



TEYS IS AN AUSTRALIAN, EXPORT BEEF PROCESSING AND VALUE ADDING COMPANY THAT HAS GROWN FROM HUMBLE BEGINNINGS INTO A GREAT ORGANISATION WITH AN INTERNATIONAL REPUTATION FOR HIGH QUALITY PRODUCTS.

CAREERS AT TEYS



IF YOU WANT TO FULFIL YOUR POTENTIAL,
CONSIDER THE WIDE RANGE OF CAREERS AT TEYS AUSTRALIA.

TEYS AUSTRALIA'S JOURNEY

Teys Australia is a 50/50 joint venture between the Teys family and Cargill.

The Teys family has been involved in the Australian beef industry since 1946 when four Teys brothers formed a partnership to begin a wholesale and retail meat business in South East Queensland. From these humble beginnings the family has grown its business to become the second largest beef processor and exporter in Australia. Teys family members remain closely involved with the day-to-day operations of the company and have instilled a strong culture of honesty integrity and trust.

Founded in 1865, Cargill is a privately held company with a presence in 66 countries. Cargill helps customers through collaboration and innovation, and is committed to sharing its global knowledge and experience to help meet economic, environmental and social challenges wherever they have a presence.

Teys Australia operates six modern and efficient beef processing facilities strategically located facilities at Beenleigh, Biloela, Rockhampton, Tamworth, Wagga Wagga and Naracoorte. The company also operates two cattle feedlots at Jindalee in New South Wales and Condamine in southeast Queensland. Teys Australia Murgon processes cattle hides from the Teys Australia beef processing facilities. The geographic location of the company's facilities provides an ideal alignment with the Australian cattle production system.

TAFS (Teys Australia Food Solutions) represents our suite of value added products, processed in dedicated and purpose built facilities. Our products include a range of cooked deli small goods, convenience meals and fresh case ready lines.

As the leading vertically integrated supplier of red meat supply chain and meal solutions. Teys Australia works collaboratively with their supply chain to create sustainable value for its key stakeholders.

WHY WORK FOR TEYS AUSTRALIA?

> TEYS AUSTRALIA OFFERS

- JOB SECURITY
- SAFE WORK SYSTEMS
- LIFESTYLE SHIFTS IN REGIONAL LOCATIONS
- TRAINING AND DEVELOPMENT
- INNOVATION
- VALUES
- DIVERSITY
- REWARDS FOR PERFORMANCE
- EMPLOYEE BENEFITS



TEYS HAS SUPPORTIVE AND SKILLED MANAGEMENT AND SUPERVISORS COMMITTED TO THE WELLBEING OF ALL STAFF AND GROWTH OF THE COMPANY.

Teys is an Australian-owned and -operated employer of choice within the meat processing and export industry, currently employing more than 4,500 people. Research shows that issues high on the priority list for employees include whether companies provide and encourage employee development and career progression. At Teys, you will find both – we provide training to develop your skills and experience, and a rewarding career path for you to follow.

> EMPLOYMENT OPPORTUNITIES

For many years, Teys has offered a wide range of employment opportunities across a broad scope of occupations within the meat production, processing and export industries. Opportunities are always available for both skilled and unskilled people to come and join, then gain formal qualifications and a rewarding career.

People can come to Teys from all walks of life, and we look for people with a combination of the eight Employability Skills – communication, teamwork, problem solving, initiative and enterprise, planning and organising, self-management, learning, and technology.

More specialised areas in our business include value add products, which allow for flexible career and skill development.

> TRAINING AND CAREERS

There is a vast range of jobs available in the meat processing industry. Not all of them involve processing meat. Wherever you start in the industry – perhaps as a labourer, apprentice fitter or turner, a packer or cleaner – you can set yourself career goals and work towards them. With planning, training and experience you may end up as a QA officer, a maintenance manager, human resources manager, marketing and sales officer, boning room team leader or production manager.

Employees in Teys plants can be developed as skilled food processors, supported by up-to-date on-site training with qualified trainers and assessors. Committed and suitably skilled staff have the opportunity to develop long-term career paths, progressing from 'shop floor' to management roles, technical trades and other skilled positions. Training is based on competency rather than a formal written examination process for lower level positions.



CAREER PATHWAYS MEAT PROCESSING

CARVE OUT A CAREER IN RED MEAT

› CORPORATE LEADERSHIP

Masters
Agri Business Management
Grad. Development Program

Diploma
Meat Processing

Leadership Academy
Graduate Development Program
New Supervisor

› LEADERSHIP

Advanced Diploma
Meat Processing

Certificate IV
Meat Processing (Quality Assurance)
Meat Processing (Leadership)
TAA (Assessment & Training)

Women in Leadership
Fundamentals of Mgmt & Leadership
High Performance Management
High Performance Leadership

LEADERSHIP

› ADMIN. & SERVICES

Advanced Diploma
Meat Processing

Diploma
Meat Processing
Human Resources

Vocational Graduate Certificate & Diploma
Agri Business

Certificate IV
Meat Processing (Quality Assurance)
Meat Processing (Leadership)
TAA (Assessment & Training)
Workplace Health & Safety
Human Resources

QUALITY ASSURANCE /
CONTROL SUPERVISOR

SUPERVISOR

OHS, TRAINING, ADMIN,
RECRUITMENT

FOOD SAFETY /
QUALITY

PRODUCTION

HUMAN
RESOURCES

› SKILLED TRADES

Certificate III
Meat Processing (Boning Room)
Meat Processing (Slaughtering)
Meat Processing (Meat Safety)
Meat Processing (General)
Foundations of Human Resources
HACCP
Maintenance Fitter (Mechanical)
Electrician (Electrical)
Laboratory Skills

Certificate IV
Instrumentation
TAE Training & Assessment

Diploma
Advanced Trade Mechanical
Advanced Trade Electrical

Other
Lead Auditor
Food Safety
Animal Welfare
Environment Skillset

TRAINER / MENTOR

TUTOR / MENTOR

MAINTENANCE

BONER

SLICER

SLAUGHTER
PERSON

› ENTRY LEVEL

Certificate II
Meat Processing

SEMI-SKILLED

KNIFE SHARPENING
PROGRAM

LABOURING

PACKING



TEYS AUSTRALIA OFFERS A STRONG PORTFOLIO OF CONSUMER BRANDS BUILT AROUND AUSTRALIA'S UNIQUE POSITION AS A CLEAN, GREEN & SUSTAINABLE PRODUCER OF SUPERIOR BEEF.

TEYS AUSTRALIA'S BRAND PORTFOLIO



Our range includes:



> GRASSLANDS BEEF

Grasslands Beef, as nature intended, is produced from free range cattle that have been raised on natural pastures where they are able to roam and graze in a stress free environment for their entire lives. All Grasslands Beef is free of antibiotics and artificial hormones. Grasslands Beef is underpinned by the MSA grading system to guarantee tender, juicy beef....

It's your natural choice.



> TEYS CERTIFIED BLACK ANGUS™

Teys Certified Black Angus™ has a proven reputation for excellence by combining the superior eating quality of the Angus breed and the science of the Meat Standards Australia grading system to guarantee an unrivalled eating experience every time. Both the Grainfed and Grassfed Range have the identical eating quality promise.



> RIVERINE BEEF

Choose the Riverine Beef range for your unparalleled eating experience. Riverine Beef is produced from carefully selected, prime quality cattle that are raised in the lush, temperate Riverine region of Australia. The cattle that meet the rigorous Riverine standard are grain fed for 100 days and graded under the Meat Standards Australia grading system to ensure the brand delivers on its eating quality promise.



WORKPLACE HEALTH, SAFETY & WELFARE

AT TEYS AUSTRALIA EVERY EMPLOYEE IS RESPONSIBLE FOR THEIR OWN SAFETY AND FOR THE PEOPLE THEY WORK WITH.

At Teys, we are committed to achieving the highest standards of health, safety and welfare practices and maintaining our core values in the communities in which we work and live. Teys prides itself on its safety record, and its Occupational Health & Safety practices are acknowledged as some of the best in the world in the meat processing industry. Teys continually strives to improve and maintain the highest possible health, safety and welfare practices for the protection of all employees, visitors, contractors and the wider community.

> SAFETY MANAGEMENT SYSTEM

Teys has trained safety personnel at national and local levels and operates under a highly developed Safety Management System designed to be proactive rather than reactive. This generates a positive safety culture at all levels of our business. Key focus areas include risk management, incident and injury management, training, communication and consultation, visitor, contractor and purchasing management, and emergency preparedness.

> CORPORATE SOCIAL RESPONSIBILITY

Maintaining the highest standard of corporate social responsibility is of utmost importance to Teys Australia. Our Corporate Social Responsibility strategy focuses on 7 key areas;

- Governance and Leadership
- People practices, Occupational Health and Safety, and Well-being
- Community enrichment and economic development
- Environmental protection and sustainability
- Food safety
- Animal Welfare
- Responsible sourcing and consumption

Teys Australia believes as a socially responsible company and a valued member of the communities in which it operates, that it has an obligation to continuously improve its operations and work towards sustainable practices now and well into the future.

> OHS COMPLIANCE & STANDARDISATION

To ensure an effective Safety Management System, operating procedures and safe work practices, Teys has introduced a standardisation system whereby all sites use Teys best practise OHS procedures. To ensure this system is maintained, a series of internal & external audits and reviews are conducted to verify system compliance. This system allows us to determine if safety-related activities are implemented effectively, and are suitable for achieving stated objectives.

> OHS ACHIEVEMENTS

Since 1946, Teys has become recognised throughout the Red Meat Industry as a leader and innovator with OHS practises, continuously striving to improve our processes and minimise all associated risk. Our most recent achievement was being awarded first prize at the 2008 Occupational Health & Safety Innovation Awards for the "Development of Manual Assist / Co-Biotics Devices". This award is sponsored by AMPC and MLA and recognises creative and practical solutions to meat processing problems, and promotes their application across the industry. Teys were unanimously selected for this award through the people's choice and the judge's choice voting process. The Red Meat Industry identified knuckle / thick flank and aitchbone pulling as the most arduous boning room task to perform in beef processing, contributing to higher than normal injury and staff turnover rates. Teys championed the development of two manual assist or "co-biotic" devices that reduce the strain and arduous physical nature of these tasks, the first in Australia. Testing of both phase 2 prototypes has been successfully completed and both are now ready to move into commercialisation.

> ANIMAL WELFARE

Teys Australia has a strong commitment to animal welfare. All of our processing establishments are certified under the Australian Livestock Processing Industry Animal Welfare Certification System - an independently certified animal welfare system that ensures livestock under our control, from receipt to humane processing are managed in accordance with best practice animal welfare standards.



IF YOU ARE INTERESTED IN CONSIDERING WORK AT TEYS PLEASE REVIEW FURTHER INFORMATION AND APPLICATION FORMS ON OUR WEBSITE [TEYSAUST.COM.AU](https://teysaust.com.au)



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