



Rebuilding Communities

Disaster Management
Recruitment



Defining the Challenge

Victoria's regional and rural areas are home to many diverse communities and central to the functioning of our cities and the state. Regions supply much of the necessities of everyday life, from the food we eat to the energy that runs our households and industries. The Victorian economy is largely driven by its regions with the states agriculture, forestry, fishing and mining industries predominantly located in regional Victoria.

In recent weeks, catastrophic bushfires have burnt through thousands of hectares of land, this for many comes post years of drought. Many families have lost everything: homes and businesses have been destroyed, huge livestock losses suffered, and thousands of people left homeless and without basic necessities. All levels of government, in partnership with the community and health sectors, are tasked with rebuilding these communities and supporting the residents to become resilient and prosperous.

Tradewind is committed to making a difference in the lives of the people living and working in these devastated communities across Victoria as they attempt to rebuild their lives. We understand that different communities cannot be supported with a "one size fits all" approach. Working hand-in-hand with our government, community and health sector clients we hope to ensure affected individuals and families get the support they need. We have a team that care and believe in what they do and hope to work closely and collaboratively with our clients to build and scale a workforce that's skills and expertise are tailored to the needs of each community requiring support.



Who Are We?

Our Story

Tradewind Australia's story began in 2000 out of a desire to challenge traditional methods of recruitment, and to embrace change within a constantly evolving world. We have since been collaborating with government, community and health sector clients to deliver innovation and expertise in recruitment.

Our team are our greatest asset and the key to our ongoing success. Their leadership has benefited organisations across Victoria with the recruitment of qualified and experienced professionals who provide those who are vulnerable and at risk with positive experiences and outcomes.

In an industry where the quality of service must not be compromised, Tradewind has developed a reputation as Victoria's leading social work, allied health and trauma specialist recruitment agencies. The dynamic nature of the government, community and health sectors means having to find innovative recruitment solutions that deliver outcomes and mitigate risks for the employers and professionals we work with. Our vast industry experience offers a deep level of expertise and understanding of the government, community and health sectors and we work tirelessly to meet and exceed your requirements. We are known for our professionalism, unrivalled screening processes and the delivery of best practice recruitment services.

Our commitment to making a difference for our employees, clients and the community ensure we continue to surpass expectations. We are proud of our journey which has shaped who we are today and what we can be tomorrow.

Our Difference

Our Word is our Bond

This focuses on the candidness, honesty and integrity in all of our dealings– over time this should build a mutual trust throughout the organisation and beyond.

Taking Personal Responsibility

This focuses on ownership and accountability of one's actions (performance and behaviour) and should cultivate an inspired, motivated and competitive workforce that desires success.

Serve as You Wish to be Served

Our performance and behaviour needs to be marked by a deep hunger and urgency for outstanding service delivery to our candidates and clients – treat everyone as you'd expect to be treated.

Invest in Relationships

This is an expression of the importance of intentional investment in both internal and external working relationships. It is a platform upon which staff will feel valued, respected, developed and supported.

Discovering What's Possible

To ensure a timely and effective response, Tradewind's Managing Director George Richards, has brought together a dedicated Disaster Management recruitment team that will be headed up by Senior Manager Melissa Carson. Melissa will ensure that she and the team are available to discuss your needs over the phone or face to face at your convenience. We have been contacted by many of our qualified and experienced locum team who wish to support the community and have advised us of their availability to assist.

All Tradewind locums have been vetted through our rigorous screening process and have completed the Tradewind induction. We have candidates interested in both locum and permanent placements who are ready to backfill roles or be placed straight into frontline disaster support. Melissa will work side by side with David Rogers who leads our executive recruitment. David will ensure candidates applying for roles with supervisory and management responsibilities will be qualified and experienced in leading teams and ensuring client needs are met



George Richards
Managing Director

Leading the Tradewind team for over 12 years, George believes that strong relationships are key to success. Having had oversight of recruitment post the Black Saturday bush fires, George understands the importance of collaboration with our clients and having a deep understanding of the needs of the communities they support.



Melissa Carson
Senior Manager

Melissa believes in the importance of recruiting not just for the right qualities of the person but the right fit for the organisation. Building a deep understanding of her clients, who they are and what their objectives are, assists Melissa in finding the right person for every role. She considers communication and regularly 'checking in' to be the key to successful placements.



David Rogers
Senior Manager

With 15 years of experience at Tradewind, David has a strong reputation for his ability to build long term relationships with clients. He is committed to making sure the right manager is in place as this is pivotal in ensuring the whole organisations effectiveness and efficiency. He is dedicated to providing candidates with the opportunity to shine.

Designing the Solution

The Tradewind Disaster Management recruitment strategy has been designed to enable our government, community and health sector clients to engage frontline professional to assess and respond to the immediate and long-term needs of vulnerable and at-risk children, young people and adults in disaster affected areas of Victoria. It offers access to coordinated and integrated recruitment systems and candidate selection processes. We provide community and health professionals with a suite of induction and professional development training opportunities and an innovative employee support initiative that has been designed to increase personal safety, health and wellbeing.

The objectives of the recruitment strategy are to:

- Provide streamlined, timely and tailored recruitment to organisations supporting regional and rural communities impacted by natural disasters;
- Build government, community and health sector capacity and capability; Build government, community and health sector capacity and capability;
- Offer a suite of practical induction and professional development opportunities for frontline professionals; and
- Improve the personal safety, health and wellbeing of front line professionals and support our clients Worksafe compliance obligations.



1: Collaboration

Collaboration with our clients is at the centre of our strategy. We seek to connect our government, community and health sector partners, recognised for their expertise in improving people's experiences and outcomes, to qualified professionals with proven expertise and experience. Everything within our recruitment process is completely tailorable to the needs of your organisation and the communities you are supporting.

Every candidate is rigorously vetted and screened, our mandatory checks include:

- 100 points of ID
- Vevo Check
- Phone Screen
- Interview
- Working with Children Check
- Polic Check
- International Police Check (where required)
- DWES Check
- Reference Checking



2: Education and Training

Tradewind place people at the centre of everything we do. We understand that our clients are tasked with re-building resilience and prosperity in regional and rural communities where people have faced adversity due to natural disasters.

We have qualified and experienced locums ready to backfill roles or be placed straight into frontline disaster management and support roles including:

- Social Work, Case Management and Victims Assistance
- Psychology, Trauma Counselling and Mental Health Clinicians
- Allied Health
- Financial Counselling

We are committed to ensuring all candidates put forward to your organisation are offered ongoing practical and relevant professional development.

Our education and training opportunities include but are not limited to:

- Situational awareness;
- Escalation and de-escalation;
- Personal safety;
- Vicarious Trauma and Post Traumatic Stress Disorder prevention & Identification;
- Mental Health first aid; and,
- Crisis response management.



3: Personal Safety, Health & Wellbeing

Tradewind understand that front line professionals may be impacted by the trauma associated with their work. Our industry experience offers a deep level of expertise and understanding of the risks to personal safety, health and wellbeing that are faced by frontline professionals.

We work tirelessly to provide a comprehensive safety, health and wellbeing program to support our team that includes:

- Preparing our candidates pre-placement with best practice induction training to equip them with practical knowledge and skills;
- Regular check ins from our recruitment team;
- Mentoring from professionals with a background in senior leadership roles within the government, community and health sectors;
- Regular interactive distance education, online and face to face professional development opportunities;
- Immediate access to our fully funded Employee Assistance Program for counselling and support;
- Critical incident debriefing; and
- Post Crisis / Critical incident support.



Delivering the Outcome

Our Tradewind Disaster Management senior manager is Melissa Carson, she is your personal point of contact.

Melissa and her team will work with you to:

- Determine the level of support you require to recruit front line managers and professionals. It may be backfilling a role or engaging in a locum to be front line support to affected areas;
- Provide you with appropriate CV's to review;
- Interview candidate/s, either via phone or in person to ensure they are the perfect match for your requirements;
- Once a decision to hire is made, provide a confirmation email with all relevant compliance documentation and details of the locum assignment;
- Continue regular contact to ensure everything is running smoothly.



Melissa Carson

T: 1800 192 195

E: melissa.carson@twrecruitment.com

www.twrecruitment.com.au

