

## Frequently Asked Questions – Aboriginal Opportunities

The Hunter Expressway Project involves 40 kilometres of high standard dual land carriageway. As you know the Project will be delivered under two separate packages of works, the first being the 13km section west of the F3. The RTA has selected Thiess Pty Ltd, Parsons Brinckerhoff and Hyder Consulting to deliver this project as an integrated Alliance team ('the Hunter Expressway Alliance'). We will work together, with many stakeholders and subcontractors, to deliver what is an ambitious and complex project to benefit the Hunter Region.

You can find detailed information about the project on the RTA website:

[http://www.rta.nsw.gov.au/constructionmaintenance/majorconstructionprojectsregional/hunter/f3\\_branxton/index.html](http://www.rta.nsw.gov.au/constructionmaintenance/majorconstructionprojectsregional/hunter/f3_branxton/index.html)

On Hunter Expressway Alliance (HEA) we have an *Aboriginal Participation Plan* and *Policy* which provides the affirmative action approach we will take to provide employment and training opportunities. This has been developed based on the *NSW Aboriginal Participation in Construction Guidelines*.

### A. What are the opportunities available on the HEA project?

There are six main opportunities to work on the HEA. These are:

1. Applying direct for Workforce roles including concreters, labourers, Leading Hands and experienced bridge carpenters. HEA will be hiring approximately 200 construction workers directly over the next 12 months.
2. Applying direct for Staff roles e.g. administration, under-graduate engineers, qualified civil engineers, professional support roles (environmental, safety, accounting etc). We will be hiring approximately 50 staff roles over the next 2 years.
3. Applying for a Traineeship (Certificate II in Civil Construction) or an Apprenticeship (e.g. carpentry) via HEA's Group Training provider.
4. Applying for jobs with an employment agency (labour hire) that provide HEA casual labour.
5. Applying for job opportunities with HEA subcontractors on the project. Subcontractors may have vacancies on the HEA project.
6. If you are an Aboriginal civil construction business (e.g. Fencing Contractor, Plant Hire Company etc) you are encouraged to participate in the procurement packages on a commercially competitive basis.

### B. Where are these work opportunities located?

The work location is based in our site office at Buchanan, with our work site spanning 13 kilometres south east to west Wallsend.

### C. When are these opportunities available?

Early works crews will start working over the upcoming months. However the majority of the positions for direct employment, Traineeships or subcontractors will become available in the 2011.

### D. How do I apply for an opportunity to work on the HEA?

See pages 2 – 4.

## **APPLY DIRECT to Hunter Expressway Alliance – both for Workforce and/or Staff vacancies**

STEP 1: Go to the **Thiess Careers Website** at <http://www.thiess.com.au/careers/index.htm>

STEP 2: Click on the **Search for a Job** link

STEP 3: Enter the number **613254** into the 'Job Number' field and click search

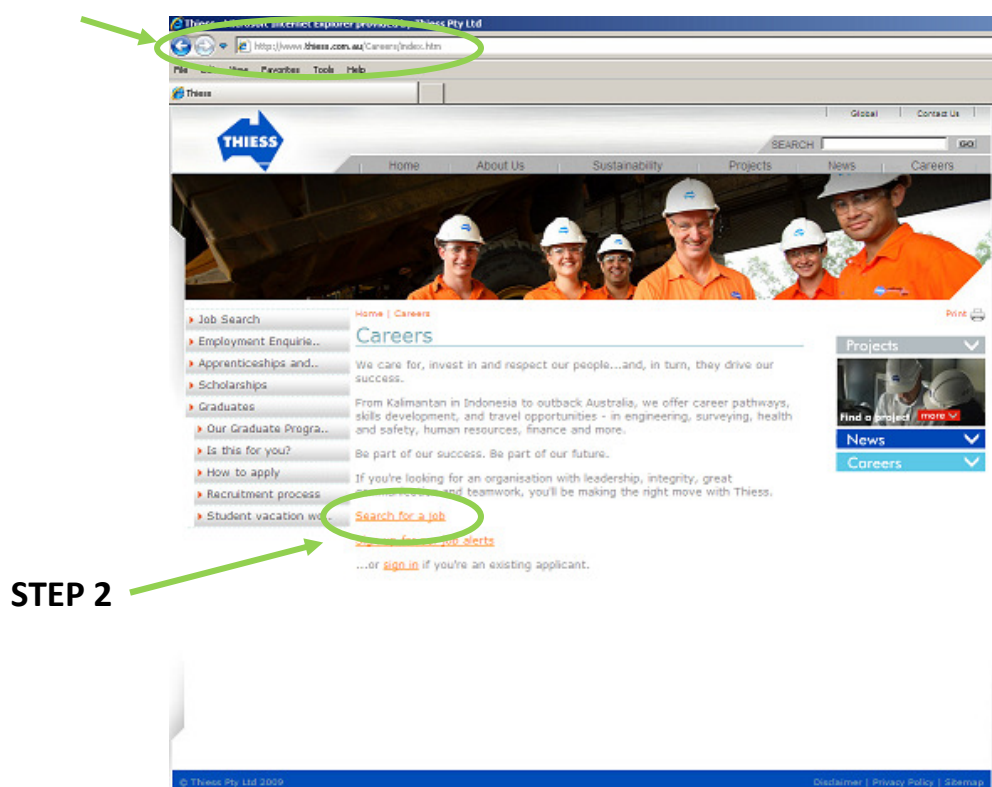
STEP 4: Click on the **Apply** button at the bottom of the page

**Follow the prompts** to complete your application. Remember to complete the section under the **Diversity** tab to nominate that you are an Australian Aboriginal or Torres Strait Islander

You will be sent an automated email to confirm that your application has been submitted. (You do not need to reply to this)

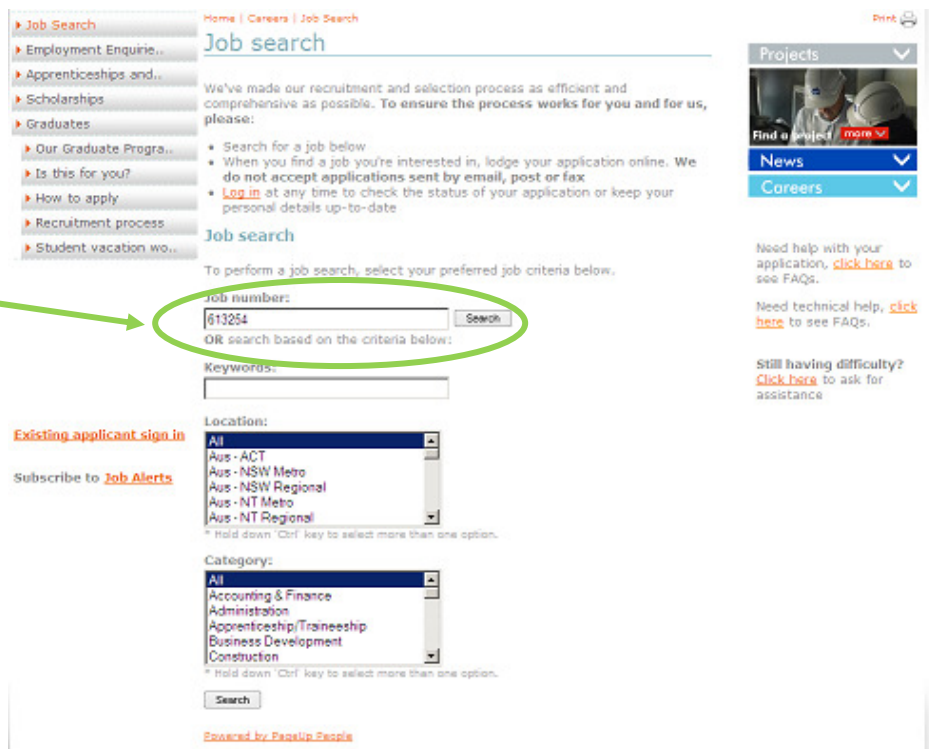
If you have any issues, please email [thiesshr@thiess.com.au](mailto:thiesshr@thiess.com.au) for assistance.

### **STEP 1**



### **STEP 2**

**STEP 3**



Home | Careers | Job Search

## Job search

We've made our recruitment and selection process as efficient and comprehensive as possible. To ensure the process works for you and for us, please:

- Search for a job below
- When you find a job you're interested in, lodge your application online. We do not accept applications sent by email, post or fax
- Log in at any time to check the status of your application or keep your personal details up-to-date

### Job search

To perform a job search, select your preferred job criteria below.

Job number:

OR search based on the criteria below:

Keywords:

Location:  
  
 Aus - ACT  
 Aus - NSW Metro  
 Aus - NSW Regional  
 Aus - NT Metro  
 Aus - NT Regional

\* Hold down 'Ctrl' key to select more than one option.

Category:  
  
 Accounting & Finance  
 Administration  
 Apprenticeship/Traineeship  
 Business Development  
 Construction

\* Hold down 'Ctrl' key to select more than one option.

Powered by PeoplePeople

Existing applicant sign in  
 Subscribe to [Job Alerts](#)

Need help with your application, [click here](#) to see FAQs.  
 Need technical help, [click here](#) to see FAQs.  
 Still having difficulty? [Click here](#) to ask for assistance

## Diversity

We would appreciate the following information which is collected for information and reporting purposes relating to equal employment and diversity management. The information you provide is voluntary, and will not be used in the selection process.

Do you identify yourself as an Australian Aboriginal or Torres Strait Islander person?

**STEP 4**



☐ No

☒ Yes

### **Applying for a Traineeship (Civil Construction) or Apprenticeship (Carpentry)**

At Hunter Expressway Alliance (HEA), we will work closely with a Group Training Organisation (GTO) and a Registered Training Organisation (RTO) who will administer our traineeship and apprenticeship programs, and provide opportunities to learn and develop skills in Trades and Construction.

In 2011 we plan to have 20 Civil Construction Certificate II Trainees, many of which will be filled with Aboriginal applicants.

HEA is currently calling for expressions of interest for registered Group Training Organisations to participate, on a competitive basis, to be HEA's Group Training Provider. The Aboriginal Stakeholders have been consulted in the names of GTOs on the tender list.

By November 2010 we plan to have selected the Group Training Provider. We will then conduct interviews for Trainees in November with a view to select and advise successful Trainees in December 2010. The Trainees will commence on the Hunter Expressway Alliance project in early 2011.

To apply for a Traineeship or an Apprenticeship, please speak to your local Aboriginal Representatives to obtain details of selected GTO.

### **Applying for roles via an Alliance subcontractor**

HEA encourages our subcontractors to set employment and training targets. These targets are not mandatory, but encouraged.

Over the upcoming months we will be working with the Aboriginal Stakeholders to provide a point of contact for Subcontractors looking to engage Aboriginal employees.

Please speak to your local Aboriginal Representatives to obtain details about sub-contractor contact details that are working on the project.

### **Apply with an employment agency (labour hire)**

Employment agencies for casual labour provide an opportunity to work on the HEA project. HEA will advise the Aboriginal Stakeholders with details of which labour hire providers are working on the project.

Please speak to your local Aboriginal Representatives to obtain details about which labour hire providers are working on the project.

### **Aboriginal Subcontractor Participation**

If you are an Aboriginal civil construction business (e.g. fencing contractor, plant hire company etc) you are encouraged to participate in the procurement packages on a commercially competitive basis.

Please contact Michael Hall on [MKHall@thiess.com.au](mailto:MKHall@thiess.com.au) to register your business' interest.

## **E. What qualifications would be a benefit for getting a job on the HEA Project?**

Having the Workcover accredited White Card (previously Green Card) is a requirement for all people working on this Project to have.

#### **F. What does the recruitment process involve for direct employment?**

Once you have applied for a vacancy through the Thiess Careers Website, you will receive an automatic email notification confirming your details have been received. From this point;

1. Your job application will be reviewed and assessed by the HEA HR Advisors and the recruiting managers and if you meet the criteria for the role, you will be contacted via phone for initial screening.
2. From the phone screening, candidates will be short-listed and;
  - (i) Unsuccessful candidates will be notified via email
  - (ii) Successful candidates will be invited to come in for an interview with HR and the recruiting manager.
3. Attending the interview will give you an opportunity to discuss your skills, experience and your suitability to the role, as well as provide you with further details about the project and position.
4. Your suitability to the role will be assessed post-interview and if you are considered the right fit, we will request details of two (2) referees, and reference checks will be completed.
5. The next step will involve pre-employment medicals, including Drug and Alcohol Testing.
6. Successful progression through the above stages will result in an offer of employment to join the HEA.

#### **G. What does the recruitment process involve for applications through GTO's, labour hire and subcontractors?**

If you apply for a role through a GTO, labour hire company or subcontractor, your application will follow the recruitment process as per that particular organisation.

When you are referred to the HEA as a suitable applicant, you will be invited to attend an interview and follow the process detailed above including Step 3, 4 & 5, prior to commencing a role at HEA, as your host employer.

#### **H. Who do I contact if I have further questions regarding opportunities on the HEA for aboriginal employment?**

Please contact your local Aboriginal Representative or Ramsy Ibrahim on the HEA on 02 8907 8286.