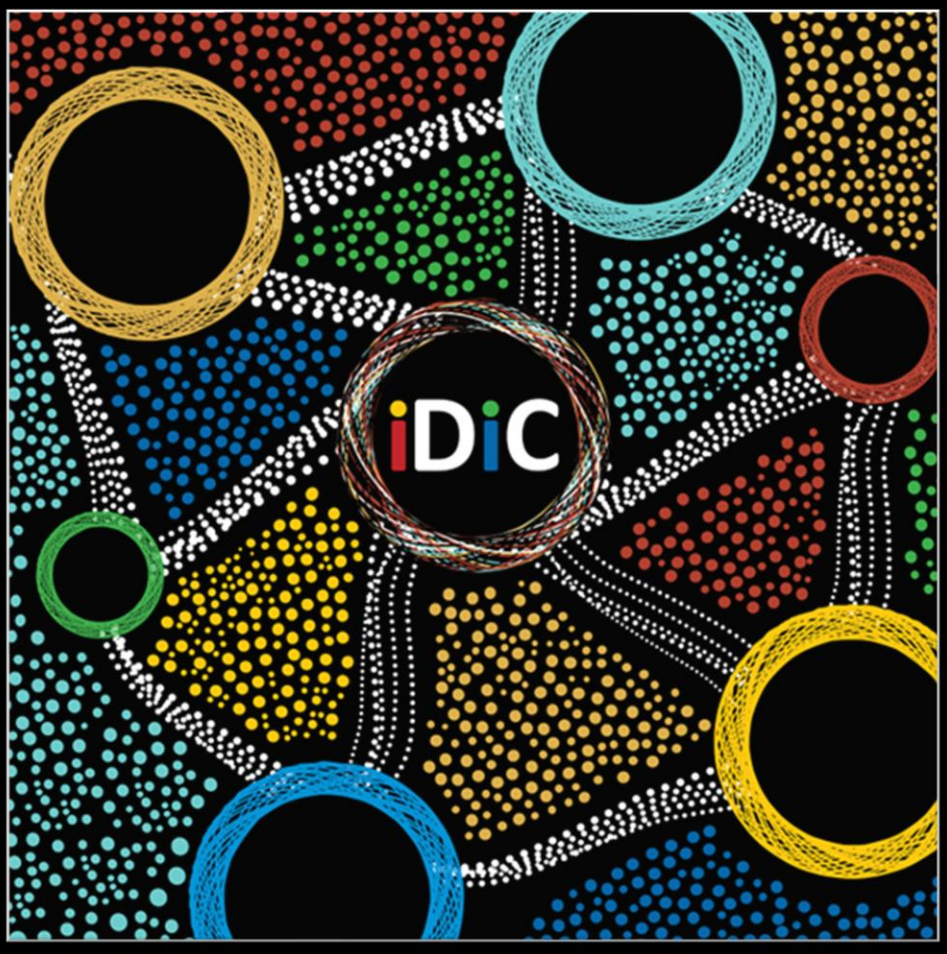
Indigenous Defence & Infrastructure Consortium

Capability Profile

Talent, Workforce & Advisory Solutions

"Connecting talent, capability and opportunity"

Since 2016



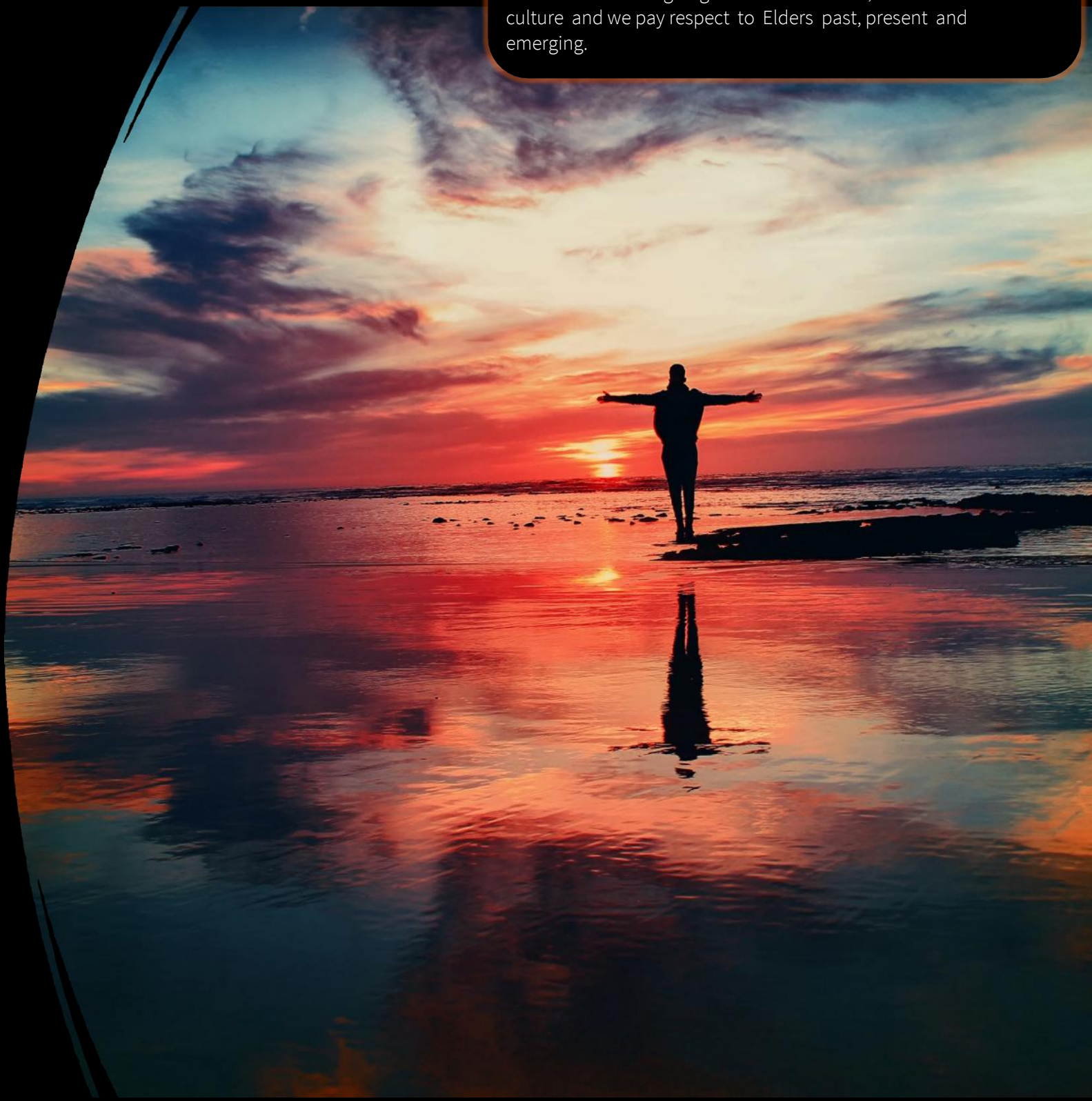
Celebrating 10 years

1 October 2026

ABN 47 608 305 559

Acknowledgement

iDiC respectfully acknowledges the Aboriginal and Torres Strait Island Peoples as the traditional owners, guardians and keepers of knowledge of the land across Australia. We honour their ongoing connection to land, water and culture and we pay respect to Elders past, present and emerging.



Indigenous Defence & Infrastructure Consortium (iDiC)

About Talent Partnerships

The Indigenous Defence & Infrastructure Consortium (iDiC) is an Indigenous-owned and operated organisation delivering **national recruitment, workforce, and talent advisory services**.

Through iDiC Talent Solutions, we connect organisations with **high-quality Indigenous and non-Indigenous talent**, supporting workforce capability across defence, infrastructure, government, and corporate sectors.

We operate as a **single point of engagement**, providing access to a network of Indigenous recruitment specialists and industry partners across Australia.



"When Indigenous businesses are enabled to participate meaningfully in corporate and government supply chains, we create lasting economic independence for First Nations people while strengthening Australia's economy.

"Adam Goodes – iDiC CEO & Director

Our Purpose

To drive sustainable economic participation—creating long-term prosperity, self-determination, and intergenerational impact for Indigenous businesses and communities.

Our Recruitment Capability

- 60+ locations across Australia
- 25+ Indigenous talent partner organisations
- Global Capability Partner support
- Coverage across multiple industries including Defence, ICT, Engineering, Construction, Logistics, and Professional Services

We support both Indigenous and non-Indigenous recruitment needs, ensuring access to the best available talent while delivering on diversity and inclusion objectives.

Our Value Proposition

iDiC provides a strategic, end-to-end talent solution, not just recruitment.

We enable clients to:

- Access pre-qualified, diverse talent pools
- Deliver on Indigenous employment and diversity targets
- Improve retention through culturally informed recruitment practices
- Reduce recruitment risk through trusted, verified Indigenous partners
- Scale workforce capability quickly and efficiently

Our Services

iDiC offers a comprehensive suite of talent solutions:

RECRUITMENT SERVICES	TALENT, WORKFORCE & ADVISORY SOLUTIONS	PEOPLE & CULTURE SUPPORT
• Executive search and senior appointments • Permanent recruitment and placement • Contracting and contingent workforce • Temporary and labour hire	• Workforce planning and skills gap analysis • Talent acquisition strategy • Indigenous employment pathways • Diversity and inclusion recruitment programs • Graduate and traineeship programs	• Onboarding and payroll services • Training and inductions • HR and IR advisory services • Cultural awareness and competency training • Mentoring and wrap-around support

Indigenous Employment & Diversity

iDiC provides **specialist Indigenous recruitment and workforce development services**, supporting organisations to move beyond compliance toward meaningful inclusion.

Our approach focuses on:

- Creating sustainable employment pathways
- Supporting long-term retention and career progression
- Embedding cultural safety within organisations
- Delivering measurable diversity outcomes

We also support broader diversity initiatives, sourcing candidates from:

- Culturally and linguistically diverse (CALD) backgrounds
- Women in non-traditional roles
- People with disability
- Both Indigenous and non-Indigenous talent pools

Our Partnership Model

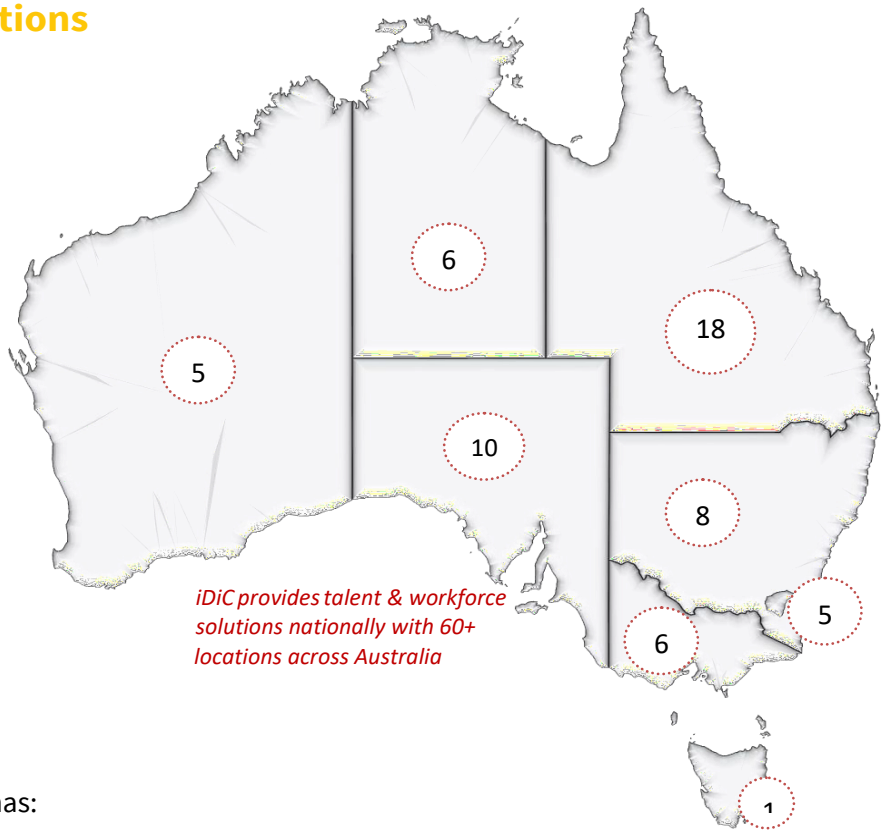
iDiC operates a **consortium-based recruitment model**, providing clients with access to a network of Indigenous-owned and operated recruitment providers.

Through a single engagement, clients benefit from:

- Multiple recruitment channels and networks
- iDiC Verified Indigenous suppliers
- Streamlined engagement under a Master Services Agreement
- Scalable recruitment delivery across locations and industries

This model reduces complexity while increasing reach, diversity, and capability.

Our Locations



Our Impact

Since 2016, iDiC has:

- Delivered over **$600 million in social and economic value**
- Supported Indigenous employment and skills development
- Enabled long-term workforce participation outcomes

By partnering with iDiC, clients directly contribute to **economic empowerment and community impact**.

Our Track Record

iDiC has successfully delivered recruitment outcomes across a wide range of roles, including:

- Cyber Security and ICT specialists
- Project and Program Management
- Engineering and Technical roles
- Defence and infrastructure support roles
- Executive and Board-level appointments
- Indigenous traineeships and entry-level pathways

We support both **single placements and large-scale workforce mobilisation**.

Why iDiC for your Talent Solutions

iDiC delivers more than recruitment—we deliver **workforce capability and impact**. We provide:

- A **trusted Indigenous recruitment partner**
- Access to **diverse and high-quality talent**
- Scalable workforce solutions across Australia
- Measurable outcomes aligned to diversity and employment targets

Certifications and Memberships

iDiC maintains key certifications and affiliations that demonstrate our governance, capability, and credibility.

Supply Nation CERTIFIED / NSWICC ASSURED	iDiC is a Supply Nation Certified business and an assured member of The NSW Indigenous Chamber of Commerce Inc (NSWICC).
Veteran Friendly Employer	iDiC holds Veteran-friendly employer status with the Department of Veteran Affairs.
Defence Industry Security Program	iDiC is a proud member of the Defence Industry Security Program (DISP) offering sponsorship and security-cleared personnel for our clients and consortium partners. Being a DISP member speaks to recognition from the Government of iDiC's information security and trustworthiness.
SPAAL	iDiC is a National Group Member of the Security Providers Association of Australia Limited, the leading approved national security industry association.

These credentials reflect our commitment to quality, security, and professional standards.



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