

# It's all about people

## How to attract and keep staff

**It's not just the mining companies struggling to find and retain quality staff – downstream companies are experiencing similar tightening in the employment market, and are having to further sweeten their offers to attract the best workers.**

While the work itself is different, the key concepts are largely similar – workers are looking for a better deal. Money, generally, isn't the only deciding factor – there's plenty of that on offer, which means companies need to think laterally when recruiting.

Chris Brooks, CEO of energy and infrastructure services firm Unidel, said that tighter employment markets meant the company needed to do more than just offer inflated salaries.

"It's all about our employee value proposition ... our personnel are our best assets, so retaining them is paramount," Mr Brooks said.

"We have noticed that our competitive advantage is not just money driven, but through feedback and surveys we find that employees are putting more value in culture, leadership, flexibility, growth opportunities and added

benefits outside salary."

Mr Brooks said that for employers, the challenge often lay in raising awareness in the marketplace as to what else was on offer, aside from salary.

"We understand that in order to stay competitive in the ongoing war for talent in the energy and resources sector, we need to be flexible and cater for talent who are looking for work-life balance, working part-time or from home," he said.

"Admittedly, it's not always practical and feasible from a business perspective, but we encourage our managers to think outside the box and ensure that we do whatever we can attract and retain the best resources."

Mr Brooks said he expected the resources and energy employment market to continue to tighten, as workers realised they were in a position to be picky about where they worked and for what reward.

"We are already seeing businesses competing for the same people. We need to start thinking long term and continue to invest in developing our people," he said.



**Employees are looking for more than just money when accepting a job. They now consider factors such as company culture, leadership and flexibility.**

## 3 tips for attracting staff

1. The one-size-fits-all approach doesn't work – design programs to keep your staff engaged.
2. It's not about money – find the reward system that works.
3. Invest in leadership programs – get the right people in the right roles.

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**Based in Brisbane, our 250-strong team combines diverse expertise with decades of industry experience. We work with Australia's leading infrastructure developers and resource owners from concept phase to delivery, turning major projects into operating assets.**

As a consulting firm, skills and people are our most important assets. Unidel personnel enjoy flexible work arrangements, personnel benefits schemes and diversity in roles. It sounds simple in theory but in practice it makes all the difference. Due to our continued growth, we are currently looking for experienced people in the following fields:

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- Field Services Coordinator
- Senior Ecologist
- Senior Environmental Engineer
- Environmental Scientist (Offsets)

## SPATIAL DATA SERVICES

- GPS Coordinator

## STAKEHOLDERS AND LAND

- Land Access Consultants

## CONTRACTS AND CONTROLS

- Manager, Quantity Surveying
- Quantity Surveyor
- Contracts Engineer

**Join a team that values diversity and nurtures a culture based on cooperation, respect, integrity, reliability and continuous improvement. Unidel offers an environment full of opportunities and potential for growth within a dynamic company.**

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