



Working at UniSA

UniSA offers a welcoming, supportive, interesting, inclusive and culturally safe workplace for all staff. The University employs a large workforce of 2500+ staff in a range of jobs.



Map out your career @ UniSA

UniSA will support your career path from your first day with us. 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.

Further advice on careers at UniSA is available from the

*Consultant:
Aboriginal and
Torres Strait
Islander
Employment
and
Development*



Like to work at UniSA?

A workplace that values
Aboriginal and Torres Strait Islander
people, culture and heritage

Aboriginal Graduate Program

Start work at UniSA as a graduate, and benefit from individual career support and mentoring. Positions are advertised to UniSA graduates through MyCareerPlan and offer a two year contract of four rotating placements across the University in a range of business units to gain a broad experience.

The Aboriginal Graduate Program has provided me with many fantastic opportunities. The 6-month rotational structure of the program allows you to gain valuable time and experience in a variety of units within the University, each with their own challenges. The supportive network provided allows you to confidently embark on tasks and further your skills from everything between workplace activities to professional development courses. I would highly recommend this program to any aspiring graduates.

- Thomas Rogers

Contact:

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Antara

by Ngupulya Pumani 2018

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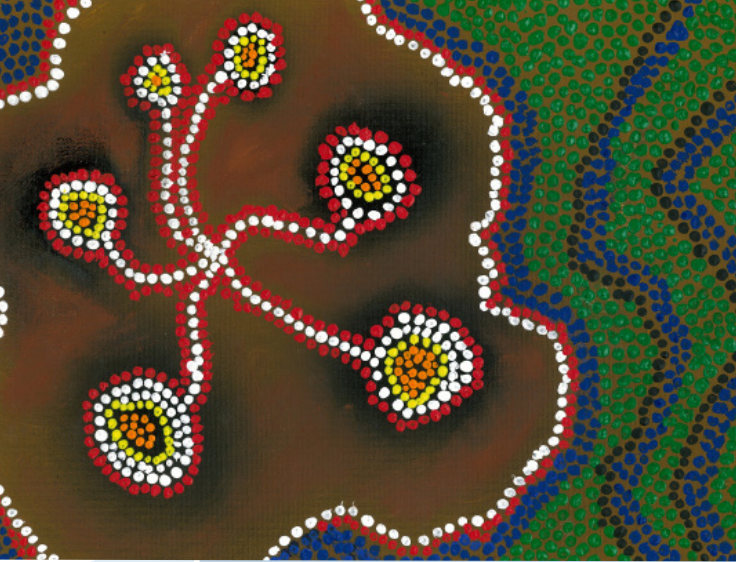
Artwork overleaf:

Spirit of the Campus

by Rikurani 2013

University of South Australia Art Collection © the artist 2013





Distinguished fellow,
Professor Lester-Irabinna Rigney
Professor of Education



Dr Skye Akbar
School of Management

UniSA's commitment

Since its foundation, our University has been committed to improving the education and life opportunities of Aboriginal peoples; from being the first Australian university to adopt a formal *Statement of Reconciliation* (1997) to implementing our first *Reconciliation Action Plan* (2014).

Our commitment is evident today in an array of teaching, research and community engagement activities and projects which affirm our intent to be the University of Choice for Aboriginal peoples.

We are committed to a culture that acknowledges, respects and learns from Aboriginal wisdoms, and celebrates the pursuit of knowledge in all its guises.

A significant step in strengthening the University's commitment to Aboriginal peoples was the introduction of a strategy for Aboriginal Employment in 2015. *Yaitya Warpulai Tappa*, outlined a range of recruitment, retention, professional and cultural development initiatives. The *Yaitya Warpulai Tappa* strategy has evolved to this new *Aboriginal Employment Action Plan for 2018-2021*.

Aboriginal Employment Action Plan

Through our *Stretch RAP* and our *Aboriginal Employment Action Plan 2018-2021* we aim to strengthen our position as a University of Choice for Aboriginal peoples. We also aim to build relationships, deepen respect, and provide greater opportunities for Aboriginal peoples, not only within UniSA but in society at large.

To do this we are setting four ambitious commitments:

- 1 3% of the University's workforce will be Aboriginal People by 2025
- 2 We will position UniSA as an employer of choice for Aboriginal people by 2025
- 3 We will develop UniSA as a culturally competent University
- 4 We will build a connected community, sharing knowledges and ways of seeing and knowing so all our people thrive

Benefits for Aboriginal staff

UniSA actively supports Aboriginal and Torres Strait Islander staff by:

- Guiding you through an induction program to introduce you to working at UniSA.
- Providing workshops and training to assist you to build your skills and develop future career opportunities.
- Flexible work arrangements to allow leave for cultural reasons, and for undertaking family responsibilities.
- Newly employed Aboriginal and Torres Strait Islander staff will have their training and career development costs paid for up to three years via Professional Development Funds.
- Offering cultural awareness workshops to assist other employees understand Aboriginal and Torres Strait Islander cultures and histories, improve cross-cultural dialogue, and to build on the commitment of UniSA to equity and cultural safety in the workplace.
- Aboriginal Staff Network group which meets to discuss workplace issues and provide support for each other.