

EXECUTIVES

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Dare to be different, it will work

Often there are opportunities where you least expect, writes **Cara Jenkin**

A LACK of support for women in the workforce has half of them on the career road to nowhere but managers who think outside the box can make the most of the trend.

A survey by recruiter Hays finds 29 per cent of workers feel women are not supported and encouraged to reach their career goals, while Leadership Management Australia reports half of men – and only a third of women – believe their gender respects women in the workplace.

Savvy managers, however, who look at what women can bring to the table can boost gender equality, provide career satisfaction to staff and have

their pick of good workers.

FMG's Victorian office general manager Marie Lakos is heading up the engineering firm despite being a trained architect.

She says different backgrounds and skill sets across the workforce are an advantage for any business and add to the diversity of the team.

"It's just good business," she says.

She says managers often hire people who are the same, and those who step out of the square, understanding that different people bring different things to the job, and hire women will provide the career development options they

crave and increase support for women in the workplace. But the bottom line will be the business gains new perspectives and ideas to help it prosper.

"I think people feel comfortable with people who are just like them," Lakos says.

"In the corporate world also, it's political, they spend time trying to look good and women get sick of that and would rather just get on with the job.

"If they can do the work, get on with it and go home to their families, it's all possible."

Women make up 26 per cent of the FMG workforce and are employed in all teams, including as engineers and drafters.

Lakos admits in many male-dominated fields it can be hard to find suitably qualified women for the vacancy but employers need to consider



ROLE MODEL: Marie Lakos.

what else a worker can bring to the table, or find ways to support women in other areas.

"The fact that I'm an architect running an engineering company is testament to that," she says.

"Sometimes as a woman you do stand out because you're different and opportunities have opened up for me."

WHO GOT THE JOB?

DIRECTOR - OPERATIONS

Southern Cross Care | Reporting to CEO



Southern Cross Care (SA & NT) Inc
Adelaide, South Australia
Established in 1960, Southern Cross Care (SA & NT) has a long and proud history providing aged care and residential services throughout South Australia and the Northern Territory.

This position will connect Jo's development and team knowledge across all areas of Southern Cross Care (SA & NT) operations including residential care services to ensure the effective delivery of integrated care services, evidence based services that provide and meet the current and emerging needs of the older person.

We help all people, from wherever they are, to live well in a place they call home and where they can contribute to the community.

The Applicant

DIRECTOR OF OPERATIONS

PERSONAL PROFILE

Name: Jo Boylan

Previous position: Manager, Northern Region Residential Services, ACH Group

New role: Director of Operations, Southern Cross Care



CAREER PROGRESSION

- Has had a 25-year career within the aged care industry, including previous employment at Southern Cross Care.
- Experience includes residential care, transitional care, mental health for older people, dementia care, day therapy, rehabilitation and palliative care.
- Also has been involved in policy issues affecting the aged care sector as an adviser to government departments and as a member of aged care sector reference groups and programs.

WHY SHE GOT THE JOB

Employer: "Jo has a proven ability to manage across a wide range of services as well as extensive knowledge of the aged care industry. This will make her a great asset to SCC as we assist our clients to live well in a place they call home and where they are connected to relationships, activities and communities that have meaning for them."

Candidate: "With imminent changes about to be implemented into the aged care sector, I'm rejoicing Southern Cross Care at an exciting time. I look forward to my new role and contributing to SCC's ongoing success."

Teaching, University & Higher Education



Tyndale Christian School is an R - 12 co-educational independent school located in Salisbury East, catering for over 1,400 students on an 11 hectare property.

SPORTS ADMINISTRATOR

15 HOURS PER WEEK (2 FULL DAYS)

IMMEDIATE START FOR REMAINDER OF TERM 2

TURNING INTO - 37.5 HOURS PER WEEK (5 FULL DAYS)

SEMESTER 2, 2014

YEAR 10 - 12 BIOLOGY TEACHER

1.0 FTE

CONTRACT: SEMESTER 2, 2014 AND SEMESTER 1, 2015

Applicants for the above positions will need to have a sincere commitment to Jesus Christ, the philosophy of Christian Education and regular church attendance.

For further details and an application form, visit the Community section on our website.

applications close

4.00pm Friday 30 May 2014

via employment@tyndale.sa.edu.au

50 Fern Grove Boulevard
Salisbury East SA 5109
phone 08 8250 7655
www.tyndale.sa.edu.au



Art & Design Teacher

We are seeking a part-time (0.68 time) replacement teacher of Year 8 to 11 Visual Arts from 23 June until the end of Term 4, 2014. The position involves attendance on five days per week. Experience with Research Project will be an advantage.

Applications, including the names and contact details of three recent referees, should be addressed to:

The Principal
C/- HR Office
St Aloysius College
53 Wakefield Street
ADELAIDE SA 5000

Drama & English Teacher

We are seeking a full-time replacement teacher of Year 8 to 11 Drama and Year 8 English for Terms 3 and 4, 2014.

Applicants for the above positions must be able to demonstrate a genuine commitment to the aims of Catholic education and will be required to contribute to the curriculum extension program of the College.

Tel: 8217 3200
www.sac.sa.edu.au

Applicants are required to complete an Applicant Declaration Form, which must be submitted with your application. This is available at <http://www.sac.sa.edu.au/jobs/declaration.pdf>

Applications close
Monday 26 May 2014
at 4:30pm.



Marketing and Communications Officer

Ref 14157 The National Centre for Groundwater Research and Training is looking for a dynamic and experienced Marketing and Communications Officer to join its head office team based at Flinders University. The Centre works with world-leading researchers to develop the knowledge and expertise necessary to manage Australia's vital groundwater resources. In this newly created position you will be responsible for planning, producing and delivering a range of high quality communication products and events, with a key focus on the Centre's industry training program. You will have a relevant undergraduate degree plus experience working in similar marketing and events management roles. Experience working in a research or industry training environment will be highly regarded.

- National Centre for Groundwater Research and Training
- Available until 30 June 2017 on a full-time basis
- Salary (HEO 6): \$66,835 to \$71,381 pa
- Plus 17% employer superannuation
- Applications close: 11.00 am, Monday 2 June 2014

Full details including how to apply on-line can be found at our [Jobs@Flinders website](http://Jobs@Flinders.edu.au): www.flinders.edu.au/employment

www.flinders.edu.au
Equal Opportunity is University Policy
CRICOS Provider Number 00114 A

