



A Recruiters Guide to Moving to Australia





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Move to Australia with Evolve Talent's help

Whether you're looking for a place to settle down or just searching for your next dream destination, Australia is a land of opportunity. The nation is home to more than 25 million people across its six states and offers an idyllic lifestyle to those living "down under".

Perhaps it's little wonder then that Australia is an attractive option for ex-pats from all over the world. The team from Evolve Talent hails from across the globe too, so we understand the intricacies of moving to a new country. We know it can be a complex and daunting experience, so we've put together this simple guide to help you through the process of relocating to Australia.

Did you know?

Sydney, one of Australia's biggest cities, is geographically larger than London – but it contains almost half the people.

Recruiting with Evolve Talent

Evolve Talent recruits across a range of specialisations including Healthcare, Design & Construct, Resources & Mining.

Design and Construct



As a cornerstone of Australia's economy for decades, it's no secret that the ongoing development of the built (and natural) environment has and continues to create opportunities for people across the country.

Common Design & Construct roles we recruit for include:

- Air Conditioning Mechanics
- Carpenters
- Commercial Managers
- Construction Managers
- Contract Administrators
- Diesel Fitters
- Electricians
- Facilities Managers
- Fitters & Turners
- Labourers
- Leading Hands
- OHS Safety Officers
- Plumbers
- Project Managers
- Site Managers & Supervisors
- Site/Project Engineers
- Structures Foremen
- Technicians
- Trade Assistants.
- Traffic Controllers

Resources and Mining



Dating back to the 1850s gold rush, Australia's energy and mining field has evolved into one of the most well-established and largest sectors in the country. Today, the mining and resources industry is booming, making up a large percentage of Australia's leading exports.

Common energy and mining jobs (including Fly-In-Fly-Out (FIFO) jobs within remote areas) include:

- Construction Engineering (SMP / Civil)
- Construction Trades & Supervisors
- Electrical Engineering
- FIFO Admins
- FIFO Bus Drivers
- FIFO Chefs
- FIFO Maintenance
- Trades
- FIFO Security Guards
- FIFO Utilities
- Mine Managers & Surveyors
- Mining Engineers
- Plant Operators
- Project Managers & Support

Healthcare



The need for healthcare professionals in Australia has always been great. It comes as little surprise that following the pandemic, demand in the healthcare sector continues to surge.

The team at Evolve Talent are experts at helping healthcare specialists to navigate the intricacies of the sector.

Common Healthcare jobs we recruit include:

Aged Care and Community

- Cleaners
- Assistant in Nursing
- Personal Care Assistants
- Enrolled Nurses & Endorsed Enrolled Nurses
- Registered Nurses
- Clinical Nurses
- Nurse Managers

Nursing

- Assistant in Nursing
- Dental Nurses
- Enrolled Nurses/Endorsed Enrolled Nurses
- Registered Nurses
- Midwives
- Clinical Nurses
- Nurse Educators
- Nurse Managers
- Directors of Nursing

Doctors

- Anaesthetists
- General Practitioners
- Gynaecologists
- Obstetricians
- Paediatrists
- Psychiatrists
- Radiographers
- Radiologists
- Surgeons

Social work and Wellbeing

- Case Managers
- Case Workers
- Disability Support Workers
- Domestic Violence Practitioners
- Support Workers
- Mental Health Consultants
- Out Of Home Care Consultants
- Psychologists
- Residential Youth Workers

Allied Health and Medical Imaging

- Occupational Therapists
- Pharmacists
- Physiotherapists
- Psychologists
- Radiographers
- Radiologists
- Sonographers
- Sports Coordinators
- Stenographers
- Surgeons



Evolve Office Location

Here at Evolve Talent, we recruit for all six states of Australia, covering both the big city metro locations and rural and remote areas! Whatever lifestyle you and your family are looking for, we can help find the right place to call home.

We have offices all over the country to help you find a role in any state of Australia.



Sydney – our Sydney office is located in the heart of the city, recruiting for the wider Sydney and New South Wales area. The Sydney team covers a wide range of recruitment specialisations including Healthcare, and Design & Construct.



Brisbane – known for its blue skies and relaxed beachy lifestyle, Brisbane, Queensland is a great place to kickstart your new career. The Brisbane team would love to help you discover your new career in Design & Construct, Healthcare or Technology.



Adelaide – South Australia's cosmopolitan coastal capital, Adelaide was rated Australia's most liveable city and the third most liveable city in the world according to The Economist Intelligence Unit's Global Liveability Index for 2021. Our Adelaide office, in the heart of the city, is home to an excellent team of recruitment specialists.

Melbourne – you'll find our Melbourne office just outside the CBD on St Kilda Road, just a short walk from Melbourne's fantastic public transport stations and surrounded by the city's enviable cafes and restaurants. Hiring for the state of Victoria, the Melbourne team are experts in all areas of recruitment.



Perth – the capital of Western Australia, Perth is known for its sandy beaches and warm weather. In Western Australia, mining (together with the petroleum industry) accounts for over 90% of the state's income from total merchandise exports (2019-20). Our Perth team are experts in Resources & Mining recruitment.

Life at Evolve Talent

So, you're sold on the Aussie lifestyle. What about the life of a recruiter with Evolve Talent?

Fortunately, there is just as much to love about Evolve Talent as there is about the land down under!

At Evolve Talent, our people are at the heart of everything we do. While dollars and the bottom line are a desirable outcome, they are secondary to what we do and the people we work with.

But don't just take our word for it – our culture is of such high quality that we've recently been shortlisted for the Australian Financial Review Best Place to Work. We've also been recognised by the TIARA Awards; Evolve Talent has been shortlisted for Best Mid-Size Company, Best Recruitment Brand and Best Growth Company.

Here are just a few of the benefits we offer our recruiters:



Flexibility

we strongly believe in work-life balance. Moving overseas is no small decision – so we want to make sure that you, and your family, see more than just your house and the office!



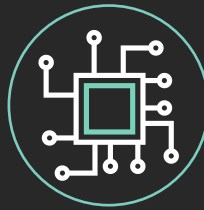
Stability

the past few years of the pandemic has seen many businesses lose a bit of momentum. Not the case for Evolve Talent. We've seen continued growth even through COVID-19 due to our work in major essential markets like mining and healthcare.



Opportunities

as a rapidly growing business, there are plenty of opportunities for advancement.



Technology

our team is equipped with the newest technologies, working with smart tools and machine learning. These technologies have removed administrative burdens so our recruiters can get back to doing what they do best.



Strong Remuneration

we understand any relocation needs to be worth it from a financial standpoint.



Innovation

our team enjoy thinking outside of the box and embrace doing things differently. No idea is too wild – as the world evolves, so do we. We exist to support our clients and our candidates, and we relish finding innovative ways to improve outcomes for everyone.



Support

many of the Evolve team have relocated from the UK, Ireland and Europe ourselves – so we understand the process and can help support you every step of the journey.

Culture

we mentioned that we're a great place to work, right? We truly believe in investing back into our



Health & Wellness

Once a month, we offer skin cancer checks and opportunities to volunteer for important causes. Our 'Wellness Wednesday' is a popular initiative among the team, as is the COVID Mental Health Day.



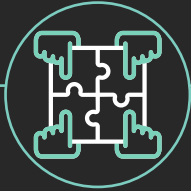
Lunch Club

if you achieve a set milestone for each quarter, you are taken to lunch with your teammates to a value of \$250.



Million Dollar Club

similar to the Lunch Club but an initiative for the key accounts team in Perth. If you bill \$1m for the quarter, you also get \$250 towards a lunch or event.



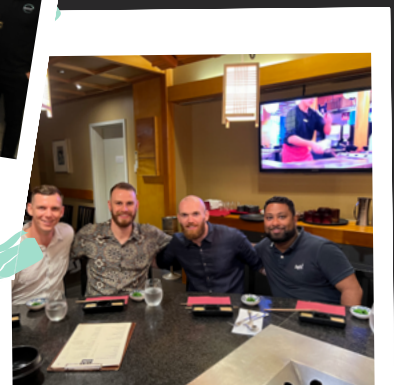
Team building

from Painting & Picasso, monthly social drinks, internal competitions or pottery classes, we believe in connecting outside of the four walls of the workplace.



Team identity

simple initiatives like receiving branded t-shirts or branding our boardroom only enrich the identity of the wider team.



Moving To Australia

Lifestyle

When you picture Australia, you probably see golden coastlines, brilliant blue skies, bustling cafes, and wide-open spaces. This utopia you're imagining isn't too far from reality. Australia is considered one of the safest nations in which to live – above Finland, Sweden and Germany according to the IEP Global Peace Index – making it a world-class destination to work, play and raise a family.

Pristine beaches, museums and art galleries, stadiums, theatres, iconic landmarks, shopping, hiking trails, national parks and dining precincts are just a few of the attractions on offer.

It's also a multicultural melting pot, with as much as a third of the population born overseas. So, no matter where you're hailing from, the chances are you'll find it easy to find a support network of fellow ex-pats from your part of the world.

There is truly something for every family member here in this beautiful country.



For the Little Ones

Most kids love having space and playing sport. Fortunately, Australia has an abundance of both on offer! Children – and their parents - will love the many parks and beachside reserves with lots of open space to run wild. Between these great spaces and the wide variety of Aussie sport, your little ones will never be bored here.

Rugby, netball, swimming, athletics and cricket are popular sports for Australian kids, played at school and home. Extra-curricular sports often include tennis, badminton, water polo, horse riding, weightlifting, sailing and surfing.

Australia also has one of the best Education systems in the world (read our Education guide on Page 10). Although a significant change can often be scary for kids at first as they leave their friends, the benefits of the move quickly outweigh any disadvantages.

Our Favourite Spots to Take the Kids:

- **Sydney Aquarium**
- **Taronga Zoo**
- **The Gold Coast theme parks**
– Movie World, Wet & Wild, Dreamworld and so many others!



For the Beach and Sun-Seeker

Australia is home to some of the world's best beaches, like the world-famous Bondi Beach. You've probably seen the iconic images of the waves crashing into the Bondi Baths, the pool at the famous Iceberg Club. Bondi is a perfect example of the easy-going, laidback beach lifestyle Australia is famous for. With its white sands and sandstone cliffs, it's just one of the many beautiful beaches on the Australian coastline.

Our Favourite Beach Spots:

- **Bondi Beach, NSW**
– an iconic beach for good reason
- **Whitehaven Beach, Queensland**
– bright white sands in the Whitsunday Islands
- **Surfers Paradise Beach, Queensland**
– on the famed Gold Coast and surrounded by so much to see and do



For the Nature and Cultural Enthusiast

The Ku-ring-gai Chase National Park is a 37,000-acre nation park that offers a multitude of walks and hikes for every ability. It's also a great spot to learn about indigenous Aboriginal culture with about 1,500 aboriginal art sites.

Our Favourite Nature Spots:

- The Great Barrier Reef, Queensland
- Uluru and Kata Tjuta, Northern Territory
- The Blue Mountains, NSW
- The Great Ocean Road, Victoria

Our Favourite Arts and Culture Spots:

- Sydney Opera House, NSW
- Museum of Contemporary Art Australia, NSW
- National Gallery of Victoria, Victoria
- South Australian Museum, South Australia
- Fremantle Prison, Western Australia
- National Gallery of Australia, Australian Capital Territory





Living Costs

If you're emigrating from a big city, you'll likely find the cost of living in Australia on par. However, just as it goes in any city, some areas are more affordable than others.

Looking at the national level, Australia is considered one of the world's slightly more expensive places to live – ranked 11th, compared to the USA's 27th, UK's 28th, Canada's 30th, and then countries such as Brazil or India which are down below 100. Some EU countries do outrank Australia, though, like Denmark (5th), Norway (3rd) and Switzerland (2nd).

That said, when you compare cities instead of countries, then everything changes. To use London as an example, while the UK was considered overall less expensive than Australia, London is 19th-most expensive on its own, compared to Sydney's 66th.

While some costs may seem higher, there are other areas where you may be able to save some pennies. Also, keep in mind that numbers don't give you a full picture. It isn't easy to put a price on quality education, good healthcare, and the lifestyle benefits on offer. For many people, the opportunities will resoundingly outweigh any costs.

Below outlines a comparison between living the living costs of in Sydney (one of Australia's major cities) vs London (UK), New York (USA), Berlin (Germany), and Mumbai (India).

COMMON LIVING COST COMPARISONS (AU\$)					
	SYDNEY	LONDON	NEW YORK	BERLIN	MUMBAI
Monthly utilities (2 people)	\$481	\$279	\$194	\$229	\$131
1 litre of milk	\$1.49	\$1.64	\$1.39	\$1.40	\$1.14
1 litre of petrol	\$1.42	\$2.10	\$1.14	\$2.07	\$1.50
1 beer at a pub	\$8	\$10	\$11	\$5.59	\$5.17
1-month gym membership	\$60	\$99	\$120	\$49	\$51
15-min private GP visit	\$63	\$188	\$227	\$128	\$13



Accommodation

Whether you're looking to rent or buy, there are plenty of opportunities for you in Australia's booming property market.

Renting

- A great option if you're looking to get a feel for the area first and are keen to explore options
- Generally, rental properties come unfurnished except for blinds/curtains, heating and cooktop/oven
- Cost is dependent on location – inner-city tends to be higher than suburbs, suburbs higher than regional or rural areas
- According to recent data, the average weekly rent in Sydney is AUD 675 (March 2021)

Buying

- A great option if you're looking to settle down with a family
- Australia has seen a strong history of property price growth over recent decades. This is showing little sign of slowing or stopping, even after a global pandemic
- According to recent data, the median house price in Sydney is AUD 985,720 (March 2021)⁵

BUYING TIP:

Foreigners can apply for an Australian mortgage but are typically required to pay a higher deposit and greater interest rates than someone residing as a local tax resident. Banks will normally request a 20% deposit for those buying as locals – with anything less potentially incurring what's known as lenders mortgage insurance, which is usually an additional AU\$10,000 or more. For guidance on your situation, we recommend talking to a financial adviser.

Healthcare and Education

Australia has some of the best Healthcare and Education systems globally, making it an ideal place to live as an individual or a family.

Healthcare

Medicare, Australia's publicly funded healthcare system, is regarded as one of the leading international healthcare systems. It is open to both citizens and residents of Australia and selected countries with reciprocal agreements.

Medicare covers all the costs of public hospital services and some other healthcare areas of service such as physiotherapy, dental for children, and some GP services. Prescription medicine is often much cheaper as the Australian government subsidises some pharmaceuticals.

Health Coverage as a Visa Requirement

Permanent visas to Australia (i.e., the Skilled Independent visa (subclass 189)) will likely grant you access to Medicare. Therefore, you will only be required to meet certain health criteria before arriving in Australia. However, those on temporary visas (i.e., Temporary Skill Shortage Visa (subclass 482)) may not be eligible and therefore could be required to hold adequate health insurance coverage for the duration of their stay.

It's important that before you apply for a visa, you check the eligibility requirements and determine whether private health coverage is essential for you and your family.





Education

All public schools in Australia are government-funded and are free to citizens and permanent residents. Typically, schools also ask for yearly voluntary contributions to cover the cost of additional school activities. Sydney also has many private schools to choose from.

Temporary residents may be required to pay school fees even to public schools. Here at Evolve, we know that considering a move is a big decision for the whole family. If you have any concerns or questions regarding the Sydney schooling system, reach out. Many of our team have first-hand experience and would be happy to discuss the options.

School holidays

Australia has four school holidays a year, with the longest being the summer holiday over December and January (6-8 weeks).



Finance

Tax

At the end of each financial year (June 30) the Australian Taxation Office (ATO) collects tax that hasn't been already subtracted as part of your salary. In most cases, your employer will withhold tax from your paycheque to pass on to the ATO on your behalf.

Australian tax residents are also expected to pay tax on other income sources like investment income and dividends.

Superannuation

The compulsory Australian pension savings scheme is referred to as superannuation or 'super'.

When you first commence your job, you will need to select a super provider by filling out the ATO's Superannuation Standard Choice form (or an equivalent) provided by your employer.

Every time you earn a paycheque after that, a portion of it (9.5%, although this will rise incrementally from July 2021 until it reaches 12% by 2025) will be paid into your super. This is known as the super guarantee, and affects only your ordinary time earnings, that is, income from your standard work hours. You can increase this percentage if you choose.

AUSTRALIAN INCOME TAX RATES	
INCOME THRESHOLD	RATES (%)
\$0 - \$18,200	0%
\$18,201 - \$45,000	19%
\$45,001 - \$120,000	32.5%
\$120,001 - \$180,000	37%
\$180,001 and over	45%
15-min private GP visit	\$63

Visas and Immigration

Australia's borders are open to valid visa holders and permanent residents.

If you're looking to emigrate from the UK or Ireland, UK and Irish citizens up to the age of 35 are typically eligible for a Working Holiday Visa (WHV). The WHV allows you to work in Australia for up to a year – and there is a possibility of extending your stay if you do 3 months of regional work. The working holiday is very easily granted with minimal paperwork, but anyone with a conviction (however minor) should ensure they declare it!

With border restrictions constantly evolving post-pandemic, we strongly suggest visiting the immigration website for the latest updates- <https://immi.homeaffairs.gov.au/>. We recommend referring to the latest rules before making any big decisions or contacting us directly to understand your unique eligibility and responsibilities

Sponsorship Visas

Evolve Talent may be able to sponsor you to emigrate to Australia on a temporary basis. At present, recruiters may be eligible for a two-year visa with the option of then doing a further two years. There is no pathway to permanent residency at this stage, but we expect to see that change over the coming years.

Our Sponsorship Visa criteria:

Bachelor's degree + 2 years recruitment experience.

OR

In the absence of a degree, 5 years' recruitment experience.



Start Your Journey Today

If the Australian lifestyle is calling your name, it's time to take heed! Life in the land of opportunity has so much to offer a quality recruitment specialist.


From diverse landscapes to the laidback lifestyle to the abundance of sunshine, your new role in Sydney could be the beginning of an exciting and life-changing journey. Not to mention, joining the Evolve Talent team opens the door to a realm of endless possibilities.

Our specialist team at Evolve Talent would love to talk further with you about your journey. We're here to help you through every step of the process.

To find out more, speak with your recruitment consultant today.

Contact us

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