



Applicant information for candidates with disability

Requesting reasonable adjustments during the recruitment process

The Melbourne Cricket Club (MCC) is committed to creating a diverse, inclusive and welcoming working environment. We actively support and encourage people of all backgrounds; gender, age, ethnicity, race, cultural background, First Nations, disability, religion and sexual orientation to submit an application and are committed to providing a recruitment and employee experience that's as accessible and inclusive as possible.

Throughout the recruitment process, the MCC provides the opportunity for candidates to request reasonable adjustments and other supports which allow them to perform at their best.



Adjustments during the MCC Recruitment Process

1. Application

When submitting a job application online, all candidates will be asked to outline any reasonable adjustments or supports they require in a free text field and to indicate their preferred communication method.

If a candidate needs support to complete the online application, or requires alternate formats, they are encouraged to contact the MCC using their preferred communication method. Contact details are provided at the bottom of this document.

2. Pre- screening*

The MCC's Hiring Manager will make contact with the shortlisted candidates to confirm their information, including salary expectations and role suitability. This screening is typically completed via phone or videoconference; however alternates can be arranged upon request. The MCC will ask candidates if they require any reasonable adjustments to participate in the recruitment process or to be able to perform the role at their best.

3. Interview/s

If selected to progress, the candidate will be invited to attend a face to face interview at the MCG. Prior to attending the interview, each candidate will be provided with detailed venue information. All MCC interview locations are step-free and have accessible bathrooms nearby. The MCC welcomes support persons and trained assistance animals to attend interviews with candidates. The MCC interviewers will ask the candidate if they require any reasonable adjustments to perform the role at their best. Depending on the role, there could be up to three rounds of face to face interviews with various team managers or Executive and General Managers.

4. Pre-hire checks and Offer

The preferred candidate will be made a job offer subject to pre-hire checks, including but not limited to a police check and working with children check. The offer will be made according to the candidate's preferred communication method and will then be followed up with a written contract and the relevant pre-hire check information. Additional time, support or alternate formats will be offered to candidates upon request.

5. Onboarding

The successful candidate will be provided with various on-boarding documentation. This documentation can be made available in alternate formats upon request.

Need help?

For support at any step during the recruitment process, please contact the MCC People and Culture Team at mccrecruitment@mcc.org.au or leave a message with our Customer Service Team on [9657 8888](tel:96578888), referencing 'adjustments' and the relevant Hiring Manager will call you back.

NB: Job applications will not be accepted via email.