



POWERLINK QUEENSLAND

First Nations candidate guide

You are welcome here

At Powerlink Queensland, we want you to know from the start: you are welcome here.

Our commitment to reconciliation is about respect, understanding and honesty about the past, so we can move forward together in a fair, equitable and inclusive way.

We acknowledge First Nations Peoples as the Traditional Custodians of the lands, waterways and sky Country throughout Australia, and especially here in Queensland where Powerlink is located and operates. We pay our respects to their Ancestors, Elders and knowledge holders past and present and honour their deep history and ongoing connection to Country.

We recognise that many First Nations Peoples have encountered barriers to employment, both historically and today, due to systemic biases, racism and structural inequities.

As part of our ongoing reconciliation journey, we are committed to learning, listening and truth-telling, and to creating a workplace where First Nations People feel safe, respected and supported to thrive.

Because of the role we play in Queensland's energy future, we see it as our responsibility to:

- build genuine, longterm relationships
- remove challenges to jobs and career opportunities
- value First Nations' knowledge, cultures and perspectives
- support stronger social and economic outcomes for First Nations Peoples

Reconciliation is everyone's responsibility, and we are committed to making it part of how we work every day.

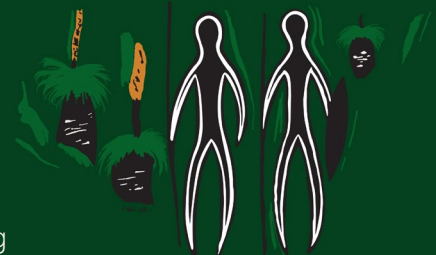
Inclusive Recruitment

We want your experience with Powerlink to feel welcoming, respectful and clear from the very beginning.

While we know we're not perfect and may not always get everything right, we're genuinely committed to learning, improving and making our processes as inclusive and supportive as possible.

Our recruitment approach reflects our commitment to respect and building strong relationships, and we continue to embed these principles in our work. While the steps may vary depending on the role, this guide explains what you can expect, so you can apply with confidence.

No matter the role, we value what you bring — your knowledge, your lived experience, and your perspective — and we genuinely look forward to hearing from you.



Powerlink acknowledges the Traditional Owners and their custodianship of the lands and waters of Queensland and in particular, the lands on which we operate. We pay our respect to their Ancestors, Elders and knowledge holders and recognise their deep history and ongoing connection to Country.



Your application journey

1

Application

To apply, create a candidate profile and submit your application or Expression of Interest through our Current Vacancies page.

Some roles are listed as Talent Pools. These help us prepare for future opportunities, which means you may hear from us less often while we wait for the right role to open, but we love to stay connected and will check-in from time to time, asking if your interest remains, you've gained any new skills or experiences of if you're no longer interested in hearing about us.

We also send email updates as we progress through the recruitment process and you're also welcome to contact the recruiter for a status update.

2

Review and shortlisting

We review all applications and shortlist based on how closely your experience and eligibility match the role.

If you're shortlisted, your recruiter will contact you to arrange either:

- a yarn over the phone
- an online assessment, depending on the role.

A phone call is a chance for us to get to know you, understand what you're looking for, and answer all your questions too. Your recruiter will also talk through next steps and ask if you'd like any support or adjustments.

Online assessments may include values, personality or skills-based activities. We'll let you know exactly what to expect, how to prepare, and you'll have access to some practice examples.

3

Interview

If you move to the interview stage, your recruiter will call you to explain what to expect and how best to prepare.

The recruiter will also invite you to discuss any questions, additional support or adjustments at this stage.

Soon after, you'll also receive an email with all the details and a short video with interview tips.

The interview is your chance to share how your skills and lived experience connect to the role.

You'll meet with the Hiring Manager and other panel members.

We prefer to meet in person where possible, but we understand that travel and timing don't always work – online interviews are always an option.

4

Pre-Employment Checks

If you progress further, we'll complete standard preemployment checks with your consent.

These may include reference checks, qualification checks, and medical or security checks where required.

5

Offer

If you're successful, we'll call you first to share the good news and talk through the details.

You'll then receive a written offer with information about the role, pay, benefits and start date.

Your leader will also contact you to welcome you and answer any questions.

You're welcome to connect with us on LinkedIn, Facebook and Instagram to get a feel for your future team and what's happening at Powerlink.

Helpful tips

Application

- Read the job ad carefully so you know what we're looking for so you can tailor your application to suit.
- Some programs (like apprenticeships, graduates and vacation students) open at specific times each year – check the dates so you can have your application ready on time.
- Set up job alerts so you don't miss opportunities you're interested in so you can stay updated.
- We commit to contacting every applicant with an outcome - you will always hear back from us.

Resume and cover letter

- Use a simple, clear resume layout (Word templates work well).
- Tailor your resume for each role and focus on your achievements, lived experience, and cultural knowledge, not just job tasks.
- Double check your contact details and ask someone you trust to proofread.
- A cover letter is encouraged – it's your chance to share your story, explain why you're interested, and show how your professional approach to your work aligns with Powerlink's values.

Interview

- Let your recruiter know your availability as soon as you can.
- Re-read the role description and think about examples from work, community or life experience.
- Bring your questions - interviews are a two-way conversation.
- If it helps, you can use the STAR method (Situation, Task, Action, Result) to share your story clearly.
- If you need any support or adjustments, let your recruiter know. We'll work with you in a way that suits your needs.

Support, adjustments and cultural considerations

We are committed to making our recruitment processes fair, equitable and inclusive. If you'd like support at any stage, please reach out to discuss. This could include:

- a yarn about the role before applying
- extra time to submit your application
- a different interview format
- bringing a support person to interview
- flexibility for family, cultural or community responsibilities
- any other reasonable adjustment

We know that equity and inclusion looks different for everyone. All requests are handled respectfully, privately and with care and you would not be disadvantaged in the process. Each job ad includes direct contact details for the recruiter, or you can contact our team at recruitment@powerlink.com.au.





Ongoing support and inclusion

At Powerlink, inclusion doesn't stop at recruitment. We are committed to creating a workplace where First Nations Peoples feel safe, respected and supported.

This includes:

- cultural awareness training available to all employees
- inclusive recruitment practices and hiring leader training
- flexible work options that respect family, community, life and culture
- inclusive leave options, including cultural diversity leave for Sorry Business, NAIDOC Week and other days of significance

- a First Nations Mentoring Program
- Powering Country, a community of practice with members who are passionate about and advocate for Reconciliation within the organisation.
- a Yarning Circle, a culturally respectful space for connection and conversation.

Reconciliation is an ongoing journey. This guide is one way we're working to make sure First Nations candidates feel informed, respected and supported when considering a career with us.

If there's anything that would make your experience more comfortable, inclusive or welcoming, please let us know.

We look forward to meeting you.



Further information

For enquiries about working at Powerlink, please call FREECALL 1800 635 369 (Monday to Friday, 7.30am to 5pm) and ask for 'Recruitment' or email recruitment@powerlink.com.au.

Scan the QR code or visit powerlink.com.au/careers for more information.

