good at time management
* Have basic admin skills
* Have basic computer skills
* Have good communication skills
* Be growth-oriented
* Be able to work without supervision
* Be self-motivated
* Be a problem solver
* Be good at working with people
* Be honest and hardworking
* Be keen to complete an apprenticeship
* Be keen to complete a traineeship
* Have a passion for teamwork
* Be flexible
* Be professional
* Have a positive attitude
* Enjoy teamwork
* Be comfortable working in a culturally diverse environment
* Take pride in your work

**BENEFITS**

Building a good team is very important to us, and we value input from our people to help us improve. We can offer you:

* Regular team meetings that give you a say in shaping our workplace culture and expectations in a positive and supportive way
* Support for career growth and development through mentorship and training opportunities
* Flexible working options depending on need
* Access to support services such as [insert internal support offerings or programs]
* An open, collaborative communication structure
* Staff development plans that focus on honing your transferable skills
* On-the-job guidance and training
* Development plans that focus on skills and VET training
* A competitive 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 chance to make a difference and add value to your community
* A focus on maintaining a healthy work/life balance
* In-office health programs
* Access to mental health support services for all team members and their families
* We believe in work-life balance. We work hard, but family is priority.
* We do great work with awesome clients
* Working with a good team improves your quality of life
* Clean, tidy and safe working environment
* Opportunity for genuine career advancement with managerial potential
* We supply you with a van/ tools/ safety gear, equipment/ uniform/ phone/ device/ laptop for work use

**INTERNAL CULTURE**

We value and respect our diverse team and want them to feel supported and safe to flourish in their work. We’re all about communication, and we feel it is important to take all team opinions and suggestions on board and discuss the best way forward. We actively support and work towards:

* Pay equity
* A sustainable, green workplace, because we care about people and our planet
* Improving education in our community by [insert info here]
* Giving back to the community by supporting causes/ charities such as [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, age, cultural background, religion or physical or mental disability. Our workplace is a respectful, supportive environment for all our team members.

Read more about our policies here. [Insert policy link, or a link to relevant website page]

Feel like this might be the beginning of a wonderful career relationship, and want to find out more? We encourage a visit to our business to get a feel for who we are. Simply phone [insert details here] to set a date and time.

Happy with the info you already have? APPLY NOW/ Send your CV/ Send your resumé/ Phone [insert name here] at xxxx/ email [insert name here] at xxxx and begin your journey. We'll be in touch via phone for a quick chat if we like the look of your CV, to set up and interview that suits you best.