



# WORKING *together*

## PERFECT (JOB) MATCH

*Hiring through NOVA makes good business sense  
– not a charity event*

Among a workforce of 1500 people, Roman Tepes has lost count of the number of NOVA-placed staff he's employed over the past seven years, but he admits it's probably well into the twenties. These staff work in every aspect of Rashay's Restaurant, including food production, warehousing, customer service, bar work and kitchens.

Roman is proud to say that several valuable, long-term employees originally came from NOVA, which is just one reason why he returns again and again when recruiting. Another reason is that NOVA-placed staff appreciate having a job in the way he expects, the way people used to do, and this reflects in their work ethic, productivity and general demeanour.

Partnering with NOVA is perfect for Rashays, because both philosophies align. Roman sees a seamless transition between inclusion of diverse customer dining requirements and hiring from different staff skillsets. It fits their business model. 'We like to be inclusive from a customer perspective, such as providing meals for different dietary requirements, like vegetarian, vegan, halal, gluten-free or diners who don't eat beef or pork,' he says.

NOVA-placed staff are good. They have to be in order for Rashays to ensure their reputation for quality food and beverage service. The only staffing issues Roman has had have been individual, like you might find with any other employee, not due to their having a disability.

'It makes us feel good when we employ these people, but this is not a charity event. We donate in many other ways,' Roman says. 'To be part of an organisation that is inclusive at this level is really satisfying.'



## A WORD FROM MARTIN

### *Reverse recruiting?*

Out of 25 million Australians, I need five of the best to serve as employment consultants and outlet managers across Sydney and the Southern Ranges.

To work for NOVA you need the patience of Job, the strength of The Hulk, the wisdom of Solomon and a selfless devotion caring for the needs of others worthy of Mother Teresa. These 'inherent requirements of the role' exclude many!

Being part of this team is challenging emotionally and physically. We genuinely only accept the best, preferring to leave gaps rather than take second best.

We respect but don't need formal qualifications. The job provides initial and ongoing training.

Successful applicants will assist and develop the careers of people with disability and are rewarded in proportion to their efforts

There's nothing better than watching the confidence and ability of formerly excluded individuals take up their first paid role.

Know of anyone who fits the bill? Contact: <https://www.novaemployment.com.au/nova/workingfornova/>

Martin Wren, CEO NOVA Employment



## **SORTED!**

*Interviewing candidates – get it right!*

Here's a question...

How often does the traditional interview really, truly indicate to you whether the candidate can do the job?

By my reckoning, it'd be about half.

As I've said before, often people who are good at interviews are, indeed, good at interviews, but not necessarily good at the work. Similarly, many people, unpractised or nervous at interview, don't show how well they can do a job when asked to speak about how they might do it. High-level verbal, cognitive and forward-thinking skills may not be required for your proposed role. So don't test them!

For example, asking someone applying to be a packer to, 'tell me about your weaknesses' is not that relevant. Neither is knowing where they see themselves in five years' time. But you'd be mighty surprised how many people download the highest-ranking interview questions from the internet and just ask away!

For most roles a practical demonstration of skill serves both the potential employee and the potential employer. It will be clear if the candidate can receive instruction and carry out tasks. You can also intersperse skills-based interviewing with questions. For example, the comment, 'I get on well with people' could prompt an invitation to 'come and meet the team'.

If you can't get onto the floor to test skills, ask questions that provide the opportunity for the candidate to 'show me how you...' ; 'give me an example of a time when ...' or 'where would you start...?' Questions need to be reality-based not assumption-based. Employers: neglect this at your peril!

# *Community partners with South Sydney Rabbitohs!*

We're partnering with the South Sydney Rabbitohs to double-down on each of our commitments to support people with disability into playing sport *and* gaining work. We knew the Rabbitohs were taking inclusion seriously when they entered a terrific film into the 2018 Focus on Ability festival. Watch it [here](#) or search for 'The Other Heroes of Rugby League'.