

# ENGINEERING SKILLS

FOR AN EMPLOYEE LOOKING FOR WORK, OR AN EMPLOYER SEEKING QUALIFIED STAFF, THE TERRITORY WORKER DATABASE IS A VALUABLE FREE SERVICE WHICH CONNECTS EMPLOYEES AND EMPLOYERS. EMPLOYEES CAN REGISTER THEIR SKILLS FOR POTENTIAL EMPLOYERS TO REVIEW, WHILE EMPLOYERS ARE ABLE TO SEARCH THE PROFILES FOR SUITABLE CANDIDATES THEN GET IN TOUCH. EMPLOYER KIRSTY MCINNES FROM UNO MANAGEMENT SERVICES DISCOVERED THE TERRITORY WORKER DATABASE AND, IN THE PROCESS, HAPPILY RECRUITED TWO NEW SKILLED EMPLOYEES, RANIL ATTANAYAKA AND CARMEN EVANO.

## Kirsty McInnes and Ewan Hall

Managing Directors

UNO Management Services Pty Ltd

New business owners Kirsty and Ewan know all too well the importance of finding qualified and hardworking employees.

Not afraid to do their research and "find out who is out there", they have explored many channels in a bid to source good staff for their engineering business UNO Management Services.

Since their business started operating 18 months ago, Kirsty and Ewan have used recruiters, been to career expos and tried searching online. Kirsty attended the Brisbane Reinvent Your Career Expo which she found useful. "It's good to talk to people who want to change their careers," says Kirsty. They read about the Territory Worker Database in the newspaper, and liked that they were able to browse through candidates' resumes instead of using traditional searching methods.

"It was good just to see who was out there," Kirsty says. "It was better to go through candidates' CVs on the database in search of someone who may fit, instead of putting an ad in the paper. And it's cheaper. As a small business, we can't justify those costs."

As business owners who are open to innovative ways to connect to possible staff, Kirsty and Ewan use Skype to interview candidates from other cities. They used Skype to interview recent recruit Ranil Attanayaka. "It was pretty funny because he was in his bedroom, dressed up in his suit, and we were dressed Darwin style," says Kirsty. She is now using her successful experiences with the Territory Worker Database to help other employers find good candidates. Although she's not letting them know her exact secret weapon, preferring to do the search for them to find staff. "My friend has asked me 'How do you get people?'" Kirsty explains. "I say, I can't tell you, but I can help you..."

## Ranil Attanayaka

Civil Engineer

Twenty-eight year old Ranil Attanayaka sees more similarities between Darwin and his native Sri Lanka than his recent temporary home of Melbourne.

"Darwin is very similar to Sri Lanka, and very different to Melbourne!" he says. "In Sri Lanka we have the humidity and the monsoons. You don't get that in Melbourne!"

Ranil moved to Melbourne from Sri Lanka two years ago to work and live with his uncle.

He now works as a civil engineer with local Darwin company UNO Management Services, after registering online on the Territory Worker Database while still living in Melbourne.

Shortly afterwards he was contacted by Kirsty for an interview via Skype.

Ranil says he is very happy with his move to the Top End.

"Darwin is a good place. At first the biggest difference I noticed was that there were no trains!" he says.

Through working with a growing business like UNO, he recognises the scope of opportunities for work in the Territory.

"There are a lot of opportunities here as Darwin is still developing. There are a lot of ongoing projects and jobs in all professions," says Ranil.

The majority of Ranil's family is in Sri Lanka, but he hopes to show his uncle around the Top End in the not too distant future.

"My uncle called and told me that when he has a holiday next he will come and visit," says Ranil. "I told him about all the activities and travel you can do here."

"And the weather is much better here than in Melbourne!"

He has recommended his friends in Melbourne make the move north also.

"I sent the Territory Worker Database link to some of my friends in Melbourne, so they could find work also," he says.

## Carmen Evano

Business Development Officer

When she moved to Darwin in May this year, Carmen thought she'd take her time to find employment. But she found the lure of the many opportunities too appealing.

Carmen has two children and her husband already had a good job in Darwin, working as a algal technician with Paspaley Pearls.

"The plan was to stay at home for a while," says Carmen. "But I decided to explore opportunities online. I found the NT Government site, where I linked through to the Territory Worker Database."

She registered on the database and applied for several jobs online.

"My husband told me I should wait for the right opportunity," she says.

Shortly after she registered, Carmen was contacted by Kirsty, and after an interview at Carmen's house, she got the job as Business Development Officer with UNO Management Services.

Carmen was employed on a part-time basis, but there are moves afoot for it to become full-time.

"I'm really excited," says Carmen. "I'm thrilled to have this job."

She also likes the change of lifestyle that Darwin brings her and her family.

"Darwin is very different to Manila," says Carmen.

"We like it because it is less stressful and there is no peak hour traffic!"

Carmen found the key to her employment success was discovering the Territory Worker Database.

"I think that would be the first thing that someone who is looking for a job should do," says Carmen.

FROM LEFT  
TO RIGHT:  
Kirsty McInnes,  
Ranil Attanayaka,  
Ewan Hall and  
Carmen Evano.

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