



Indigenous
Business
Growth

Strategic recruitment for complex projects

CIVIL | ENERGY | CONSTRUCTION | RAIL | MINING

Led by experienced infrastructure and recruitment professionals

Majority Indigenous-owned

Acknowledgement of Country

Indigenous Business Growth acknowledges the Traditional Custodians of the lands on which we live and work across Australia. We pay our respects to Elders past and present and recognise their continuing connection to land, waters and community.



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Strategic recruitment support across complex civil, construction, rail and mining projects.

Where We Add Value

IBG supports internal teams during peak demand, specialist search requirements and project mobilisation phases. We focus on roles that directly influence delivery, safety and **commercial performance**.

Common pressures include:

- Compressed mobilisation timeframes
- Scarcity of proven delivery leaders
- Increasing ESG and Indigenous participation obligations
- Internal recruitment teams stretched across bids and live projects

These pressures create direct **commercial risk**- delayed mobilisation, weakened bid submissions, **margin erosion** and **delivery underperformance**. IBG intervenes at the roles that **materially influence** those outcomes, **protecting margin** and strengthening **delivery certainty** on major infrastructure projects.



IBG



Our Capability

Executive & Specialist Search

Permanent and contract recruitment for technically specialised and leadership roles.

- Direct access to performers who have delivered comparable project scale and complexity, **reducing transition risk**
- Search led by **former Tier 1 executives** with **trusted sector relationships**, providing **unrivalled access to proven senior industry talent** and enabling critical roles to be filled quickly through **established networks** rather than speculative approaches
- Structured technical and delivery screening that **lowers the probability of safety, commercial or programme failure**
- Shortlists based on project outcomes and accountability history, not keyword matching

Bid & Mobilisation Support

Flexible support during bids, mobilisation and growth phases, including recruiter secondment if required.

- A deep understanding of **pre-contract strategy** and how hiring decisions influence bid margin
- Mobilisation of critical leadership roles pre-award or immediately post-award, **preventing programme slippage**
- Scalable recruitment capacity during peak bid periods without increasing permanent overhead



Indigenous Procurement & ESG Alignment

Majority Indigenous-owned, Supply Nation registered recruitment capability embedded within a robust governance framework

- **Genuine Indigenous majority ownership**, ensuring compliant spend that withstands audit scrutiny
- Supports RAP, social procurement and **tender evaluation scoring** through verifiable Indigenous participation
- Governance safeguards that remove fronting risk and **reputational exposure**

IBG maintains a strong compliance framework, including labour hire licence applications lodged in Queensland and Victoria.

Commercially Literate Recruitment

Leadership experience across Tier 1 rail, major civil, construction and mining environments, spanning pre-contract strategy through operational delivery.

- Recruitment aligned to **margin assumptions, programme risk profile** and contractual delivery obligations
- We prioritise candidates who have delivered projects on margin and on programme, including **programme recovery specialists**
- Market intelligence that **informs workforce strategy** during bid and early works phases

Selected Roles Delivered

Recent mandates supporting projects valued between \$500m and multi-billion dollar infrastructure programmes include:

- Project Directors – Major Transport & Civil Infrastructure
- Head of Engineering – Tier 1 Transport & Civil D&C;
- Director Commercial
- National HSEQ Manager
- Independent Certifier – Metro Station Construction
- Senior Planning & Geotechnical Engineers
- Client-Side Project Directors and Senior PMs
- Safety and Environmental Leadership Roles
- Lead Estimator contributing to a successful Tier 1 Sydney mega project bid

Our Leadership Team

IBG's leadership combines Tier 1 operational accountability, specialist infrastructure recruitment expertise and majority Indigenous governance oversight.

James Yerbury

James brings more than two decades of leadership experience across Tier 1 rail and major infrastructure projects. His career spans senior operational and pre-contracts roles including General Manager, Rail and national leadership positions with Laing O'Rourke, Lendlease, CPB/Leighton and Cardno. A civil engineer with an MBA, James combines technical credibility with commercial acumen. He has led bid strategy, shaped commercial frameworks and implemented structural improvements that enhance delivery certainty and margin performance. His approach is grounded in practical site experience and executive-level accountability.

Jeremy Symes

Jeremy has nearly two decades of recruitment experience focused on civil engineering, rail, mining and infrastructure sectors. Prior to recruitment, he worked in engineering and mining roles across Australia, giving him firsthand understanding of project environments. He is recognised for identifying proven delivery leaders and technically capable specialists aligned to program outcomes. Jeremy leverages technology, data-driven assessment and deep industry networks to secure high-quality talent. He maintains one of the strongest specialist networks in the sector nationwide.

Dan Christian

Dan is Managing Director and majority Indigenous owner of Indigenous Business Growth (IBG). He is responsible for strategic direction, governance and client engagement across the business. His background includes experience in federal employment policy and more than two decades in high-performance professional sport. Dan brings a disciplined, performance-focused leadership approach to IBG, ensuring accountability, integrity and long-term partnership alignment across infrastructure and major project clients.



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