Tapping into the Hidden Talent Pool

Employing international graduates
Benefits of hiring international candidates

- Competitive advantages in the global marketplace
- Connections with global organisations and contacts
- Development of new markets locally and overseas
- Diversification and cultural richness within own organisation
- Intercultural awareness and business etiquette
- Multilingual skills to assist with international clients, global websites and marketing campaigns
- High levels of commitment to employers
- Increased levels of innovation through global perspective
- Flexibility during busy seasons and holidays

It's simpler than you think

Most international students who have recently graduated from an Australian educational institution can obtain a Temporary Graduate visa (subclass 485), which will allow them to live and work in Australia for a period of 1.5 to 4 years without employer sponsorship.
Temporary Graduate visa (subclass 485)

**Facts and resources**

- International students can work up to 40 hours per fortnight during semester and unlimited hours during semester breaks.
- International students can be employed on a fixed-term basis commensurate with the length of the student’s visa, until permanent working rights are obtained.
- Temporary or permanent sponsorship is available if the organisation wishes to retain the student upon expiry of their visa.
- Check work entitlements for international candidates (both during and after studies) via Visa Entitlement Verification Online.
- Visit the Fair Work Commission’s website to ensure Australian employment law is followed in regards to fair wages, breaks, leave entitlements and other conditions.

Source: border.gov.au; fwc.gov.au

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**Disclaimer:** Current as of February 2016. Subject to change without notice. Check border.gov.au
Connect with our international students

It is easy to connect with international students online or on campus.

**Careers Online**
Access talent via our online jobs board for free (including casual, part-time, full-time, internship, graduate and volunteer positions)

**Careers Fair**
Network with prospective employees and promote your organisation’s brand

**Employers Talk**
Engage specific student cohorts on campus with an informative presentation

**Targeted Email-Mail out**
Send details of your recruitment programs directly to students

**Inside Careers**
Share your industry and recruitment insights and meet potential future candidates

**Faculties/Students**
Connect with discipline specific departments and student groups

Contact us
MELBOURNE CAREERS
W: careers.unimelb.edu.au/employers
E: careers-services@unimelb.edu.au