

4 October 2016

WOMEN TRACKWORKERS WANTED: NEW GOULBURN-BASED JOBS OPEN FOR LOCAL WOMEN

- **Two infrastructure maintainer roles – available exclusively for women**
- **Based at Goulburn maintenance depot**
- **No experience needed, training provided – but looking for the right people**

Taking advantage of an exemption from the Anti-Discrimination Board of NSW, the Australian Rail Track Corporation (ARTC) has today called for applications for two 'women-only' track maintenance roles in the Southern Tablelands.

The two available roles are based out of ARTC's Goulburn maintenance depot (or Provisioning Centre).

"Late last year we had a massive response when we asked for women to apply for trackworker roles in the Hunter Valley and we're hopeful for a similar level of interest here in the Tablelands," ARTC's General Manager Asset Management - Interstate, Brian Green said.

The successful applicants will conduct a range of rail maintenance tasks in their role, use different heavy machinery and equipment and will be part of the team responsible for looking after the section of railway line south of Moss Vale to Yass.

"The rail industry is heavily male-dominated and our workforce, particularly in the field, is largely male. When recruiting for track roles the vast majority of applicants are also male. That's why we are recruiting exclusively women for these two roles," Mr Green said.

ARTC successfully obtained an exemption under section 126 of the Anti-Discrimination Act 1977 (NSW) to designate and recruit for female field worker positions.

The exemption was sought to help with ARTC's aim of having 30 per cent of its workforce as women by 2020.

"Increasing the diversity of our workforce is a must in today's competitive business environment. We recognise that a talented and diverse workforce is fundamental to building a commercially strong, innovative and customer-focused organisation," Mr Green said.

"Put simply, greater diversity leads to better business results."

ARTC's workforce currently comprises 19 per cent women. In maintenance depots that figure is in the low single digit percentages. There are currently no track-based staff in Goulburn that are women.

"We are looking for motivated, hard-working, mechanically-minded women who are happy to get their hands dirty and work outside to ensure we are running a safe and reliable network for our customers," Mr Green said.

The Anti-Discrimination Act exemption remains in force until July 2017. Prospective candidates interested in the roles have until Sunday 9 October to submit their application.

ENDS

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Note to Newsdesks: See background material and link to case study overleaf

NEW CAREER OPPORTUNITY FOR SOUTHERN TABLELANDS WOMEN

- Two Infrastructure Maintainer roles are available and ARTC is specifically targeting suitable female applicants
- The roles are based at our Goulburn maintenance depot (known as a Provisioning Centre)
- No specific experience is required as we will provide training but the right attitude and fit is essential
- We are seeking motivated, hard-working, mechanically-minded women who are happy to get their hands dirty to ensure we are running a safe and reliable network for our customers.
- Applicants will need to be comfortable working outside
- The roles would suit women have had recent work experience in a farming, infrastructure, mechanical or industrial environment

Background

- **Watch** this video to hear from women who are part of our team at ARTC: <https://www.youtube.com/watch?v=Uony4Yt6FH0>
- **Read the Australian Logistics Council (ALC) Case Study** on ARTC's Female Recruitment campaign in September 2015 here: <http://www.austlogistics.com.au/wp-content/uploads/2016/03/CASE-STUDY-Female-Recruitment-ARTC.pdf>