

SYDNEYTALENT



THE UNIVERSITY OF
SYDNEY

SYDNEYTALENT
MEDIA
INFORMATION

MEDIA INFORMATION

SydneyTalent Profile

CEO Profile - Anne Moore

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SYDNEYTALENT PROFILE

SydneyTalent is a new initiative of the University of Sydney that connects industry with high calibre, motivated students, from entry level through to experienced PhD candidates.

A groundbreaking concept in its range of services to students and business, SydneyTalent is wholly owned by the University of Sydney. It offers meaningful, paid employment and work related development in its quest to offer future graduates a competitive edge for successful employment.

SydneyTalent provides a tailored recruitment process and a range of employment options ensuring that students are appropriately matched to each business client's needs.

In addition, SydneyTalent provide students with unique learning and development programs, including OH&S and legislative training. Students are ready to begin making practical contributions immediately, while ongoing development workshops help them build the key life and work skills that are critical in the workplace.

SydneyTalent supports this offer with market-leading infrastructure, creating an easy, flexible process to help organisations manage their workflow fluctuations. SydneyTalent manages the administrative and payroll processes for the student employees on the organisations behalf, providing a low-risk alternative means of connecting with talented students.

With early access to the talent pipeline, SydneyTalent helps organisations develop the best students into key resources for the future.

There are five predominant conditions at play in the market place that impact students, universities, government and industry that are conducive to the development of the SydneyTalent concept:

- 85% of students are employed while undertaking study, either to satisfy financial needs or to gain a competitive workplace advantage
- Graduate work readiness and employability concerns have been expressed by government, industry and students
- Skills shortages exist industry wide
- An increasingly competitive higher education market exists, placing attraction and retention of high calibre students at centre stage
- Focus upon enhancing the student experience and improving the engagement of existing students

SYDNEYTALENT PROFILE

In its first three years, SydneyTalent anticipates placing 2,500 students. Among its aims, SydneyTalent is committed to:

- Enhancing the experience of every student by providing the opportunity to complement academic studies with meaningful, paid employment, and life and work skills development
- By connecting dedicated and ambitious students with employers, SydneyTalent creates ongoing relationships between students and industry that will reap immediate and future benefits
- Improve student employability through SydneyTalent training programs that prepare students for the workplace environment

SydneyTalent complements the University's commitment to providing the highest-quality student experience, which has been identified as a key element to successful learning outcomes.

SydneyTalent's work invests in the future success of graduates, and aids the University's vision to provide opportunities and choices to its students. By so doing, SydneyTalent will help students engage more fully with the economic and social fabric of our national and international communities.

CEO PROFILE ANNE MOORE



As Chief Executive Officer, Anne Moore is responsible for working closely with the University to set and manage the strategic direction, financial expectations and performance of SydneyTalent. She is responsible for University and industry engagement, business development and client relationship activity.

Anne's career in learning and development and human resources spans more than twenty years, predominantly within technology and telecommunications industries. Most recently, she worked as Director, Human Resources with Raytheon Australia Pty Ltd, a successful high technology defence industry organisation whose Australian operations are based in Canberra.

In a rapidly changing and demanding environment, Anne was focussed upon strategy, relationship building, workforce planning, capability development, change management and leadership.

Prior to Raytheon, she worked with premium Australian retailer, David Jones Ltd, as General Manager, Organisation Development. In this role, Anne focussed upon learning and development, cultural change and employee engagement across an 8,000 strong workforce. She was able to diversify her experience by developing an appreciation of the intricacies and complexities of retail management and operations. Anne also held a National Learning & Development Manager position for major telecommunications provider Optus Communications Ltd.

Anne's career commenced within a major global IT organisation where she conducted not only technical training but also successfully introduced business skills development training across Australia and New Zealand. During her early career, Anne also established her own consulting practice working with a variety of major organisations within technology, finance and banking, and IT sectors, designing and facilitating front line and executive learning and development programs.

Anne completed all of her academic studies by distance and part-time while building her career. She has a Bachelor Social Science (Dist) majoring in HR Development and Human Relations & Communication, and post graduate distinction level studies in strategy, human resource management and organisation behaviour.

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What is SYDNEYTALENT?

SydneyTalent is a supporting service of the University of Sydney that connects students with employers.

It facilitates part-time and full-time employment for undergraduates, graduates, and highly skilled post-graduates.

SydneyTalent is wholly owned by The University of Sydney.

It formally commenced operations after being approved by the Senate of the University of Sydney on Monday, 3 November 2008.

Incorporated in January 2008, SydneyTalent began a pilot phase in March 2008 before gaining Senate sanction for full external implementation. During the pilot program 250 students were placed in University employment.

SydneyTalent aims to place 2,500 students within three years.

SydneyTalent's charter is to reinvest surplus income into programs that enrich the student experience.

What does SYDNEYTALENT offer?

SydneyTalent offers opportunities for meaningful paid employment and work related development to all University of Sydney students, across all levels and disciplines, including international students.

SydneyTalent offers industry early access to the talent pipeline, with a tailored recruitment process and a range of employment options, including part-time, casual, contract, and full-time. Business clients choose from the pools of Emerging Talent, Advanced Talent, and Specialised Talent, covering entry-level undergraduates to experienced PhD candidates.

SydneyTalent connects employers with high calibre students with long term potential, creating early opportunities for the best students to gain practical and professional experience.

SydneyTalent offers the innovative learning and development programs of WorkReady Orientation™, WorkReady Essentials™, and WorkPlace Performance Development™. With OH&S and legislative training, students are ready to begin making practical contributions immediately, while ongoing modules help them build the key life and work skills that are most effective in the workplace.

The WorkPlace Performance Development™ program uses market-leading technology to capture performance and development objectives, aiding student employees and their workplace managers to track each student's progress. Students create and follow personalised development plans, and have their achievements captured upon graduation in their SydneyTalent resume.

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SydneyTalent supports this offer with a robust infrastructure, providing an easy, flexible process to help industry manage workflow peaks and troughs.

SydneyTalent manages the administrative and payroll needs of its student employees, creating a low-risk staffing solution for industry.

SydneyTalent offers flexible work hours, tailored to the academic timetable. Business clients are asked to respect student schedules, particularly during periods of high academic activity such as exams.

Key benefits to business

With 47,000 students enrolled at the University of Sydney, SydneyTalent offers a central access point to a vast, high quality, talent pool for immediate and future needs.

Businesses gain privileged early access to the intelligent, motivated and high-achieving students of the University of Sydney. These students are eager to gain practical experience through the application of their academic knowledge.

SydneyTalent's flexible, tailored approach ensures that each business client is connected with students who are appropriate to their individual needs and culture.

Business clients have the opportunity to develop up-and-coming students into the key people they need to ensure their future and to excel in a constantly changing world of industry.

The evolution of SYDNEYTALENT

The SydneyTalent concept was introduced into the University through an innovative approach to a shared services project taken by Procurement in 2005, recruiting students to become part of the project team. The initiative became known as Sydney Student Development (SSD), and quickly gathered momentum in its work with student employment.

SydneyTalent was incorporated in January 2008, working to bring the ideas of SSD into fruition with a fully realised student employment experience, including unique innovative learning and development programs. SydneyTalent began a pilot phase in March 2008, placing 250 students in University employment. Since gaining Senate endorsement in November, SydneyTalent has begun full operations.

NEED TO KNOW UNIVERSITY OF SYDNEY

The University of Sydney, founded in 1850, is Australia's first university, and has an international reputation for outstanding teaching, as a centre of research excellence and as an active and engaged community leader.

As one of Australia's leading universities, the University of Sydney is a key member of the Group of Eight and the Association of Pacific Rim Universities (APRU).

For the past four years, the University of Sydney has led the nation in winning competitive funding from the Australian Research Council (ARC). The University has nine of the Federal government's 49 prestigious Federation Fellowships and performs strongly in research conducted collaboratively with industry.

A leading Australian and international academic, Dr Michael Spence joined the University of Sydney as Vice-Chancellor and Principal on 11 July 2008. A distinguished alumnus, Dr Spence contributes a wealth of administrative, academic and research experience to the University.

The University of Sydney has more than 47,000 students enrolled across 16 faculties (including international and post graduate students).

The University of Sydney continues to rise in global rankings, confirming its place within the top 40 universities in the world.

The University's humanities teaching and research was ranked fifth best in the world in the UK's Times Higher Education Supplement (THES) World University Rankings published in October 2006.

The University as a whole was ranked 35th in the world in the same league table.

In the Newsweek global 100 for 2006, the University of Sydney was one of two Australian universities placed in the top 50 in the world.

The University's global network of partner institutions covers research collaboration, joint teaching projects and staff and student exchanges across 37 countries in Europe, North America and Asia.

98 Rhodes scholars and 148 Fulbright scholars have attended the University of Sydney.

The University is the only Australian university that offers postgraduates participation in the CEMS Master of International Management program.

The Faculty of Health Sciences is the largest health science faculty in Australia.

The Economics and Business Faculty has the only Australian business school to be admitted to the Community of European Management Schools (CEMS).

The University of Sydney is the leading first preference for school-leavers in New South Wales. 43% of first-year applicants receiving offers from the University in 2006 had a UAI of at least 95.

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Alumni of Note

Douglas Mawson (B.E 1902) Eminent Antarctic explorer, his image appears on the Australian \$100 note

Opera diva **Dame Joan Sutherland** OM AC DBE (D Mus '84)

Doctor Victor Chang AC (B.Med.Sc '60, MBBS '62) heart surgeon, and one of the pioneers of modern heart transplantation.

Australian Prime Ministers **Sir Edmund Barton** (MA 1870), **Sir William McMahon** LLB '33, B Ec '49), **Gough Whitlam** AC QC (BA '38, LLB '46, D Litt '81) and **John Howard** (LLB '61)

Film Directors **Jane Campion** (Dip Vis Arts '79, B Vis Arts '84) and **Bruce Beresford** (BA '64)

Inventor of the Cochlear ear implant, **Graeme Clark** AM (MB '58, MS '69, PhD Med '70, MD '89)

Australia's Chief Justice, **Murray Gleeson** (BA '59, LLB '62, LLD '99)

Writers **Kate Grenville** (BA '73), **Dr Les Murray** AO (BA '70, D Litt '01), **Professor Germaine Greer** (MA '63) and **Clive James** AM (BA '61, D Litt '99)

Managing Director, Sony Pictures Television, **John Ford** (BA '79, LLB '81)

Vice-Chancellor of the University of New South Wales, **Frederick Hilmer** AO (LLB '66)

More Information: <http://sydney.edu.au>

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