

# MPI

## CAPABILITY **STATEMENT**

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**Intelligent Recruitment.**

# WELCOME.

MPI acknowledges the Traditional Owners of Country throughout Australia. We pay our respects to Elders past and present.





## STEVE HEATHER

### MANAGING DIRECTOR

As an accredited member of the Recruitment Consulting & Staffing Association of Australia & New Zealand (RCSA), we bring nearly three decades of experience to the table. Since 1995, we've been passionately providing expert perspectives, exceptional talent, and unparalleled services to the mining sector.

At MPI Recruitment, we're committed to delivering tailored solutions to meet your specific needs. We specialise in finding exceptional temporary and permanent workers, whether you need individual contributors or entire teams. Our dedicated team offers tailored consulting services to support your HR needs, from recruitment and selection to performance management and employee relations.

Rely on our expertise for insights and market research tailored to the mining industry. Our team of industry experts can provide guidance on a range of topics, including workforce planning, compensation and benefits, and regulatory compliance. Benefit from our deep understanding of the mining employment market through our insightful reports and analyses. We provide regular updates on industry trends, salary benchmarks, and emerging talent strategies.

We believe that our focus on building strong relationships and delivering exceptional service sets us apart. We're here to help you achieve your business goals by providing the talent and expertise you need.

***That's what we call Intelligent Recruitment.***

*Steve Heather.*



## COMPANY OVERVIEW. ■

Founded in 1995 by two Mining Engineers, MPI has cultivated a unique recruitment team comprising of Mining Engineers, Geologists, Underground ancillary services specialists, Operators and seasoned HR and recruitment professionals. This diverse blend of expertise, coupled with our commitment to diversity, equity, and inclusion, provides us with a deep understanding of the industry's nuances, candidate motivations, and technical operational requirements. This enables us to focus on finding the right people, not just the right skills.

We pride ourselves on offering comprehensive end-to-end recruitment services, from executive search to blue-collar labour hire. Our dedicated industry specialists deliver tailored solutions to meet your specific needs. We have successfully executed significant projects, such as all of mine start-ups, built entire technical and executive teams for clients across Australia and International regions.

Our greatest value lies in our ability to understand your business culture, drivers, and performance goals. We partner with you to deliver top talent who embody your values and contribute to your success across all departments and levels of your operations. Each year, we place between 750-1000 permanent and labour hire professionals. Our client base spans from multinational corporations to junior explorers across various commodities.

# OUR VALUES GUIDE OUR BEHAVIOUR.

At MPI we are guided by the core values of Bravery, Integrity, and Inclusivity. These values are more than just words; they are the foundation upon which we build our organisation and conduct our business.

## BRAVERY

Bravery empowers us to challenge the status quo and innovate.



## INTEGRITY

Integrity ensures we act with honesty, transparency, and ethical conduct in all our endeavours.



## INCLUSIVITY

Inclusivity fosters a diverse and welcoming environment where everyone feels valued, respected, and empowered.





# PROJECT RECRUITMENT.

We are passionate about delivering exceptional recruitment solutions for projects across all industry sectors. For over three decades, we've had the privilege of managing approximately 55 projects, from small teams of 10 to large-scale workforces of 250. We truly believe our hands-on experience and dedication to comprehensive project recruitment sets us apart from other technical mining recruitment firms here in Australia.

We demonstrate significant and verifiable expertise in managing projects of any scale. The following represents a selection of projects successfully managed and delivered by us:

- RCR Technologies – Residential Trade workforce
- Calidus Resources – Processing & Maintenance – Mine start up
- Metals X – Fourth panel – Workforce staffing
- Ramelius - Mount Magnet restart – Complete workforce, mine restart
- Norilsk/LionOre - Black Swan Nickel - Contract workforce
- Allegiance - Avebury Nickel mine in Tasmania – Complete workforce, mine restart
- Xstrata/Jubilee - Sinclair – Complete workforce - mine startup
- Panoramic Resources - Kimberley Nickel mine as well as Lanfranchi Nickel – Complete workforce, mine restart
- Barrick – Fourth panel – Workforce staffing, three underground mines
- MGI - Owner operator transition Koolan Island, a complete workforce
- Evolution – Production ramp up Mt Carlton QLD, provided seconded HR support
- Glencore – Mt Isa Mines - 40+ technical staff

Beyond our unparalleled technical project expertise, successful project delivery relies on a strong collaborative relationship with our clients. At MPI we prioritise clear and open communication, and employ an innovative approach to the recruitment process, including assistance with developing 'employer of choice' attraction strategies, which are critical for project success.

MPI undertakes a comprehensive five-stage process, when engaged in project recruitment delivery:

**Step One: Establish Management Systems**

**Step Two: Attract and Search**

**Step three: Assess**

**Step four: Decision**

**Step Five: Transition**

These stages have not been outlined in full detail, however more detail would be provided at an initial scoping meeting. Throughout these comprehensive stages and processes, we assure that our client/s will be extremely well represented in a professional manner and that all candidates will be treated with professional courtesy.

# LABOUR HIRE.

We work across 21 different discipline groups, specifically for the resource sector. Our internal teams work on the following:

## **Professional Technical (White Collar):**

- Mine Management, Mining Engineering, Geotechnical Engineering, Technical Management & Superintendents
- Processing Management/Superintendents/Coordinators, Chemists, Metallurgists – Pyro/Hydro/Refinery, Maintenance Managers/Superintendents.
- Geology Management/Superintendents/Seniors across mining, exploration, resources/reserves, land tenements & specialty geosciences.

## **Workforce (Blue collar):**

- Surface & Underground Operators
- Process Technicians, Fixed Plant Operators Lab & Met Technicians
- Geology Technicians (Field, Pit & UG)
- Trades (Fixed & Mobile)

## **Corporate & Business Services: (White & Blue Collar)**

- Administration
- Supply
- Human Resources
- Commercial



# PERMANENT RECRUITMENT.

## Professional Technical (White Collar)

We work on positions across the International & Australian producer and developer landscape, from FIFO to the Pilbara through to residential mining centers and fixed term secondments into Tasmania & Africa. The below roles have been filled across Open Pit, Underground, Exploration and Processing environments in Iron Ore, Gold, Nickel, Copper, Lithium, Rare Earths, Zinc/Lead and Mineral Sands – we cover every commodity.

- Mine Management (all departmental & site executive leadership teams)
- Mining Engineers (all levels)
- Geotechnical Engineers (all levels)
- Surveyors (all levels)
- Exploration Geologists (all levels)
- Mine Geologists (all levels)
- Metallurgists (all levels)
- Process Superintendents
- Corporate Services (all disciplines)

## Workforce (Blue Collar)

The vast majority of our blue-collar work covers Western Australia, from residential mining towns through to FIFO Pilbara, Northeastern Goldfields & the Mid-West, MPI covers all geographical locations. Working across vertical discipline desks, for three decades our consultants specialise in operational & trade roles specifically for the mining industry. Our 12x blue-collar Consultants are supported by an Onboarding Team dedicated to on time mobilisations and collection of the correct site-specific paperwork with the completion of due diligence prior to our labour hire candidates arriving on site. For three decades, our blue-collar team has worked on all roles across the following operational disciplines:

- Open Pit
- Underground
- Drill & Blast
- Dewatering
- Processing
- Mobile Trades
- Fixed Trades
- Geology
- Business Services (all disciplines)



# ADDITIONAL SERVICES.

Unlike most recruitment organisations, we exclusively specialise in the resource industry. Our consultants are not only niched in mining recruitment but are further specialised in the specific positions they recruit for. This deep industry knowledge enables us to provide a comprehensive range of recruitment services tailored to the unique needs of our clients.

## Recruitment Process Outsourcing (RPO)

- Services Offered: Website linking - Advert/Response - Longlist/Shortlist - Reference checks - Various testing - Interviews - Database bulk text / emails - Website advertising - Talent mapping - LinkedIn mapping - Position Descriptions - Onboarding Services - Cultural Surveys



## Remuneration research

We deliver comprehensive market research for remuneration and benefits, applying to all disciplines throughout exploration, mining, mineral processing, and the corporate workforce. We do this using our long-standing database as well as established mining networks to gather the required information and always compare like with like.



## Talent/Market mapping

The MPI Talent Mapping service provides you with a comprehensive overview of current and up and coming mining executives/senior management in specific roles and across specific commodities. A talent map will show you the profiles of all executives/senior management currently performing a specific function in targeted organisations in a targeted market.



## Outplacement Services

MPI is not a 'traditional' outplacement firm. We have a highly effective and respectful approach in dealing with people in transition in a way that supports them and adds value in more than one area of their future.



## Organisation Structure & Position Reviews

Exploration and mining companies often experience rapid life cycle changes. From exploration to discovery, through to feasibility studies and often running in parallel with a heavy capital raising phase. Moving through mine development, design & construction, and commissioning of mineral processing facilities and eventually into production, requires a diversity of talent. These phases create unique human resource planning challenges and demand unique skill sets at different stages of the mining life cycle.



# WHAT SETS US APART.

At MPI, we pride ourselves on our unique approach to mining recruitment. Our commitment to excellence is underpinned by several key differentiators:

## **A Robust and Up-to-Date Database**

Our extensive database of 80,000 active mining experienced candidates is a testament to our dedication to connecting the right talent with the right opportunities. With over 3500+ candidate interactions and 500+ new candidate registrations each month, we maintain a comprehensive pool of skilled professionals. Additionally, our regular newsletters, reaching 40,000 candidates, keep our network informed about industry trends and potential opportunities.

## **The MPI Promise: A Commitment to Excellence**

We believe in transparency and open communication. Our promise to respond to every candidate application, regardless of the outcome, underscores our commitment to providing a positive candidate experience.

To ensure continuous improvement, we actively seek feedback from our clients and candidates. We administer third party surveys to gauge satisfaction levels and identify areas for enhancement.

## **Industry Expertise and Experienced Consultants**

Our deep-rooted expertise in the mining industry sets us apart. With ex-industry professionals, including Mining Engineers, Geologists, Technical Services and Operators, on our team, we possess a unique understanding of the challenges and opportunities within the sector.

Our low turnover rate is a reflection of our strong company culture and commitment to employee satisfaction. This longevity enables our consultants to develop deep relationships with clients and candidates, leading to more effective placements.

## **A People-First Approach**

At MPI, we prioritise people over profits. We believe in finding the right fit for both the candidate and the client. We strive to understand the unique needs and aspirations of each individual and match them with suitable opportunities.

We are not afraid to admit mistakes and we learn from them. Our commitment to transparency and accountability ensures that we continuously improve our processes and services. With over 125 years of combined mining industry and recruitment experience, we are confident in our ability to deliver exceptional results. We understand the intricacies of the mining sector and the importance of finding the right talent.



## CONTACT

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