



Brix Projects
2020 CAPABILITY STATEMENT
QUALITY PEOPLE, UNRIVALLED SERVICE

Unique Selling point at Brix Projects

Brix Projects Unique selling point is that we are a Hybrid Agency for all your recruitment needs whether its White-Collar permanent/contract roles to labour hire.

Brix Projects has a strong workforce with over 11 Recruitment Consultants. Our Directors and Consultants bring with them a wealth of knowledge across all recruitment, construction, engineering, architecture and design sectors giving us a unique advantage over our competitors.

Company Overview



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To maintain transparency and efficiency across the business, we employ **integrated management systems** across all our departments.



All policies are reviewed annually by our HSEQT manager and audited annually by an independent third party, to ensure compliance with the following International standards:

Quality Management – AS/NZS ISO 9001:2015

Work Health and Safety Management – AS/NZS ISO 4801:2001

Environmental Management – AS/NZS ISO 14001:2015



Brix Projects are a **code compliant company** and fulfil all industry level obligations specified in the **Building Code 2016**.

As the standards stipulated in the code are of a governmental standard, enlisting a code-compliant company ensures the highest quality in on all aspects of conduct, procedure and practices.

About Brix Projects

Sourcing quality workers. Delivering professional results. First time. Every time.

Specialising in white collar recruitment and skilled labour hire, Brix Projects has an impressive track record in locating exceptional professionals for its clients. Our approach combines a first class understanding of the demands of this industry, with access to high-quality candidates and an unwavering commitment to our customers.

For us, it's all about you. Working in partnership with you for the long term. Treating your business like it's ours. Speaking your language. Delivering quality staff, every time. And offering a level of personalised, responsive service that you're yet to experience.

Servicing clients across Australia since 2004, our white collar division is divided into three specialised teams to help satisfy all your resourcing requirements. Our specialist consultants provide a premium-level recruitment service across the building and construction, engineering, business support, architecture & design and accounts sectors.

With the support of our team, you'll have peace of mind so you can get on with running your business and delivering your project on time and on budget, leaving the job of sourcing and delivering the most experienced calibre personnel to us.

Why Brix Projects

When we work with clients, like you, it's a true partnership. We treat your business like it's ours, and work together as a team so you're completely satisfied with every person we source for you.

At Brix Projects we focus on quality, professionalism, safety and responsiveness. And we focus on you. We listen to what you say. We think about your needs and we apply our expertise and knowledge to deliver tailored labour hire and recruitment solutions that save you time and money, and increase productivity and safety on your worksite. And that's not all.

- *Over 30 year's experience in recruitment and skilled labour hire.*
- *Proven track record of providing white collar personnel with a professional, pro-active and performance driven culture.*
- *Dedicated marketing and resourcing department who are committed to attracting and selecting competent, highly skilled and capable personnel.*
- *Latest and most advanced technology available in the Industry*
- *Code Compliant with building code 2016*
- *Compliant with International Standards:*
- *Quality Management – AS/NZS ISO 9001:2015*
- *Work Health and Safety Management – AS/NZS ISO 4801:2001*
- *Environmental Management – AS/NZS ISO 14001:2015*
- *Member of the Master Builders Association*
- *Member of the Green Building Council Australia*
- *NECA Member*

Vision

We aspire to be recognised as Australia's number ONE business partner for all construction and engineering requirements.

Mission

Our mission is to provide an unrivalled, cost-effective and high-quality service that surpass our client's expectations. We accomplish this by hiring and retaining first class employees, and by approaching the recruiting process with honesty and integrity. This provides the foundation for long term customer relations and growth. We are committed to the success of our clients, our business partners and our employees.

Core Values



Clients at the heart of everything



Quality Service



Honesty and Integrity



Flexible 'can do approach'



Safety is our priority



Passionate about our people

Corporate Social Responsibility

We are committed to conducting business in a responsible way at all times and to supporting the communities in which we live and work through a range of programs and activities.

Our team shares a genuine commitment to investing in programs which benefit and support the communities in which we work and belong. Sydney Children's Hospital is BriX Projects charity of choice, and we support the hospital and its fundraising whenever we can.

Brix Projects believes in equality and giving people a 'fair go'. Our workforce is diverse, with a number of nationalities represented. We are proud to have worked alongside prominent Indigenous organisations in the past to assist placing over 100 Indigenous jobseekers into a range of jobs across NSW, Sydney Metro and Western Sydney. Organisations we have partnered with include:

- **Aboriginal Employment Strategy**
- **Max Solutions**



Health & Safety

At Brix Projects, we're serious about safety. We hold safety as a core value and continually reinforce this through all our people and activities. Our WH&S system also ensures that we enforce safe work practices vigorously across all our offices and sites.

Providing a safe workplace for our staff is our ultimate goal. Our commitment is uncompromising and whilst our staff are exposed to a wide range of potential hazards, Brix Projects preaches prevention and protection and provides continuous stringent training to ensure everyone's safety.

Environment

Brix Projects is committed to environmental best practice, and to the continual improvement of its environmental performance. We believe the successful future of our organisation depends on sustainability of the local communities and surroundings in which we provide services within. For this reason, It is our policy to actively pursue methods of minimising our cost to the environment and building them into our daily practices.

Quality

To ensure we met our objectives and our commitment to excellence is continually upheld, we ensure our quality system is implemented on every project site. This demonstrates our promise of continuous improvement, provides peace of mind to existing clients and helps guarantee that future clients receive the highest quality service during every interaction with us.





Our People

At Brix Projects our people are our best asset. So we not only search for a strong work ethic, proven skills and experience, but also a close alignment with our values.

Managing Directors have over 50 years' extensive experience in the construction industry, they have played an integral role both in the establishment and growth of Brix Projects. Highly regarded as effective leaders, they are committed to working with the team to ensure that an unsurpassed level of service is provided to all clients.

Senior Management Team has a wealth of industry experience and capabilities. Together they are responsible for developing and implementing the strategy which delivers the high level of service to our clients. The strength of our Senior Management team is regularly reviewed to ensure we have the right mix of skills to meet our objectives.

Our Consultants have successfully placed thousands of candidates over many different industries and pride themselves on building strong relationships, understanding business requirements and finding the right candidate every time. With their experience, loyalty and focus, we are confident we can give every client 100%, every time.

Our Resourcers expertise and wide candidate network enables us to deliver the best solution for your workforce needs. These networks are both worldwide and local and have strategically grown via long term relationships with people in those industries expanding through professional referrals, recommendations and word of mouth. Each resourcer works as a tight team with our sales consultants and labour Managers so they are fully briefed on your business and project needs, and are able to deliver the right person for the job, every time. All candidates are carefully screened and analysed before they are added to our database. Only once we are satisfied they meet the requirements needed to be able to work in the construction industry are we prepared to represent a candidate.

Our HR and Marketing Team has over 10 years' solid experience in the discipline of human resource management and digital marketing, many of which have been spent in the construction industry. They are an innovative team and play a variety of important roles in the business, including areas such as talent management, organisational effectiveness, people strategy and overall aim to increase the presence of our brand in Sydney and Australia wide.

Our HSEQT Manager ensures the wellbeing and safety of all of our staff and contractors and was intimately involved in the upgrade and implementation of our management system in line with Australian standards for quality, environmental and health and safety management.

Our Finance and Accounts Team has a strong background in customer service, a passion for technology and attention to detail, they make sure our workers are paid on time, and that we deliver our invoices to you simply, accurately and on time every week.

Building and Construction

Our recruitment services span the entirety of the construction sector. We recruit for new builds, fit outs and refurbishment, and in commercial, residential and industrial projects. Our service extends through all tiers to include everyone from contractors and employees to management. Whoever you need, we can find them.

Our consultants are dedicated and experienced professionals with wide ranging, and specific recruiting expertise. They each have in-depth knowledge of the Australian construction Industry and many have worked in the field. Each team member is fully committed to the provision of exceptional standards for both candidates and clients alike.

Types of building and construction roles regularly filled by Brix Projects:

- ✓ *Leading Hands*
- ✓ *Foreman*
- ✓ *Site Managers*
- ✓ *Contract Administrators*
- ✓ *Senior Contracts Administrators*
- ✓ *Estimators*
- ✓ *Senior Estimators*
- ✓ *Safety Officers*
- ✓ *Safety Managers*
- ✓ *Project Managers*
- ✓ *Senior Project Managers*
- ✓ *Construction Managers*



Engineering

- ✓ *National Managers*
- ✓ *Regional Managers*
- ✓ *Senior Superintendent*
- ✓ *Superintendents*
- ✓ *Senior Project Managers*
- ✓ *Project Managers*
- ✓ *Plant Managers*
- ✓ *Operations Managers*
- ✓ *Proposal Coordinators / Managers*
- ✓ *Quantity Surveyors*
- ✓ *Estimating Managers*
- ✓ *Estimators*
- ✓ *Civil Supervisors*
- ✓ *HSEQ roles*
- ✓ *Civil Engineers*
- ✓ *Site Engineers*
- ✓ *Environmental Engineers*
- ✓ *Project Engineers*
- ✓ *Foremen*
- ✓ *Contract Administrators*
- ✓ *Architects*



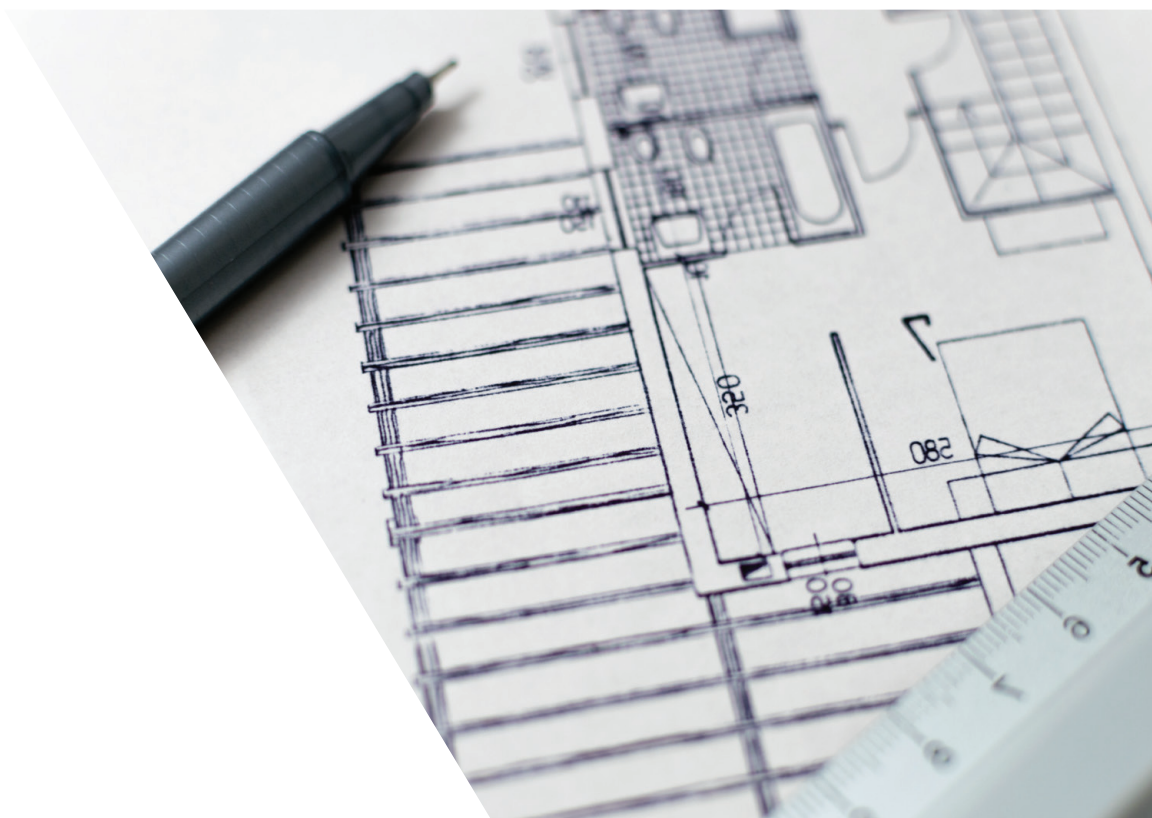
Architecture and Design

Our clients and candidates choose to work in partnership with us, because we take a holistic, long term approach to our recruitment assignments, and the relationships and networks we develop.

This is why we service in the Architecture and Design space as we have Consultants who have a genuine understanding and passion for this Creative sector.

Types of Architecture and Design roles we regularly fill at Brix Projects are as follows:

- ✓ *Project Architects*
- ✓ *Commercial Architect*
- ✓ *Residential Architect*
- ✓ *Landscape*
- ✓ *Green Design Architects*
- ✓ *Industrial*
- ✓ *Town Planners*
- ✓ *BIM*
- ✓ *Architectural Draftsperson*
- ✓ *Interior Designer*
- ✓ *Studio coordinators*



Business Support

Brix can provide you with a comprehensive business and administrative support service. We have significant resources invested in sourcing quality candidates for a multitude of industries and roles.

One of our specialist services in this area is our ongoing database of high-level and specialist candidates for specific positions that can often be challenging to fill.

Some of the industries that we can provide candidates for include:

- ✓ *Building and Construction*
- ✓ *Engineering*
- ✓ *Architecture*
- ✓ *ICT Industry*
- ✓ *Managed Services*
- ✓ *FMCG*
- ✓ *Manufacturing*
- ✓ *Insurance*
- ✓ *Banking*
- ✓ *Security*

The key to our success in this area is that our business support team will take the time to learn about your business and how you operate. If you are interested in developing a trusted relationship with a recruitment provider, or if you need people suddenly as a one-off, we will be able to help.

Types of business support and business services roles regularly filled by Brix Projects:

- ✓ *Office Managers*
- ✓ *Personal and Executive Assistants*
- ✓ *Receptionists*
- ✓ *Admin Assistants*
- ✓ *Sales Support*
- ✓ *Data Entry*
- ✓ **Call Centre** – *Inbound, Outbound, Retention, Telemarketing, Customer service*
- ✓ **Sales** – *Field Sales, Sales Coordinators, Sales Managers, BDM, Account Managers, Sales Directors, GM*
- ✓ **IT** – *Technical support, Technical Analyst*

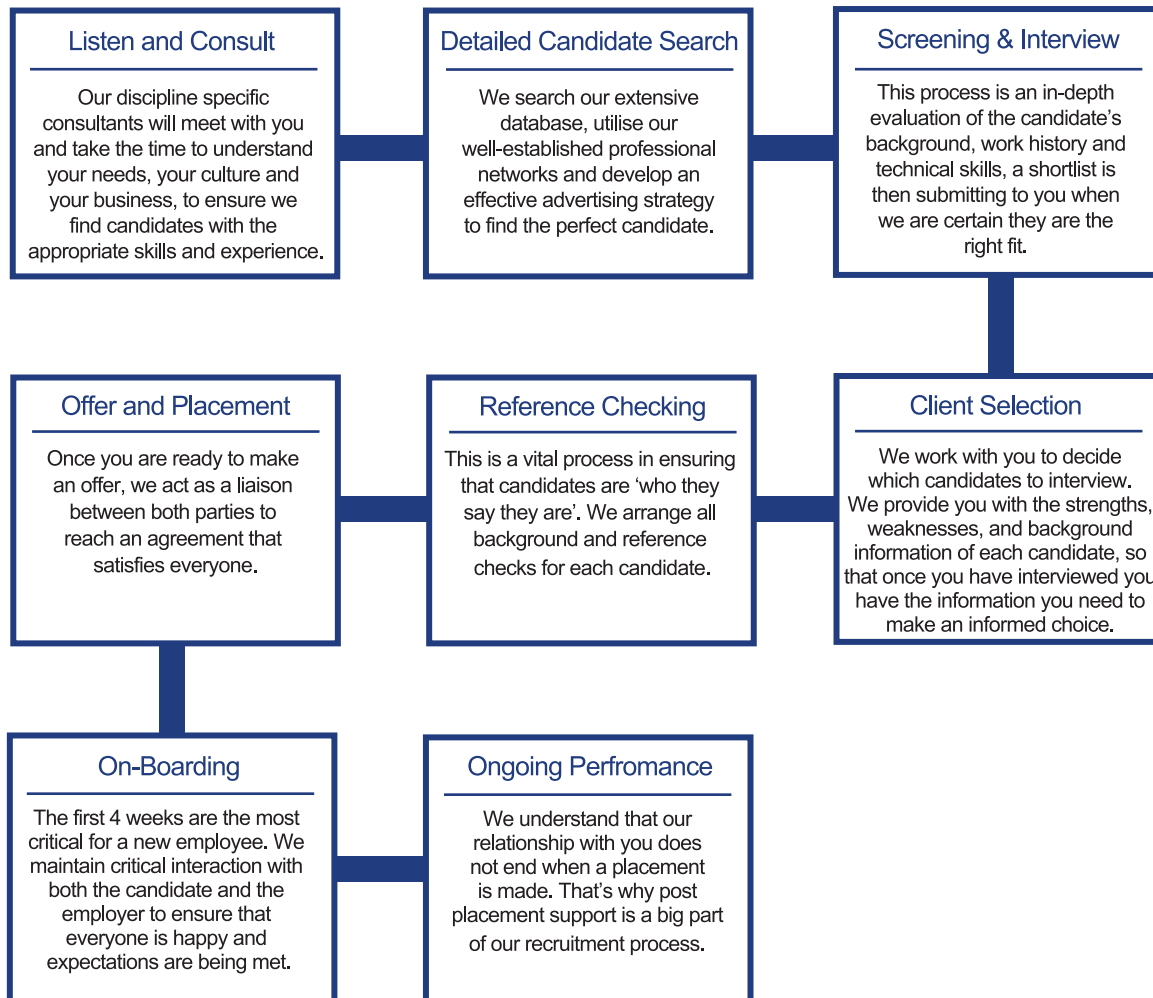
Accounting

Brix Projects Finance & Accounting specialises in providing businesses with skilled accounting and finance professionals on a permanent and temporary basis. Our Accounting consultants have many years' experience in this unique and highly specialised sector and our placements include the full spectrum of roles. Whether you are looking for an assistant accountant or an experienced financial controller, we combine well-developed finance recruitment resources, cutting-edge recruiting technology and can match candidates with client's needs.

- ✓ *Accounts*
- ✓ *AP*
- ✓ *AR*
- ✓ *Bookkeeper*
- ✓ *Accounts Assistant*
- ✓ *Credit Control*
- ✓ *Finance Manager*
- ✓ *Financial Controller*

Our Recruiting Strengths

We pride ourselves on bringing you a personal and specialised recruitment service, which can be broken down into the following 8 key stages:



Testimonials

I've dealt with a number of recruiters over the years and the service that Josh at Brix Projects offered was second to none, he is one of the best recruitment professionals I have ever had the pleasure of working with and he delivered at a very high level.

GM – Mid-Tier Construction Company

The calibre of candidates I received from Brix Projects was of a very high standard, they understood the brief well, I find some recruiters send you candidates hoping to just place them and move onto the next client but at Brix Projects they genuinely care and want to build a long lasting partnership.

HR Director – Building and Construction Top Tier Company

We have used Brix Projects for a range of positions and they always take on board our requirements and match candidates accordingly. What we really love about the team is that they are both professional and approachable, and truly understand and take an interest in our business

Anita Lloyd - HR Manager – Tier 2 Contractor – NSW

Blue Collar

Our blue collar division partners with clients across 4 key industry sectors:

- *Building and Construction*



- *Civil*



- *Electrical*



- *Rail*



Building and Construction

Our track record of delivering for the biggest names in construction has seen our inclusion on their preferred supplier lists (PSLs). This privileged position provides our team with access to the best construction roles on the highest profile and most exciting projects in the country.

Building and construction roles:

- ✓ *Carpenters and Joiners*
- ✓ *Electricians*
- ✓ *Bricklayers*
- ✓ *Plumbers*
- ✓ *Concreters*
- ✓ *Formworkers*
- ✓ *Steel fixers*
- ✓ *Trade assistants*
- ✓ *General labourers*
- ✓ *Demolition labourers*
- ✓ *Remedial workers*
- ✓ *Ticketed/skilled labourers (hoist operators, dogman, forklift drivers)*
- ✓ *Scaffolders*
- ✓ *Crane operators and riggers*

Civil

We have over a decades experience working with the most respected civil engineering contractors in Australia.

Our experienced blue collar team have access to a variety of civil construction workers with specialist skills to provide staffing solution across work areas such as civil construction, rail, roads, tunnelling, bridges and large scale landscaping.

- | | |
|----------------------------------|--|
| ✓ <i>Civil labourers</i> | ✓ <i>Plant operators</i> |
| ✓ <i>Asphalt workers</i> | ✓ <i>Spotters</i> |
| ✓ <i>Road workers</i> | ✓ <i>Specialist ticketed labourers (EWP, underground services, confined space)</i> |
| ✓ <i>Pipe layers and drainer</i> | ✓ <i>Ticketed traffic controllers</i> |
| ✓ <i>Pipe fitters</i> | ✓ <i>MR-HR and HC –MC truck drivers</i> |
| ✓ <i>Poly welders</i> | ✓ <i>"RIW labourers"</i> |



Blue Collar Continued

Electrical

We have strong working relationships with leading electrical contractors within in Australia, consistently providing talented and highly skilled electrical and data technicians for their projects. Brix Projects operate within commercial, industrial, rail and infrastructure sectors making sure our workers have all relevant tickets and licenses to meet project requirements.

Our electrical trade's people include but are not limited to:

- ✓ *Licensed*
- ✓ *Unlicensed*
- ✓ *RIW*
- ✓ *Level 1 & 2 ASP*
- ✓ *Lines person / cable jointers*
- ✓ *Signalling Electricians*
- ✓ *Instrumentation and process control tech*
- ✓ *Electrical trade assistants*
- ✓ *Cable pullers*

Our data and communication specialists include but are not limited to:

- ✓ *Data Technicians*
- ✓ *Communication Technicians*
- ✓ *Fire Technicians*
- ✓ *Alarm and Security Technicians*
- ✓ *Splicers*

Rail

We've increasingly developed a reputation as a supplier of choice for delivering contingent skilled track labour, electrical signalling staff and tradesman to some of Australia's largest participants in rail infrastructure. Not only do we supply specific rail workers, but we can also provide a reliable workforce of skilled tradesman on short or long term rail projects. All personnel are required to hold a valid RIW Card and we can even host specialised rail training courses from our Head Office in Sydney.

Trades Include but are not limited too:

- ✓ *Electricians*
- ✓ *Carpenters*
- ✓ *Electricians*
- ✓ *Formworkers*
- ✓ *Skilled Labourers*

Our dedicated Infrastructure and fail team have the ability to supply staff across all Australian states. We deliver a full range of competent track staff from experienced Track Labour to Protection officers to Rail Welders, with all competencies assessed against government standards.

Our work bank has included (but not limited to):

- ✓ *Track Re-cons*
- ✓ *Trackside landscaping*
- ✓ *Track Monitoring*
- ✓ *Re-railing-sleeping*
- ✓ *Scrap removal*
- ✓ *Track drainage install*
- ✓ *Turnout work*
- ✓ *Welding and Inspection*
- ✓ *Station refurbishment and track side construction*



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