

# The DCJ Experience

You'll do meaningful work.  
Make a difference for communities.  
Have an impact.



# Why DCJ

Working at the Department of Communities and Justice (DCJ), you'll do unique and interesting work that affects positive change in the communities we serve. DCJ is one of the largest employers in NSW, supporting safe and secure, just, resilient and inclusive communities.



“Helping people from my culture, being Aboriginal woman from out west. Give, share and show my knowledge and personal experiences with co-workers and customers.”

— Employee response  
People Matter  
Employee Survey



**At DCJ, you'll work with children, adults, families, communities and our partners to enable and deliver our services. The organisation and our people are proud to commit to delivering support and systems that achieve positive outcomes.**

**At DCJ, our people say we:**

- Live our values of Service, Trust, Accountability, Integrity and Respect in how we work together and with the community;
- Respectfully serve our communities, supporting people and improving systems to deliver better services;
- Partner purposefully across our services to improve outcomes for communities and individuals; and
- Strive for a positive culture where everyone can bring their best selves to work.

You'll be part of a unified and collaborative approach; contributing to safe and thriving communities in which you live and work.

You'll work to make a difference to people's lives and improving outcomes for Aboriginal and/or Torres Strait Islander peoples.

DCJ is a lead employer in the public service for the employment of Aboriginal people. We attract, retain, and continue to focus on making DCJ workplaces culturally capable.

We want you to realise your potential. It doesn't matter where you live in NSW, your diverse background and experiences that you'll bring with you will be valued and integral to the work we do.

Regardless of what role you step into at DCJ, you'll do work that really matters here, work that makes a difference. In return, you'll have varied opportunities to create positive change and build a diverse career journey with us.

The teams at DCJ look forward to working alongside you, doing meaningful work, making a difference and having an impact.

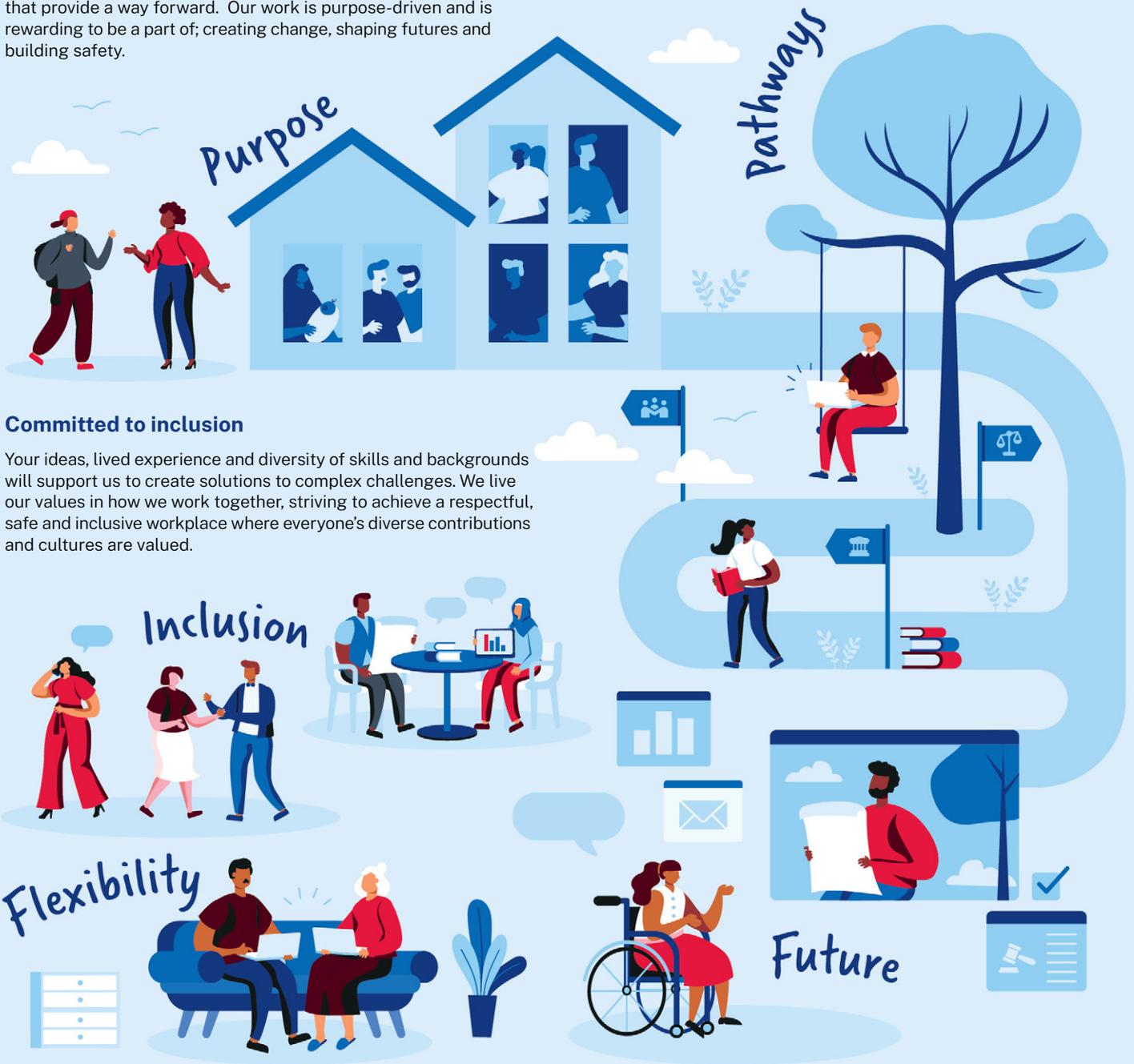
# Our Employee Value Proposition

## Purposeful Work

You'll do work here that you simply cannot do anywhere else. At DCJ we support the justice system, and we support people through challenging times by delivering programs and services that provide a way forward. Our work is purpose-driven and is rewarding to be a part of; creating change, shaping futures and building safety.

## Diverse career pathways

You will have access to diverse experiences that support your career. We offer so many opportunities across our varied workforce, bringing multiple different career journeys and ongoing learning and growth. We provide more than just a job at DCJ. Our roles have real purpose and meaning, and contribute to a bigger picture.



## Committed to inclusion

Your ideas, lived experience and diversity of skills and backgrounds will support us to create solutions to complex challenges. We live our values in how we work together, striving to achieve a respectful, safe and inclusive workplace where everyone's diverse contributions and cultures are valued.

## Flexible ways of working

You'll be supported with flexibility when working with DCJ. Whether it's rostered or part time work, working from one of our locations across NSW, remote work or unique leave entitlements such as parental leave and flex leave. Flexibility contributes to helping our people achieve balance so they can thrive at work.

## Future focused

You'll put people in our care and protection at the centre, adapting your approach, practice and support to create better partnerships and outcomes. Through our people, we continually build on what we know and learn to keep improving and innovating the work we do. We are committed to investing in technology that enables improved and transparent service delivery, helping communities gain the services and support they need when they need it.

# Our People

DCJ is proud of its track record in diversity having achieved all of our Premier's representation targets. We've also achieved our own stretch diversity goals too!

We continue to build a workforce culture that values diversity and inclusion, and represents the community that we serve. We are committed to the employment and ongoing partnerships with Aboriginal and/or Torres Strait Islander peoples and communities, people with disability, LGBTQIA+ and people from all diverse backgrounds. We know the diversity of our people, their skills and achievements, will help us grow and deliver improved services to our diverse community.



## Our organisation is made up of:

- **8.2%** Aboriginal and/or Torres Strait Islander people
- **5.9%** people with disability
- **6%** people who identify as LGBTQIA+
- **18.4%** people from culturally and linguistically diverse backgrounds
- **52.7%** of women in leadership roles
- **23,000+ employees dedicated to building inclusive environments for their colleagues.**

## In 2023, 18016 employees completed our annual employee survey



“The inclusion is probably the best thing about working with DCJ. Most people at DCJ are very inclusive and supportive which makes it great to come to work every day knowing that there are many people who are going to be there to support you.”

— **Employee response**  
**People Matter Employee Survey**

# How We Support Our People

DCJ is committed to providing opportunities for skill development, mobility and access to offerings that supports your health, wellbeing and safety.



With us you'll have access to:



Role and Career Development Opportunities



Employee Recognition Awards



Workplace Adjustment Passport



Employee Assistance Program



Flexible Working Arrangements



Fitness Passport  
Access to gyms and swimming pools

We offer various employment and development programs to support people to grow:

- Individualised Induction Programs
- Aboriginal Traineeship Program
- Aboriginal Internship Program
- DCJ Yuranha Aboriginal Employment and Training Programs
- DCJ Veterans Program
- Stepping Into Internship Program
- NSW Graduate Program
- Diverse Leadership Development Programs
- Shadowing Programs

“I love the work and feel like I am actually making a difference. There are always changes and improvements happening in the way we work and this keeps me stimulated and interested.”

— **Employee response**  
**People Matter Employee Survey**

# What We Are Proud Of

We are always striving to improve the work we do in DCJ for our people and in the way we operate our services and systems. We are committed to always learning how we can improve and adapt the systems in which we work, for the communities we serve.

DCJ has also achieved various national and industry awards for improving how people can access and interact with our services. Some other recognition we've received that supports our employees is:

- Winner of the first ever Disability Employee Network (DEN) of the Year Award – 2022 Disability Confidence Awards
- The only organisation to lead the Index in three different categories (organisational commitment, career development and workplace adjustments) – 2022 Disability Confidence Awards
- 2022 Excellence Award and the Best Health and Wellbeing Program Finalist – Australian HR Awards

DCJ has also achieved:

- Disability Confident Recruiter status with Australian Network on Disability's (AND)
- Level 2 Carers Accreditation with Carers NSW

Contributing to our workplace culture are our employee networks, supporting our people with connection. This includes:

- DCJ Aboriginal and Torres Strait Islander Employee Networks
- DCJ Disability Employee Network
- DCJ Pride Employee Network (LGBTQIA+)
- DCJ Women's Employee Network
- DCJ Supporting Ageing Government Employees Network
- DCJ Multicultural Employee Network
- DCJ Carer's Employee Network
- DCJ Young Professionals Network.

In 2022 we were rated Australia's number one public sector employer in a national public survey conducted by Randstad.



“I enjoy teaching new skills to inmates and watching their attitudes towards other inmates and staff change over a short time. This aspect of my job is satisfying to me.”

— Employee response  
People Matter  
Employee Survey

## Careers at Communities and Justice

DCJ offers a broad range of roles to help build careers based on talent and skills. Visit the **careers page** of our website to find information about DCJ career pathways, programs and initiatives.

[dcj.nsw.gov.au](https://dcj.nsw.gov.au)

