

Meat.
Your Future.



Careers Kit



Did you know the Australian red meat processing industry **employs around 34,000 people¹**, making it **the nation's second largest employer by sector**? It's an **exciting** and **innovative** arena in which to work, make new friends, develop professional contacts and shape the future of the industry.

It offers **diversity** in terms of working day variety, types of specialist roles and the cultural background of people working in it. Employers are **big on training**, so you'll be able to 'earn whilst you learn' on the job.

A career in meat processing allows you to be **well-paid** and you can be part of a **secure industry**.

Other benefits of working in meat processing include **flexible** shift work – enabling you to spend time with the family or enjoy the rest of your day off. And you'll be equipped with skills that will let you **work around Australia or even internationally**.

With **more than 100 career paths to choose**, the Australian red meat processing industry offers something for everyone – which one will you choose when you **Meat. Your Career.**?

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Australian Meat Processor Corporation



@AusRedMeat #meatyourfuture #meatyourpartners #meatyourcareer #meatyourindustry



www.linkedin.com/company/australian-meat-processor-corporation

AUSTRALIAN MEAT PROCESSOR CORPORATION (AMPC)

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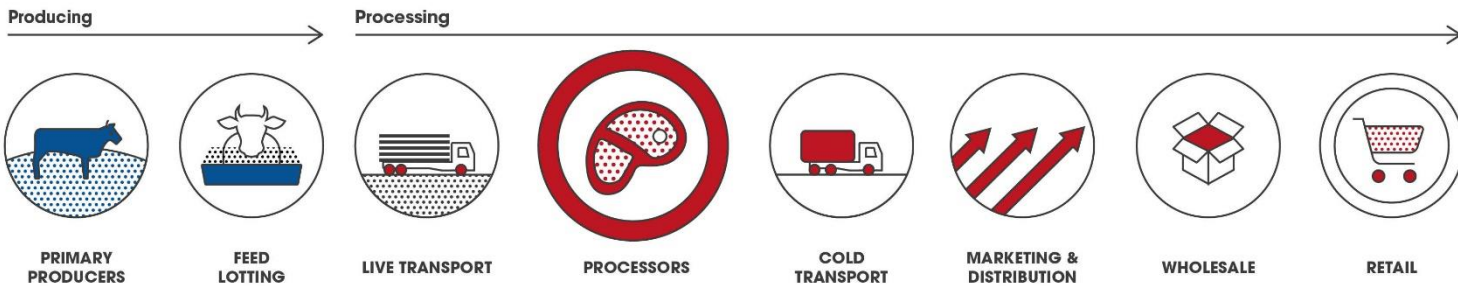
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URL: www.ampc.com.au/careers/resources

¹ The industry employs 135,000 people - including flow-on effects. Source: 2014-1043 Community Perceptions of the Red Meat Processing Industry Snapshot, <http://www.ampc.com.au/2017/02/Community-Perceptions-of-the-Red-Meat-Processing-Industry>.

INDUSTRY SNAPSHOT



GENERATE \$170,000 PER FTE* compared with an average \$152,300 in other industries	EMPLOY 34,000 PEOPLE making them the 2nd largest employer by sector	AMONG THE WORLD'S LARGEST EXPORTERS OF BEEF making it the largest trade-exposed manufacturing industry in Australia
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 AUSTRALIAN MEAT PROCESSOR CORPORATION	OUR PURPOSE Enable Australia to build the most sustainable red meat industry	OUR VISION To become a highly regarded, world-class provider of RD&E playing a vital role in influencing and growing the Australian red meat industry	WE WILL ACHIEVE OUR PURPOSE, MISSION AND VISION THROUGH A STRATEGY THAT: <ol style="list-style-type: none"> 1. Focuses on member needs 2. Diversifies funding sources 3. Develops collaborative networks and relationships with authoritative resources 4. Strategically invests in research, implementation of RD&E and marketing initiatives enabled by harnessing the world's best ideas and skills that deliver positive industry-wide benefits
	OUR MISSION To lead industry level strategy, innovation and capability development for our members, stakeholders and their communities	OUR VALUES Collaboration, Innovation, Creativity, Challenge the status quo, Continuous improvement	

* Full-time equivalent (FTE) employment

"The path to career success is never straight forward. There are always unexpected opportunities that help to shape you and lead you to greater accomplishments. I started out in red meat processing as an apprentice butcher and having worked my way to a General Manager level, I can say that meat processing exposes you to a network of incredible talent, a united industry and dedicated employers who care about their employees' skill development. I've been able to continue to advance my career through on-the-job training and upskilling with support from my employer. I couldn't recommend a career in red meat processing more wholeheartedly – it's a diverse and secure industry that is full of opportunity, no matter who you are. The future of red meat processing is strong and I hope to 'meat' you - the new generation of talent looking to create their future within meat processing."



Pat Gleeson, Meat. Your Career. Ambassador, General Manager at Oakey Beef Exports and Thomas Borthwicks Mackay, and Director at Nippon Ham Group.

PATHWAYS TO MEAT PROCESSING

There are a number of career development opportunities, including progression through Certificates, Diploma, Advanced Diploma in Meat Processing and university programs. Which one will you choose?



Schools.

You can gain a Certificate II Meat Processing in Years 11 and 12 through study and learning skills at a meat processing plant.

Processing Plant.

You can contact a meat processing plant directly and talk to HR about opportunities. They can guide you to the best pathways for employment in their plant and the industry.

Recruiters.

Recruiters may also help you find your ideal meat processing career.

University.

Undergraduate qualifications in areas such as meat science, engineering, IT and business provide pathways to employment in meat processing. Opportunities for developing your career in meat processing are available too.

Registered Training Organisations (RTO's).

Meat processing plants are generally associated with an RTO, including TAFEs. When you commence work in a plant you could be enrolled in a Certificate II Meat Processing and have the opportunity to progress to Certificates III and IV, specialising in other areas.

Agricultural Colleges.

You can gain skills such as livestock handling and animal welfare that help equip you to work in meat processing.

MEAT. YOUR CAREER.

Join an industry with a broad range of positions including production, cold storage, warehousing and loadout, engineering, finance and administration, human resources, stock-handling, environment, quality assurance and meat safety.

Join the meat processing community where continuing training is valued and you can learn while you earn.

Management

1. Production Operator
2. Plant Manager
3. Operations Manager
4. Training Manager
5. Safety & Environment Manager
6. Human Resources Manager
7. Production Analyst
8. Quality Systems Manager
9. WHS Manager
10. Warehousing Manager
11. Finance Manager
12. Engineering Manager
13. Sales and Marketing Manager
14. Business Development Manager
15. Information Technology Manager

What jobs are there
in red meat processing?
For a detailed list, visit
ampc.com.au/resources/careers

Senior Technical and Supervisor Roles

1. Foreperson
2. Warehouse Supervisor
3. Maintenance Shift Supervisor
4. Quality Assurance Manager
5. Meat Inspector
6. Team Leader
7. Environment Officer
8. Office Administrator
9. Production Supervisor
10. Maintenance Supervisor
11. Accounts Supervisor
12. Executive Assistant
13. Fleet Manager
14. Chief Purchasing Officer
15. Networks Administrator

Technical, Trade and Skilled Worker positions

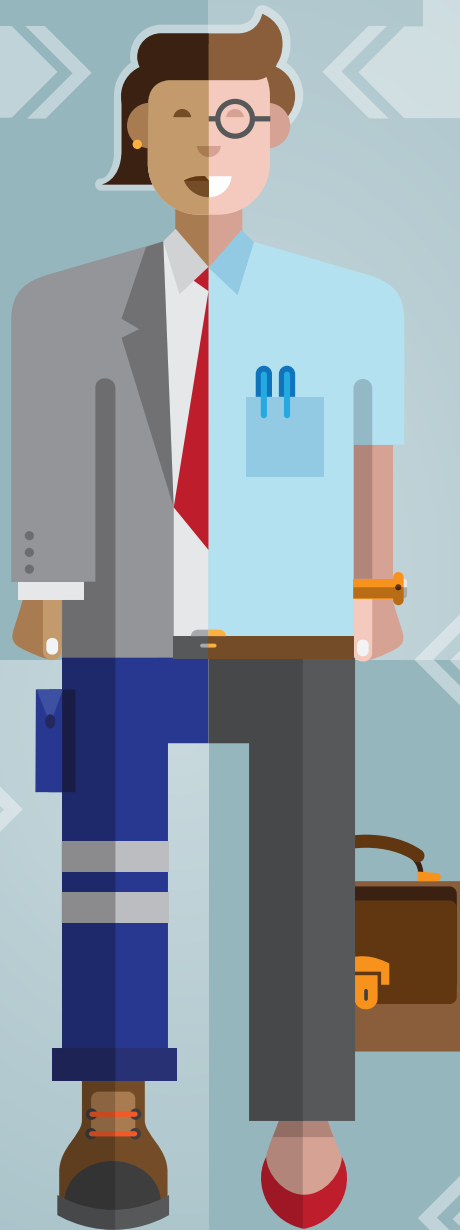
1. Meat Inspector
2. Boner
3. Slicer
4. Electrician
5. Laboratory Technician
6. Refrigeration Technician
7. Health and Safety Officer
8. Human Resources Officer
9. Mechanical Engineer
10. Refrigeration Specialist
11. Laboratory Assistant
12. WHS Officer
13. System Administrator
14. Stock Controller
15. Electrical Engineer
16. Trainer & Assessor

Labourers and General Workers

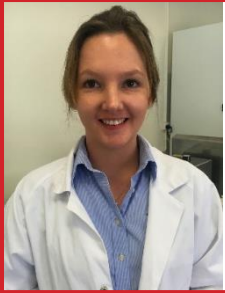
1. Stock Handler
2. Processor/Packer
3. Production Labourer
4. Storeperson
5. Machine Operator
6. Pallet Controller
7. Packer
8. Finance Clerk
9. Data Entry Operator
10. Forklift Driver

Graduate Positions

1. Laboratory Technician
2. Horticulturalist
3. Accountant
4. International Trade Officer
5. Employee Relations Officer
6. Business Systems Analyst
7. Meat Scientist
8. Environmental Scientist
9. Software Developer
10. Project Officer
11. Innovations Officer



The red meat processing industry is made up of many talented and committed people who enjoy what they do and are making the most of the career opportunities available. Meat...



“There is so much more that goes into the meat processing industry than what is commonly perceived. There is an ever-increasing need for the right people to fill many and varied roles.”

Jessica Tunnage – Laboratory Manager and microbiologist at Northern Co-operative Meat Company
Location: Casino, NSW
Number of years in the industry: 8 years

“You don’t need experience; if you have an open mind, you’re one step closer to forging yourself a great career in the red meat processing industry.”

Matthew Nelson – Human Resources Manager at Fletcher International WA
Location: Albany, WA
Number of years in the industry: 13 years



“I love that... no two days are the same. I have been offered so many new opportunities and have been able to complete several qualifications.”

Debbie Hardke – Training Coordinator at JBS Australia Pty Limited
Location: Dinmore, QLD
Number of years in the industry: 21 years

“As someone who has worked in other fields and has returned to the industry, I can confidently say there is definitely more scope for career opportunities in meat processing.”

Leigh Kane – Shift Supervisor at Midfield Meats
Location: Warrnambool, VIC
Number of years in the industry: 10 years



“Unlike gas or mining, which goes through economic cycles, I’m in a very stable career and still have many opportunities to continue to learn on the job.”

Ade Ariantika – Project Engineer at Oakey Beef Exports
Location: Oakey, QLD
Number of years in the industry: 3 years



“The industry has some very clear career pathways and a real commitment to the growth and development of its employees, it’s something they do really well.”

Brett Scoble – Plant Manager at H.W. Greenham & Sons
Location: Tongala, VIC
Number of years in the industry: 22 years



Resources

Whether you're qualified or not, below is a list of job search resources where you could start to **Meat. Your Career.**:

- Indeed
www.indeed.com
- Recruit.net
www.recruit.net
- Career One
www.careerone.com.au
- Rimfire Resources
www.rimfireresources.com.au
- Jobbydoo
www.jobbydoo-au.com
- AgBizCareers
www.agbizcareers.com.au
- Seek
www.seek.com.au
- Simply Hired
www.simplyhired.com.au
- Adzuna
www.adzuna.com.au
- Staff 360
www.staff360.com.au
- Jora Australia
www.jora.com.au
- Lucas Group
www.lucasgroup.com.au
- Ag Careers
www.agcareers.com
- Beef Central
www.beefcentral.com/recruitment
- Australian Apprenticeships
www.australianapprenticeships.gov.au

Head to www.ampc.com.au/resources/careers for more information on the red meat processing industry and the career opportunities on offer.

To help you decide which is the best path to let you **Meat. Your Career.**, below are some helpful links where you can find out more about the many training options on offer.

- MINTRAC (National Meat Industry Training Advisory Council Limited)
www.mintrac.net.au
- Training.gov.au
<https://training.gov.au/Search/Training?javaScriptEnabled=True&typeAllTrainingComponents=True>
- The Farm Table
www.thefarmtable.com.au/agriculture-certificates-and-diplomas
- Australian Meat Processor Corporation (AMPC)
www.ampc.com.au/education-training
- People in Agriculture
www.peopleinag.com.au
- Rural Careers – Meat Processing
www.ruralcareers.net.au/meat

Frequently Asked Questions

- **How clean is the red meat processing work environment?**

The red meat processing industry uses the latest technology so that workers on the floor can operate in a clean and safe environment. There are also a whole bunch of varied roles that don't involve actual meat processing including WHS Manager, Electrical Engineer, Nurse and International Trade Manager. Have a look at the careers infographic in this kit for even more options.

- **How much manual labour is involved?**

Some roles may involve an aspect of manual labour however there are a variety of roles that contribute to the red meat processing industry, from actual processing to IT, stock, dispatch, technical roles, management and more. Meat processing is a career that can keep you fit, mentally and physically but without the hard labour of some other trades. To get a snapshot of this range, look at the jobs done by our case studies. To see a full list of jobs, see the infographic in this kit.

- **What career progression opportunities are available for me?**

The red meat processing industry employs 135,000 people (including flow-on effects), and is well known for the on-the-job training of their employees. Whether you want to further your education by completing a traineeship, degree or you want the opportunity to climb up a corporate ladder, the red meat processing industry values the development of its employees and can help you achieve your goals.

- **How diverse is the industry/workplace?**

You wouldn't find a more diverse workplace than one in the red meat processing industry. With fantastic opportunities for women, migrants and people of all ages, the industry is ready to welcome you, no matter who you are or where you come from. All you need is the right attitude.

- **What can I look forward to on the job?**

Lucky for you, there are careers in the red meat processing industry where no two days are the same. The opportunities are endless.

- **The manufacturing industry is in decline; why would I want to work in it?**

Actually, meat processing is Australia's largest food product manufacturing industry, contributing \$23 billion to Australia's GDP annually (including flow-on effects). Because of this, it's a stable and well-paid industry.

- **I've studied in a subject completely unrelated to meat processing, are my skills and knowledge transferable?**

The best trait in a new employee is an enthusiasm to learn. No matter your qualification, your attitude will take you a long way in the red meat processing industry. Should you wish to further expand your skill set once you're working in the industry, there are a number of ways you can do this, including on-the-job training.

- **Where can I find out more information about the industry and careers?**

For more information about the red meat processing industry and its careers a great place to start is the AMPC website. Head over and check it out at www.ampc.com.au/resources/careers. If you can't find what you're looking for, call us on 02 8908 5500.

- **Is meat processing just limited to working in abattoirs?**

Definitely not! Check out the infographic in this kit to see all of the career options available to you in the red meat processing industry. Careers also aren't limited to regional areas, there are meat processing related companies or organisations in your capital city too.

- **How can I stay up to date with Meat. Your Career. news?**

You can stay in touch by signing up to our e-newsletters, checking out our website and following the AMPC's social media channels. Remember to use #meatyourfuture when talking with us on social media; we'd love to hear from you!

Information for Migrants

You have a trade and have decided to come to Australia to work in the land of plenty – **welcome!**

Before you apply for a career in red meat processing, there are several different steps you can take to help you on your way to a rewarding career in red meat processing.

What you need to know

For a start, it's a good idea for you to check out the Australian Government's Department of Immigration and Border Protection website (<http://www.border.gov.au>). Here you can find a lot of important information, including:

- What criteria you need to meet to be eligible to work in Australia
- The areas in which there are skills shortages
- Information on visas
- Information on using registered migration services.

If you need to speak with someone about being eligible to work in Australia, head to <http://www.border.gov.au/Trav/Work/state-territory-government-agencies>, which lists the contact details for appropriate government agencies within every Australian state and territory.

Other considerations

Before applying for a role within the red meat processing industry, there are some other items to consider:

1. Do you have a trade that could be used in meat processing?
2. Have you checked that you meet all the criteria required by the Department of Immigration and Border Protection?
3. Do you have all the required paperwork in place?

Next steps to Meat. Your Career.

From here, the best steps to help you Meat your new employer include:

- Contact a registered recruiter in Australia.
It is recommended you liaise with a registered recruiter in Australia, and not offshore, to help you secure your career in red meat processing. A simple Google search will help you locate a reputable agent in your state or Territory however below is a short list of some you may want to consider:
 - Connecting – www.konnecting.com
 - Australia Migration Services – www.amsmigration.com.au
 - Scott Recruitment Services (for UK migrants) – www.scottrecruitment.com.au
 - ISA Group – <http://isa.com.au>
- Meat processing plants.
Another option is to directly contact meat processing plants and liaise with their human resources department or the nominated contact listed on their company's web site.

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