



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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## Where IBG Helps Clients

IBG provides recruitment support across bids, mobilisation and live delivery where the wrong hire, or a delayed hire, creates real commercial risk. We focus on delivery-critical leadership and specialist roles across complex infrastructure and project environments.

### Support aligned to project pressure points

#### Bids and early contractor involvement

Targeted recruitment support where key appointments affect bid strength, programme readiness and early project setup.

#### Mobilisation and ramp-up

Faster access to delivery-critical hires during early works, mobilisation and growth phases.

#### Live delivery and backfill

Support to replace key roles quickly and maintain capability across live project environments.

### Roles that matter in delivery

- Project Directors
- Construction Managers
- Project Managers
- Project and Site Engineers
- Senior Engineers
- Supervisors and Superintendents
- Planning and Commercial roles
- HSEQ and Environmental roles
- Estimating and bid roles
- Specialist technical appointments

### Why clients use IBG

- Support across bids, mobilisation and live delivery where timing and hiring quality directly affect project outcomes
- Search informed by Tier 1 project leadership and specialist infrastructure recruitment experience
- Majority Indigenous-owned and Supply Nation registered, with governance settings that support credible procurement outcomes
- Grounded in real project environments, not generic volume hiring





## Helping clients secure critical hires

### Leadership and specialist search

Permanent and contract recruitment for leadership and technically specialised roles across infrastructure, civil, rail, construction, mining and energy.

- Search focused on delivery-critical appointments, not volume activity
- Direct access to professionals who have delivered comparable project scale and complexity
- Search informed by Tier 1 operational leadership and trusted sector relationships
- Structured assessment grounded in project environments, delivery accountability and role relevance
- Shortlists built around project outcomes, not keyword matching

### Bid and Mobilisation Support

Recruitment support during bids, early works, mobilisation and rapid growth phases.

- Support aligned to project pressure points where hiring decisions affect bid strength, programme readiness and early delivery setup
- Mobilisation support for critical leadership and specialist roles pre-award or immediately post-award
- Scalable recruitment capacity during peak demand without increasing permanent overhead
- Support for Tier 1 contractors, specialist consultants and project teams managing live delivery risk

### Project Critical Recruitment Support

Hiring support across roles that materially affect programme certainty, site performance and commercial outcomes.

- Engineering and construction leadership
- Site supervision and technical capability
- Planning, commercial, HSEQ and environmental roles
- Delivery-critical backfill and specialist replacement hiring



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## Proof of Sector Relevance

IBG's leadership and recruitment capability are grounded in real project environments, with relevant experience across major contractors, consultants, asset owners and technical delivery roles.

### Relevant Roles Delivered

- Project Directors, major transport and civil infrastructure
- Head of Engineering, Tier 1 transport and civil D&C
- Director Commercial
- National HSEQ Manager
- Independent Certifier, metro station construction
- Senior Planning Engineers
- Senior Geotechnical Engineers
- Client-side Project Directors
- Senior Project Managers
- Safety and environmental leadership roles
- Lead Estimator supporting a successful Tier 1 Sydney mega-project bid

### Relevant experience across the sector

Drawing on deep operational and recruitment experience, James Yerbury and Jeremy Symes have delivered recruitment outcomes across organisations including:

- Newmont
- Worley
- Sydney Metro
- Downer
- John Holland
- Evolution Mining
- PDC Consultants
- Tetra Tech
- Transport for NSW
- Sydney Trains
- UGL
- Northern Star Resources
- Essential Energy
- Orion
- RPS
- SRG Global
- Ricardo
- Daracon
- Newcrest
- Advisian



## Why IBG is commercially credible

### Indigenous Ownership and Governance

IBG is a majority Indigenous-owned, Supply Nation registered recruitment business, structured to preserve genuine Indigenous ownership, control and decision-making, while supporting audit-defensible participation outcomes tied to real service delivery.

- Majority Indigenous-owned and Supply Nation registered
- Structured to preserve genuine Indigenous ownership, control and decision-making
- Participation tied to real service delivery and business activity
- Recruitment is the core offer, with added procurement value where relevant

### Practical workforce participation

Where client needs extend beyond professional and technical hiring, IBG may selectively support practical First Nations participation pathways through trusted delivery partners and project-aligned opportunities, where aligned to project needs and delivery capability.

- Selective and realistic
- Aligned to project needs
- Supported through trusted delivery partners where appropriate
- No overcommitment beyond delivery capability

## Our Leadership Team

IBG combines genuine Indigenous business governance, Tier 1 project leadership and specialist infrastructure recruitment capability in one offer.

### Dan Christian

A Wiradjuri man from Narrandera, NSW, Dan is Managing Director and majority owner of Indigenous Business Growth. He leads the business's strategic direction, governance and client engagement. His background includes experience in federal Indigenous employment policy and more than two decades in high-performance professional sport. Dan brings a disciplined leadership approach to IBG, with a focus on accountability, integrity and long-term client alignment across infrastructure and major projects.

### 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 with Laing O'Rourke, Lendlease, CPB/Leighton and Cardno. A civil engineer with an MBA, James combines technical credibility with strong commercial judgement. He has led bid strategy and commercial frameworks that improve delivery certainty and margin performance, grounded in practical site experience and executive accountability.

### Jeremy Symes

Jeremy has nearly two decades of recruitment experience across civil engineering, rail, mining and infrastructure. Before moving into 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 programme outcomes, using deep industry networks and disciplined assessment to secure high-quality talent.



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