

Meat. **Your Future.**



Meat.
Your Future.

 **AMPC**
AUSTRALIAN MEAT PROCESSOR CORPORATION

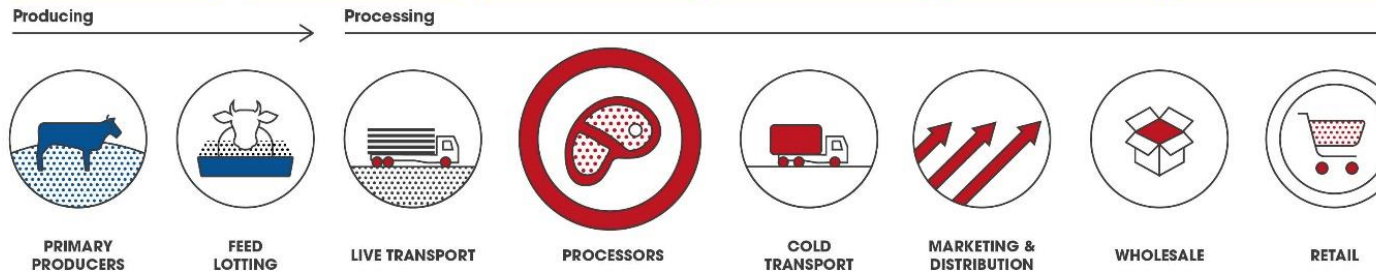
Questions

- What do you think the perception of the wider community thinks about the red meat processing industry?
- What do you like about working in the red meat processing industry?

Your responses...

An Industry Snapshot

INDUSTRY SNAPSHOT



GENERATE \$170,000 PER FTE*
compared with an average \$152,300 in other industries

EMPLOY 34,000 PEOPLE
making them the 2nd largest employer by sector

AMONG THE WORLD'S LARGEST EXPORTERS OF BEEF
making it the largest trade-exposed manufacturing industry in Australia



OUR PURPOSE

Enable Australia to build the most sustainable red meat industry

OUR VISION

To become a highly regarded, world-class provider of RD&E playing a vital role in influencing and growing the Australian red meat industry

WE WILL ACHIEVE OUR PURPOSE, MISSION AND VISION THROUGH A STRATEGY THAT:

1. Focuses on member needs
2. Diversifies funding sources
3. Develops collaborative networks and relationships with authoritative resources
4. Strategically invests in research, implementation of RD&E and marketing initiatives enabled by harnessing the world's best ideas and skills that deliver positive industry-wide benefits

**106 MEMBERS REPRESENTING
97% OF AUSTRALIA'S RED
MEAT PROCESSORS, LOCATED
AROUND THE COUNTRY**

OUR MISSION

To lead industry level strategy, innovation and capability development for our members, stakeholders and their communities

OUR VALUES

Collaboration, Innovation, Creativity, Challenge the status quo, Continuous improvement

* Full time equivalent (FTE) employment

Research

- Research undertaken explored community perceptions of the red meat processing industry
- The research included recommendations on ways to maximise community support for the industry, and attract skilled and unskilled workers to ensure the industry's sustainability
- An overview of the project is available at www.ampc.com.au

Research Findings

- Around two thirds of the community does not regard red meat processing as an 'industry of choice' for employment (69% say 'it is not for me').
- The industry is seen as being mostly manual labour, male dominated, and attracting mainly migrant workers.
- It is seen as part of the manufacturing sector, which is believed to be in decline, unstable, and paying low wages.
- Individuals identify having to kill animals, as well as undertaking repetitive and physically demanding work, as leading reasons why they are not attracted to careers within the industry.

Research Findings cont.

The positive side of the research is that it offered opportunities for improving perceptions:

- The red meat processing sector is seen as a very successful export industry
- Almost half the community doesn't really know what jobs might be available in the industry
- Around a third of the community expressed some openness to working in the sector.

Research Findings cont.

The current profile of those who are most open to a job in the industry is:

- Male, under 35
- Grew up in rural location
- More likely to have migrated to Australia
- Currently work full time
- Have experience in both manufacturing and meat processing industries
- Tend to be reasonably educated (from vocational course upwards)

Research Findings cont.

Other useful information from the research includes:

- Active interest is highest in SA/NT at 29%, second in NSW/ACT at 26%, third in VIC/TAS and QLD at 21%.
- 26% of parents would actively encourage their children to take such a role, while 47% of parents are open to the idea.

Meat. Your Future. arose as an opportunity to improve community perceptions of the red meat processing industry as a whole and a career option.

#meatyourfuture

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Jessica Tunnage
Northern Co-operative Meat Company (NCMC)

Meat. Your Future.

Meat. Your Future. is a campaign for current meat processing workers, job seekers and regional communities.

It includes three mini-campaigns which fall under the overarching **Meat. Your Future.** theme:

1. Meat. Your Partners.
2. Meat. Your Future.
3. Meat. Your Local Industry.

Meat. Your Future. Cont.

www.ampc.com.au/resources/careers

Planned social media activities

#MeatYourFuture, #MeatYourPartners and #MeatYourIndustry



Can you pick the meat processing worker?

Are you ready to embark on a satisfying career that pays well and challenges you? Why not become part of a \$25.0 billion industry that offers job security, a great salary and flexible working hours. Come make your mark in one of the largest food product manufacturing industries; whether you're a student or apprentice, looking for a career change or returning to the workforce, the red meat processing industry has a place for you.

A secure industry.
The industry currently employs 54,000 Australians and with current exports valued at \$9.3 billion, we're continuing to grow.

Career diversity.
From processing, technical roles, engineering, environmental management, research and development, IT, quality assurance, processing plant management, to sales and marketing and much more, there are many jobs to choose from.

A safe, clean and modern industry.

Don't be fooled into thinking red meat processing only involves manual labour, come join us and see how today's facilities use the latest technology to create a clean and safe working environment.

Family friendly working hours.

With family friendly shift options to allow time for school runs and other obligations, the red meat processing industry can provide you with the right work/life balance.

Jobs with a future.

As the global demand for red meat continues to grow, the Australian red meat processing industry offers job security and opportunities for your ongoing career development. Australia's reputation for quality and high standards puts our produce and career opportunities in high demand. To find out more about your new career, visit www.ampc.com.au/resources/careers.



#meatyourfuture | #meatyourcareer

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Careers Kit



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Meat. Your Future. Cont.

Meat. Your Future.

Careers Kit



Did you know the Australian red meat processing industry employs around 135,000 people¹, making it the nation's second largest employer by sector? It's an exciting and innovative arena in which to work, make new friends, develop professional contacts and shape the future of the industry.

It offers **diversity** in terms of working day variety, types of specialist roles and the cultural background of people working in it. Employers are **big on training**, so you'll be able to 'earn whilst you learn' on the job.

A career in meat processing allows you to be **well-paid** and, as consumption of red meat continues to rise, you can be part of a **secure industry**.

Other benefits of working in meat processing include **flexible** shift work – enabling you to spend time with the family or enjoy the rest of your day off. And you'll be equipped with skills that will let you **work around Australia or even internationally**.

With **more than 100 career paths to choose**, the Australian red meat processing industry offers something for everyone – which one will you choose when you **Meat. Your Career?**

CONNECT WITH US

- @AustralianMeatProcessorCorporation Australian Meat Processor Corporation
- @AusRedMeat #meatyourfuture #meatyourpartners #meatyourcareer #meatyourindustry
- www.linkedin.com/company/australian-meat-processor-corporation

AUSTRALIAN MEAT PROCESSOR CORPORATION (AMPC)
ADDRESS: Suite 1 Level 5, 110 Walker Street, North Sydney NSW 2060
PHONE: 02 8908 5500
EMAIL: admin@ampc.com.au
URL: www.ampc.com.au/careers/resources

¹ Including flow-on effects. Source: 2014-1043 Community Perceptions of the Red Meat Processing Industry Snapshot, <http://www.ampc.com.au/2017/02/Community-Perceptions-of-the-Red-Meat-Processing-Industry>.



MEAT. YOUR CAREER.

Join an industry with a broad range of positions including production, cold storage, warehousing and loadout, engineering, finance and administration, human resources, stock-handling, environment, quality assurance and meat safety. Join the meat processing community where continuing training is valued and you can learn while you earn.

Management

- | | | |
|---------------------------------|-----------------------------|------------------------------------|
| 1. Production Operator | 11. Human Resources Manager | 18. Finance Manager |
| 2. Plant Manager | 7. Production Analyst | 12. Engineering Manager |
| 3. Operations Manager | 8. Quality Systems Manager | 13. Sales and Marketing Manager |
| 4. Training Manager | 9. WHS Manager | 14. Business Development Manager |
| 5. Safety & Environment Manager | 10. Warehousing Manager | 15. Information Technology Manager |

What jobs can there
be in meat processing?
For a detailed list, visit
ampc.com.au/resources/careers

Senior Technical and Supervisor Roles

1. Foreperson
2. Warehouse Supervisor
3. Maintenance Shift Supervisor
4. Quality Assurance Manager
5. Meat Inspector
6. Team Leader
7. Environment Officer
8. Office Administrator
9. Production Supervisor
10. Maintenance Supervisor
11. Accounts Supervisor
12. Executive Assistant
13. Fleet Manager
14. Chief Purchasing Officer
15. Networks Administrator

Labourers and General Workers

1. Stock Handler
2. Process Operator
3. Production Labourer
4. Sterilisation
5. Machine Operator
6. Pallet Controller
7. Picker
8. Finance Clerk
9. Data Entry Operator
10. Forklift Driver



Technical, Trade and Skilled Worker positions

1. Meat Inspector
2. Butcher
3. Slicer
4. Electrician
5. Laboratory Technician
6. Refrigeration Technician
7. Health and Safety Officer
8. Human Resources Officer
9. Mechanical Engineer
10. Refrigeration Specialist
11. Laboratory Assistant
12. WHS Officer
13. System Administrator
14. Stock Controller
15. Industrial Engineer
16. Trainer & Assessor

Graduate Positions

1. Laboratory Manager
2. Harbourside
3. Chief Financial Officer
4. International Trade Manager
5. Employee Relations Manager
6. Business Systems Analyst
7. Meat Scientist
8. Environmental Scientist
9. Software Developer
10. Project Manager
11. Innovation Manager



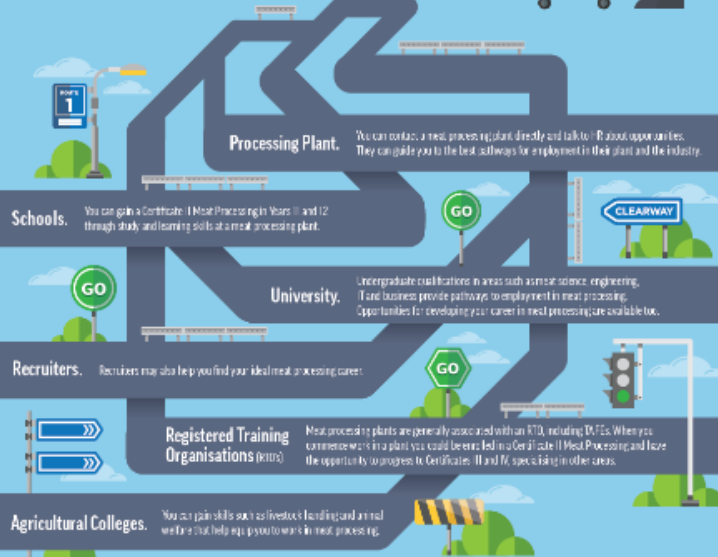
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Meat. Your Future. Cont.

PATHWAYS TO MEAT PROCESSING

There are a number of career development opportunities, including progression through Certificates, Diploma, Advanced Diploma in Meat Processing and university programs. Which one will you choose?



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The red meat processing industry is made up of many talented and committed people who enjoy what they do and are making the most of the career opportunities available. Meat...



"There is so much more that goes into the meat processing industry than what is commonly perceived. There is an ever-increasing need for the right people to fill many and varied roles."

Jessica Tunnage – Laboratory Manager and microbiologist at Northern Co-operative Meat Company
Location: Casino, NSW
Number of years in the industry: 8 years

"You don't need experience; if you have an open mind, you're one step closer to forging yourself a great career in the red meat processing industry."

Matthew Nelson – Human Resources Manager at Fletcher International WA
Location: Albany, WA
Number of years in the industry: 13 years



"I love that... no two days are the same. I have been offered so many new opportunities and have been able to complete several qualifications."

Debbie Hardke – Training Coordinator at JBS Australia Pty Limited
Location: Dinnmore, QLD
Number of years in the industry: 21 years

"As someone who has worked in other fields and has returned to the industry, I can confidently say there is definitely more scope for career opportunities in meat processing."

Leigh Kane – Shift Supervisor at Midfield Meats
Location: Warrambrook, VIC
Number of years in the industry: 10 years

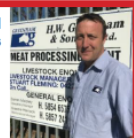


"Unlike gas or mining, which goes through economic cycles, I'm in a very stable career and still have many opportunities to continue to learn on the job."

Ade Ariantika – Project Engineer at Oakley Beef Exports
Location: Oakley, QLD
Number of years in the industry: 3 years

"The industry has some very clear career pathways and a real commitment to the growth and development of its employees, it's something they do really well."

Brett Scoble – Plant Manager at H.W. Greenham & Sons
Location: Tongala, VIC
Number of years in the industry: 22 years



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Resources

Whether you're qualified or not, below is a list of job search resources where you could start to Meat. Your Career.:

- Indeed www.indeed.com
- Recruit.net www.recruit.net
- Career One www.careerone.com.au
- Rimfire Resources www.rimfireresources.com.au
- Jobbydoo www.jobbydoo.com.au
- AgBizCareers www.agbizcareers.com.au
- Seek www.seek.com.au
- Simply Hired www.simplyhired.com.au
- Adzuna www.adzuna.com.au
- Staff 360 www.staff360.com.au
- Jora Australia www.jora.com.au
- Lucas Group www.lucasgroup.com.au
- Ag Careers www.agcareers.com
- Beef Central www.beefcentral.com/recruitment
- Ag Careers www.AgCareers.com
- Australian Apprenticeships www.australianapprenticeships.gov.au

Head to www.ampc.com.au/resources/careers for more information on the red meat processing industry and the career opportunities on offer.

To help you decide which is the best path to let you Meat. Your Career., below are some helpful links where you can find out more about the many training options on offer.

- MINTRAC (National Meat Industry Training Advisory Council Limited) www.mintrac.net.au
- Training.gov.au <https://training.gov.au/Search/Training?JavaScriptEnabled=True&typeAllTrainingComponents=True>
- The Farm Table www.thefarmtable.com.au/agriculture-certificates-and-diplomas
- Australian Meat Processor Corporation (AMPC) www.ampc.com.au/education-training
- People in Agriculture www.peopleinag.com.au
- Rural Careers – Meat Processing www.ruralcareers.net.au/meat

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Management

1. Production Operator
2. Plant Manager
3. Operations Manager
4. Training Manager
5. Safety & Environment Manager
6. Human Resources Manager
7. Production Analyst
8. Quality Systems Manager
9. W-S Manager
10. Warehousing Manager
11. Finance Manager
12. Engineering Manager
13. Sales and Marketing Manager
14. Business Development Manager
15. Information Technology Manager

What jobs are there in red meat processing? For a full list, visit ampc.com.au/resources/careers

Senior Technical and Skilled Worker positions

1. Foreperson
2. Warehouse Supervisor
3. Maintenance Shift Supervisor
4. Quality Assurance Manager
5. Meat Inspector
6. Team Leader
7. Environment Officer
8. Office Administrator
9. Production Supervisor
10. Maintenance Supervisor
11. Accounts Supervisor
12. Executive Assistant
13. Fleet Manager
14. Chief Purchasing Officer
15. Networks Administrator
1. Meat Inspector
2. Borer
3. Slicer
4. Electrician
5. Laboratory Technician
6. Refrigeration Technician
7. Health and Safety Officer
8. Human Resources Officer
9. Mechanical Engineer
10. Refrigeration Specialist
11. Laboratory Assistant
12. W-S Officer
13. Systems Administrator
14. Stock Controller
15. Electrical Engineer
16. Trainer & Assessor

Labourers and General Workers

1. Stock Handler
2. Processor/Packer
3. Production Labourer
4. Shopman
5. Machine Operator
6. Pallet Controller
7. Packer
8. Finance Clerk
9. Data Entry Operator
10. Forklift Driver

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Can you pick the meat processing worker?

Are you ready to embark on a satisfying career that pays well and challenges you? Why not become part of a \$23.0 billion industry that offers job security, a great salary and flexible working hours. Come make your mark in one of the largest food product manufacturing industries; whether you're a student or apprentice, looking for a career change or returning to the workforce, the red meat processing industry has a place for you.

A secure industry.
The industry currently employs 34,000 Australians and with current exports valued at \$9.3 billion, we're continuing to grow.

Career diversity.
From processing, technician roles, engineering, environmental management, research and development, IT, quality assurance, processing plant management, to sales and marketing and much more, there are many jobs to choose from.

A safe, clean and modern industry.
Don't be fooled into thinking red meat processing only involves manual labour, come join us and see how today's facilities use the latest technology to create a clean and safe working environment.

Family friendly working hours.
With family friendly shift options to allow time for school runs and other obligations, the red meat processing industry can provide you with the right work/life balance.

Jobs with a future.
As the global demand for red meat continues to grow, the Australian red meat processing industry offers job security and opportunities for your ongoing career development. Australia's reputation for quality and high standards puts our produce and career opportunities in high demand. To find out more about your new career, visit www.ampc.com.au/resources/careers.



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PATHWAYS TO MEAT PROCESSING

There are a number of career development opportunities, including progression through Certificates, Diploma, Advanced Diploma in Meat Processing and university programs. Which one will you choose?

Schools. You can gain a Certificate II Meat Processing in Years 11 and 12 through study and learning skills at a meat processing plant.

University. Undergraduate qualifications in areas such as meat science, engineering, IT and business provide pathways to employment in meat processing. Opportunities for developing your career in meat processing are available too.

Recruiters. Recruiters may also help you find your ideal meat processing career.

Registered Training Organisations (RTOs). Meat processing plants are generally associated with an RTO, including WTCs. When you commence work in a plant you could be enrolled in a Certificate II Meat Processing and have the opportunity to progress to Certificates III and IV, specialising in other areas.

Agricultural Colleges. You can gain skills such as livestock handling and animal welfare that help equip you to work in meat processing.

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Image sourced from <http://www.australianuniversities.com.au/>

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Meat: Ade Ariantika

PROJECT ENGINEER,
OAKEY BEEF EXPORTS PTY
LTD (QLD)

Since Ade (pronounced Ah-day) Ariantika, 23 was seven years old, she knew she wanted to be a mechanical engineer like her dad. Growing up in Jakarta, she had dreams of making it big in either manufacturing or petroleum. "If you do your best, ultimately you will be rewarded one way or another," she says.

A Queensland University of Technology Mechanical Engineering graduate, with honours, Ade is now based in Queensland's Darling Downs region working for one of Australia's largest beef processing plants. Her employer, Oakey Beef Exports Pty Ltd, employs more than 750 people from Oakey, Toowoomba and the surrounding districts.

During her three years, Ade's career has been fast tracking, having worked as Oakey Beef's Environmental Officer and Graduate Engineer, she is now the Project Engineer and has managed projects ranging from \$20,000 to \$3 million.

Part of Ade's Mechanical Engineering degree required her to complete a work placement and when she saw an advert for a company-based project at Oakey Beef's rendering plant, Ade jumped at the chance to work on the feasibility study.

Prior to this, she did not know anything about the red meat processing industry. However once she entered her first red meat processing plant, she was surprised at how high tech, clean and comfortable the working environment was.

"Some of my university friends tried to discourage me from coming out to Oakey but I was going into this with the expectation of learning something. Once I got here, it changed my mind completely. My perceptions were completely wrong and flipped 180 degrees."

Compared to her friends, Ade says her career has progressed more rapidly thanks to the growing opportunities in the red meat processing industry. As one of the top 10 Australian exports commodities for decades, the red meat processing industry provides high levels of job security and the opportunity to grow.

"Unlike gas or mining, which goes through economic cycles, I'm in a very stable career and still have many opportunities to continue to learn on the job. The added bonus is everyone is very friendly too. I consider the people at Oakey Beef to be like a second family to me."

Whether you're a student, already working in another industry in Australia or a migrant, Ade believes that the red meat processing industry provides an enriching experience in terms of skills and knowledge. From cattle handling, engineering, quality assurance and finance, through to professional butchering, supply chain, logistics, information technology and procurement, the career options are endless.

And the best part of it, according to Ade, is that she is able to apply her passion in engineering by doing her job. For her, it is a win-win solution that she is very grateful for.

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Meat: Brett Scoble

PLANT MANAGER,
H.W. GREENHAM & SONS (VIC)

"It's not a job for me, it's just what I do," says Brett Scoble, Plant Manager at H.W. Greenham & Sons. Brett is a walking example of what progression looks like in the red meat processing industry.

Based in Tongala, Victoria, Brett has been with the company for 22 years. During that time, he has had the opportunity to work in a number of roles and upskill himself through ongoing training. "The industry has some very clear career pathways and a real commitment to the growth and development of its employees," says Brett, "it's something they do really well."

In 2016, Brett became one of the first graduates to complete a Graduate Certificate in Agribusiness delivered by Response Learning Australia – a postgraduate vocational qualification developed specifically for senior members of the AgriFood Industry.

Shortly after high school, Brett tried dairy farming for a while. Though he liked the work, he soon noticed that some of his friends were earning double the pay at the local processing plant and working half the hours he did. As the meat processing plant had just opened up locally, he decided he'd apply for an entry level job there. The rest, as they say, is history.

"It didn't take long for me to work out that I liked the work, and I could see the job opportunities there. I made sure I put myself in the position to learn new skills; if there were any roles that had

responsibilities attached, I let my managers know that I was interested, and that I was serious about my career."

Brett also participated in any available training and was keen to learn new skills that could increase his knowledge of the industry. As his dedication became clear to senior management, Brett was rewarded with new tasks and training opportunities which, over time, resulted in his progression into more senior roles.

"The opportunities are there, if you're prepared to start somewhere. The foot in the door may initially involve packing meat, but there are so many opportunities from there," Brett says. "Having that background knowledge of the entry level jobs will help you in the longer term, and if you show some initiative, then it doesn't take long before you get feedback from management about your next role in the company."

One of the key factors that Brett says he enjoys is the personal growth and progression he has managed to achieve through hard work and training. He has also found that on occasion, he has become a role model for colleagues who have acknowledged his development and are wanting to follow his career path.

Brett says the industry has changed a lot in the 22 years he has been employed in it, and today, there is training support from employers, and the industry is continuing to evolve due to new technologies and developments. The end result of this ongoing growth and change is the job opportunities it provides.

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Meat: Debbie Hardke

TRAINING COORDINATOR,
JBS AUSTRALIA PTY LIMITED
(QLD)

Debbie Hardke once had ambitions to be a teacher, but when she missed out on a university placement by two spots, she needed to consider other options. Career paths have a way of coming full circle however, and fast forward to the present day, Debbie is now a Training Coordinator and spends her days very happily teaching adults the skills they need to work in meat processing at JBS Australia Pty Limited.

"I love that as a training coordinator, no two days are the same. I have been offered so many new opportunities and have been able to complete several qualifications," says Debbie.

"Each day brings with it new challenges and rewards. I really enjoy watching new starters progress in the business and helping them with training, to grow and develop into well-rounded meat industry workers."

After Debbie missed out on her university placement, she decided her other career option was to get an entry level role in a company and work her way up. Debbie's mother worked as a packer at the local meat processing plant in Beaudesert, Queensland, so Debbie started out there too. Up until the plant's closure in 1996, she worked in roles including the Boning Room, Cold Stores, Offal Room and Administration.

Debbie took time off from her career to have children, later returning to the workforce at another plant, AMH Dinmore (JBS Australia).

As she and her husband were saving for a deposit on a house, she was able to initially share the parenting duties with him by working weekend shifts (Friday to Sunday), whilst he worked Monday to Thursday night shifts. Debbie says she was only able to do this as the hours offered by the red meat processing plant suited her family situation.

This co-parenting/work schedule meant that Debbie and her husband were able to spend time with their children and didn't require any paid childcare for eight years; within three months they were able to save enough for a deposit on a block of land. They built their home, and moved into it four months later.

Debbie returned to red meat processing as a packer, but it was not long until she was asked to be a Workplace Training and Assessor – a new challenge she gladly accepted. This led to a position as Training Administrator, before moving into Human Resources. Debbie has now been in her current role of Training Coordinator for nine years.

"People will always continue to eat red meat, which means there will always be a demand for quality products," says Debbie.

"If anyone is considering a new career, I'd recommend giving it a go. It's as easy as logging onto the JBS Australia website and getting in contact with the address listed under the recruitment directory of your nearest plant."

Debbie says it's great that JBS Australia offer training for so many different roles.

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Meat:
Jessica Tunnage
LABORATORY MANAGER AND
MICROBIOLOGIST,
NORTHERN CO-OPERATIVE MEAT
COMPANY (NSW)

As the Australian red meat industry continues to grow, there is a wealth of opportunity and career diversity for those who are ready to take the leap, says Northern Co-operative Meat Company's (NCMC) Laboratory Manager and Microbiologist, Jessica Tunnage.

"There is so much more that goes into the meat processing industry than what is commonly perceived," says Jessica. "There is an ever increasing need for the right people to fill many and varied roles."

Jessica believes that now is a great time to get involved in an industry that she has found to have no limitations to the job opportunities available. "It's about your potential, and how you can use that potential to help the industry grow," she says.

"No matter what industry you're in, if you work hard, you will be rewarded. Having drive and commitment will take you places. In the red meat processing industry, if you give a genuine effort, I've found that you get a lot in return."

When Jessica finished high school in Casino, NSW, she wanted to take a gap year to gain work experience before she went on to university to study science. Jessica applied for a job with NCMC, her hometown's largest employer. She has now been with the company for eight years, and is grateful for the opportunities provided, that resulted in her current role as Laboratory Manager.

She is currently studying for her Masters in Microbiology, a feat that is made possible by the ongoing support provided to her by NCMC.

"If I've ever had to be off-site for external study commitments, my employer has been completely supportive and understanding. It's been mutually beneficial, as I can apply the knowledge from my further education to continue to improve the business and the industry overall."

Working for a large company within an even larger industry, there is always something new to learn, investigate, research, and build knowledge on. Jessica finds being a Microbiologist in the red meat processing industry is fast-paced, challenging, engaging, and above all – rewarding.

Jessica's work at NCMC is both in the daily operations of the laboratory, including food safety and quality control aspects of the meat production processes and more broadly within other operations of the company.

"As we move forward as a company and improve not only our product lines and our work efficiencies, but also our knowledge of our products, and how they behave in terms of factors such as shelf life and temperature changes; we are building a solid, sound future that I intend to be part of and continue to contribute to."

Acknowledgement from Jessica's colleagues also contributes to her job satisfaction. As a scientist she and her lab team have great pride in sharing their enthusiasm for scientific-based findings or solutions,



Meat:
Matthew Nelson
HUMAN RESOURCES
MANAGER,
FLETCHER INTERNATIONAL WA

"You don't need experience; if you have an open mind, you're one step closer to forging yourself a great career in the red meat processing industry," says Matthew Nelson, Human Resources Manager at Fletcher International, WA.

Even though he had friends working at one of the larger companies, the meat processing industry wasn't Matthew's first thought for employment; he had his sights set on becoming an accountant and had even completed a diploma in accounting at TAFE.

However, after seven months of looking for a role with one of the few large accounting firms in Albany, WA, Matthew decided to look into work at the local meat processing plant. This move put him on the path to a successful 13-year career at Fletcher International WA with eight of those in Human Resources. Matthew says he has been able to gain new skills by working a number of different roles, including working in payroll for four years – a job to which he was able to apply his accounting knowledge.

At the age of 26, Matthew was promoted to Human Resource Manager, where he now oversees the employment of new staff, managing staff turnover, and undertaking performance management for approximately 400 employees on site.

Matthew initially presumed working in a meat processing plant was a messy job. Like many, he was expecting "gore and blood", but he now concedes that the assumption couldn't be further from the reality of this clean, sanitary workplace.

In fact, when talking to potential new employees at job interviews, Matthew tells them that working in meat processing is rather like the meat section at Woolworths; neat, organised, and with minimal blood. He also says the possibilities for growth are virtually limitless.

"There is room for growth and the career opportunities are limitless," he says. "At the end of the day, we are producing good quality products and upholding our great company name and that makes me feel rewarded."

Red meat processing workers can look forward to a number of benefits, including job variety. Each day is different at Fletcher International WA and as a result, Matthew loves what he does.

"As a manager in a large company there is a lot of responsibility," he says, "And with this responsibility comes great reward. Being able to have input into guiding a company's future or having influence over company policies and procedures are things I never thought I would be able to achieve in my working career, but they are now just part of my daily tasks."

Another benefit to the industry that Matthew sees are the transferrable skills workers learn and take to other abattoirs throughout Australia.



Meat:
Leigh Kane
SHIFT SUPERVISOR,
MIDFIELD MEATS (VIC)

"Don't pigeonhole a meat worker," says Shift Supervisor at Midfield Meats, Leigh Kane. "I started my career sweeping floors in the beef boning room and now I am in charge of 100 people. You get out what you put in."

According to Leigh, who is based in Warrnambool, Victoria, there are an endless number of people who are involved throughout the meat processing chain.

"Farmers, transport, scientists... the industry isn't limited to just cutting up meat and packaging it," he says. "There are a variety of careers available and there are plenty of avenues you can take to get there."

Leigh hasn't always worked in meat processing. Fresh out of high school, he tried different labouring jobs before landing his first job cleaning the beef boning room floors at Midfield Meats.

After working a few roles at the processing plant, he decided to try another career path and he completed an apprenticeship in plastering. He later relocated his family to Queensland to work in the mines, but as the mining boom began to go bust, Leigh considered what was best for his family and his career.

Even though he had just turned 40, Leigh wasn't keen on spending the next 20 years of his life doing the heavy manual labour associated with working in trades. Through a chance conversation with a friend

back home in Warrnambool - who also happened to be an employee with Midfield Meats - Leigh landed himself a job back at the red meat processing plant where it all began more than ten years earlier.

Things have not only changed a lot for Leigh, but he is surprised at how far the red meat industry has progressed over that time.

"Once you enter the gates at Midfield Meats, it's incredible," he says. "It's not what people think it is. There are working mums, grandparents and skilled professionals. The opportunity to work with such a varied number of people is one of the main things I enjoy about my job. I even have the opportunity to work with like-minded colleagues from different cultures such as Korea, Thailand and China."

The red meat industry also offers flexible working hours, something that appealed to Leigh and his family.

"The beauty of my role is that the majority of the work starts early in the morning," he says. "It gives me the opportunity to do activities after school like coaching running and training for the Great Ocean Road marathon. The hours work for my family."

Having tried his hand in a number of roles, Leigh says the scope of where you can go in the meat processing industry is better than other industries he has experienced. He also likes the fast-paced environment, reaching targets and problem solving.



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Hosting open days

Community engagement

Media relations activities

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