



AeroPM Recruitment Prospectus



“Our Point of Difference is Our People” – Emily Frizell, CEO



AIR



MARITIME



LAND



JOINT



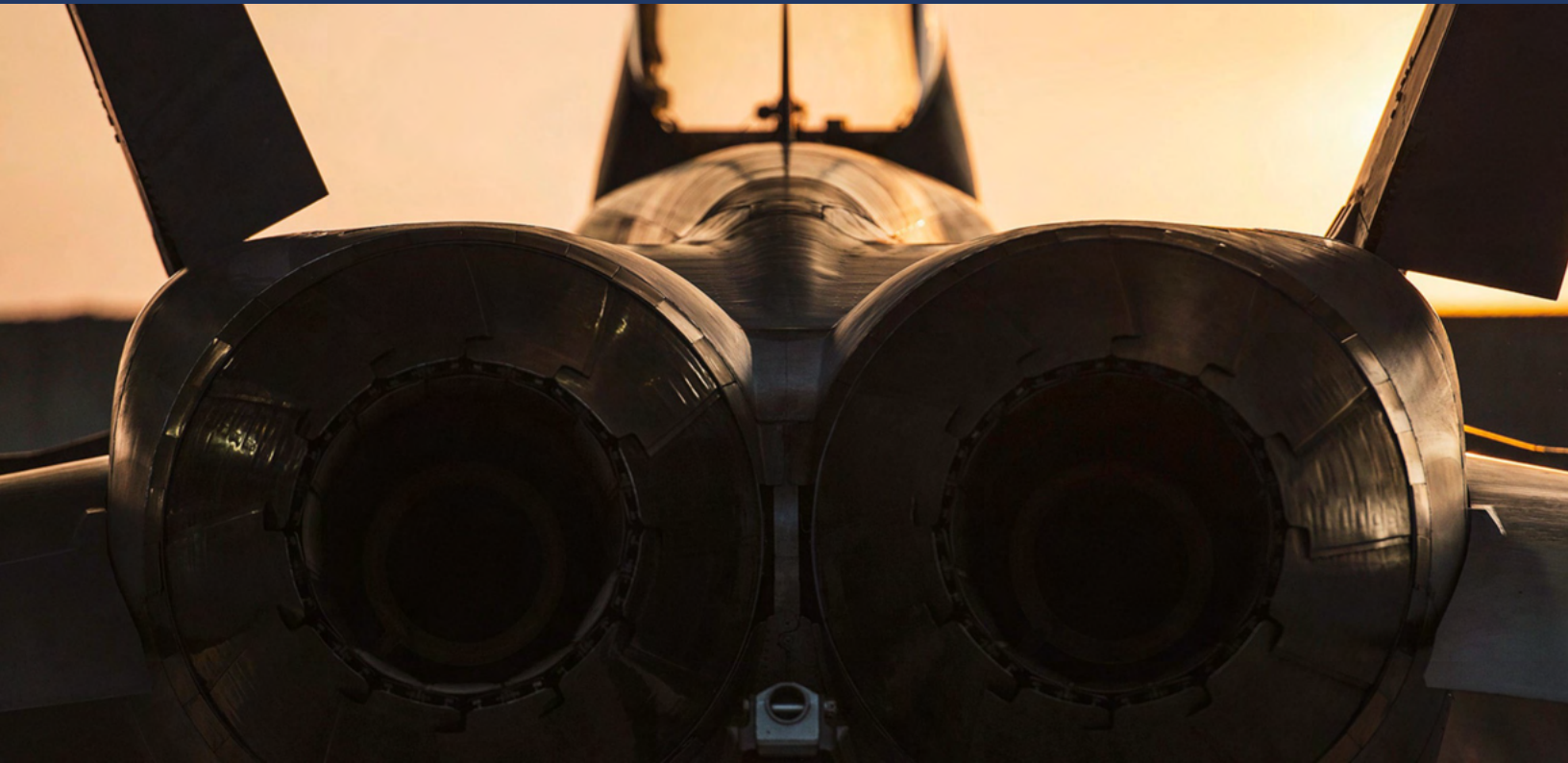
E&IG



CIOG

“Our talented workforce here at AeroPM provides Defence the stability that they require in complex acquisition environments.”

Adam Frizell – AeroPM GM





ABOUT US

ABOVE-THE-LINE CONSULTANCY OF CHOICE



AeroPM Supports Defence

AeroPM is an award-winning Australian Sovereign Industry Capability providing professional consulting services to Defence through our diverse range of above-the-line service offerings.



100% Australian Owned

AeroPM is 100% locally owned and operated, with the expert capability and experience, that is sought by the Government of Australia to achieve their commitment to the Integrated Investment Program.



100% Veteran Owned

Our talent have been trusted to wear the uniform and operate the capability. We know what Defence and the warfighter needs to succeed in their mission. Our point of difference is our people.



"AeroPM is well placed to meet the demands required in Defence and wider Government"

Emily Frizell - CEO



“AeroPM is 100% Australian Veteran owned and we pride ourselves on employing Australian Veterans to support the acquisition of Australian Capability across Defence.”

Adam Frizell – AeroPM GM



OUR TEAM

HIGHLY QUALIFIED SUBJECT EXPERTS



Veterans

AeroPM places a key focus on recruitment of highly skilled and experienced Veterans. Over 80% of the AeroPM workforce has served in Defence, across Air Force, Army and Navy.



Experienced

Combined, AeroPM has over 750 years of uniformed Defence experience across our workforce and we are growing.



APS and Industry

Another strength to our workforce is the vast experience across previous employment within the APS and Defence Industry on Defence acquisition programs.



"AeroPM understands what support requirements you and your family need when transitioning from service or the APS."

Emily Frizell - CEO



"We find a role that you are a true fit for."

Peter Nugent – AeroPM Head of Capture



OUR CULTURE

AN AMAZING AND SUPPORTED TEAM

At AeroPM, we believe that our people are our most important asset. We strive to develop an internal organisational culture where the focus is on our employees. The AeroPM culture strives to ensure that our employees are:

- Supported through the transition process
- Mentored within their new roles at AeroPM
- Challenged in their employment
- Involved in company activities
- Paid well in recognition of their expertise
- Appreciated for their contribution
- Valued for their efforts
- Empowered to succeed
- Trusted to deliver
- Provided employment options to suit professional and personal lifestyles



“The AeroPM team are experienced across multiple disciplines and domains within both Defence and CASG”

Adam Frizell – AeroPM GM





EMPLOYMENT

HOW DO WE EMPLOY YOU?

AeroPM provides flexibility of employment subject to role and location across Australia and the needs of the individual applying. Just remember, if you have Defence experience then please use Defence language within your CV.

PERMANENT EMPLOYMENT

Full time employment at AeroPM with all the employment inclusions under the Fair Work Act of Australia 2009 plus the inclusion of additional differentiators and employee benefits identified on the following pages.

FIXED-TERM EMPLOYMENT

Still an employee (not a sub-contractor) with all the employment inclusions under the Fair Work Act of Australia. Employment tied to the length of the contact AeroPM has with the client. Still covered under AeroPM workers compensation, public liability and professional indemnity insurances.



SKILL SETS

WHAT SKILLS SETS ARE WE SEEKING?

The AeroPM team are experienced across multiple disciplines and domains, providing professional and high performing individuals into Defence and other Government Agencies to support capability acquisition programs. We are always looking for high-performing individuals across the disciplines identified below.



ENGINEERS
AUSTRALIA

ENGINEERING

Industry body recognised workforce
to professional standards



AIPM

PROJECT MANAGEMENT

Industry body certified workforce to
professional standards



TEST AND EVALUATION

Long-course qualified graduates from
US and UK Test Pilot Schools



INTEGRATED LOGISTICS

Supporting Defence with the
capability it needs



AIRWORTHINESS AND CERTIFICATION

Degree qualified experts with practical
experience in CASG and Defence



COMMERCIAL SERVICES

Quality professional services to
deliver outcomes that exceed our
customers expectations



FIC COORDINATION

Supporting Defence project outcomes
that deliver enhanced capability to
the war fighter



CAPABILITY DEFINITION

Expert operators who know the
capability inside and out



SKILL LEVELS

WHAT SKILL LEVELS ARE WE SEEKING?

AeroPM are members of a number of Service-Provider Panels across Defence and wider Government. Whilst the skill levels across these Panels differs, we predominately categorise our workforce into the skill sets governed by the Defence Support Services Panel (DSS-Panel) as identified below.

Level 1

- Graduate -

- Degree Qualified
- Client-facing work placements
- Provision of Mentoring and Coaching
- Introduction to complex Defence Programs
- Growth and training opportunities

Level 2

- Practitioner -

- Between 3 to 8 years practical work experience post completion of degree in your field of expertise
- Have supported complex Defence Programs
- Permanent or Fixed-term employment options
- Growth and training opportunities

Level 3

- Advanced -

- Between 8 to 12 years practical work experience post completion of degree in your field of expertise
- Have managed complex Defence Programs
- Permanent or Fixed-term employment options
- Growth and training opportunities

Level 4

- Expert -

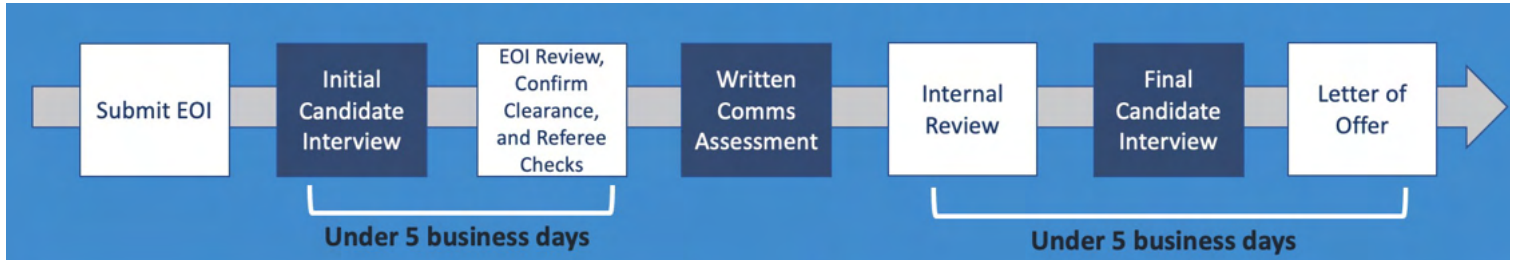
- Greater than 12 years practical work experience post completion of degree in your field of expertise
- Have managed multiple complex Defence Programs
- Permanent or Fixed-term employment options
- Growth and training opportunities



RECRUITMENT PROCESS

WHAT DOES OUR RECRUITMENT PROCESS ENTAIL?

AeroPM seeks passionate, high-calibre professionals with relevant and recent Defence and CASG experience and expertise to provide exemplary customer-focused professional services across our clients capability lifecycle. We have harnessed our recruitment process to ensure a successful applicant receives a letter of offer within 10 days of applying. Our recruitment process is identified below:



Small company culture that is fit for purpose for a high performing team

“We are always on the lookout for high-performing experts with Defence and CASG experience to join our talented team”

Emily Frizell – AeroPM CEO





OUR DIFFERENTIATORS

WHAT MAKES US DIFFERENT TO OTHER DEFENCE SME'S

PROFESSIONALISATION

AeroPM maintain an Industry leading professionalisation program

CULTURE

AeroPM maintains a strong culture through provision of a wide range of company activities to choose

CSR

AeroPM maintains an active corporate social responsibility program within the community

MENTOR & COACH

The AeroPM workforce support and grow those around them including Defence Members, APS or consultants from other companies



OUR DIFFERENTIATORS

WHAT MAKES US DIFFERENT TO OTHER DEFENCE SME'S

CLIENT SUPPORT

Regular check-ins to ensure employees are on track and supported

BRICKS & MORTAR

AeroPM is not a shelf company, we are not a contract pass-through entity, and we are not a payroll company

GREAT FIT

AeroPM only put forward talent who are highly suitable and the best fit for each role

GRAD PROGRAM

AeroPM has developed a grad program to support future growth within the Industry



EMPLOYEE VALUE PROPOSITION

WHAT WE OFFER YOU AS AN EMPLOYEE

WORK THAT
PAYS WELL!

WORK YOU ARE
PASSIONATE ABOUT!

WORK YOU ARE
GOOD AT!

A small company culture

Recognition for your efforts

Masterclass training
to develop
consulting skills

Feedback to
support
professional growth

Reach back to
subject matter
experts

Learning together
program support
each other

Access to training
funds to further
individual skills

Professional guidance
program to develop
and enhance skills

**MJ Bale Corporate
Discount**
20% discount on full
priced items

**Flexible Workplace
Arrangements**
Ensuring a healthy
work life balance

**Anniversary Reward
Program**
\$300 voucher of
choice

**Employee Referral
Program**
\$1000 (subject to
conditions)

**Annual Flu
Vaccination**
Reimbursement of
up to \$40

**Social Activities and
Family Functions**
Ensuring the team
remains connected

**Navy Health
Agreement**
1-month free and
competitive rate



“We are a team of subject matter experts, working across Defence and CASG in a company that highly values each and every member of our organisation”

Adam Frizell – AeroPM GM



AUSTRALIAN INDUSTRY CAPABILITY

OUR CONTRIBUTION TO THE AUSTRALIAN ECONOMY



Competitive Pricing

Well below our DSS Ceiling ensuring Commonwealth value for money.

Local Skills & Training

AeroPM hosts free training to Defence, APS, Defence Industry



100%

Australian Workforce,
residing and paying
taxes in Australia



100%

Australian owned
company paying
taxes in Australia



Local Infrastructure

Facilities leased from Australian owned and operated companies, with profits returning to the Australian Community

Local Industry Activity

Engaging AeroPM as a service provider generates local Industry Activity that stimulates the local economy





AUSTRALIAN INDUSTRY CAPABILITY

OUR CONTRIBUTION TO THE AUSTRALIAN ECONOMY



Australian Graduates

Supporting development of local skills of Australian Citizens within the community

Environmentally Conscious

Reducing environmental impact through 100% online and using recycled materials



Veteran Support

SoldierOn Platinum Pledge Partner assisting Veterans through Transition Seminars



Local Supply Chain

Australian-owned subject matter experts in delivering services directly as subcontractors



Community Support

Sponsorship and Donations to local community including Hartley Lifecare, Lifeline and school STEM activities



Corporate Social Responsibility

Sponsorship and Donations to local community and STEM activities

Positive Social Outcomes



80% Veteran Employment Rate

Award winning Veteran Employment Policy and Support Program



Certified Professionals

Here at AeroPM, our skills and experience are underpinned by graduate and post graduate qualifications from some of Australia's leading universities, as well as certifications recognised at multiple-levels by Australia's leading industry bodies. Let us help you professionalise and achieve these certifications here at AeroPM.



ENGINEERS AUSTRALIA

Our team of chartered Engineering Fellows and Chartered Professional Engineers are industry leaders in Defence engineering.



PROJECT MANAGEMENT

Our Professional Certified Project Managers are equipped to meet the challenging needs of an ever-evolving, dynamic project landscape.



BUSINESS AND STRATEGY

Our AICD graduates are grounded in effective decision-making in business and strategy, as well as putting lessons into practice.



Veteran Support

AeroPM's unique and dedicated veteran transition and support program, in conjunction with Soldier On, The Prime Ministers Veterans' employment program and Australian Veteran Owned Business, is providing Australian Veterans with secure jobs supporting Defence and Defence Industry



VETERAN OWNED

The AVOB is a non-profit third-party certifier which promotes Australian Defence Force veteran owned and operated businesses.



VETERAN AFFAIRS

The PMs Veterans' Employment Program raises awareness of the value and unique experience of our veterans.



SOLDIER ON

Building resilient individuals capable of developing and expanding meaningful connection with family, community and employers.



INDUSTRY RECOGNITION

AWARD WINNING DEFENCE LEADERS





INDUSTRY RECOGNITION

AWARD WINNING DEFENCE LEADERS



Akin to the traits of a hummingbird, AeroPM personnel provide Defence projects stability in high-paced and complex environments. Our people integrate relevant experience and technical expertise to provide exemplary customer-focused professional services across a program's lifecycle



APPLY NOW

WHERE TO FROM HERE?



OUR ADDRESS

2/40 Blackall Street
Barton, ACT 2600



OUR EMAIL

contact@aeropm.net



OUR PHONE

+61 2 5100 7594



OUR WEBSITE

www.aeropm.net

Head to the Employment page on our website and fill out an application form!
www.aeropm.net/employment