



Veteran Employer Webinar Series - Recruiting Veterans

Tuesday 23 July 2024

1:00 – 2:00pm AEST

[Register today!](#)

The Veteran Employment Program (VEP) encourages and supports employers to recruit and retain veterans and build veteran-inclusive work environments.

The Veteran Employer Webinar Series aims to educate employers to implement or improve their veteran employment activities in line with the [Veteran Employment Commitment](#).

Panel Members



Adam Frizell, General Manager
AeroPM (Veteran Employer of Choice)

Adam is an accomplished and capable Business Leader within the Defence Industry. As a business owner, Adam has facilitated the rapid growth of AeroPM, an Australian and Veteran-owned national award-winning professional services consulting firm within Defence Industry, achieving a place on the 2022 AFR fast starter list, as well as the Prime Minister's National Veteran Employer of the year in 2020.

Adam has sat across a number of boards, some of which that are relevant to this forum include the Veteran Community Business Chamber (VCBC) and the Prime Minister of Australia's Veteran Advisory Council.

Underpinning his business acumen, Adam holds an Executive Masters in Business Administration (EMBA) through the UNSW Australian Graduate School of Management (AGSM) program and is a graduate of the AICD. Adam is an Air Force veteran of 21 years.



John Rogers, Executive General Manager – Defence
Ventia (Veteran Employer of Choice)

John Rogers is a seasoned business leader, and the Executive General Manager – Defence at Ventia, an industry-leading provider of integrated Facilities and Asset Management solutions throughout Australia and New Zealand. With significant expertise in change management, business transformation and growth, John has a proven track record in driving business expansion, including acquisitions and entry into new markets.

Before joining Ventia, he served as the CEO of Asia Pacific's largest security solutions provider, where he was pivotal in the company's strong growth. Over the past 25 years, John has led senior teams in both the private and public sectors. He served in the New Zealand Defence Force for over two decades and has occupied key roles in the security industry since 2005. John is a graduate of the Australian Defence Force Academy, the Royal Military College Duntroon, and the US Army Command and General Staff College. John holds a Bachelor of Science from UNSW and a Masters of Military Arts and Science from CGSC.



Glen Ferrarotto, Co-Founder and Executive Director
Ironside Resources (Veteran Friendly Employer)

Glen is the Co-Founder of Ironside Resources and currently sits as the Executive Director. In 1998 he enlisted into the Australian Regular Army as a Heavy Diesel Mechanic and following a little over 10 years of service including two deployments to Afghanistan with the Australian Special Operations Task Force he transitioned from Army in 2008.

Glen's motivation in establishing Ironside Resources was the opportunity to help some of his mates transition from the Army into the Mining Sector. Glen reflects that it was during a period of time where nobody placed any real emphasis on employing veterans, and the support services available to them on transition from the ADF were limited to a pat on the back and maybe a pre-discharge medical if they were lucky. The sense of purpose Glen felt when he secured someone a new career was similar to that in which he was able to keep a land-rover or motorbike moving forward despite the damage and be part of a bigger picture of success by playing his part well.

Glen remains motivated by this very ethos, do a job and do it well. Act with purpose, be adaptable, innovative and agile. Always lead a team from the front and collaborate whilst remaining willing to accept ultimate accountability for the decisions you make. Be trustworthy and receive feedback well and when you make a mistake, own it, but only make it once and always help others succeed by being selfless and humble.

Interested in implementing or improving your veteran employment initiatives?

If you want to attract veterans to your organisation, there's lots you can do in veteran recruitment, support and retention, leadership and public commitment. It can be as simple as applying a 'veteran lens' to existing human resource policies and practices.

See some of our factsheets:

[Veteran-inclusive job advertising](#)

[Veteran-inclusive job application and interview process](#)

[Commemorating service](#)

[Supporting reservists](#)

[Veteran employee mentoring and career development](#)

[Veteran employee on-boarding](#)

[Veteran-friendly workplace plans and policies](#)

[Working with veterans](#)

[Demonstrating leadership in veteran employment](#)

[Evaluating your veteran employment activities](#)

[Forming partnerships in veteran employment](#)

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