



YOUR *local* DISABILITY SUPPORT CHARITY

## A Guide for Job Applicants TIPS TO GET YOU STARTED WITH US



“Of all the people in this world there is only one you.  
Let your light shine”



## Our Vision

Empowering people with disability by creating a unique and all-inclusive community.

## Our Mission

By providing opportunities and pathways through programs and services that create a sense of purpose and belonging.



## Our Values

### U Unified Team

A team is not a group of people that work together. A team is a group of people that trust each other. "Welcome to the best team ever".

### N Nurture – People, Place & Purpose

We provide a supportive environment where we care, protect and develop growth.

### I

Innovate, Challenge, Change & Create

"Vision with action can change the world".

### Q

Quality Recruiting - Retain the Best

Our talented staff thrive in our culture. "We are a great place to work".

### U

Uphold – Our Vision, Our Principles and Our Values

We treat each other with respect and speak openly, listen actively and communicate with honesty, integrity and kindness.

### E

Empower

We provide our people with opportunities to develop and achieve personal growth. "We rise by lifting others".

We Listen. We Create. We Deliver.



# Careers

## How does recruitment work at Sunshine Butterflies?



### Application

Complete the expression of interest form on our website.

### Shortlisting

Your application will be reviewed and our team will contact you if a suitable position is available matched to your skills or experience.

### Interview

After shortlisting, we will invite you to a face to face interview so that we can find out more about each other. You may be offered to participate in an unpaid trial to evaluate suitability for the position.

### Offer

The decision to offer you a position with Sunshine Butterflies is based on your written application, suitability for the role, qualifications and experience, availability and relevant screening checks.





## What happens when I am offered a position with Sunshine Butterflies?

### Acceptance of offer

You will receive an offer of employment.

\*It is important to note that you cannot commence working at Sunshine butterflies without providing evidence of the following:

- Evidence of working rights in Australia – Australian or New Zealand passport, Australian Birth Certificate, Australian citizenship, Valid Visa, Photo Identification
- Tax File Number or exemption
- Compliant Superannuation Fund
- Current Queensland Drivers Licence
- Current Working with Children Check
- Current NDIS Worker Screening Check
- Current First Aid Statement of Attainment (for direct support roles)
- Current CPR Statement of Attainment (for direct support roles)
- The following NDIS Worker training modules (for direct support roles)
- Worker Orientation Module 'Quality, Safety and You'
- New Worker NDIS Induction
- Support Effective Communication
- Supporting safe and enjoyable meals



# What happens after I have started working with Sunshine Butterflies?



## Commencement – Inductions

On commencement of employment with Sunshine Butterflies you will work through our induction program. This will ensure you are given the relevant information and training to become an important part of our team.

## Ongoing support throughout your employment

Sunshine Butterflies has an Annual Career Development process to ensure you have opportunities to meet with your team leader or manager and discuss your ongoing career goals.

## Thank you for your interest in joining our amazing team!

We are so pleased that you are considering being part of our Butterfly family.

Our motto

**'Vision with action, can change the World'**

flows through every aspect of our organisation, and if you feel that your values align with ours, we would love to hear from you.





# What our employees say about working for Sunshine Butterflies

Working at Sunshine Butterflies is probably the most satisfying job I have ever had.

I have made amazing friends through Sunshine Butterflies staff and am extremely grateful to have met them.

Butterflies is a warm, welcoming and supportive workplace

I love my job at Sunshine Butterflies, it is very rewarding & satisfactory I feel like I am hopefully making a difference in our members lives.

I am very proud to tell people that I work for Sunshine Butterflies.

Absolutely love my job!











# Sunshine Butterflies

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