

SELECTION CRITERIA

Internal Communications Specialist Special Broadcasting Service

Criterion 1 - SBS

As an SBS Team Member demonstrate a positive and enthusiastic understanding of SBS's Purpose and Values and a commitment to a safe, secure and diverse workplace.

I am excited at the prospect of joining your progressive team and SBS and understand that SBS's Purpose as a pioneering public broadcaster, reflects real, multicultural Australia that is contemporary, multicultural and multilingual, striving to connect diverse cultures and perspectives. I appreciate that the SBS are uniquely placed as the only broadcaster that can reach all Australians, whilst remaining independent from external pressures to conform or favour remaining distinctive from other media.

Throughout my current employment at Qantas Airways Ltd I have been involved in the internal communication strategy and implementation for the IT Services, CFO and Risk & Assurance divisions; project implementation communication throughout the Qantas Business and liaison with Qantas Corporate Communication media issues management. Presently working in Qantas Finance, Risk & Assurance, I have collaborated in a diverse workplace overseeing a safe, secure and diverse workplace whilst liaising between personnel from diverse cultural backgrounds and senior executives across Qantas Airways Ltd nationally.

Additionally at Qantas Airways Ltd, I am involved in designing and facilitating Equity & Diversity and Workplace Culture professional development for staff that has demanded an advanced understanding of all relevant policies, procedures and work cultures that promotes workforce diversity, clear communication and synergy across all levels. Promoting Workforce Diversity, I educate staff to respect people as individuals and value their differences, committed to creating a working environment that is fair and flexible, promotes personal and professional growth and benefits from the capabilities of its diverse workforce.

Demonstrating a commitment to meeting the Qantas values and purpose, I assume responsibility for educating and mentoring staff whilst overseeing compliance to Equity & Diversity, Participative Management Practices, Industrial Democracy, Equal Opportunity Employment, Occupational Health & Safety and Ethical Practice.

Demonstrate an understanding and alignment with SBS's values and including an ability to contribute to a positive culture through - being a positive representative or advocate for SBS; Constructive and appropriate interaction with others and adopting a can do/will do approach;

I have researched, understand and I am committed to upholding the SBS values that include: delivering to and expanding audiences' interests; providing services that are relevant and engaging audiences; taking actions that contribute to a successful SBS; making a difference to Australia through collective actions; seeking, thinking and delivering beyond convention; pursuing new ideas and imaginative solutions that support shared direction; encouraging open discussion and constructive debate; working together to grow our enterprise and produce exciting outcomes; delivering on commitments; being agile and decisive in making decisions and acting on them and upholding them; fostering honest, trusting and mutually respectful relationships; being fair, clear and transparent when interacting.

As an Account Director at Qantas Airways Ltd since 2007 I have actively contributed to a positive work culture as a company representative and advocate for Qantas, interacting with internal and external stakeholders at all levels including senior executives and adopting a can-do approach, leading by example and striving to implement continuous improvement.

A self-motivated, results and achievement orientated individual, I take responsibility for achieving outcomes, meeting targets, contributing to meetings, mentoring/training staff, accountable for advice, leading by example and devising ways to improve workplace systems and procedures such as client service standards. Demonstrating my ability to contribute to a positive culture at Qantas Airways Ltd, I have devised and implemented various initiatives including: (i) growing mandate of the internal communications team to include three additional communicators (Qantas Finance); (ii) significantly improved staff engagement levels through successful implementation of the above program and nominated for the prestigious (PRIA) industry award as a result (Qantas Finance); (iii) secured 2 x additional contracts within the Managed Services area following the successful delivery of the Application Services Transition Program's communication plan (Qantas IT); (iv) commissioned to organise a 3 x day offsite for then CFO which led to a new extended engagement within Qantas' Finance and Strategy areas (Qantas IT); (v) developed and delivered 'Working and Communicating Effectively in the Qantas Environment' training for key IT Services Vendor Managers and contractors within six week timeframe (Qantas IT) PR Practitioner (Freelance), Mumbai, India.

Displaying a commitment to the team including OH&S, diversity and team work goals.

I have displayed a strong commitment to the team including OH&S, diversity and team work goals throughout my professional to date in Australia and overseas spanning 20+ years at Qantas Airways Ltd (Qantas Finance, Risk & Assurance & Qantas IT Services); Indo Pacific Public Relations; NSW Lotteries; TV-AM London; Independent Television News (ITN), London; Ampol (Oil) Ltd and the State Bank of New South Wales.

Currently employed at Qantas IT as an Account Director in the Qantas Finance, Risk & Assurance Department, my responsibility is broad and varied including a commitment to promoting ethical and responsible decision making; monitoring compliance with laws, tax obligations, regulations, applicable accounting standards and corporate policies including the Qantas Code of Conduct & Ethics and Occupational Health & Safety standards; meeting departmental operating budget and monitoring the operating and financial performance of the Qantas Finance, Risk & Assurance department; succession planning; monitoring risk management and internal compliance and control; providing communications counsel to internal clients including the CFO, CRO, executive management and other leaders; planning and executing staff surveys; reviewed results and liaised with leaders to develop appropriate action plans to deliver improvements in line with feedback; supporting HR team on staff engagement by holding focus groups and messaging sessions and developed and implemented a program of new initiatives to support the outcomes; contributing as a senior writer assuming responsibility for high-profile projects.

Keen to meet team goals, I developed and implemented a campaign to support staff during a radical change process and assisted in readiness recovery. Tactics included providing management with comprehensive toolkits, holding interactive town halls, developing a regular e-newsletter, introducing a series of brown bag lunch forums, establishing the infrastructure for an interactive blog site and introducing various new feedback mechanisms.

During my previous experience in Qantas IT Services from 2007 - 2009, I assumed responsibility for internal communication management and corporate communication liaison for the Application Services Transition (AST) outsourcing program to two Indian service providers. Achieving team goals and promoting workplace diversity, I was involved in developing and managing cultural competency training for new vendors and the retained organisation, managing the Qantas business stakeholder committee schedule of regular forums, organising regular face-to-face briefings for the broader IT community involving Agenda and PowerPoint presentation development, facilitation and event management, managing external media through the Corporate Communication function, establishing and managing internal communication protocols and approval processes functions.

Previously as a Group Manager Production and Company Editor at Indo Pacific Public Relations, Jakarta, Indonesia in 1997 - 2000, I supervised and coordinated a team of expatriate and local staff servicing a diverse range of clients including American Express Bank, Rio Tinto and Sheraton Hotels. Overseeing and driving team performance ensuring positive outcomes and goals were achieved, I effectively established and operated Indonesia's first Media Training Unit for corporate executives, established Indonesia's first Media Monitoring Unit covering print and electronic media and additionally led the production team commissioned by the new Indonesian government to conceptualise and produce a series of image enhancing advertisements for print and electronic media rollout across the world, following the collapse of the Suharto regime.

I am highly committed to supporting and upholding the OH&S requirements, policies and procedures when dealing with the public, stakeholders, fellow peers and colleagues at all times. Having been employed by various organisations, I have been exposed to corporate OH&S values, which are consistent with my own beliefs and ethics. Under OH&S legislation employers are obliged to provide a safe premises; safe machinery and substances; safe systems of work; information, instruction, training and supervision and a suitable working environment and facilities.