



# The one-stop HR platform helping Australians Together focus on their mission

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## At a glance



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- ✓ You work in education or not-for-profit and want to streamline HR with

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one place for people

ero can save your

# Educating Australians, with the help from our all-in-one operating system

[Australians Together](#) is a not-for-profit on a mission to educate non-Indigenous Australians about the true history of First Nations peoples and to invite conversations that lead to understanding, empathy, and unity. With a team of 23 employees (and plans to grow by another 14–16 in the next three years), the organisation delivers curriculum resources and cultural awareness workshops to schools and workplaces across the country.

Like many lean not-for-profits, Australians Together once juggled a patchwork of tools and manual systems to manage the employee lifecycle. But when [Rebekah Aason](#) stepped into her role as People and Culture Coordinator, she saw an opportunity to make work easier and more valuable for everyone involved.

*"I looked at Employment Hero and thought, this is a brilliant system—why aren't we using more of it?"*

## Maximising the platform for policies and performance

Prior to Rebekah's leadership, Employment Hero was being used in a basic capacity to house policies and collect personal details, with other processes managed across disconnected tools.

*"We had an archaic performance review process in Word docs. It was clunky, hard to keep track of and you couldn't access any historical information."*

Wanting to bring consistency, transparency and efficiency to the team's performance management Hero's [performance](#)

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a star system.

ers can meet with their staff and  
here's a lot more clarity now,  
ns."

s and offered hands-on support

*"People have said it's really easy to use. I've had great feedback. Now, everything's stored in one place and it's easy to access and refer back to."*

## Recruiting with clarity and data-backed confidence

Another key improvement area was recruitment. Australians Together is growing and finding the right people matters more than ever.

Rebekah leaned into Employment Hero's [recruitment module](#), candidate search and benchmarking tools to simplify and streamline the recruitment journey.

*"We're posting job ads and tracking applicants through the platform and I've started using the [benchmarking tool](#), which is awesome."*

*"It gives me peace of mind. I can go in and say, 'Okay, we're hiring for a graphic designer in Adelaide. What's the current salary benchmark for this role in this location?' That's really valuable when writing job ads and planning offers."*

## Onboarding that integrates with their existing systems

Australians Together runs a detailed four-week onboarding process through Asana, but Employment Hero plays a crucial supporting role. It's used to collect tax and [personal details](#), ensure policy compliance and keep track of new starter assets like laptops and tech.

*"We use Employment Hero to do all the bits that need to be officially collected or stored, and the asset register. It's just*

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thing's in the right place.

ull day every week on admin

*"It gives them better visibility into their direct reports. They can see where people are tracking and answer their own questions, like what goals their team members are working towards, without always coming to me."*

And for employees?

*"They're more confident now. They know where to find things like their job description or policies. They don't have to email me for everything, they just go into the platform."*

## Making time for what matters

As Australians Together continues to grow, Rebekah is excited to keep exploring more of what Employment Hero can do.

But even now, the platform has already transformed the way she supports her people, creating the time and clarity needed to focus on the bigger picture.

*"When you're in a lean team, every minute matters. Employment Hero helps us work smarter, not harder. It's made my job, and everyone else's, so much easier."*

Want to experience the same transformation? [Book a demo](#) to see how Employment Hero can help your organisation work smarter.

[Learn more](#)

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## Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.

## What we do

Employment Hero is an end-to-end HR, payroll and recruitment solution designed for Australian businesses. Our suite of powerful employment tools help streamline your workday, so you can focus on what matters.

**News, resources and insights – delivered to your inbox. Subscribe.**

\* Work email

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