

The logo for AusDiagnostics features the word "AusDiagnostics" in a sans-serif font. The word "Aus" is in a light blue color, and "Diagnostics" is in white. Above the letters "i", "a", "g", "n", and "o" in "Diagnostics", there are five small circles of varying shades of blue and white, arranged in a slightly curved line.

AusDiagnostics

**AusDiagnostics 360  
Graduate Program**

## Chief Operating Officer's message



*"I am hopeful that as a locally based and internationally represented company within the STEM environment, we can positively support women & our first nation students within this industry and continue to create opportunities to nurture growth and development so they can reach their professional goals."*

*Nicole Mckeown*

Nicole Mckeown  
Chief Operating Officer

## Our Core Values

### Innovation

**"Think outside convention — challenge it."**

We are passionate about continuous improvement. We constantly push the envelope of innovation to create dynamic solutions that add value to our customers.

### Respect

**"We value our people and partners."**

We regard our people and partners in the highest of esteem — we collaborate and connect with dignity and transparency.

### Empowerment

**"Freedom and power to make a difference."**

We are the unification of the ideas and contributions people — we enable individuals to actuate and excel.

### Integrity

**"We live by our reputation."**

We are genuine, open, and ethical in the business we conduct and the way in which we conduct it.

### Diversity

**"Different individuals on the same journey."**

We celebrate diversity and actively foster an inclusive culture where individuals can form meaningful and crucial connections. We embrace unique ideas and talents because this is what drives innovation and continual growth.



## i. Background

As a manufacturer and supplier of a wide range of molecular solutions, AusDiagnostics mission is to improve patient outcomes through diagnostic innovation. A significant focus of the company is providing effective tools for clinicians to identify prevalent and often life-threatening diseases impacting human and animal health. Our Tandem-Plex technology enables syndromic screening to provide the most comprehensive and efficient diagnosis.

At AusDiagnostics, quality is paramount to deliver the best in class and ensure accurate diagnosis for clinicians to prescribe the most suitable course of treatment for their patients. The company also caters to applied markets such as food and environmental testing. We boast two state-of-the-art ISO 13485 certified manufacturing plants, one within our headquarter base in Sydney, Australia, which also houses a certified PC-2 laboratory, and the other production site is located in Chesham, United Kingdom.

To facilitate global support to its ever-growing customer base, the company also have sales and service operations in Texas, United States of America and Auckland, New Zealand and a vast network of distributors represented in over 32 countries around the world.

We seek to expand our operations and source the highest calibre of talent to achieve our mission and vision. Our core focus is to continually foster a culture that is rich in diversity and founded on inclusion and empowerment of our people.

The AusDiagnostics 360 Graduate Program is a paid 18-month pathway to a career in the STEM environment. The Program seeks to address areas of the Sustainable Development Goals (SDGs) of the United Nations (UN) through a targeted approach. Whilst the program is open to all, it is tailored to support women and indigenous students by providing industry placement opportunities from the successful completion of their studies into the STEM environment.

We are passionate about developing future leaders and tackling the issue of diversity within STEM. Statistics demonstrate that women represent as little as 27% of the workforce across all STEM industries in Australia. With only 23% of this demographic being represented in senior management positions and as little 8% of those being in CEO roles. (1)

We also recognise low STEM engagement and poor STEM outcomes beyond school in work and education for Aboriginal and Torres Strait Islander students.

## ii. The Program

The Graduate Scheme is an eighteen-month program that offers recently graduated students the opportunity to gain from industry learning and development within science and commercial applications. The course is designed to take graduates on a learning journey using a multi-disciplined approach and is divided into six key modules throughout the term comprising of; (1) Research and Development, (2) Production, (3) Quality and Regulatory Assurance (4), Engineering, (5) Marketing (6) Sales and Customer Service. Each module involves pragmatic hands-on teaching experiences to enable diverse learning from key aspects of the business.

Modules are scheduled in twelve-week blocks to provide meaningful periods for participants to absorb sufficient knowledge and harness new skills within each discipline. Upon completion of each module assessments will be completed by the participants to identify learning outcomes and future development opportunities. Successful graduates will receive a certificate of completion at the conclusion of the program.

## iii. Module Content and Key Learning Outcomes



### 1. Research and Development

- (a) Foundations of PCR methodology and technique
- (b) Design process
- (c) Investigation and technical review
- (d) Product realisation

### 2. Production

- (a) Introduction to production workflow and processes
- (b) Production automation and reagent manufacturing
- (c) Production Registration Processes

### 3. Quality and Regulatory Assurance

- (a) Fundamentals of Quality Management and ISO 13485
- (b) Risk Management and Reporting
- (c) Post-Market Surveillance
- (d) Product Registration Process

### 4. Engineering (R&D / Manufacturing)

- (a) Introduction to engineering design practices
- (b) Manufacturing process and workflow
- (c) Quality processes

### 5. Marketing

- (a) Product lifecycle management
- (b) Market research methodology
- (c) Multi-media marketing tools
- (d) Post-market engagement

### 6. Sales and Customer Service

- (a) Sales cycle management
- (b) Service life cycle
- (c) The importance of customer service

#### iv. The Value

We recognise how significant and daunting the first step into the world of work can be and how challenging it is to decide which direction to take in your career with so many options available. This is why, we designed the graduate scheme to offer a unique 360 industry exposure across diverse business functions. The program is built to enable participants to experience all aspects of the business and to equip them with new skills and tools to expand the scope of and fast-track future career opportunities.

The program offers a competitive salary and provides participants with extensive mentoring and one-to-one coaching engagements to enhance their learning experience. Participants will also benefit from networking opportunities with various internal and external stakeholders of the business to help build their professional profile.

AusDiagnostics seeks to provide permanent placements of full-time employment to highly talented individuals based on their performance during the program. Such offers are subject to availability.



#### v. Eligibility

To be eligible to apply for The AusDiagnostics 360 Graduate Program applicants should have recently graduated university and recently awarded or awaiting award of a bachelor's degree in a science, technology, engineering, or business-related subject. They should have rights to work in Australia for the duration of the program and be based in Sydney to be available to commute to AusDiagnostics Headquarters in Mascot.

AusDiagnostics acknowledges the traditional custodians of the land on which our office stands and pays tribute to the indigenous generations of the Gadigal nation, respecting elders past, present and future.

Express your interest: [Click here](#)

Contact Us: [HR@ausdx.com](mailto:HR@ausdx.com)



## References

1. Department of Industry, S. and R. (2022) The state of STEM Gender Equity in 2022, Department of Industry, Science and Resources. Available at: <https://www.industry.gov.au/news/state-stem-gender-equity-2022> (Accessed: 16 May 2023).