



The Defence mission is to defend Australia and its national interests. In fulfilling this mission, we:

- Serve all Australians, and
- Are accountable to the Commonwealth Parliament, on behalf of the Australian people, for the efficiency and effectiveness with which we carry out the Government's defence policy.

To be eligible for employment with the Department of Defence you must be an Australian Citizen. Only in exceptional circumstances can this requirement be waived.

As an Equal Opportunity Employer, the Department of Defence will give you a challenging, rewarding and results driven career opportunity supported by a generous employment package. You can find out about Defence conditions of employment at <http://www.defence.gov.au/dpe/dwr/>

**DEFENCE SUPPORT GROUP
INFRASTRUCTURE
INFRASTRUCTURE ASSET DEVELOPMENT
PROJECT DIRECTOR
EXECUTIVE LEVEL 1**

\$77,979 - \$86,116

**SEVERAL POSITIONS
CANBERRA**

Infrastructure Asset Development (IAD) Branch is looking for people who enjoy a challenge to join the team responsible for developing and delivering infrastructure projects for the Defence Capital Facilities Program. IAD Branch will be responsible for delivering a total of around \$9 billion of Defence infrastructure projects over the next 10 years.

IAD Branch is part of Infrastructure Division within the Defence Support Group which has responsibility for managing the Defence estate. With some 430 Defence owned properties the Defence estate is one of the largest real estate portfolios in Australia and includes airfields, wharves and ship repair facilities, Defence bases and training areas, office and living in accommodation, logistics installations and warehouses, explosive ordnance storehouses and research laboratories.

IAD Branch has an exciting opportunity in the area of project management. IAD Branch is committed to providing ongoing support for career development and training.

If you have the appropriate skills and qualifications, IAD Branch would like to hear from you. Applications for the positions should be addressed to Civilian Recruitment.

Note: Applicants must quote **DSG/25867**. Applicants must provide the names and telephone numbers of two referees. These are security assessed positions and successful applicants will need to obtain and maintain a security clearance at the Secret level.

For further information please contact **Laura Pottinger on (02) 6266 8670**.

Applications addressing the selection criteria, stating full name, contact telephone numbers, qualifications, experience and including the contact details of at least two referees should be submitted by close of business on **25 October 2007**, unless otherwise stated.

To obtain Selection Documentation, as well as information on where to apply:

- Go to www.defence.gov.au/dcr/;
- Phone 1800 000 677; or
- Email dsc.recruitment@defence.gov.au.

Textphone (TTY) and modem callers may call through the NRS by dialing 1800 555 677 then asking for 1800 000 677. You will need to quote the Job Requisition Number (JRN) for each job you are interested in (ABC/12345).

You will need to submit separate applications for jobs with different JRN's.

The Department of Defence publishes a full list of vacancies every Thursday in the Australian Public Service Gazette. This is available online at <http://www.apsjobs.gov.au>.

The department prefers email lodgement of applications.

For more information about jobs in the Department of Defence and how to apply visit www.defence.gov.au/dcr/

hmaC073136

Local Government can be a new career path – anywhere in Australia



The City of Marion, is a vibrant city extending from the Hills to the Coast and is focused on developing a constructive culture which balances achievement of organisational goals with the needs of its people. It values integrity, innovation and mutually negotiated outcomes.

Team Leader Planning Ref 9936

Make the most of your planning and leadership skills
Salary Range \$68,516 - \$72,823

Reporting to the Manager Development Services, this key role is responsible for leading the planning team and our development assessment and compliance service.

Our planning team work in a supportive and caring team environment, and we are seeking someone who has a sense of fun and enjoys leading and coaching a team of professionals

You will possess a Degree in Urban and Regional Planning or the equivalent, and have significant experience in town planning. You will have a strong customer service ethic, including a high level of interpersonal and communication skills, and strong analytical ability.

An attractive salary and motor vehicle will be negotiated depending on skills, qualifications and experience.

A position description can be obtained by visiting our web site at www.marion.sa.gov.au. Further enquiries can be made to Steve Hooper, Manager Development Services, Phone 8375 6665.

Emergency Management Project Officer Ref 9937

9 month contract position
Salary Range \$68,516 - \$72,823

The Sturt Community Emergency Management Project is a partnership between the Cities of Marion, Holdfast Bay, Mitcham and Unley aimed at developing a consistent approach to Emergency Management Planning across the Region.

As the Emergency Management Project Officer you will be located at City of Marion and will have responsibility for developing an "All Hazard" Emergency Management Planning Framework for the region. This will involve investigating the legal and operational issues associated with such a regional approach and providing project management and reporting services to the project including managing consultancy services to deliver on key project outcomes.

You will develop and maintain a close liaison with Councils, LGA, and State Emergency Services and investigate the means of improving the integration and delivery of emergency management information to the Community by the participating Councils.

A position description can be obtained by visiting our web site at www.marion.sa.gov.au. For further information contact Kathy Branson on 8375 6840.

Applications marked 'Private and Confidential' quoting relevant Ref. No. should be forwarded to the Organisational Development Department, City of Marion, PO Box 21, Oaklands Park SA 5046 or email employment@marion.sa.gov.au by 5pm Friday 26 October 2007.

www.marion.sa.gov.au

ES1116



Recruiter's corner

Nicole Underwood
General Manager
Entree Recruitment



The benefits of part-time

HOW many of you would like to receive more than 400 applications for one of your vacancies? Imagine – all those people wanting to work for your organisation and having so many people to choose from.

This is, in fact, how many responses we received recently from a part-time vacancy we advertised for one of our clients. The response was amazing compared with an average 40 to 50 applications for other vacancies. Why did we get so many for a part-time role?

This is not the only example and every time we speak to a client who is seeking a part-timer or is willing to consider a job-share situation, we are confident we will be able to fill the role.

This is because there is an untapped market of hundreds of people who want to work, are qualified and are keen, but just can't commit to full-time hours.

As a recent part-timer and someone who supports this initiative, 38 per cent of my workforce is actually part-time. The reasons are varied. I have mothers, people who are studying and others seeking to gain a work/life balance. The benefits are significant.

- Return on investment. Part-time work certainly does not mean half the result.
- Increased staff retention. Being able to retain employees who may otherwise leave to obtain part-time work elsewhere.
- Retaining intellectual capital. Cross-training and job-sharing ensures two people have access to company information, instead of one.
- Low absenteeism. Staff are less likely to call in sick as they are being able to fulfil personal commitments outside of work.
- Increased employee job satisfaction and engagement because of the flexibility.
- Increased loyalty, achieved through flexible work arrangements and a commitment from the employer to accommodate part-time hours.
- Reduced staff turnover. Some staff may resign if part-time work is not an option. Flexibility can also encourage people to stay if they have long-term plans to start a family.
- Positive impact on productivity. Part-timers are keen to show their worth and prove they can still achieve and be productive.
- Promotion of work/life balance shows the company values employees' outside interests.
- Workforce flexibility can increase hours in peak times or reduce the head count during slow times.

Many prefer contract work

CONTRACT positions are highly valued as a way to broaden a person's career prospects, a survey for the Robert Walters recruitment firm shows.

Up to 35 per cent of those interviewed say gaining experience is a greater motivation in seeking contract appointments than work-life flexibility (19 per cent) and a stop-gap measure between permanent jobs (23 per cent).

A further 23 per cent say a contract role presents an opportunity to help decide on a new career direction.

Robert Walters Asia Pacific chief executive **Richard Parnell** says Australians are well aware of the benefits contracting across different industries can have in supporting aspirations.

"This is a smart move and one that we are increasingly seeing our young professionals take advantage of," Mr Parnell says.

There are thousands more jobs for you.

Visit careerone.com.au

