

CAPABILITY STATEMENT

RECRUITMENT & CORPORATE SERVICES



MOB JOBS
CULTURE COMMUNITY CAREERS



ACKNOWLEDGEMENT

Mob Jobs acknowledges the First Nation peoples across Australia who maintain their connection to the lands and waters where we live. We pay our respects to their communities, families, and Elders past and present

ABOUT US

Mob Jobs is a 100% owned and operated First Nations business that provides specialised culturally safe employment, recruitment, and training services for First Nations people. We also offer a range of tailored corporate development services and training designed to improve organisations cultural capabilities and establish them as an employer of choice for First Nations jobseekers.

OUR VISION

First Nations people have increased economic opportunities to redress the cycle of systemic poverty through more equitable participation in culturally safe employment and owner operator businesses.

OUR MISSION

To work with employers of First Nation people to ensure culturally safe workplaces and to provide appropriate supports to increase the retention and success of First people employees, and to support the establishment and growth of First Nations Businesses through procurement strategies with mainstream business.

PURPOSE

To create opportunities and outcomes that positively impact not only the individual but also their families and communities through meaningful corporate engagement with First Nations people.

WHO WE ARE

The team at Mob Jobs has over 30 years' experience in working with First Nations people and communities across Australia. Through our networks of community organisations and Traditional Owner groups we can provide direct access to cultural support programs and critical advice that is second to none.

Our corporate services are tailored to meet the specific capabilities of your organisations First Nations engagement programs. Whether you are developing procurement strategies, reconciliation action plans or just want to increase First Nations employment, Mob Jobs can ensure your programs are culturally safe and successful.



SARA STUART – DIRECTOR

Sara is a strong Kamilaroi woman, and is determined to address the high level of poverty and hardship that exists for many Indigenous Australians. Sara has over 20+ years of experience servicing Aboriginal communities and building capacity aimed at fostering inclusive workplaces that increase employment and training opportunities for First Nations people.



PETER O'BRIEN – DIRECTOR

Peter has over a decade of experience within the construction industry, specifically within the traffic management sector. A proud Indigenous descendant and an advocate and spokesperson within the social justice sector. Continually seeking new opportunities and ways to make a difference within our Indigenous Communities via - employment, mentoring and understanding.



LIONEL DUKAKIS – DIRECTOR

Lionel is a proud Gunditjmara man who has been working in the Indigenous space for 30 years, 20 years of that working in building and civil construction.. A former CEO and Program Manager, who has worked for several Aboriginal Controlled Community Health Organisations (ACCHO) and Government departments. He is very passionate about creating change through employment and Empowering Our Mob and their families to be the best versions of themselves.

OUR SERVICES



RECRUITMENT

- Pre-employment Screening
- Job Matching
- Post Placement Support/Mentoring
- Career Counselling



CORPORATE

- Cultural Safety Audits
- Policy Development
- Employment Strategies
- Reconciliation Action Plans



TRAINING

- Cultural Awareness
- Cultural Safety
- Specialised Content
- Executive Training





RECRUITMENT

Our unique service provides a complete Culturally safe wrap around service for the Employer and the Employee. Mob Jobs offers a non-discriminatory approach when it comes to employment that recognises and celebrates a true reconciled Australia in the workplace.

Mob Jobs provide employers with access to an exclusive cohort of talented First Nations and non-indigenous employees, who are highly motivated and eager to work.

We also strive to create meaningful partnerships with leading organisations, working together to find suitable job opportunities for our candidates. Our goal is to bridge the gap between employers and potential employees, as well as helping empower First Nations Australians with the skills they need to be successful in their chosen career path. Mob Jobs recruitment team offer the following services:

RECRUITMENT

Unlock the right opportunity with precision matching tailored to your needs. Our dedicated team can help you find the perfect fit for every role.

CAREER GUIDANCE COUNSELLING

Easily explore, assess, and decide on the best career path for you. Get valuable advice from experienced professionals on how to progress in your career.

MENTORING - POST PLACEMENT SUPPORT SERVICES

Get personalised guidance and support as you progress in your career.

We know it can be difficult to find the right job and staff for your company and we want to make sure that everyone is set up for success. Our team of experts are available to work with you and provide guidance every step of the way.

If you have any questions about our services, don't hesitate to reach out. We're here to help!



CULTURALLY SAFE EMPLOYMENT

REGISTERED EMPLOYER PROGRAM

We at Mob Jobs are particularly committed to ensuring our jobseekers are employed in culturally safe workplaces. Research has shown that culturally unsafe workplaces significantly contribute to the low retention rates of First Nations people who are three times more likely to be unemployed.

Today workplace cultural safety is a compliance issue and employers have a responsibility to ensure their workplaces are safe. Embedding cultural safety across your organisation requires a significant corporate cultural shift, which can be a lengthy process. And yet, despite our efforts, we can never eliminate workplace discrimination or cultural safety incidents completely.

Mob Jobs understands that most businesses do not have the cultural expertise or best practice cultural safety frameworks to ensure the recruitment of First Nations people is safe and sustainable. This is why we have created the **Mob Jobs Registered Employer** program.

As **Mob Jobs Registered Employer** your business has instant access to on call cultural experts and best practice cultural safety frameworks, to start employing First Nations people immediately and confidently. We provide the critical workplace cultural support for both the employee and employer to ensure a successful recruitment outcome.

In addition, companies who are a **Mob Jobs Registered Employer** are meeting their social procurement commitments by engaging a 100% owned and operated First Nations business.





REGISTERED EMPLOYER'S PACKAGE

- A culturally safe recruitment agreement
- Post-placement support (90 days)
- A tailored cultural safety framework
- Cultural safety training (15 staff max)
- On call access to workplace cultural safety experts
- Use of the Mob Jobs Registered Employer logo

CULTURALLY SAFE RECRUITMENT AGREEMENT

Our recruitment agreement contains specific provisions to contract Mob Jobs to support employers to ensure the cultural safety of First Nations employees. Please note that a discount of 10% of the recruitment fee for the first 3 placements is provided to Mob Jobs Registered Employers.

CULTURAL SAFETY FRAMEWORK

The first stage of developing a Cultural Safety Framework is to conduct a Cultural Safety Audit. The recommended amendments to policy and procedures in the Audit report, inform the development of a tailored cultural safety framework for your organisation.

CULTURAL SAFETY AUDIT

Review workplace policies and procedures. The review is conducted to identify any actual or potential impacts to First Nations cultural safety contained in policy and procedures. The Audit report provides recommended amendments to specific policies and procedures required to improve current workplace cultural safety standards.

CULTURAL SAFETY TRAINING – EXECUTIVES, MANAGERS, TEAM LEADERS, AND STAFF

The content of cultural safety training is tailored to each organisation according to the changes to workplace policy and procedures as adopted in response to the Cultural Safety Audit report. Delivery of this training targets Executives, Managers and Team Leaders, with the option of extending the training to all staff. Initial Cultural Safety Training is capped at 15 people. Training for additional staff can be provided at our nominal rates.

ON CALL WORKPLACE SUPPORT/MENTORING.

Your company has access to the full suite of services and expert advice provided by our specialist team at Mob Jobs.

PRICING




As larger companies typically require more work to deliver the package than small businesses, the pricing is provided on application (POA). Mob jobs offers a 15% discount to social enterprises, not for profit and community organisations.

To apply to become a Mob Jobs Registered Employer please complete the registration, the cultural safety profile and request for quote (RFQ) on our website, mobjobs.com.au.

ANNUAL SUBSCRIPTION

Annual subscription is only available after the delivery of the initial package has been completed and 12 months has expired from the date of registration. The rates and benefits of subscribing to the Mob Job Registered Employer program are listed in the table below.

Mob Jobs Registered Employer - Annual Subscription

| PACKAGES | SERVICES |
|--|---|
|  <p>FIRE</p> | <ul style="list-style-type: none"> • 2x Speaking events • 40 hours on call support • Annual Cultural Safety Training workshop (20 Max) • 30% discount on Recruitment fee (3 Placements) |
|  <p>OCHRE</p> | <ul style="list-style-type: none"> • 1x Speaking event • 20 hours on call support • Annual Cultural Safety Training workshop (15 Max) • 20% discount on Recruitment fee (2 Placements) |
|  <p>CHARCOLE</p> | <ul style="list-style-type: none"> • 10 hours on call support • Annual Cultural Safety Training workshop (10 Max) • 10% discount on Recruitment fee (1Placement) |

For more information about becoming a Mob Jobs Registered Employer please contact us on **1300 DEADLY** or email your query to **info@mobjobs.com.au**

OUR PARTNERS

Phillip Island NATURE PARKS

“Nature Parks is proud of the work we’ve done with the Mob Jobs team on recruitment, training, and workshop facilitation for reconciliation action plans. Their knowledge and experience across a variety of business services has been so beneficial in supporting us to learn, build and establish our organisation as a safe, inclusive and respectful employer for First Nations people and communities. I’d encourage any business that is looking for support, advice and guidance to engage with them.”

– Kate Adams, Management Representative
on Nature Parks Reconciliation
Advisory Committee



“Nillumbik Shire Council have had the privilege of working closely with Mob Jobs in areas of recruitment, staff training, cultural support and consultancy. In particular, Mob Jobs have provided exceptional support in the recruitment and onboarding of Nillumbik Council’s first Aboriginal Partnerships Officer, and in guiding Council’s first Reconciliation Action Plan (RAP). I highly recommend engaging with Mob Jobs to any business or organisation seeking to be set up for success in engaging meaningfully with First Nations people and communities.”

– April Wilson, Coordinator Social Planning
& Equity at Nillumbik Shire Council.

Merri-bek City Council

“Merri-bek City Council is proud of the work we’ve done with Joel Wright that involved the review and assessment of council policies and procedures relating to recruitment at council. The review also included a full staff consultation process and consultations with local traditional owners. Joel’s knowledge and experience, contacts and advice has been so beneficial in supporting us to learn, build and establish our organisation’s actions to create a safe, inclusive and respectful organisation for First Peoples and communities. I’d encourage any business that is looking for support, advice and guidance to engage with the services offered.”

– Merri-bek City Council



JAYDO

