

University of South Australia - commitment

The University of South Australia (UniSA) wants to improve education, employment and career development opportunities for Aboriginal and Torres Strait Islander peoples. In 1997 it was the first Australian university to adopt a Statement of Reconciliation. UniSA is committed to strengthening relationships between Aboriginal and Torres Strait Islander and non-Indigenous communities, including in the workplace.

UniSA's goal is to increase the number of Aboriginal and Torres Strait Islander employees to 2% of the total workforce.

Where is UniSA?

UniSA has five campuses. The City East and City West campuses, built on traditional Kaurna gathering lands, are in the City of Adelaide. Mawson Lakes is 20 minutes north of the city, and Magill is 20 minutes east of the city. Whyalla is a major country campus built on the land of the Barnjarla people, and there is a centre at Mount Gambier, the traditional lands of the Boandik people.



Would you like to work at UniSA?

A culturally inclusive workplace for Aboriginal and Torres Strait Islander peoples

www.unisa.edu.au/hrm/equity/cultural.asp

Map out your career at UniSA

UniSA will support your career path from your first day. Your supervisor will work with you to develop a plan that identifies your goals, includes training and development options and steps you can take towards your future. As an Aboriginal and Torres Strait Islander staff member you will make a real contribution to equity and diversity in tertiary education at UniSA.

Contact

Eddie Cubillo
Consultant: Indigenous Employment Strategy
University of South Australia
Telephone: (08) 8302 1756
Email: Eddie.Cubillo@unisa.edu.au
www.unisa.edu.au/hrm/equity/cultural.asp

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Artwork at left:
Thorny devil lizard dreaming
(*watercourses and rockholes*), detail 1997
by Kathleen Petyarre.
University of South Australia Art Collection
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Indigenous Employment Strategy

The Indigenous Employment Strategy (IES) aims to increase the numbers of Aboriginal and Torres Strait Islander staff at UniSA through different programs.

Consultant – Indigenous Employment Strategy

The Consultant coordinates the IES, offers advice and assistance, and works with Aboriginal and Torres Strait Islander staff to plan individualised professional development and mentoring programs. The Consultant also keeps in contact with Aboriginal and Torres Strait Islander employment networks in South Australia as part of the recruitment program.

Indigenous Employment Advisory Group

This group includes representatives from across the University and from the community. It provides advice about the recruitment and the employment of Aboriginal and Torres Strait Islander peoples, and how to support employees through professional development and training opportunities at UniSA.

Indigenous Staff Network

This group meets to discuss work issues and provides support for each other in the workplace.

Would you like to work at the University of South Australia?

At UniSA we offer a welcoming, supportive, interesting and culturally safe and inclusive workplace for all staff.

UniSA set up the Indigenous Employment Strategy in 2001 to offer Aboriginal and Torres Strait Islander staff a choice of employment and career development options.

What kind of employment?

UniSA has a large workforce and employs staff in a wide range of jobs.

Examples of professional staff positions:

- Office and course administrators
- Customer service
- Ground staff and security officers
- Librarians
- Information technology officers
- Laboratory technicians

Academic positions:

- Teachers and lecturers
- Tutors
- Researchers

The David Unaipon College for Indigenous Education and Research (DUCIER) is a major employer of Aboriginal and Torres Strait Islander professional and academic staff at UniSA.

What employment programs are available?

UniSA employs Aboriginal and Torres Strait Islander staff in many different roles. It has a number of programs that are part of the government's approach to increase employment opportunities for Aboriginal and Torres Strait Islander peoples across Australia.

Structured Training Employment Projects (STEP)

You could be employed in a particular area of UniSA, and receive training in specific skills or in traineeships that could lead to you being employed in a permanent position.

National Indigenous Cadetship Program (NICP)

You could enrol as a full-time tertiary student as a cadet, and undertake work experience in blocks of 12 weeks during holidays until you finish your study. After completing your course requirements you would most likely be employed at UniSA.

Graduate Program

You may want to begin your employment at UniSA as a graduate, and appropriate support for your career is offered if you choose to apply for a position in the University's Graduate Program. Positions are advertised only to UniSA graduates through MyCareerPlan twice yearly in September/October and May/June, and offer a two year contract rotating through a range of business units to gain a broad experience.

What support does UniSA offer?

UniSA is keen to support Aboriginal and Torres Strait Islander staff. When you start work you will have an induction program that introduces you to the way we do things.

- The Indigenous Staff Network provides the opportunity to talk about your work situation and career options with other Aboriginal and Torres Strait Islander employees.
- We will offer you courses and training through our professional development programs.
- We will assist you to build your skills and experience and support you to develop future career opportunities.
- A personal mentor can be provided to help you develop in your new role.
- We will present cultural awareness workshops to assist other employees to understand Aboriginal and Torres Strait Islander cultures and histories, and build on the commitment of UniSA to equity and cultural safety in the workplace.
- UniSA encourages Indigenous representation on job selection panels that target Aboriginal and Torres Strait Islander staff.

Other benefits of working at UniSA

Additional benefits available to Aboriginal and Torres Strait Islander staff at the University include:

- A Professional Development Fund for new Aboriginal and Torres Strait Islander staff that will pay training and career development costs for up to three years, and
- Flexible work arrangements to allow leave for cultural reasons, and for undertaking family responsibilities.