

User Guide - Employer

About AUKUS Jobs

AUKUS Jobs is a skills matching platform purpose-built to assist defence and national security related jobseekers and employers connect quickly and accurately. We compete with SEEK and LinkedIn but have taken a very different approach that benefits both jobseekers and employers.

At the heart of our approach is a deep, flexible and dynamic framework of skills and experiences structured specifically to support the defence of Australia and our partners. Jobseekers encode their "Professional DNA" by adding relevant skills to their profile, and then scoring their competency and experience levels. With at least 6 levels of score for over 1500 skills and experiences, the platform is able to quickly and accurately rank the entire candidate pool against any blended mix of skills and experience for every job in less than a second.

Employers find the most relevant candidates by selecting and weighting the skills and experience that describe their ideal candidate. By listing opportunities on our jobs board employers allow Jobseekers to quickly apply for jobs they believe they are relevant for. Employers conduct a quick preliminary assessment of the candidate's suitability, and can either engage directly by phone/email or through the platform.

We understand that vacancies are costing you revenue, and that the best talent moves fast. We've deliberately designed our processes to cut away the fluff so you can identify relevant candidates within seconds, and be engaging with them within minutes.



Benefits for Employers

- Speed moving faster captures better talent, reduces vacancies and restores productivity.
- Reduce workload candidates are ranked meaningfully so employers only need to read the most relevant CVs.
- Accuracy using a deep and rich framework of defence-relevant skills and experience identifies candidates with rare skills combinations.
- Easy comparison of skill and experience levels.
- Teaming for talent acquisition one person creates a job / many people can contribute.
- · Capture candidate insights for future use and other teams.
- Cost Effective one subscription to connect with as many candidates as you wish. No success fees.



Top Tips for Employers

- The platform can only display available data. If the right candidates have not yet fully coded their skills and experience, they need to be attracted by advertising the job.
- "Skills" refer to:
 - o Professional competence Organisational management and leadership.
 - Operational competence the ability to fly, drive, or operate an equipment or technology.
 - Technical competence the ability to design, build or maintain an equipment or technology.
 - Language proficiency.
- "Experiences" refer to:
 - o Organisational familiarity CASG, CIOG, RAAF, ANSTO etc.
 - Geographic familiarity countries grouped by regions.
 - Equipment familiarity Eg. Blackhawk, Collins Class, Wedgetail, etc





Part 1 - Candidate Searching



Q Candidate Search My Jobs 6 Employer Help

Candidate Search is a quick search where the results are not intended to be saved.

Describe your ideal Candidate

Show skills and	/ -	Show candidate
experience		details

					experience	details	
	Rank	Updated	NETWORK S PROJECT M	PROJECT M	CYBERWOR CHIEF INFO.	Clea City	Pos
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e DC0ZGH	2	29-Apr-24	Medium	Medium	Medium	NV1 - Active Na	26
7D6DC±	3	15-Mar-24	Very high	Medium		NV2 - Active Pe	60
lly RMV8+N	4	15-Mar-24	High	High		NV1 - Active Me	. 30
	5	24-Mar-24	High	Very h	These are the skill	None Ad	50
Z48LMX	6	21-Apr-24	Medium Low	lev	els, ranked in order of	NV1 - Active	. 30
<u>008UM9</u>	7	15-Mar-24	Medium	Very h	best weighted combination	NV1 - Lapsed Co Reinstatable	
□ NHQEFX	8	15-Mar-24	Very high			NV2 - Active Bri	45
<u>IKGNRF</u>	9	15-Mar-24	Medium	High		NV1 - Bu Active NS	18
DYWL6M	10	21-Mar-24	Medium	High		NV1 - Active No	45
XTQSVN	11	15-Mar-24	Medium	High		NV2 - Active Ca	26
□ 8DNVDK	12	30-Mar-23	Medium	High		NV1 - Active Ma	45
	13	15-Mar-24	High			None Bri	CF 5AE
BC9KC4	14	24-Mar-24	High			PV - Active Bri	40
k	NOETHI POUT NOETHI DOUT NOETHI ZD6DC+ NOETHI ZD6DC+ NOETHI NOETHI YTBH+F Z48LMX O08UM9 NHQEFX IKGNRF DYWL6M XTQSVN SDNVDK	NOETHI 1 1 1 1 1 1 1 1 1 1	NOETHI	NQETHI	NOETHI 1 30-Mar-23 High High Permoder DCOZGH 2 29-Apr-24 Medium Medium Introduction 2D6DC+ 3 15-Mar-24 Very high Medium Introduction RMV8+N 4 15-Mar-24 High High High NTBH+F 5 24-Mar-24 High Very h Very h NBUMM 7 15-Mar-24 Medium Low Lev NHOEFX 8 15-Mar-24 Very high Medium High NHOEFX 8 15-Mar-24 Very high Medium High NHOEFX 8 15-Mar-24 Medium High NHOEFX 8 15-Mar-24 Medium High NHOEFX 9 15-Mar-24 Medium High NHOEFX 10 21-Mar-24 Medium High NHOEFX 11 15-Mar-24 Medium High NHOEFX 12 30-Mar-23 <td> ID</td> <td> ID</td>	ID	ID



Candidate Search

My Jobs

6 Employer Help

Toggle to the same data showing names (blacked out here for privacy reasons)

Describe your ideal Candidate Show skills and Show candidate experience details ADD SKILL OR EXPERIENCE ID Rank Post Code Updated Firstname Surname Clearance Citizenship City Skills and Experience Not yet NV1 - Lapsed eligible for NOETHI 30-Mar-23 Langport ta109dz employment Reinstatable in Australia Mandatory + Australian DC0ZGH 2 29-Apr-24 NV1 - Active Narrabundah 2604 Highly Desirable + Citizen ::: Ô NETWORK SECURITY Australian Click on link to view Mar-24 NV2 - Active Perth 6000 Ô == PROJECT MANAGEMENT -... Citizen candidate profile. Australian NV1 - Active Mar-24 Melbourne 3000 Desirable + Citizen Australian PROJECT MANAGEMENT Ô *** YTBH+F 5 24-Mar-24 Adelaide 5035 None Citizen Drag and drop skills Ô Australian 21-Apr-24 NV1 - Active Z48LMX 6 3029 Tarneit between weightings. Citizen + NV1 - Lansed Candidates will Ô 008UM9 7 15-Mar-24 4563)FFI... Note that not all candidates choose oroy dynamically re-rank to share their ID, CV and contact 15-Mar-24 NHQEFX 8 sbane 4510 details up front. Some set their Other Filters ^ rwood, profiles to shield their identity such IKGNRF 9 15-Mar-24 1805 W that employers are required to Minimum Security Clearance DYWL6M 10 21-Mar-24 osaville 4566 contact them first. NV2 - Active Citizenship Status XTQSVN 11 15-Mar-24 Canberra 2619 NV1 - Active 8DNVDK 12 30-Mar-23 Maroochyd... 4558 **Employment Models** Not yet Affirmative Action Group eligible for V /GFNXQ 13 15-Mar-24 None Bridgend CF31 5AE employment

PROFILE ASSESSMENT

Candidate Profile

Candidate ID: DJ1JS/

Jobseeking Status: Open to offers **Employment Models:**

Full-time, Contract, FIFO, Remote Working, Join/Rejoin to

Mobility: I currently travel ~70% of the time. I am happy to continue to travel, however, would like this to reduce to around 40-50%. I

am currently located in Hobart, TAS; however, would be open

to relocation for the right opportunity.

Availability: I have no outstanding leave plans and require 4 weeks notice

with my current employer.

Australian Citizen

Security Clearance: NV1 - Active

Location: Hobart, Tasmania, Australia, 7000

Nationalities: Australian

Australian Citizenship

Status:

Last Updated: 30-Apr-24 Name:

Email:

Visibility status is "Open to Offers", therefore personal details have been withheld.

Phone Number: LinkedIn URL:

Attachments:

Reach out for a connection via this button

Contact details and attachments have been withheld by the candidate. Contact the candidate to introduce yourself and request release of their details.

CONTACT CANDIDATE

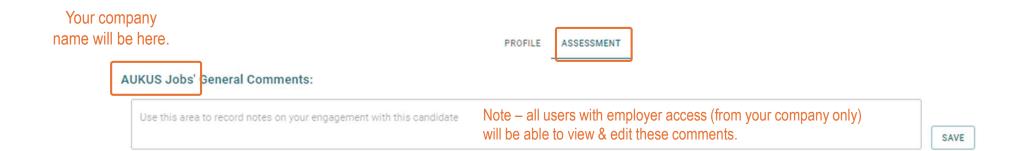
Career Summary & Aspirations

I am a highly motivated engineering professional with a proven track record in systems engineering, verification and validation, and ATC radar optimisation. My journey in the technical and engineering field began with an apprenticeship in the RAN, and I have since progressed to engineering and senior technical roles, encompassing a wide range of responsibilities spanning technical, maintenance, and engineering aspects of projects. With a strong background in the defence industry and extensive experience in radar, RF, ATC, and maritime systems, I possess the skills and expertise necessary to autonomously conduct complex tasks, manage small teams and assume engineering authority/delegations across projects. As I continue in my career I would like to continue to work on complex electronic/RF systems and progress into more senior Engineering roles. I have outgrown my current role and am looking for a new challenge in an environment with experienced leaders to learn from.

Skills or Experience	Experience	Competency / Qualification Level
RADAR SYSTEMS ENGINEERING	4-7 years	Advanced - I am experienced in this and am able to assist, consult or lead others.
RF COMMUNICATION TECHNOLOGIES	4-7 years	Intermediate - I have a working knowledge and can work unsupervised.
TEST & EVALUATION (T&E) / TRIALS	4-7 years	Advanced - I am experienced in this and am able to assist, consult or lead others.
ARMIDALE CLASS PATROL BOAT (ACPB)		Advanced - I am experienced in this and am able to assist, consult or lead others.
RADHAZ MANAGEMENT	7-10 years	Intermediate - I have a working knowledge and can work unsupervised.
PROJECT MANAGEMENT	0-5 years (approx. DSS level 2)	Certificate IV or Undergraduate Yr 1 or Active full time duty beyond MAJ (E) or PMI Project Manager Ready OR SELF ASSESSED BASIC - I have some familiarity, but require frequent support.
RELIABILITY ENGINEERING / RAM / FMEA	2-4 years	Intermediate - I have a working knowledge and can work unsupervised.
ROYAL AUSTRALIAN NAVY (RAN / RANR)	4-7 years	
ROYAL AUSTRALIAN AIR FORCE (RAAF)	6-10 years	
SYSTEMS ENGINEERING - Non ICT	0-5 years	Bachelor Honours Degree, Graduate Certificate, Graduate Diplomaor ADVANCED - I am experienced in this and am able to assist, consult or lead others.
RADIO FREQUENCY (RF) ENGINEERING	7-10 years	LEVEL 6 - INITIATE & INFLUENCE. Provides overall direction and leadership for the use of RF based devices and software. Specifies requirements for radio frequency equipment performance and sets maintenance policy. Identifies opportunities to exploit new technologies and improve existing technologies and practices. Develops effective implementation and procurement strategies.
ELECTRONIC ENGINEERING	6-10 years	Bachelor Honours Degree, Graduate Certificate, Graduate Diplomaor ADVANCED - I am experienced in this and am able to assist, consult or lead others.
Systems installation & removal	7-10 years	LEVEL S - ENSURE & ADVISE. Takes responsibility for installation and/or decommissioning projects Provides effective team leadership, including information flow to and from the customer during project work. Develops and implements quality plans and method statements. Monitors the effectiveness of installations and ensures that appropriate recommendations for change are made
SATELLITE ENGINEERING	0-5 years	Certificate IIor LEARNER - I have limited understanding and am building my skills.



Opening the Assessment page provides a text box to record any additional background information that you would like recorded for future use, or for other team members







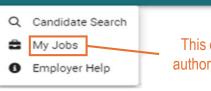
Part 2 - Job Listing

Why Create a Job?

- Your job is automatically coupled with a shortlist that is constantly updated with fresh candidates that automatically appear in ranked order.
- Your team can collaborate to efficiently identify and assess candidates.
- Your team will be alerted when a candidate applies for your job through the platform.
- Your insights on each candidate will be recorded for future reference and other teams.







This opens a list of the jobs you have authored or have been shared with you.

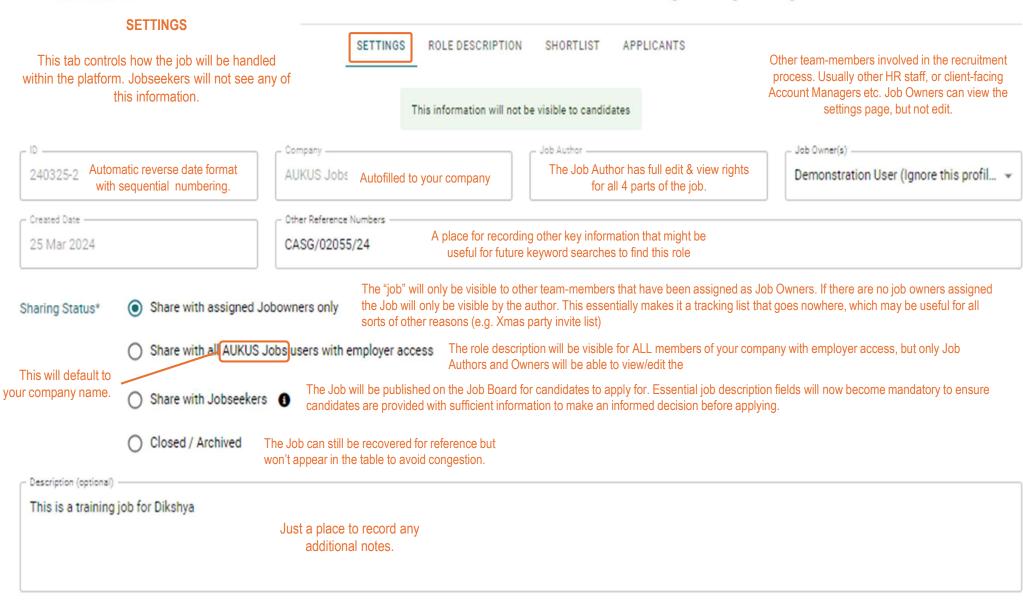
My Jobs & Lists

CREATE JOB OR LIST

ID	Job / Shortlist Title City	Other Ref No.	Sharing Status	Min. Sec. Clearance	Actions
240305-2	Click on the link to open any of the jobs you authored or have been shared with you.		Shared with Jobseekers		Î
240226-1	Alex's Job Narrabundah		Shared with Jobseekers		1 0
240306-2			Shared with Jobowners		î =
240306-3			Shared with Jobowners		1 0
240307-1	ILS Workforce		Shared with Jobowners		ŷ o
240312-2	Test for Capability Systems B		Shared with Jobowners		ŷ ē
240308-1	Brad's Demonstration		Shared with Jobowners		† =
240221-1	Mark's functionality Test Job Sydney		Shared with Jobowners	NV1	ŷ ē
240325-1	The Network Test Canberra		Shared with Jobowners	NV1	ŷ ē
240325-2	Mechanical Engineering Man Williamtown	CASG/02055/24	Shared with Jobowners	NV1	÷ =
240315-1	SAAB Demonstration		Shared with Jobowners		

← 240325-2

Mechanical Engineering Manager, Williamtown, NSW, NV1



CANCEL

SAVE

The additional payment is a Building Defence Capability Payment (BDCP) which ena

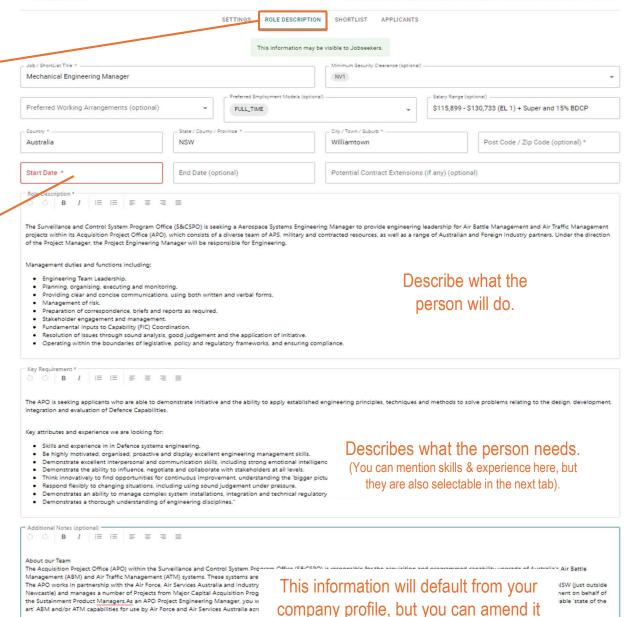
some or all of the jobs within a critical occupation(s) or discipline within a workplac Defence Enterprise Agreement (EA). This arrangement is subject to meeting eligibili

met, your eligibility for the BDCP may be reviewed and ceased. It may also be cease.
BDCP be ceased you will be advised and your BDCP additional payment will cease.

ROLE DESCRIPTION

This page records all the information a jobseeker will need to see.

Red boxes are mandatory fields that must be advertised to candidates.







here before publishing the Job.

e Agreement (EA) to

lity criteria not be

SHORTLIST

Senior Consultant - Defence Project Management, Canberra, ACT, NV1

This page is simply a candidate search with settings saved against the job. Candidates will dynamically re-rank as requirements are added, and fresh candidates will appear in ranked order each time the job is opened.

ADD SKILL OR EXPERIENCE

Skills and Experience

:::	PROJECT MANAGEME	NT	Ô
Highl	y Desirable	Select	•
:::	CASG - CAPABILITY	and dr describ	
Desir	able	ideal car	ndidate
:::	CAPABILITY DEVELOP	MEN	Ō
Nice	To Have		+
==	CONSULTING		Ô
Othe	er Filters		~

SAVE SEARCH CRITERIA

					ates are highlig apply from the j board.			w skills and erience		now cand etails	idate
ID	Rank	Updated	Suitability	Applied	PROJECT M	CASG - C	CAP	CAPABILITY	CONSULTIN	G Clea	City
QSSQRL	1	15-Mar-24			High	High			Very high	NV1 - Active	Ad.
HZW90N	2	15-Apr-24			High	Medium		Very high		NV1 - Active	Bri.
DC0ZGH	3	05-May-24		2	Medium	2.0		its are also en backgro		NV1 - Active	Na.
NDHKP+	4	21-Mar-24	5-Highly		High	Medium			Very high	NV2 - Active	Ca
UYFM07	5	30-Mar-23			High	High				PV - Active	Но
PWELTP	6	15-Mar-24	3-Potentially		Very high					NV1 - Active	Ca
S2INLZ	7	15-Mar-24	3-Potentially		Very high					NV2 - Active	Ca
NRMQT5	8	15-Ma Tea	ı am members	are	Very high					NV2 - Active	Me
<u>3QWTQG</u>	9	15-Ma	le to assess a		Very high					NV1 - Active	Ro
E6S9G6	10	15-Ma rea	ading their C	Vs,	High		1	High		NV1 - Active	Мо
IIYKCH	11		ne conversat interviews et		High	Very low		Low	Low	NV2 - Active	Bal
+IL44D	12	15-Ma	(See next slide)	Medium	Low				NV2 - Active	Bri. Cit
DYWL6M	13	21-Mar-24			High					NV1 - Active	No
ZZP3E8	14	25-Mar-24			High					NV1 - Active	Sy.
01.2.20					re s					NV2 -	

← Candidate Detail	This upper assessment section is for recording general notes about the candidate that are relevant for any role.	
	PROFILE ASSESSMENT	
AUKUS Jobs' General Comments:		
Use this area to record notes on your engage	gement with this candidate	SAVE
Candidate Assessment for Job 240-	429-1	
Highly suitable for this role Suitable for this role Potentially suitable for this role Unlikely to be suitable for this role Not suitable for this role	Suitability Comment (visible only to users within AUKUS Jobs) Met at the trade show. She was very interested in the role, and seems very capable.	SAVE CANDIDATE ASSESSMENT
	This lower assessment section relates entirely to the candidate's suitability for this job only.	



APPLICANTS

This is a page specifically to track applicants (they will also be in the highlighted in green within the shortlist)

Mechanical Engineering Manager, Williamtown, NSW, NV1

SETTINGS

← 240325-2

ROLE DESCRIPTION

SHORTLIST

APPLICANTS

ID	First Name	Last Name	City	Country	Citizenship Status	Min. Sec. Clearance
<u>DC0ZGH</u>	Demonstration User	(Ignore this profile)	Narrabundah	Australia	Australian Citizen	NV1
					Rows per page: 1	00 × 1-1 of 1 < >





Lastly – a few tips

- Advertising jobs attracts fresh candidates. It is worth investing the effort.
- Avoid over-filtering we recommend using one mandatory skill only, if any at all. (Add as many Highly Desirable, Desirable and Nice to Have categories as you wish).
- Reach out for training and support any time info@aukusjobs.com

