

Zig Zag Young Women's Resource Centre Inc

Recruitment Process Information

Guidelines for Applications:

To be considered for the position your Application must:-

- Briefly respond to the 'Essential Requirements' and each 'Selection Criteria' as listed on the Position Description (maximum 2 pages).
- Include a copy of your resume.
- Provide the name and contact details of two referees, preferably one being from your most recent employer. Please ensure that your referees are available to be contacted by Zig Zag *prior* to submitting your application.
- Provide confirmation of COVID19 vaccination (minimum 2 doses) unless a genuine exemption applies.
- Email your application to stephanie@zigzag.org.au and label "Confidential" by the due date as advertised. Late applications may not be considered.

Shortlisting Process:

A Selection Panel will review all applications and will select applicants for interview based upon an assessment of each applicant's written application. Applicants who are successful in securing an interview will be contacted by telephone. Information will be given about the interview date, time, venue and panel members. Applicants unsuccessful in securing an interview will be notified by email / mail.

Interview Process:

Interviews will be scheduled with successfully shortlisted applicants. Interview questions will be based on the position description and will be supplied to applicants 15 minutes prior to their interview. During this time the applicant can read over the questions and make notes if they wish. The length of interview will be approximately one hour.

The Interview Panel will be made up of members of the Management Committee and Senior Staff. The Interview Panel will assess each applicant on their responses to the questions asked and may need to take notes during the interview. Towards the end of the interview there will be an opportunity to ask any general questions about Zig Zag and the panel will inform you of the employment conditions.

Once all interviews are conducted, the panel will make a decision based on the assessment made of each applicant. Referees may be contacted before a final decision is made. A member of the selection panel will notify the successful applicant by telephone. The successful applicant will be required to provide a copy of their current "Working with Children Blue Card" prior to the commencement of employment. A letter of appointment will be provided and will be subject to relevant security checks being completed and cleared.

Unsuccessful interviewed applicants will be notified by telephone within two weeks of the interview taking place, and if requested can be provided with post-selection feedback in regard to their individual performance. Applicants with a grievance in regard to non-compliance with relevant legislation during the selection process (e.g. Equal Employment Opportunity Legislation) should notify the Management Committee in writing within five working days after the interview takes place.