

# **International recruitment ... at the local level**

**Janis Shaw**

**General Manager**

**Human Resource**

**Operations, People**

**Management & Development**



## **Attraction**

- **CDU's diverse workforce**
- **Attractive tropical and desert campuses**
- **Dual sector, wide range of work**
- **International candidates across staff categories and levels**

## **Recruitment**

- **External advertising within Australia**
- **Advertising in professional and industry journals**
- **Jobs@CDU on the website**
- **Interviews and referees**

## **Sponsored workers & others**

- **Regionally Sponsored Migrant Scheme**
- **Business (long stay) visa**
- **Student visa**
- **Working holiday**

## **Pre-engagement**

- **Visa processing times**
- **Medical insurance**
- **Immunisation records**
- **Quarantine**
- **Life in the tropics, the desert, remote places**
- **Relocation expectations**

## **Relocation**

- **Africa, Asia-Pacific, North America, New Zealand, UK-Europe**
- **Average removal \$11,000**
- **Average travel \$9,000**

# Engagement

- **Settling-in**
- **Induction**
- **Collecting data!**
- **Notify ATO**
- **Support & equity**

## **Retention**

- **Expectation of at least two years employment**
- **Majority remain for much longer**
- **Transition from long stay to permanent residence**

## **Benefits**

- **Fill gaps in our skill set**
- **Contribute to workplace diversity**
- **Training and coaching other staff**
- **Support our international students**
- **Links us to teaching and research organisations internationally**

## **Next steps...**

- **Improve data collection, visa end-date reminders**
- **Support and mentoring for international recruits**
- **Explore use of Labour Agreement and Skill Matching scheme**
- **Potential of Educational and Skilled Graduate visas**

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