

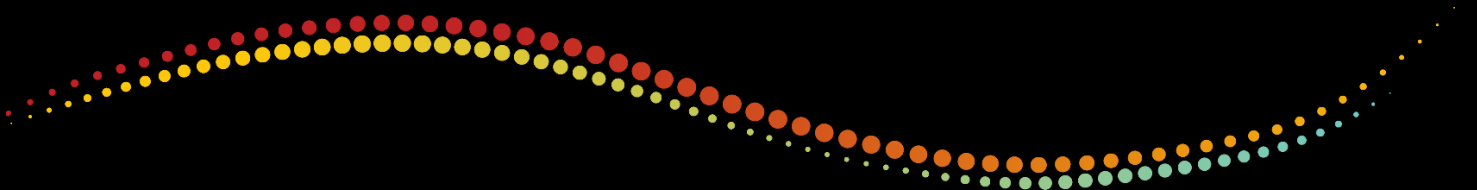


Indigenous Defence &
Infrastructure Consortium

iDiC Capability Talent Partnerships

September 2024

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.



About iDiC

Established in 2016, the Indigenous Defence & Infrastructure Consortium (iDiC) is a single point deployment, project and account manager, providing clients with a diverse range of services through our consortium of Indigenous partner organisations under 3 strategic pillars.

- Indigenous Engagement & Strategic Advice
- Supply Chain Aggregation & Project Management
- Education & Business Advisory

iDiC serves as a conduit for clients to engage with the Indigenous business sector to ensure Indigenous business is incorporated as an integral part of sourcing and procurement processes. We provide cultural education, advice and expert guidance on the method for identifying and engaging Indigenous businesses in the organisation's business activities.

iDiC's vision is to break the back of poverty of Indigenous communities through sustainable business activities that create self-determination and economic independence for Indigenous business, people and communities.

Our Recruitment Capability

iDiC and our growing number of industry specialist consortium partners, offer a diverse range of recruitment and consulting services nationally from more than 50 locations across Australia.

Currently supported by 25 Indigenous partner organisations, iDiC has the capability and capacity to support the Indigenous and non-Indigenous recruitment needs of our clients across a number of industries including Finance, Engineering, ICT, Security, Defence, Facilities, Construction, Hospitality, Manufacturing, Transport and Logistics.

iDiC Consortium Partners are all verified by iDiC as being majority Indigenous owned and controlled organisations.

Recruitment Services

iDiC offers a suite of services that allow us to canvas multiple labour markets to source the very best talent in response to our client's recruitment needs. iDiC and our partners have exceptional experience, networks and relationships in place to capitalise on the many benefits for clients, of sourcing talent through the Indigenous business sector.

iDiC recruitment services include.

- ✓ Executive search
- ✓ Professional consulting and contracting
- ✓ Staff recruitment, selection and permanent placement
- ✓ Staff casual / temporary labour hire



"When Indigenous businesses are given the opportunity to collaborate and participate in the Supply Chain of corporate and government Australia, we build financial and economic independence of Australia's First Nations people and contribute to the Australian Economy."

Adam Goodes – iDiC CEO & Director

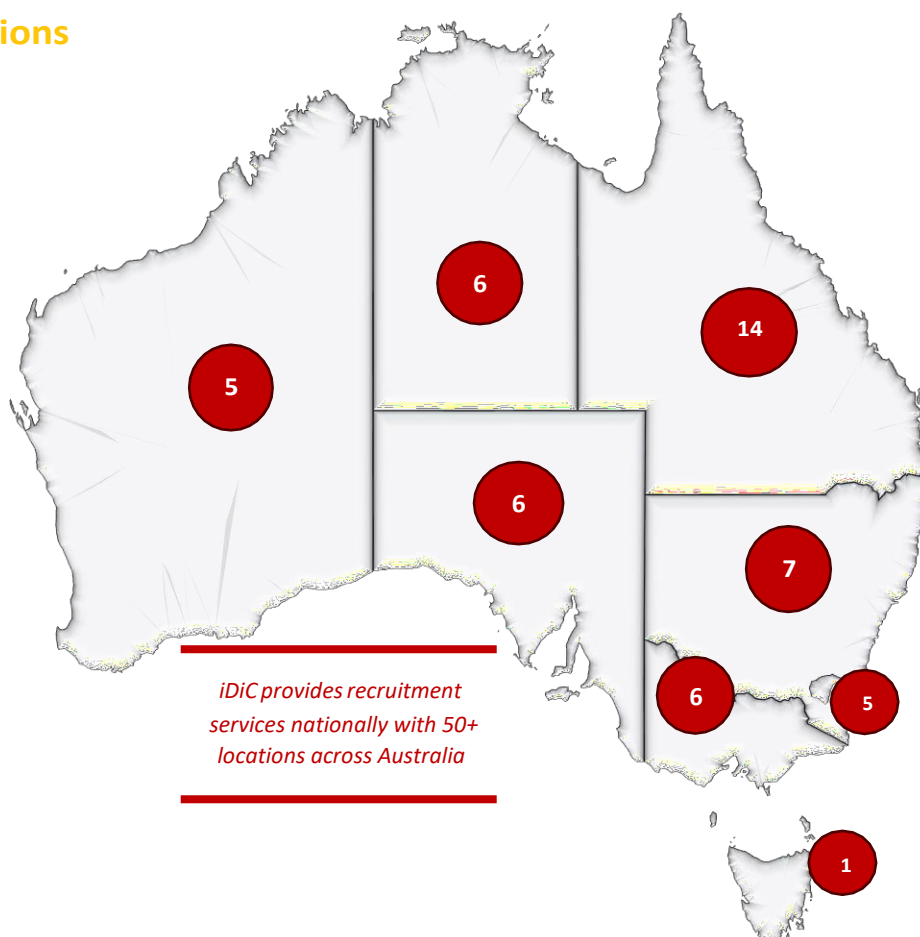
- ✓ Specialist Indigenous recruitment
- ✓ Indigenous pathways
- ✓ Talent acquisition and management
- ✓ Onboarding and payroll services
- ✓ Training and inductions
- ✓ HR / IR consulting services and advice
- ✓ Workforce planning and skills gap analysis
- ✓ Indigenous services including recruitment, skills and professional development, wrap-around mentoring, and cultural competency.
- ✓ Diversity solutions sourcing candidates from diverse backgrounds, including Culturally and Linguistically Diverse (CALD) people, women in non-traditional roles, and people with disability including Indigenous and non-Indigenous talent

Through our Diversity solutions and Indigenous services, we help clients achieve their diversity and inclusion goals. Our clients know, that by choosing iDiC, they are -


- ✓ Pro-actively creating employment and upskilling opportunities for Aboriginal and Torres Strait Islander people while contributing to the growth and empowerment of Indigenous businesses and communities across Australia
- ✓ Taking a holistic approach that considers cultural safety, community, and recruitment practices rather than thinking in terms of quotas or targets
- ✓ Ensuring a whole of company commitment to diversity and retention.

To enable our recruitment capability, iDiC partners with Governments (Federal and State), Strategic Clients (SME's to Multinationals), Strategic Partners, NGO's and Universities.


Our Locations



The iDiC Difference

	<p>Why iDiC?</p> <p>iDiC is an Indigenous owned and operated business led by CEO Adam Goodes. Our team is 70% Indigenous with 60% female representation.</p> <p>iDiC has been generating meaningful, lasting and self-determined wealth to Indigenous businesses and people since 2016. Through our partnerships, iDiC has contributed over \$450 million in social and economic benefit to Indigenous businesses, people and communities.</p>
	<p>Strategic Partnership Model</p> <p>Engaging in a partnership with iDiC, allows clients to bring about greater opportunity for Indigenous businesses to engage with the organisation and addresses the challenges faced by Indigenous suppliers when they seek to go through challenging and often lengthy accreditation/onboarding processes.</p> <p>The iDiC Consortium Partner model is one that addresses the above challenges for our clients. A partnership with iDiC gives clients access to the 140+ Indigenous businesses in our consortium. As a single point deployment model, iDiC partners with clients under a Master Services Agreement as a pre-qualified Indigenous supplier.</p> <p>Opportunities are subcontracted by iDiC, to one or more partners in iDiC's consortium, to deliver the service.</p>

Certifications and Memberships

	<p>iDiC is a Supply Nation Certified business and an assured member of The NSW Indigenous Chamber of Commerce Inc (NSWICC).</p>
	<p>iDiC holds Veteran-friendly employer status with the Department of Veteran Affairs.</p>
	<p>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.</p>
	<p>iDiC's Talent Partnership Manager is a professional recruiter, accredited by the Recruitment, Consulting & Staffing Association (RCSA).</p>

Our Record

iDiC has successfully assigned many skilled professionals to a range of roles for various lengths and assignments. We provide a range of engagement and search processes from single placement to bulk recruitment services. A sample of projects recently fulfilled for our clients is below.

IT/Cyber security	Project Management	Construction	Compliance and Audit
<ul style="list-style-type: none"> IT Security Tools SME Senior Test Consultant Master Scheduler Multiple Deskside Support Analysts ICT Design Services Consultant Cyber Security Manager Systems Designer 	<ul style="list-style-type: none"> Project Manager Scheduler Indigenous Project Management Trainees Transition and Project Support SMA Service Delivery Project Manager Indigenous Project Coordinator Trainee 	<ul style="list-style-type: none"> Civil Project Manager Site Project Management Project Director Assistant Project Manager Contract Administrator PMCA Support Consultant 	<ul style="list-style-type: none"> Indigenous Quality System Specialist Trainee 2 x Indigenous Auditors Asset Quality Service Officer Contract Management and Performance Consultant 3 x Certification & Accreditation Support Aerodrome Transition Consultant
Creative and Design	Engineering	Human Resources	Customer Service
<ul style="list-style-type: none"> Revit Modeller Assistant Design Manager Drafting Technician 	<ul style="list-style-type: none"> Voice Communications Engineer Systems Engineer BAE Systems Drafter persons Architect 	<ul style="list-style-type: none"> Indigenous Human Resources Trainee CIOG Liaison and workforce planning WHS Learning and Development Support Officer 	<ul style="list-style-type: none"> Multiple Service Desk Analysts Indigenous Security Advisor Trainee
Administration	Supply Chain and Logistics	Environmental, Social and Governance (ESG)	Executive Search / Interview Panels
<ul style="list-style-type: none"> Indigenous Administration Trainee HoG Support Services Commercial Officer Support Officer Executive Assistant 	<ul style="list-style-type: none"> Integrated Logistics Support Manager Integrated Logistics Support Manager Lead / Transition Coordinator Indigenous Supply Chain and Warehouse Trainees 	<ul style="list-style-type: none"> Scheduler Indigenous Liaison Officer Land Management Consultant Asbestos Assessor 	<ul style="list-style-type: none"> CEO Positions Senior Leadership Roles Office of Purpose Board / Director Positions

Our Strategic Clients



iDiC's Talent Partnership Manager

Cameron Sanders

iDiC's talent function is led by Cameron Sanders. Cameron is an experienced recruiter accredited by the Recruitment, Consulting & Staffing Association (RCSA).



Cameron is a highly skilled professional with a passion for recruitment, client support, and candidate management. With a military background and a talent for empowering others, Cameron excels in navigating dynamic environments and achieving remarkable outcomes.

During his time with SOS Recruitment, Cameron made a significant impact as a Senior Recruitment Specialist and Technical Projects Lead. Known for his meticulous attention to detail and understanding of client needs, Cameron consistently attracted top talent and fostered enduring client relationships. With an ability to adapt to market conditions and deliver tailored solutions, he achieved outstanding results.

Moreover, Cameron's extensive experience with the Australian National University (ANU) further enhances his expertise. He successfully supported the university's strategic senior appointments, demonstrating his consultative approach in collaborating with senior executives and Human Resources colleagues. His leadership and management skills were instrumental in driving efficient recruitment processes, while his commitment to continuous improvement led to valuable contributions to initiatives such as the Indigenous Postdoctoral Fellowship program.

Now serving as the Talent Partnerships Manager at iDiC, Cameron brings extensive expertise to support Strategic Partnership Managers and Consortium Partners, ensuring Clients' professional services, workforce planning, and ad-hoc recruitment needs are met. Through streamlining workflows and enhancing recruitment processes, he plays a crucial role in driving organizational success.

Outside of work, you'll find Cameron enjoying a countryside lifestyle on a picturesque hobby farm. Embracing the tranquility of rural living, he takes pleasure in camping, bushwalking, and embarking on 4WD adventures. This love for nature and the outdoors complements his professional dedication, reflecting his well-rounded approach to life.



Get in Touch

For all recruitment enquiries, please email us at recruitment@idic.com.au



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