

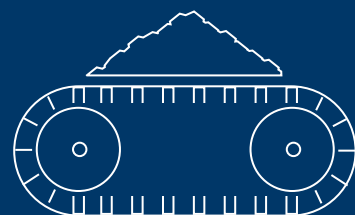
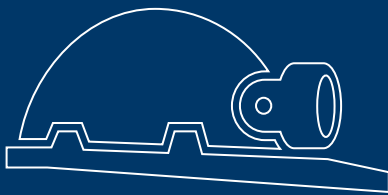
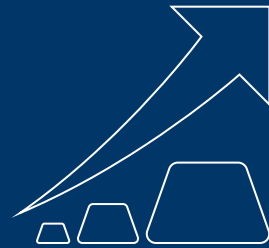
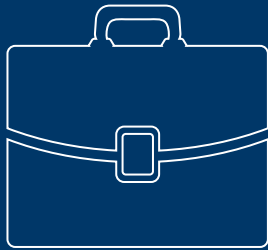
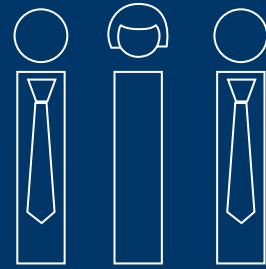
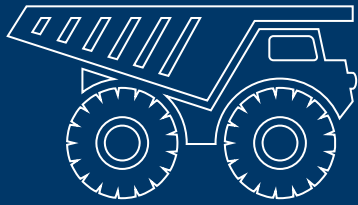


[www.miningpeople.com.au](http://www.miningpeople.com.au)

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**WE KNOW MINING+PEOPLE**  
EXECUTIVE SEARCH, RECRUITMENT, LABOUR HIRE,  
HR AND REMUNERATION CONSULTING.





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# MINING + PEOPLE THAT'S OUR NICHE, THAT'S OUR FOCUS

WE ARE AN AUSTRALIAN OWNED COMPANY WITH GLOBAL NETWORKS. WE OPERATE AUSTRALIA WIDE AND INTERNATIONALLY TO FIND THE RIGHT PEOPLE FOR THE RIGHT JOBS.

SINCE OUR INCEPTION IN 1995 WE HAVE BUILT OUR COMPANY AROUND A SERIES OF NICHE TEAMS PROVIDING EXPERT ADVICE TO SUPPORT KEY BUSINESS DECISIONS AND CRITICAL CAREER MOVES.

WE DELIVER PERMANENT RECRUITMENT SOLUTIONS AND WE CAN SOURCE AND EMPLOY A WIDE RANGE OF TEMPORARY STAFF ON BEHALF OF OUR CLIENTS. WE TAKE OUR ROLE AS A THIRD PARTY SUPPLIER OF TEMPORARY LABOUR SERIOUSLY AND HAVE COMPREHENSIVE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PROCESSES.

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# WE MATCH THE RIGHT PEOPLE WITH THE RIGHT COMPANIES

WE UNDERSTAND THE NEEDS  
OF THE MINING INDUSTRY.

WE RELATE TO EVERYONE,  
FROM DIRECTORS TO FIRST  
YEAR TRAINEES.

OUR CONSULTANTS ARE  
TEAMED IN THEIR AREA  
OF EXPERTISE.

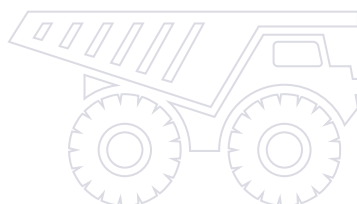




OUR FOUNDERS CUT THEIR TEETH WORKING IN THE MINING INDUSTRY. WE HAVE ENHANCED THIS WITH EXPERIENCED RECRUITMENT AND SEARCH PROFESSIONALS. THIS UNIQUE AND POWERFUL COMBINATION OF EXPERIENCE DELIVERS MINING PEOPLE INTERNATIONAL THE EDGE IN UNDERSTANDING THE NEEDS OF EMPLOYERS AND EMPLOYEES.

AS A MINING SPECIALIST WE HAVE A COMPREHENSIVE AND UP TO DATE DATABASE WITH 100,000 EXPERIENCED CANDIDATES, OF WHICH 50,000 ARE ACTIVE AT ANY POINT IN TIME WITHIN AUSTRALIA AND AROUND THE WORLD.

WE CONTINUE TO USE THIS KNOWLEDGE TO PROVIDE AN INSIGHTFUL AND INCISIVE SERVICE TO YOUR INDUSTRY.



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# WE DELIVER ALL RECRUITMENT & RELATED SERVICES TO THE MINING INDUSTRY

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## HOW DO WE WORK?



### PERMANENT RECRUITMENT

WE RECRUIT PERMANENT EMPLOYEES,  
INDIVIDUALS AND WHOLE TEAMS



### CONTRACT RECRUITMENT

WE PROVIDE TEMPORARY EMPLOYEES  
IN ALL DISCIPLINES



### JOB SEARCH SERVICE

WE PROVIDE AN ONLINE JOB SEARCH  
SERVICE TO OUR CANDIDATES



### SALARY RESEARCH

WE PROVIDE SALARY RESEARCH  
THROUGH A SPECIALIST PORTAL



### JOB ALERTS

WE PROACTIVELY DELIVER JOB ALERTS  
TO OUR CANDIDATES



### CANDIDATE CARE

WE CHOOSE ONLY THE BEST CANDIDATES  
AND THEN LOOK AFTER THEM



### CLIENT CARE

WE WORK WITH YOU TO PROVIDE THE BEST  
AND MOST SUCCESSFUL SERVICE AND  
PARTNERSHIPS IN THE MINING INDUSTRY



### INDIGENOUS RECRUITMENT

WE DELIVER INDIGENOUS CANDIDATES  
ACROSS ALL MINING DISCIPLINES



### INTERNATIONAL RECRUITMENT

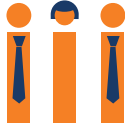
WE ARE ABLE TO PLACE CANDIDATES  
EITHER PERMANENTLY OR TEMPORARILY ON  
AUSTRALIAN 457 VISA'S ACROSS A BROAD  
RANGE OF MINING DISCIPLINES

WE CAN FILL SENIOR POSITIONS IN MANY  
LOCATIONS AROUND THE GLOBE



A woman with brown hair, wearing a khaki work shirt and a gold watch, is using a high-pressure water spray gun. She is looking down at the spray. The background shows a corrugated metal roof and a clear blue sky. The text "WE ARE AT WORK THROUGHOUT THE MINING AND RESOURCES INDUSTRY, NATIONALLY AND INTERNATIONALLY IN..." is overlaid on the right side of the image.

WE ARE AT WORK  
THROUGHOUT  
THE MINING AND  
RESOURCES INDUSTRY,  
NATIONALLY AND  
INTERNATIONALLY IN...



## EXECUTIVE SEARCH

General Manager Operations/COO  
Managing Director/CEO  
Chief Financial Officer  
Board Members



## WHOLE PROJECT RECRUITMENT

For new companies and new mines we will create an integrated partnership and help you get started



## SALARY RESEARCH CONSULTING

We deliver targeted comparative remuneration reports  
We manage the industry web site [www.miningsalaries.com.au](http://www.miningsalaries.com.au)



## MINING AND RESOURCES RECRUITMENT AND CONTRACT HIRE

Geology  
Surveying  
Mining Engineering



## PROCESSING, MAINTENANCE AND ENGINEERING RECRUITMENT AND CONTRACT HIRE

Minerals Processing  
Maintenance and Engineering



## BUSINESS SERVICES RECRUITMENT AND CONTRACT HIRE

Supply	Administration Management
Accounting	Information Technology
Health and Safety	Environmental Services
Human Resources	
Administration/ Clerical	



## WORKFORCE AND LABOUR HIRE

Trades	Processing and Laboratory
Field Staff	Drillers
Underground and Surface Mining	Drillers Offsiders



## WE WORK ACROSS ALL MINING COMMODITIES

Coal	Iron Ore	Uranium
Copper	Manganese	Vanadium
Diamonds	Nickel	Zinc
Gold	Phosphate	and the rest...

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# OUR SOURCING METHODOLOGY IS SUMMARISED BELOW:

MPI is a focused team. This absolute focus on the one industry is unique. Our consultants include ex-resource industry managers, with in excess of 55 years of mining industry general management experience, including senior management, others with extensive experience owning and operating recruitment organisations as well as others with strong administrative experience in the resources and engineering sectors.

The MPI systems include a fully linked computer network, accessing 21 purpose coded databases, one for each of the major discipline groups utilised by the resource industry and providing fast, efficient access to a pool of candidates throughout Australia and internationally. Our comprehensive and up to date database contains 100,000 mining experienced candidates, of which 50,000 are active at any point in time within Australia and around the world and is used extensively to source suitable candidates.

Our focus on the mining sector has allowed us to create networked databases that work with precision, categorised to specific mining classifications. As a result we are able to match the right candidates with the right jobs quickly. Because of this focus we will always have people in our team that can relate with your General Manager or your Trainee Operators and all roles inbetween. We not only talk to them about recruiting but we understand the true work environment.

Our clients tell us we quickly develop a 'real' understanding of their needs and that we are a genuine partner who contributes equally to conversations requiring specific knowledge of the resources industry employment market. This unique perspective enables us to present to our clients and candidates a high level of 'industry informed professionalism'. Refer to our case studies for a more detailed understanding.

1

## SOURCE

DATABASE  
INTERNATIONAL  
LOCAL & DOMESTIC  
ADVERTISED SEARCH  
ON-LINE JOB BOARDS  
TALENT POOL  
NETWORK SEARCH  
SOCIAL NETWORKING

2

## SCREEN

EXTENSIVE PRELIM INTERVIEWS  
COMPETENCY & SKILL SET  
ORGANISATIONAL CULTURE FIT  
BEHAVIOURAL & PSYCHOLOGICAL FIT  
COMPENSATION HISTORY  
PERFORMANCE REQUIREMENTS  
REFERENCE CHECKS  
PRE-EMPLOYMENT INDUCTION  
SAFETY INDUCTION

3

**WORK  
READY**

---

# WHERE WE WORK

WE HAVE A LARGE TEAM BASED IN FIVE OFFICES AUSTRALIA WIDE: ADELAIDE, BRISBANE AND KALGOORLIE, AND TWO IN PERTH.

WE SERVICE MOST REGIONAL AND ALL FLY IN FLY OUT MARKETS AUSTRALIA WIDE.

FROM OUR CAPITAL CITY OFFICES WE ALSO SERVICE NUMEROUS GLOBAL LOCATIONS AND WORK ETHICALLY AND PROFESSIONALLY TO MATCH THE RIGHT PEOPLE WITH THE RIGHT JOBS.



## TALK TO US

WHEREVER YOU ARE IN THE WORLD,  
TALK TO US FIRST.  
WE WILL GO TO WORK FOR YOU TO FIND  
THE RIGHT PERSON FOR THE RIGHT JOB.

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# YOUR SUCCESS STORIES ARE OUR SUCCESS STORIES

## CASE STUDY

1

### BACKGROUND

A high profile mid tier iron ore project decided to transition from Contract Mining to Owner Operator mining.

### HOW MPI HELPED

Mining People quickly created a dual strategy aimed at assessing all current contract employees for suitability for transition to our clients payroll, while concurrently canvassing the broader candidate market, as well as searching MPI's database for a large number of new employees. This had to happen quickly and included:

- Mining People providing a space on its home page for a dedicated client logo which directed all interested candidates to a dedicated client 'micro-site' at [www.miningpeople.com.au](http://www.miningpeople.com.au)
- Mining People worked in exclusive partnership with this client and were able to offer an attractive fee schedule to provide this service. Mining People employed all transitioning and new employees for a period of three - six months and were able to reduce our standard margin in a 30% profit sharing arrangement

- Mining People dedicated two specialist Consultants to work on this project and within one month MPI had placed 45+ Workforce Operators. Daily phone conference calls were held to ensure that all parties were aligned at all times.

### THE OUTCOME

A seamless and successful transition from Contract Mining to Owner Operator Mining.

Mining People continue to provide a dedicated consultant to this iron ore client for their Workforce Operators.

Mining People consultants have attended site visits at the shared cost of MPI and the client, showing that genuine partnerships are a two way street that add real value above and beyond the standard agency commission model.

## CASE STUDY

# 2

### BACKGROUND

A gold mining start-up company came to Mining People to recruit 60+ people across a broad range of disciplines in a tight candidate market.

### HOW MPI HELPED

Mining People developed a comprehensive strategy to ensure access to the best people available in the marketplace.

This strategy included:

- advertising in print and electronic media
- creating a link between the clients website and a dedicated 'micro-site' on [www.miningpeople.com.au](http://www.miningpeople.com.au) so as to catch interested candidates from both sites
- using our comprehensive database of over 50,000 mining specific active candidate
- managing this process by creating discipline groups led by our specialist consultants

These consultants are experts in their field, with extensive knowledge of the candidate market. They supplied accurate and up to date data on salaries, rosters, employment conditions as well as the suitability of each candidate for the role. Fee concessions were provided for client referred candidates, ensuring all applicants were assessed consistently so as to select the best person for all 60 jobs.

### THE OUTCOME

The client was delivered a complete workforce in stages and ready to start in line with the various elements of their new gold mining and processing operations.

Our search work was supported by strong and direct advertising, but more importantly raised the public profile of this start up gold company as an employer of choice. It confirmed the strength and quality of the MPI database to provide high quality people ready to start with our client.

## CASE STUDY

# 3

### BACKGROUND

Nickel mining client - An Executive Recruitment assignment with very specific guidelines in which confidentiality and anonymity were paramount.

### HOW MPI HELPED

After meeting with the Chief Operations Officer to fully understand the requirements for the General Management position, Mining People identified and confirmed the interest of potential candidates without divulging the details of the client.

We completed a search of our Executive database and, after preliminary discussions, referred 23 people for the role. After confirmation of preliminary interest, four executive candidates were presented for consideration and all four were selected for interview.

### THE OUTCOME

Following the interviews and detailed confirmation of references, our client was in the enviable position of having two outstanding candidates for the executive position.

The successful candidate became instrumental in turning the performance of the mine around to become the highly profitable operation it is today.

Our client was delighted with the outcome, and continues to partner with Mining People to this date.

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# OUR PROMISE

**SUCCESS**

**PROGRESS**

**RESPOND**

**INTEREST**

WE RESPOND TO EVERY PERSON, EVERY TIME THEY REGISTER WITH US.

WE ADVISE CANDIDATES, EVERY TIME, BEFORE REFERRING THEM TO A CLIENT.

WE KEEP CLIENTS INFORMED, WHETHER WE'RE WINNING OR NOT.

WE ADVISE CANDIDATES OF THEIR OUTCOME, WE DON'T LEAVE THEM WONDERING.

IF WE PLACE SOMEONE WITH A CLIENT, WE DON'T APPROACH THEM AGAIN  
UNLESS THEY ASK US TO LOOK FOR THEM.

WE'RE UP-FRONT WITH RATES, HOURS AND OTHER DETAILS.  
WE DON'T MISREPRESENT JOBS OR COMMUNICATIONS.

WE HONOUR OUR COMMITMENTS.

IF WE MAKE A MISTAKE, WE ADMIT IT AND FIX IT.

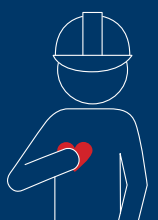
**OUR PROMISE APPLIES EQUALLY TO ALL OUR CUSTOMERS:**

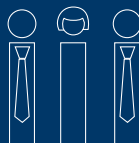
**CLIENTS**

**CANDIDATES**

**SUPPLIERS**

**STAFF**







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PERTH +61 8 9426 1500

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[www.miningpeople.com.au](http://www.miningpeople.com.au)