



WORKING *together*

PERFECT (JOB) MATCH

Strong workers set up for life

Executive Chef at Miranda RSL, Andrew Harper, is proud of the relationship he's developed with NOVA over the past four years. He says, 'It's actually got to the point that I don't hire externally any more. I go straight to NOVA to see if they have someone suitable, because nine times out of ten, they've got someone eager and willing to fill the role.'

Andrew's not satisfied to leave people to complete basic tasks all day every day. He provides training towards a career in hospitality, because he wants to set up people for life.

Truly understanding the potential of his staff, he's pleased to say that Miranda RSL's Board and GM understand the commitment it takes to become an inclusive employer. 'Clubs were built on helping the community,' Andrew reminds us. With support of the Board, they're taking that attitude into hiring as well as serving customers.



'One of our apprentices who came through NOVA has just qualified as a chef and moved on to bigger and better things,' Andrew says. 'I think Breannon only had one sick day in three years with us! She aced TAFE. I'm really proud of what she's achieved. And I hope to achieve similar things with these two new young apprentices.'

One of the first-year apprentices is Corey. Like many NOVA job candidates, Corey was offered work through proving himself during a work-experience placement and, as Corey says, 'One thing led to another and several work experiences later I ended up here.'



A WORD FROM MARTIN

Lived experience benefits innovation

I was excited to see SBS News highlighting entrepreneurs with disabilities in a short report and clip the other day. <https://bit.ly/2BY9vsm>

Sydney-based Oliver Morton-Evans and his fellow co-founders at Neuromersiv is hoping to help stroke and spinal cord injury patients with a prototype virtual reality device that simulates everyday chores to further increase motivation in rehabilitation.

The effect this could have on patients is profound. Yet the thing that really gets me going is that, rather than viewing his cerebral palsy as a burden, Oliver sees it as the reason for his capacity to innovate.

While acknowledging both challenges and setbacks, he also appreciates, 'The challenges of living an independent life and how important mobility is for greater independence and the need to empower those people to get that independence back.'

With more people like Oliver Morton-Evans and more people to respect and interrogate the lived experience of people with disability, the world would be a much more robust place.

Martin Wren
CEO NOVA Employment

SORTED!

Know what you want – roles

As I've said before, you'd be surprised how often employers are stressed out at their wits' end about to go bonkers, before they realise they need more staff.

This is not a good time to recruit. At all. You're time-poor, desperate and tired – rarely a good combination to make the big decisions. If you find yourself in this place and time, give NOVA a call. We'll probably be able to help you.

Better still, pre-empt growth and plan ahead. It'll save you time, energy and money.



Do this by:

- Reflecting on what's going well for you, and what's not. The SWOT analysis can work when we're so close to the business that it's hard to list your strengths, weaknesses, opportunities and threats. It's simple and useful.
- Using your [SWOT](#) findings to establish the gaps in your business
- Pondering how you might meet those gaps or needs.

Upon reflection, you might decide that a couple of roles can be combined to open up a new, strategic role. Or several tasks can be allocated to one person, more suited to a certain role. In both circumstances, you'll be looking for a different candidate to the one you thought you were. With this insight, three favourable things happen:

1. You write a job description specific to what and who you're after
2. You start to visualise who that person might be
3. You're much more likely to find the right candidate for the role.

*Leadership
is doing
what is
right
when no
one is
watching.*

– George Van Valkenburg