

What makes an employer Defence partner friendly?	Achieved?
<p>Understands and values the business case for hiring and retaining Defence partners</p> <p>This employer understands that Defence partners can be organised, resilient, flexible, adaptable, motivated, community minded, resourceful, committed, loyal and team oriented.</p> <p>Many Defence partners have the recognised, valuable skills of organising, prioritising, problem solving, cultural awareness, networking, communication, leadership, the ability to work under pressure and a strong work ethic.</p> <p>This employer knows targeting Defence partners as part of their hiring initiative can give them access to an untapped skilled workforce. They value the diversity that Defence partners can bring.</p>	Yes
<p>Is aware of and avoids bias against partners</p> <p>This employer doesn't make negative assumptions about or discriminate based upon partner status, relocation, gaps in resumes or frequent job changes.</p>	Yes
<p>Recruits for skills not chronological work history</p> <p>A Defence partner resume may not meet traditional expectations due to gaps in employment, job changes, lack of career progression and underemployment.</p> <p>This employer understands that this does not mean a partner does not have the skills, experience and potential to successfully perform the role. In fact, the factors that contribute to these experiences often result in well-developed core skills essential in an employee.</p>	Yes
<p>Sources and recruits via various methods</p> <p>Defence partner resumes may not be compatible with large, online job boards and Applicant Tracking Systems.</p> <p>This employer understands that recruiting via a range of methods including advertising on Australia-wide platforms frequented by Defence partners, advertising in niche platforms, conducting or participating in networking events, telephone and Skype interviews, preference programs, and hiring specialist consultants or recruiting firms, can benefit both employers and Defence partner jobseekers.</p>	Yes

<p>Offers flexible work practices and leave policies</p> <p>This employer offers at least one of these options:</p> <ul style="list-style-type: none"> • working from home (either all or part of total working hours) • part time work or job sharing • flexible working hours eg flexible start and finish times • accumulated extra hours which can be banked for school holidays etc. • unpaid or even paid time off work for emergencies • unpaid career breaks whilst maintaining continuity of service • annual leave at suitable times for the employee (taking into consideration absences from home of the Defence member) • more flexibility in the way leave can be used by allowing single days or increasing or removing the maximum annual limit 	<p>Yes</p>
<p>Offers portable career options</p> <p>This employer offers remote work opportunities, internal transfers between locations.</p>	<p>Yes</p>
<p>Offers paid parental leave with no or minimal tenure for eligibility.</p>	<p>Yes</p>
<p>Endeavours to retain Defence partner employees on posting or other Defence related changes in circumstances</p> <p>This employer does not view the change in circumstances for a Defence partner (such as a posting) as a reason for them to resign. This employer makes reasonable efforts to retain the Defence partner by offering alternative working arrangements or an internal transfer to another geographical location.</p>	<p>Yes</p>

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