

Military/Veteran Resource Network Application - Employers

Submission Date	2015-09-28 14:25:52
Organization Name	Ventana Medical Systems, Inc.
Address	Street Address: 1910 Innovation Park Dr City: Tucson State / Province: AZ Postal / Zip Code: 85755 Country: United States
Phone	(520) 887-2155
Website	http://www.ventana.com/
What sector is your organization part of?	Community (private sector - business, not-for-profit, etc.)
Brief background of organization (mission, year established, etc.):	<p>Ventana Medical Systems, Inc., was founded in 1985 by a professor and practicing pathologist, Dr. Thomas Grogan.</p> <p>Ventana Medical Systems, Inc., a member of the Roche Group, is a world leader and innovator of tissue-based diagnostic solutions for patients worldwide. Our mission is to improve the lives of all patients afflicted with cancer, the people of Ventana discover, develop, and deliver medical diagnostic systems and biopsy based cancer tests that are shaping the future of healthcare.</p> <p>Our culture of constant innovation fuels our vision: to empower our customers by providing the highest quality, most innovative cancer diagnostic solutions. We are passionate in our pursuit of diagnostic leadership because when we empower pathology professionals, we improve the outlook for patients.</p>
Description of industry	Ventana is a leading manufacturer of tissue-based diagnostic instruments and tests focused on the detection of cancer.
Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):	Our philanthropic efforts focus on dedicated time and donations that prioritize cancer-related charitable organizations that educate and empower patients and their families to fight cancer. For example, Ventana partners with Susan G. Komen, American Cancer Society, and many local cancer support foundations such as the Bag It Foundation. Additionally, through the Ventana Volunteers program, employees volunteer their time at local events, local hospitals, and many other initiatives that support cancer awareness and education in the community. Ventana feels strongly about getting involved and making a difference.
Number of employees	Large business - 500+ employees
In what area of the state do you operate?	Statewide (including multi-state/national)

Types of employment opportunities available:

The types of employment opportunities at Ventana are:

Business Development
Engineering
Finance
Human Resources
Information Technology
Legal
Manufacturing
Marketing
Medical
Quality & Regulatory
Research & Development

At the end of most opportunities, you can find the recruiters contact details. You can send all your questions related to the position of your interest to this person.

To be designated as an Arizona Veteran Supportive Employer, organizations must have paid employment opportunities. This designation does not apply to multi-level marketing, direct sales, franchises and/or other opportunities that require payment by the job seeker.

Our organization has paid employment opportunities.

Our organization understands and agrees to the following Guiding Principles:

1. Military service often fosters resilience and strength in service members, veterans and family members.
2. Military service impacts the individual and the family. A “military family” can include a service member or veteran, their spouse/significant other and children, as well as parents, siblings, extended family and friends.
3. The military is a distinct culture. While service members, veterans and their families experience the same life circumstances and events as civilians, both positive and negative, they also have a unique set of life experiences relating to service, deployment and reintegration that are distinct from civilian life.
4. As a community, we are committed to providing the best care and support to all those who serve. Since changes in military status affect eligibility for programs, resources and benefits, we seek to build a continuum of care that addresses the needs of the entire military, veteran and family population.
5. No one organization can meet all needs for the entire military and veteran population. Stronger collaboration between military, government and community partners supports service members, veterans and their families in connecting to the right program, resource and/or benefit at the right time. Organizations should also focus on collaboration to maximize available resources and minimize duplication of effort.
6. There should be no wrong door to which a service member, veteran or family member goes to for help. Each individual and organization should have at least the basic knowledge on the military/veteran systems of care to assist in connecting that individual or family to a more appropriate resource so that no one is turned away.
7. As a network of individuals and organizations who provide care and support to the military and veteran population, our goal is to assist service members, veterans and family members in being informed consumers who are empowered to make decisions to access those programs, resources & benefits that will meet their needs.
8. Every service member, veteran and family member has an individual experience and perspective which should be acknowledged and incorporated into the provision of care and support.

Our organization understands and agrees to the following Ethical Considerations:

1. The interest of the service member, veteran and family member should come first, above the interest of the provider or organization, financial or otherwise.
2. Any potential conflicts of interest should be disclosed up front.
3. Respect the service member, veteran and/or family member by providing accurate information that will assist them in making informed decisions about the care and support they access.
4. Organizations should only offer programs, services and resources that they are equipped or trained to deliver. Outreach and engagement of the military and veteran population should be within the scope of the role and function of the individual (training & experience) and the organization (policies, practices, procedures).
5. Organizations that outreach to the military/veteran population have an obligation to equip their personnel and organizations with the training necessary to understand: a) the unique aspects of the military experience b) the issues affecting these individuals and their families and c) the specific military/government programs and benefits available to this population. Organizations should consult with subject matter experts when necessary.
6. Outreach and messaging to the military and veteran population should be truthful, not misleading nor designed to incite fear, should always accurately and appropriately cite sources and present information in context.
7. Organizations should be cautious about promising outcomes. Information should clearly state if a program or service is evidence-based or independently documented to be effective. Statements about the effectiveness of programs or services should include information on success rates and the documented source of this information.
8. Coordination of care and follow up is essential when service members, veterans and family members are accessing multiple systems of care. Partners need to be actively engaging with other providers and systems as appropriate, while still respecting the confidentiality of the individual or family.

Key personnel (leadership, management, human resources, recruiters, etc.) have basic knowledge and/or training related to:

The military, veteran and family population and unique aspects of military/veteran culture.
The effects of military service, deployment, reintegration and transition on service members, veterans and their families.

Please describe the knowledge and/or training of key personnel in these areas?

Our recruiters, human resources business partners and managers all go through diversity training, and are aware of various tools to help translate veteran's resumes.

Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:

Diversity and inclusion is a high priority. We believe diversity goes beyond visible differences to include different educational backgrounds, professional knowledge, personality types, thinking styles and life experiences. We actively support and encourage an environment where everyone feels free to speak his or her mind. Only in that way, can we discover the best ideas and develop truly innovative solutions.

Communications (print, web, etc.), content and messaging focused on the military and veteran population:

Uses appropriate terminology and imagery
Describes the type and nature of positions available and how to apply.
Clearly identifies if your organization has a veteran preference in hiring.

Approximate number of employees in organization:

1400

Number of individuals trained as Military/Veteran Resource Navigators within organization:

0

Titles/roles of individuals trained as Navigators:

We will be looking at the upcoming navigator trainings to find a time that will work for 1 or 2 of our recruiters or human resources business partners to attend. All scheduled trainings at this time do not work with current schedules.

If employees are referred out to an external navigator, please describe how this is communicated to personnel:

This could be another possibility for having multiple pathways for an employee to seek the information they need. However, we would need more information on who other Navigators are in the area.

Our organization tracks the following:

Number of veterans employed

Post information for service members, veterans & families on intranet, in breakrooms, etc.

Yes

Additional detail on how our organization ASKS the right questions at the right time relating to the above areas, as well as any other relevant information::

Roche is an equal opportunity employer. We do not tolerate any form of discrimination based on gender, race, age, skin colour, nationality, religion, marital status, sexual preference, background, physical or mental disability, or on any other grounds.

Our organization has designated one or more employees as the internal contact point(s) for military-affiliated employees.

No

Key staff in leadership, management, human resources, recruiting, etc. have training relevant to their specific roles around recruiting, hiring, managing and retaining military-affiliated employees. Please mark areas of training provided:

Relevant laws.
Hiring benefits and incentives.
Military, government and community employment programs and systems.

Please describe training provided:

Our recruiters, human resources business partners and managers all go through diversity training, and are aware of various tools to help translate veteran's resumes, the benefits of having a diverse workforce, and the laws that surround Veterans.

If your organization has tailored recruiting strategies and programs to the military, veteran and family population, please describe:

Ventana engages in outreach with various organizations and are working to grow relationships with various partners in the community and surrounding area.

Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::

Our values at Ventana encompass how we respond effectively to the about areas mentioned.

Integrity
- we are constantly open, honest, ethical, and genuine.

Courage
- we are entrepreneurial and take risks, reach beyond boundaries, and experiment.

Passion
- we use our drive and commitment to energize, engage, and inspire others.

We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:

No

Our organization partners as appropriate and needed with public and private sector organizations to coordinate hiring and retention efforts specific to service members, veterans and family members.

Yes

Training on the military, veteran and family population is incorporated into organizational training.

Yes

Our organizations participates in relevant events, trainings and initiatives in the military/veteran community (e.g. continuing education, employee volunteer programs, sponsorship, etc.).

Yes

Additional detail on how our organization ENGAGES relating to the above areas, as well as any other relevant information:

Diversity and inclusion (including Veteran) is a high priority. We believe diversity goes beyond visible differences to include different educational backgrounds, professional knowledge, personality types, thinking styles and life experiences.

We actively support and encourage an environment where everyone feels free to speak his or her mind. Only in that way, can we discover the best ideas and develop truly innovative solutions.