



# CAPABILITY DOCUMENT

**4020 CONSULT PTY LTD**

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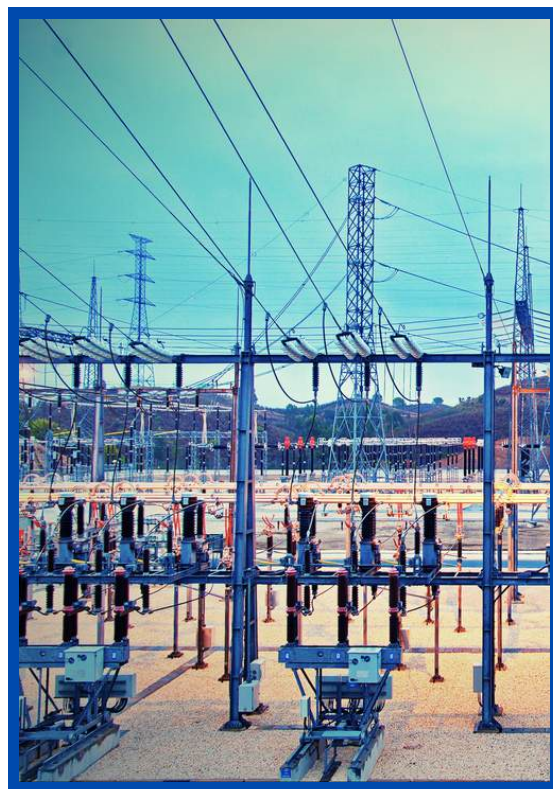
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## ABOUT US

4020 Consult was established to provide our client's within the Construction and Engineering sectors with a genuine advantage when it comes to sourcing the best professional resources available.

With a clear focus on these critical sectors, 4020 Consult engages in genuine partnerships with a select group of clients to enhance their business and project outcomes. We achieve this through our ability to connect these clients to the highest quality of industry professionals from within our team, extensive networks and the broader community.

When engaging with new clients, the utmost attention is paid to ensuring you receive the high levels of service and results that our existing clients have become accustomed. Terms like 'partnership' are used pretty broadly these days but we believe they are in fact quite rare and feel blessed to be working with some extraordinary businesses and be in a position to feel the positive impact we have within them.



## WHAT WE DO

- ✓ Executive search
- ✓ Project resourcing
- ✓ Attraction techniques
- ✓ Talent pooling
- ✓ Research capability that maps projects, professionals and opportunities to increase your market intelligence.

## HOW WE DO IT

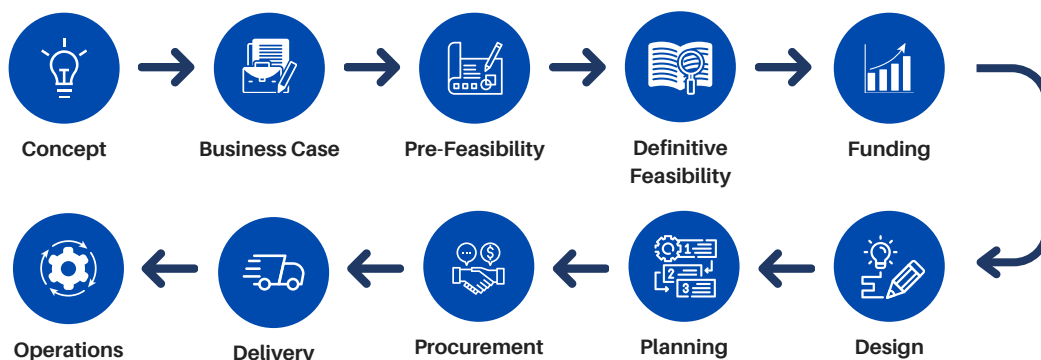
We think it is vital you engage a business partner with a passion for your brand and a strong understanding of your culture and company DNA. They must also be a skilled salesperson who is able to promote your business and utilise their knowledge of your company to gain interest from individuals who are usually quite settled in stable and secure roles.

In a highly competitive market short of quality professionals a proactive, targeted approach is called for. Focusing our attention on key competitors and similarly styled companies, we unlock the passive talent market and attract interest from those that fit the technical and cultural requirements. Taking time with each approach and being willing to build rapport whilst sharing our knowledge of your company's management, culture and staff will be one of the cornerstones of our success delivering positive outcomes.

The 4020 team are experts at their craft and have worked for Construction & Engineering companies such as Thiess, Clough, Ranbury, SKM, Fulton Hogan, Pensar Infrastructure and SAGE Group. This unique perspective allows us to add more value to clients as we truly understand the challenges you experience attracting, engaging and optimising your people.

## CLIENTS

We partner with clients across Infrastructure, Utilities and Operational Technology. Our clients include Asset Owner/ Developers, Government, Regional Councils, Project Management & Advisory Firms and Construction Contractors. We support them through all stages of the project lifecycle:



## OUR MISSION

Passionately align careers with aspirations to build exceptional businesses with integrity.

## OUR VALUES

- We insist on honesty and openness
- We are genuine and authentic at all costs
- We cut through to get real results
- We only partner with clients we would work for ourselves
- We take our work seriously but not ourselves

## WHY 4020 CONSULT?

- We are highly regarded by industry participants and considered trusted advisors.
- We create genuine partnerships with our clients.
- We are highly visible in the market via our appetite for networking, association memberships and event sponsorships.



## WHAT OUR CLIENTS SAY ABOUT US AND OUR WORK

**Roles: Chief Executive Officer, Operations Manager, Transport + PM roles**

Joel and the 4020 Consult team were engaged to assist us in finding a new CEO for a planned succession. Joel lead the team and went to great efforts to understand our business, its culture and values to jointly develop a profile for a successful candidate and recruitment process to suit our needs. He conducted an extensive search that highlighted a large number of suitable candidates, he then worked diligently through these candidates to present us a long list of possible candidates and discussed the pro and cons of each openly to allow us to short list for interview. The interviewed candidates exceeded expectations and presented a difficult challenge to make a decision. Joel's communication and openness throughout was outstanding. I would definitely recommend Joel and the 4020 Consult team in any recruitment process and certainly within the senior executive sphere.

**Neil Silversides, Director**

**Roles: General Manager, Director - Utilities, multiple Project Management roles, 25 White Collar roles filled in 3 months for the Eagle Downs Project, Aquila & South32**

Finding high quality people who can seamlessly slot into the culture of an organisation is a skill that few in the recruitment industry can consistently achieve, and in my experience Joel's score card is better than most. He is passionate about not just the people, but the success of his client's business as a whole. Joel and the 4020 team have played a key role in the rapid growth of our business over the last few years.

**Paul Leach - Director, Turner & Townsend JukesTodd**

**Roles: Project Managers and Civil Engineers**

4020 Consult have been great to dealt with. The team are very knowledgeable and have great connections across the civil engineering market. They have provided me with very effective/experienced staff that continue to be critical in the successful delivery of key infrastructure projects. I would highly recommend 4020 consult for any civil engineering/project management needs. Thank you!

**Pedro Baraza - Construction Manager, Ipswich City Council**

**Roles: General Manager, Select Plant Hire and various other**

Joel has an excellent understanding of the full life cycle of construction projects and the people who help win, design, plan, deliver & commission them. He is very well respected & networked across the industry and always provides strong, suitable and well considered solutions. He understands us and this industry, takes the right brief, asks the right questions and provides the right solution for us. I appreciate his straight talking, honest and ethical approach and I genuinely enjoy working with him.

**David Sheehy - Head of Resourcing, Diversity & Indigenous Affairs**





## OTHER SEARCHES COMPLETED



**CleanCo**  
Chief Operating Officer,  
Senior Project Manager



**Eire Constructions**  
Chief Operating Officer,  
General Manager



**Sunwater**  
Commercial Manager,  
multiple Project Engineers



**Brisbane Airport**  
Engineering and Project  
Management Jobs



**Brisbane City Council**  
2 x Project Managers



**Roadtek**  
Project Manager, Project  
Engineer, Superintendent



**Fraser Coast Council**  
2 x Project Managers



**Gladstone Area Water Board**  
Project Manager



**Powerlink**  
Team Leader Electrical  
Engineering



**MPC Kinetic**  
Project Director  
(Renewables)



**Seymour Whyte**  
Project Director, Design  
Director



**DECMIL**  
Civil Project Manager  
(TMR Works)



**Fulton Hogan**  
Project Director, Design  
Director



**Durack Civil**  
Civil Project Manager  
(Capital Works)



**Clough**  
x128 White Collar roles in 6  
months



**City of Ryde**  
5 x Project Manager



**Pensar Construction Group**  
Numerous Engineering,  
Estimating, and  
Project management roles



**IN4 Advisory**  
Project Managers



**RP Infrastructure**  
Project Managers,  
Commercial Managers



**Service Stream**  
Project Managers

## ABOUT US

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### JOEL MARTIN | MANAGING DIRECTOR/ PRINCIPAL – CIVIL

After 20+ years consulting to the Infrastructure and Engineering sectors Joel retains his passion for delivering exceptional outcomes which directly influence client's and collaborators success. His career has centred on connecting people and projects, his knack for identifying top Infrastructure and Engineering talent has helped optimise the delivery of major road, rail, resources and utilities projects throughout Australia.

Joel's ability to develop enduring, mutually beneficial relationships has been the cornerstone of his success. His network and reputation are unmatched. He gets a kick out of supporting his connections and the sector at large by volunteering his time to help lead Industry Associations and initiatives like IAQ, EPIQ, QMCA and Constructionarium. Joel is an authentic individual and honest communicator who positively impacts all the individuals, companies and projects he gets to work with.

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*"Joel not only takes the time to ensure he understands our requirements for a particular role he has taken the time to understand our business and the types of clients and projects we work on. It is this extra effort which has been the difference between simply providing recruitment services as opposed to being an integral part of our business. I have no hesitation in recommending him and his team to anyone looking to recruit professional and technical personnel in the construction and engineering industries."*

**Scott Kennelly | Managing Director, Ranbury**

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### VIRGINIA HEYWOOD | GENERAL MANAGER/ PRINCIPAL ADVISOR

With over 25 years in the industry, Gini is still committed to providing high quality outcomes for our partners. She has predominantly worked in the technical, engineering and construction sectors across the UK and Australia. Sourcing talent across most engineering disciplines at senior and executive levels, Gini has most recently been focused on developing contracting businesses within the electrical, automation and operational technology sectors. Gini created and led a profitable and effective national team of high-quality contractors across the infrastructure, mining, energy and water sectors.

Gini enjoys understanding exactly what people want and require allowing her to optimise their potential and passions. She enjoys the dynamic nature of her work and the industry provides the opportunity to constantly learn and develop.

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*"Virginia has recruited for me for over 20 years in commercial construction. She has always found what we required, and they made a positive impact to my businesses technically, professionally, and culturally. She is also a pleasure to work with, offering good market feedback and innovative ideas on how to source the right person."*

**Peter Ward | Managing Director, One Pm Group**

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## ABOUT US

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### SHARON WOOD | SENIOR ADVISOR

With extensive experience working across a myriad of industry sectors including Mining, Engineering, Minerals Processing and Construction, the breadth and depth of Sharon's resourcing and HR experience means she has a strong grasp of best practice and adds exceptional value for clients and candidates.

Having worked for market leading organisations, Sharon's experience and wisdom allow her to efficiently manage complex, challenging and sometimes confronting issues. Sharon focusses on developing respectful and honest relationships to ensure a seamless and rewarding experience for all involved.

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*"Sharon's diverse and complete experience was instrumental in the development of the project Resource Management function. I tasked Sharon with overhauling existing rudimentary and immature recruitment systems/processes. A mandate she approached with intelligence, efficiency and candidate best interests at heart... As ambassador to the individual, an ethical benchmark (especially for myself), a HR source of knowledge and a team player/mentor, Sharon's contribution was unmeasurable but irreplaceable."*

**Luke Cannon | GM Resource Management, Thiess**

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### PAULINA O'HAGAN | SENIOR ADVISOR

Paulina is a seasoned Senior Consultant with 12 years of industry experience - commencing her career in Brisbane within the Engineering Civil sector. With a keen eye for talent and a knack for forging lasting connections, Paulina has adeptly grown accounts and nurtured relationships with both clients and professionals alike. Paulina's proficiency in understanding the nuanced demands of the civil engineering industry has earned her a reputation as a trusted advisor, partnering with leading firms across Australia.

Paulina is continuously learning and evolving with the engineering sector, she thrives on sourcing niche talent for specialized projects and championing diversity within teams across Australia. Paulina's approach and industry insight make her an invaluable asset to both clientele and professionals, offering unparalleled guidance and support.

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*"It has been a pleasure to work with someone who shares similar values of commitment and integrity. Paulina's ability to consistently exceed expectations while maintaining a positive and collaborative spirit is something I deeply admire. I highly recommend Paulina for any endeavor she pursues. Her skills, dedication, and professional approach will undoubtedly bring significant value to any project or team she is a part of!"*

**Carter Dumont | CEO, Condor Energy**

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## ABOUT US

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### SHANNON FISHER | CANDIDATE ADVISOR

Shannon has always enjoyed helping people, with a background in sales, marketing, and customer solutions, she joins 4020 to provide a continuous connection to our professionals. Goal-oriented herself, Shannon understands what it is to work with a diverse range of people and to help solve their problems to get the result they are seeking.

With her bright, bubbly personality and listening skills, Shannon gets to know people quickly. Her genuine interest allows her to build rapport and uncover the true needs of our professionals, making her a trustworthy and dependable advisor.



### NEVIL KANTESARIA | MARKETING COORDINATOR

As a Marketing Coordinator at 4020 Consult, Nevil brings a unique blend of technical expertise and fresh marketing perspectives. His engineering background combined with his Master's in Business (Marketing) from UQ equips him with a diverse skillset, encompassing SEO, blog writing, and social media management. Nevil is driven by a desire to continuously learn and grow within the marketing field, eager to see where his journey takes him. His biggest strength lies in generating innovative ideas, contributing to achieving marketing goals with a unique perspective.

Nevil is a shining example of embracing new horizons. Having transitioned from the technical world of mechanical engineering, including the dynamic environment of a casting foundry, he now thrives in the dynamic space of marketing.



### SARAH MARTIN | DIRECTOR - OPERATIONS

Sarah joined 4020 Consult in 2019 with a remit to manage the business' pursuit of operational excellence and to ensure our partners receive exceptional service. At the request of clients, Sarah readily draws on her experience to undertake detailed research assignments that map projects, candidates, and opportunities.

With a strong career foundation in connecting talent to opportunity, Sarah enjoyed a range of internal and external roles focussed on the Engineering, Construction, and IT industries. Following this, Sarah spent a decade working with the Federal Government in roles that required thorough research, in depth analysis and extensive liaison with wide ranging levels of government and community.