

Attract, train and retain the
best staff and volunteers for
the not-for-profit sector

EthicalJobs
EthicalJobs
.com.au

PRESENTS



**not
for
profit
people**

*Conference
November 2015*

CONFERENCE PROGRAM

16-17 November 2015
Melbourne Convention
and Exhibition Centre

GOLD PARTNER

SILVER PARTNER

HAYS Recruiting experts
worldwide



WOMINJEKA!

Welcome to Melbourne. We respectfully acknowledge the Kulin Nation, the traditional owners of this place now known as Melbourne. EthicalJobs.com.au recognises that no treaty was ever signed with the Kulin Nation, nor was this land ever ceded by them. We support a future treaty to make amends for past wrongs.

About EthicalJobs.com.au

The Not-For-Profit People Conference is organised annually by EthicalJobs.com.au – we're a job-search site for people who want to **work for a better world**. We bring together job-seekers and organisations with a passion for social equity, social justice and environmental sustainability.

Wherever possible, goods and services sourced to deliver the 2015 Not-For-Profit People Conference have been sourced from environmentally-friendly and ethical suppliers. Any surplus conference catering will be collected by OzHarvest.

This program is printed on 100% recycled paper.

WELCOME!

On behalf of the team at EthicalJobs.com.au, I'm delighted to have you join us for the third annual Not-For-Profit People Conference.

At EthicalJobs.com.au we're keenly aware of the NFP sector's ongoing challenges to attract, train and retain the very best staff and volunteers. That's what inspired us to launch the first Not-For-Profit People Conference in 2013.

Now, after two successful years and fantastic feedback from organisations both large and small, we're thrilled to present our biggest and best conference yet!

The NFP People Conference remains a unique opportunity for NFP professionals to hear, share and debate the latest ideas and best practices around the pressing 'people' issues facing our organisations – alongside leading experts and peers from some of Australia's most successful NFPs, companies, and academic institutions.

So, please enjoy your two days of jam-packed networking, learning and sharing, which we've designed around five key areas of learning:

- Recruitment
- Health & Wellbeing
- Managing People Well
- Leadership
- HR's Place in Organisational Strategy

Special thanks go to all of our fantastic speakers who are giving up their time to share their expertise with us.

Thanks also to our Gold Conference Partner, **Hays Recruitment**, our Silver Partner **enableHR** and our Delegate Lounge Partner, **Johnson Recruitment**, for their fantastic support. We literally could not put on this conference without them.

Finally, please check out our fantastic conference exhibitors and don't forget to have a go at 'exhibitor bingo' to go into the draw to win a lovely hamper of ethical goodies!

I look forward to catching up with you and hearing the latest news from your organisation.

Enjoy the conference!



Michael Cebon
CEO and Founder
EthicalJobs.com.au

8:00	Registration desk & Exhibition opens
9:00 - 9:10	MC Welcome: Tracey Spicer, Journalist & Presenter
9:10 - 9:20	Welcome: Michael Cebon, Founder & CEO EthicalJobs.com.au
9:20 - 10:15	KEYNOTE: Lessons on leading passionate people Tim Costello, CEO, World Vision
10:15 - 10:30	Facilitated small-group networking

10:30 - 11:00

MORNING TEA & EXHIBITION

PLENARY AUDITORIUM	CLARENDON C	CLARENDON D	CLARENDON E
HR & ORGANISATIONAL STRATEGY	HEALTH & WELLBEING	RECRUITMENT	LEADERSHIP & TRAINING
Mergers, restructures and managing complex change: Insights and lessons from cohealth's successful integration of three community health organisations Lyn Morgain, CEO, cohealth	Vicarious trauma and burnout: The protective strategies your organisation needs to recognise them and keep staff mentally healthy Dr. Cathy Kezelman AM, President, Adults Surviving Child Abuse	Punching above your weight: How NFPs can use creativity, innovation and passion to recruit and build highly successful teams Ange Barry, CEO, Stephanie Alexander Kitchen Garden Foundation	Open Leadership: How to turn your managers into leaders David Sachse, Learning and Development Manager, Open Minds Australia
LEADERSHIP & TRAINING	RECRUITMENT	MANAGING PEOPLE WELL	HEALTH & WELLBEING
Learning for purpose: Why staff training and development will transform your organisation's social impact Dr. Ramon Wenzel, Assistant Professor, Business School of The University Western Australia	1,000 volunteers and counting: How the ASRC developed one of the most sought after volunteer programs in the country Naomi Fennell, Acting Director of People Management, & Michelle Lawrence, Acting Volunteer Program Manager, ASRC	From HR to EX: Changing focus from 'Human Resources' to the 'Employment Experience' Cassandra Hatton, General Manager HR, St Vincent de Paul Society Victoria	Embedding health and wellbeing in your workplace culture Deborah Moir, Acting Manager, System Improvement & Policy in the Population Health & Prevention Strategy Branch, Department of Health & Human Services, & Monica Evans, Team Leader, Healthy Workplaces & Children Healthy Together Geelong

1:00 - 1:45

NETWORKING LUNCH & EXHIBITION

PLENARY AUDITORIUM	CLARENDON C	CLARENDON D	CLARENDON E
HR & ORGANISATIONAL STRATEGY	HEALTH & WELLBEING	MANAGING PEOPLE WELL	LEADERSHIP & TRAINING
Putting people first: Why your organisation's success depends on your people strategy Mark Newton, Executive, Corporate Services, Mission Australia and former HR Director, Microsoft	Psychological and organisational strategies for managing volunteer risks, stress and burnout Kate Minto, Executive Director of Programs & Psychological Services, Mandala Foundation	Lessons from the world: How innovative NFPs overseas are engaging and empowering staff to increase their effectiveness and efficiency Yumi Stamet, Workforce Adviser, National Disability Services	Feminine leadership: Essential traits for the modern leader to create a thriving culture Anoushka Gungadin, CEO, The Duke of Edinburgh's International Award Victoria

1:45 - 2:40

2:45 - 3:15

AFTERNOON TEA & EXHIBITION

3:15 - 3:30	Afternoon energiser!
3:30 - 4:25	KEYNOTE PANEL: The big picture: Future workforce challenges and opportunities for the NFP sector Stacy Field, Workforce Engagement Coordinator, Health & Community Services Workforce Council Peter Gahan, Director, Centre for Workplace Leadership, Professor at The University of Melbourne Chris Steinfort, Director of HR, Australian Red Cross
4:25 - 5:00	Facilitated small-group networking

5:00 - 6:00

NETWORKING DRINKS & CANAPÉS



DAY ONE
16 NOVEMBER

- 8:00 - 9:00 **Registration desk & Exhibition opens**
- 9:00 - 9:15 **MC Welcome.** Tracey Spicer, Journalist & Presenter
- 9:15 - 10:10 **KEYNOTE: The future: Our workplaces and our responsibility as leaders**
Susan Ferrier, *National Managing Partner, People, Performance & Culture, KPMG*

10:15 - 10:45

MORNING TEA & EXHIBITION

PLENARY AUDITORIUM

HEALTH & WELLBEING

- 10:45 - 11:40 **Create happiness at work: See your organisation flourish**

Dr. Timothy Sharp,
*Chief Happiness Officer,
Australian Indigenous
Mentoring Experience and
The Happiness Institute*

CLARENDON C

HR & ORGANISATIONAL STRATEGY

- Beyond the financial: How NFPs can leverage corporate support to build their management and leadership expertise**

Eve Buckley,
*Senior Consultant, Corporate
Responsibility, PwC*

CLARENDON D

RECRUITMENT

- How Lifestyle Solutions totally redesigned their recruitment systems to increase quality of hires, staff collaboration and organisational efficiency**

Karen Gallacher,
*National Recruitment Advisor,
Lifestyle Solutions*

CLARENDON E

MANAGING PEOPLE WELL

- Talent management practices that drive a high performance culture**

Dianne Francois,
*Director, People & Culture,
Save the Children*

PLENARY AUDITORIUM

MANAGING PEOPLE WELL

- 11:45 - 12:40 **100% staff engagement: Is it possible? Lessons from Starlight Children's Foundation's award-winning employee engagement strategy**

Susan Henry,
*Head of People & Culture,
Starlight Children's
Foundation*

CLARENDON C

LEADERSHIP & TRAINING

- Building a resilient & sustainable volunteer workforce**

Sue Noble,
*CEO,
Volunteering Victoria*

CLARENDON D

HR & ORGANISATIONAL STRATEGY

- Growing fast, together: How GetUp! grew a dynamic organisation while maintaining a unique culture**

Aline Van Koninckxloo,
*Operations Manager,
GetUp!*

CLARENDON E

RECRUITMENT

- Gender diversity: Why aren't we getting it right?**

Kathy Kostyrko,
*Director, Public Sector
Hays Recruitment*

12:45 - 1:30

NETWORKING LUNCH & EXHIBITION

- 1:30 - 2:25 Facilitated small-group networking
- 2:30 - 3:25 **KEYNOTE: Leaders without titles: The inspiration you need to be a leader in your organisation, whatever your job title**
Ronni Kahn, *Founder & CEO, OzHarvest*
- 3:25 - 3:30 Michael Ceboni: Thank you & conference close



DAY TWO
17 NOVEMBER

KEYNOTE SPEAKERS



TIM COSTELLO
CEO, World Vision

Lessons on leading passionate people

Join one of Australia's most respected and sought after NFP leaders as he shares his experiences and tips for leading passionate people. Whether as mayor, minister or CEO of Australia's largest international development agency, don't miss the insights of one of Australia's national living treasures on how he's been able to inspire his staff, supporters and communities.



RONNI KAHN
Founder & CEO, OzHarvest

Leaders without titles: The inspiration you need to be a leader in your organisation, whatever your job title

Speaking from the heart, Ronni Kahn shares the personal journey that led her to establish and manage one of Australia's leading food rescue charities, OzHarvest. She'll also discuss how that journey informs the way she works with her team to nourish our country.



SUSAN FERRIER
National Managing Partner, People, Performance & Culture, KPMG

The future: Our workplaces and our responsibility as leaders

In the face of a rapidly changing workplace and workforce, companies like KPMG are often at the forefront in terms of innovation and adaptation. Susan will share her insights from KPMG's journey to agile working, the significant evolution it requires in our approach to leadership, and of course the lessons NFPs can learn and take back to their own organisations.

KEYNOTE PANEL

The big picture: Future workforce challenges and opportunities for the NFP workforce

New technology, an aging workforce, funding uncertainty, mergers, productivity, innovation: the challenges facing the NFP workforce are both immediate and immense. Three experts in workforce planning and workplace leadership will lead a fascinating panel discussion on how NFPs should be approach these key issues, and taking advantage of the opportunities they present.



STACY FIELD
Workforce Engagement Coordinator, Health & Community Services Workforce Council

Stacy's career has included a range of roles within community services, taking in community and sector development, disability services and youth work. Since starting with the Health & Community Services Workforce Council in 2006, Stacy has evolved into a workforce planning and development specialist.



PROF PETER GAHAN
Director, Centre for Workplace Leadership & Professor at The University of Melbourne

Peter is passionate about all things work-related. Peter has published more than 70 journal articles, books and reports commissioned for both state and Commonwealth governments. His expertise covers high performance work practices, managing conflict and negotiations, management and leadership, industry trends and labour markets, and employment relations.



CHRIS STEINFORT
Director of HR, Australian Red Cross

Since commencing with the Red Cross in 2008, Chris oversees HR frameworks, systems, policies, practices and tools for a workforce of approximately 2,500 staff and 22,000 volunteers. Prior to Red Cross, Chris was Executive Director Human Resources, with Alfred Health – a public sector health organisation with more than 7,000 staff, as well as earlier HR roles in private health care providers Affinity Health and Mayne.

RECRUITMENT



NAOMI FENNEL

Acting Director of People Management, Asylum Seeker Resource Centre

MICHELLE LAWRENCE

Acting Volunteer Program Manager, Asylum Seeker Resource Centre

1,000 volunteers and counting: How the ASRC developed one of the most sought after volunteer programs in the country

The ASRC has become one of the country's best known and most successful advocacy organisations – all the more impressive considering their workforce is primarily voluntary (1,200 volunteers to 70 paid employees). Come and learn about the strategies the ASRC uses to attract and retain large numbers of skilled volunteers, and how they approach the inevitable challenges along the way.



KATHY KOSTYRKO

Director, Public Sector, Hays Recruitment

Gender diversity: Why aren't we getting it right?

Despite years of enthusiasm, commitment, policies and strategy, equality for women still remains out of reach. In this presentation, Kathy Kostyrko will cover why our recruitment processes still aren't getting gender diversity right. She'll also share the results of a global gender survey, and a fascinating study in which 'Susan' was changed to 'Simon' on a CV sent to 500 hiring managers to uncover any unconscious gender bias.



KAREN GALLACHER

National Recruitment Advisor, Lifestyle Solutions

How Lifestyle Solutions totally redesigned their recruitment systems to increase quality of hires, staff collaboration and organisational efficiency

The attraction and retention of skilled and engaged people are crucial for NFP organisations across the sector. In preparation for the NDIS and the emerging growth with Child & Family Services, hear how Lifestyle Solutions developed and implemented a flexible, responsive and innovative recruitment service model that has allowed them to recruit over 600 employees in the last 12 months.



ANGE BARRY

CEO, Stephanie Alexander Kitchen Garden Foundation

Punching above your weight: How NFPs can use creativity, innovation and passion to recruit and build highly successful teams

With just 20 staff delivering programs to 800 schools (up from just three schools in 2006), Ange Barry will present her successful vision for creating driven, passionate teams that achieve big things: how to encourage employees to think innovatively, to feel empowered yet unified in their work, and how to maintain positivity and creative thinking in the face of constant change and challenges.



HEALTH & WELLBEING



DR. CATHY KEZELMAN AM

President, Adults Surviving Child Abuse

Vicarious trauma and burnout: The protective strategies your organisation needs to recognise them and keep staff mentally healthy

The risks of vicarious trauma and burnout are relevant to many NFP workplaces. They can be challenging to recognise and deal with, but unless mitigated can have far-reaching consequences for organisations and staff alike. This presentation, grounded in the latest research into traumatic stress offers practical strategies to assist in the recognition, prevention and management of these risks.



DR. TIMOTHY SHARP

Chief Happiness Officer, Australian Indigenous Mentoring Experience and The Happiness Institute

Create happiness at work & see your organisation flourish

Happiness at work has increasingly become a popular goal, and while it began as a 'nice' thing to do, it's now recognised as a powerful tool for improving staff engagement, productivity and performance. In this presentation, Dr. Sharp will show you what happiness at work looks like, and how you can make it happen in your organisation.



DEBORAH MOIR

Acting Manager, System Improvement & Policy in the Population Health & Prevention Strategy Branch, Department of Health & Human Services

MONICA EVANS

Team Leader Healthy Workplaces and Children, Healthy Together Geelong

Embedding health and wellbeing in your workplace



The Achievement Program is Healthy Together Victoria's best practice framework to support health and wellbeing that has already been adopted by hundreds of organisations across Victoria. Find out more about the initiative, what other organisations have been doing and how you can be part of it!



KATE MINTO

Executive Director of Programs & Psychological Services, Mandala Foundation

Psychological and organisational strategies for managing volunteer risks, stress and burnout

Unpredictable and stressful aid and community work requires systematic approaches to managing the wellbeing of volunteers and staff. Anticipating, reducing and managing psychosocial risk is critical. This session will discuss common stressors faced by volunteers and their managers, as well as key processes and tools for managing psychosocial risks in NFP organisations.



SUSAN HENRY

Head of People & Culture, Starlight Children's Foundation

100% staff engagement: Is it possible? Lessons from Starlight Children's Foundation's award-winning employee engagement strategy

A highly talented, aligned and engaged team is at the heart of the award-winning Starlight Strategy. Discover the real benefits of having high levels of staff engagement, as well as the practical aspects of the Starlight Strategy that have helped us achieved 89% engagement, and inspired us to aim for 100%.



CASSANDRA HATTON

General Manager HR, St Vincent de Paul Society Victoria

From HR to EX: Changing focus from 'Human Resources' to the 'Employment Experience'

What is the experience of your employees? Inspiring? Haphazard? You can – and should – design it. This presentation will cover the key building blocks for designing the very best 'employment experience' and will leave participants with practical tools and principles to ensure we attract, engage and retain the right people.



YUMI STAMET

Workforce Adviser, National Disability Services

Lessons from the world: How innovative NFPs overseas are engaging and empowering staff to increase their effectiveness and efficiency

Innovative international organisational models are inspiring Australian social care providers to become more effective and efficient through employee engagement and empowerment. This presentation will focus on how these models work and how they are driving dramatic change and opening up new opportunities in a sector under pressure from major social reform the world over.



DIANNE FRANCOIS

Director, People & Culture, Save The Children

Talent management practices that drive a high-performance culture

Join Dianne Francois for a practical overview of how Save the Children is embedding a high-performance culture with a pragmatic but integrated approach to talent management. This session will invite frank discussion about the challenges faced in the NFP sector, and how we can compete effectively for the best available talent.



ANOUSKA GUNGADIN

CEO, The Duke of Edinburgh's International Award Victoria

Feminine leadership: Essential traits for the modern leader to create a thriving culture

NFP leaders of tomorrow will need a new set of skills and approaches to meet the expectations of a changing and diverse world.

Come and explore modern leadership through the following lenses:

- Living and leading with courage;
- Tuning into 'feminine' intelligence;
- Driving innovation through collaboration;
- Influencing and driving impact.



SUE NOBLE

CEO, Volunteering Victoria

Building a resilient & sustainable volunteer workforce

Drawing on case studies and her experience of working closely with hundreds of volunteer organisations, Sue's session explores the crucial role of leadership and training in the recruitment and retention of the volunteer workforce. In particular, she'll discuss the role of people who manage volunteers, who are often essential to the successful and sustained delivery of core and value-added NFP services.



DR. RAMON WENZEL

Assistant Professor, Business School of The University of Western Australia

Learning for purpose: Why staff training and development will transform your organisation's social impact

Groundbreaking research released this year revealed that Australian NFPs stand to gain a staggering six dollars for each dollar they invest in staff training and development. Lead author Ramon Wenzel summarises his research on how hundreds of Australian NFPs train and develop their people, the consequences of their efforts, and what is holding them back. He'll also give multiple recommendations on how training and development can maximise your organisation's social impact.



DAVID SACHSE

Learning & Development Manager, Open Minds Australia

Open Leadership: how to turn your managers into leaders

In response to the Workforce Council's observation that community service managers were not prepared for leadership, and that they required formal qualifications, Open Minds embarked on the creation of a program that helps to turn technical experts into leaders and managers. This presentation is a sequence of lessons learned and tested process, which resulted in a program that could be used as an industry standard for the NFP sector.



EVE BUCKLEY

Senior Consultant – Corporate Responsibility, PwC

Beyond the financial: How NFPs can leverage corporate support to build their HR, management and leadership expertise

Corporate volunteering provides companies with many valuable opportunities while having a positive impact on NFPs and the community at large. PwC's Eve Buckley will discuss the benefits of corporate volunteering to both NFPs and corporate entities, including key information for NFPs considering a corporate volunteering program, case studies, workshops and other opportunities.



ALINE VAN KONINCKXLOO

Operations Manager, GetUp!

Growing fast, together: How GetUp! grew a dynamic organisation while maintaining a unique culture

This presentation will explore the HR and organisational strategies that GetUp! put in place to maintain its unique culture of nimbleness, while growing at a fast pace. We'll cover the following areas: culture, recruitment, performance, retention, systems and processes, structure, roles and responsibilities, accountability, communication, transparency and trust.



LYN MORGAIN

CEO, cohealth

Mergers, restructures and managing complex change: lessons from cohealth's successful integration of three community health organisations

Mergers and large-scale organisational change require extensive and careful consultation to ensure staff engagement throughout and beyond the process. As the CEO of a recently merged organisation, Lyn will examine the nature of change and the key factors that will allow your organisation to thrive while undergoing significant and structural change.



MARK NEWTON

Executive, Corporate Services, Mission Australia and formerly HR Director, Microsoft

Putting people first: Why your organisation's success depends on your people strategy

From corporate giant Microsoft to one of Australia's best-known NFPs, join Mark Newton as he explains why focusing on your people strategy is absolutely critical to overall organisational strategy. Mark argues that to ensure people strategy is front and centre, HR leaders must step up and claim their seat at the 'strategy table'.



REGISTRATION DESK & NAME BADGES

The conference registration desk is open daily from 8:00am. Please ensure you wear your name badge at all times. Admission to all sessions, catering and the networking function is by name badge only.

CATERING & NETWORKING FUNCTION

Morning tea, afternoon tea and lunch will be served in the Exhibition Hall, as will the drinks and canapés for the networking function on Monday evening.

To significantly reduce the environmental impact of the conference, we've chosen to serve a vegetarian menu on both days. Additional dietary requirements have been catered for so please look out for the "special dietary requirement" table.

EXHIBITOR BINGO

In your conference bag you'll find your Exhibitor Bingo card. When you visit the exhibitors and our sponsored Delegate Lounge, they'll stamp your card. When your card is full, pop it in the box at the registration desk to enter the draw for a huge hamper full of ethical goodies! We'll announce the winner at the end of the conference.

ARE YOU ON TWITTER?

We'll be getting discussions going and sharing conference learnings using the hashtag **#nfpp15**.

WI-FI INTERNET ACCESS

This is available FREE in the venue. Just create an account and login to 'MConnect'. Please note: your account will expire 12 hours after opening.

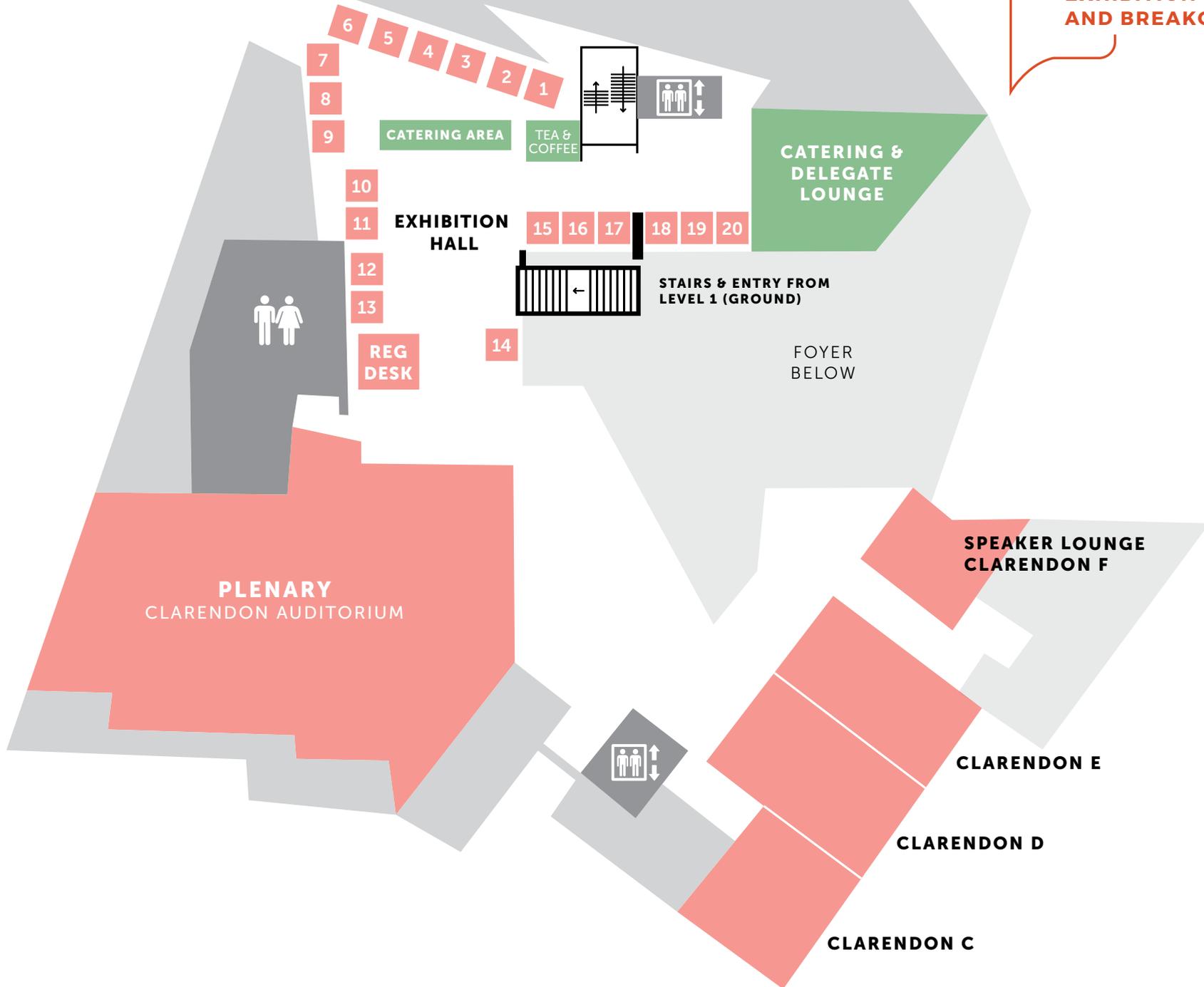
IMAGE RELEASE

In registering for this conference, delegates grant permission to EthicalJobs.com.au and others working under its authority to take and to have full and free use of video/photographs containing their image/likeness. It is understood these images may be used for promotional, news, on-line/multimedia, research and/or educational purposes by and for EthicalJobs.com.au.

DISCLAIMER

EthicalJobs.com.au reserves the right to make changes to the conference program at any time as circumstances require. We will make every effort, but cannot guarantee, that all speakers advertised in this program will be able to attend on the day.

**EXHIBITION HALL, PLENARY
AND BREAKOUT ROOMS**



CONFERENCE PARTNERS

GOLD PARTNER

HAYS Recruiting experts worldwide

Stand number: 13

Contact: Gavin Walker, Business Director

Email: Gavin.Walker@hays.com.au

Phone: 03 9604 9600

SILVER PARTNER



Stand number: 12

Contact: Nishal Mistri, Sales Manager

Email: nam@fcbgroup.com.au

Phone: 0434 674 558

VIDEO PARTNER

MOMENTARY
STORYTELLING FOR SOCIAL IMPACT

Contact: Michael Johnston, Creative Director

Email: michael@momentary.com.au

Phone: 0437 973 304

DELEGATE LOUNGE PARTNER



Contact: Barry Vienet, Managing Director

Email: barry@johnsonrecruitment.com.au

Phone: 03 9946 7320

EXHIBITORS



Stand number: 1

Contact: Emma Kettle, Director:
Partnerships and Business Development

Email: ekettle@redr.org.au

Phone: 03 9329 1357



Stand number: 2

Contact: Kate Larkin, Manager - NFP Team

Email: nfp@beaumontconsulting.com.au

Phone: 02 9279 2777



Stand number: 3

Contact: James Ehmann, National Manager

Email: James@streetfleet.com.au

Phone: 1300 273 359



Stand number: 4

Contact: Ron Weil, Software Solutions Specialist

Email: ron.weil@scouterecruit.com

Phone: 07 3330 2595



Stand number: 5

Contact: Tim Cincotta, Onboarding Specialist

Email: tim.cincotta@hronboard.me

Phone: 03 9879 2144



Stand number: 6

Contact: Dr Peter Langford, Director

Email: peter.langford@voiceproject.com

Phone: 02 8875 2800



EXHIBITORS



Stand number: 7
Contact: Jen Arnold, Marketing Manager
Email: JenA@taxed.com.au
Phone: 1300 607 478



Stand number: 8
Contact: Rosaria Kiely, Business Development Officer
Email: rosaria.kiely@qut.edu.au
Phone: 07 3138 2180



EXHIBITORS



Stand number: 15
Contact: John Morris, Product Manager of Fit2work
Email: jmorris@mercury.com.au
Phone: 1300 575 575



Stand number: 16
Contact: David Rosenbaum, Senior Consultant
Email: drosenbaum@optimumnfp.com.au
Phone: 02 9181 1014



Stand number: 9
Contact: Catherine Brooks, Principal at Moores
Email: cbrooks@moores.com.au
Phone: 03 9843 0418



Stand number: 10
Contact: Damian Richmond, Community Development Manager
Email: Damian.Richmond@bankaust.com.au
Phone: 03 9854 4860



Stand number: 17
Contact: Michelle Mills, Team Leader, Social Care Division
Email: m.mills@brcrecruitment.com.au
Phone: 02 82451400



Stand number: 18
Contact: Stacy Field, Program Contact
Email: sfield@workforce.org.au
Phone: 07 3234 1662



Stand number: 11
Contact: Barry Lehrer, Founder & Director
Email: barryl@diffuze.com.au
Phone: 03 9098 4317



Stand number: 14
Contact: Peter Callender, General Manager
Email: info@ethicaljobs.com.au
Phone: 03 9419 5979



Stand number: 19
Contact: Brett Holland, Relationship Manager
Email: support@crimcheck.org.au
Phone: 03 9955 0300



Stand number: 20
Contact: Catherine Gillespie, Managing Director
Email: cgillespie@wpcr.com.au
Phone: 0430 983 444

“ “ With EthicalJobs.com.au we not only save money but also time. A candidate is 90% more likely to go through to interview stage than larger, more expensive job boards. ” ”

– Cassandra Metlege,
The Smith Family

Looking **great people** ?
for **really want**
who **make a**
to **difference** ■

EthicalJobs
.com.au