

Environmental Consulting in WA

1. Current Market and Future Trends
2. Future proofing your hiring
3. Future proofing your career



Ben Oakley – Hunter Executive Search Consultants



Ben Oakley

- Recruitment Consultant at Hunter Executive Search Consultants
- Specialising in Environment / Water / Engineering / Executive Search
- 13 years experience recruiting in Perth
- Masters Degree in Engineering (M.Eng), Member of the Institution of Engineers Australia (MIEAust), International Association of Hydrogeologists (IAH) and Recruitment and Consulting Services Association - Accredited Recruitment Professional (MRCSA)



Market overview

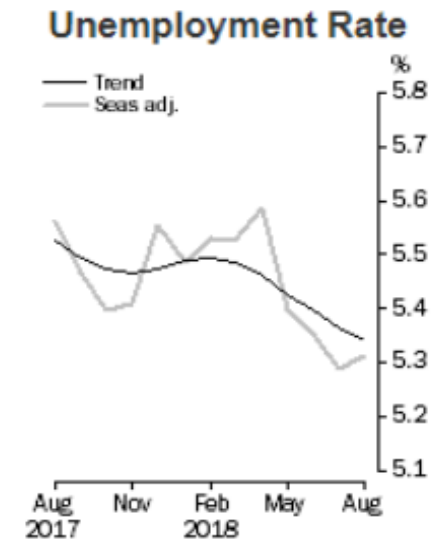
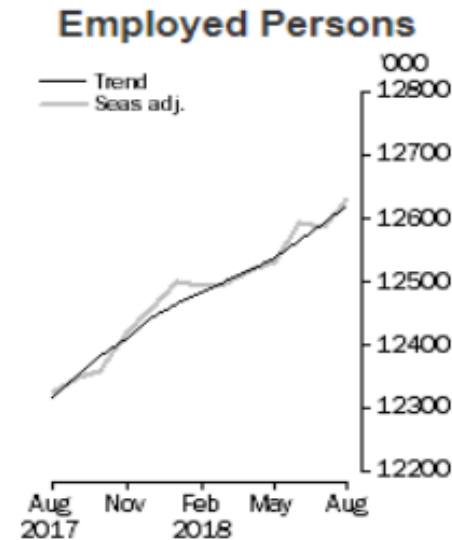
What is currently happening?

- The employment market is tightening
- Employment rates increasing / Unemployment decreasing

(ABS Stats Aug 2017 – Aug 2018)

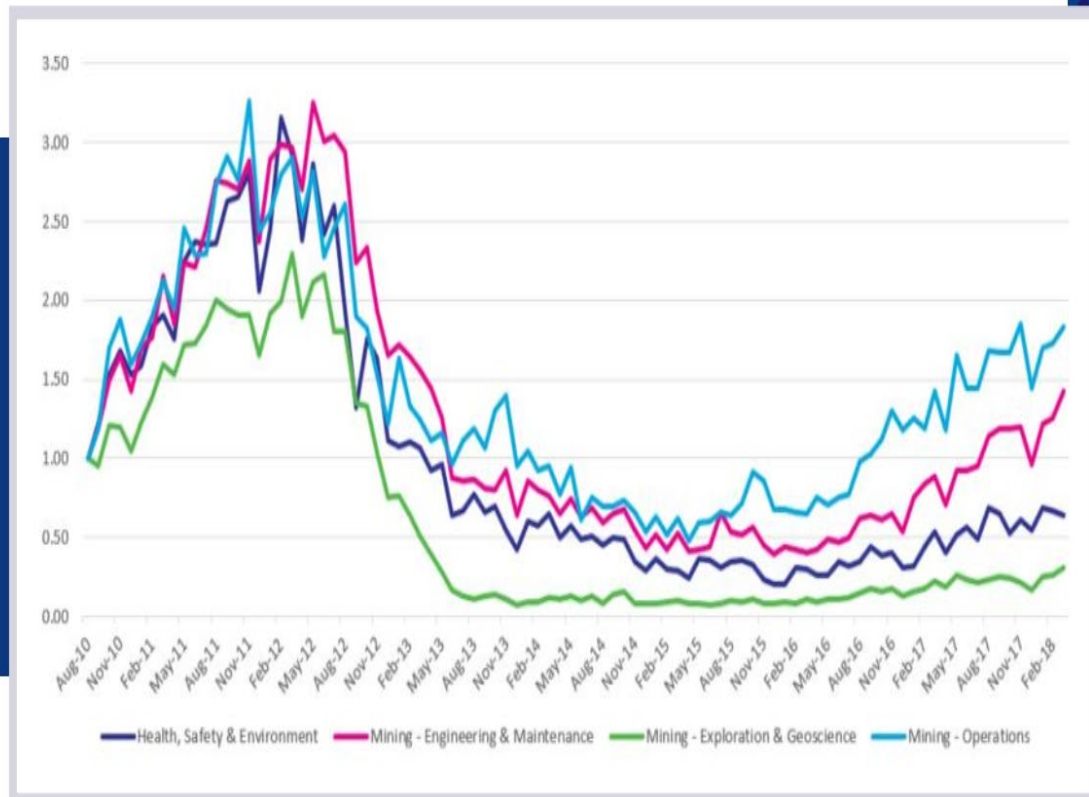
Key Points:

- Employment increased 29,000 to 12,620,700
- Unemployment decreased 2,700 to 711,900
- Unemployment rate decreased 5.3%
- Participation rate remained steady at 65.6%
- Monthly hours worked in all jobs increased 2.5million hours (0.1%) to 1,751.4 million hours

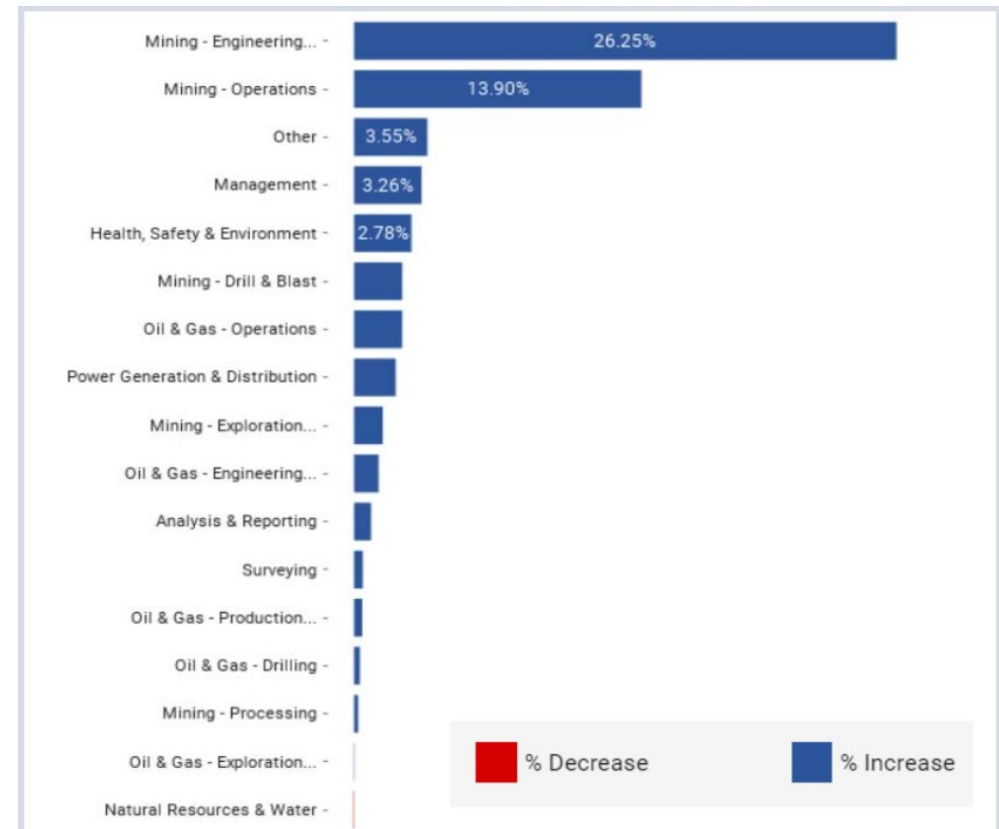


Resources employment starting to recover

Demand for Mining - Exploration & Geoscience roles has increased 48% from November 2017 in Australia



Year on year growth – Mining, resources, Energy jobs



Job Ads are growing

(Environmental, Earth & Geosciences)

OVERVIEW

Job Ad Growth

↑ 3.4%

Candidate Availability

Low

Balanced

High

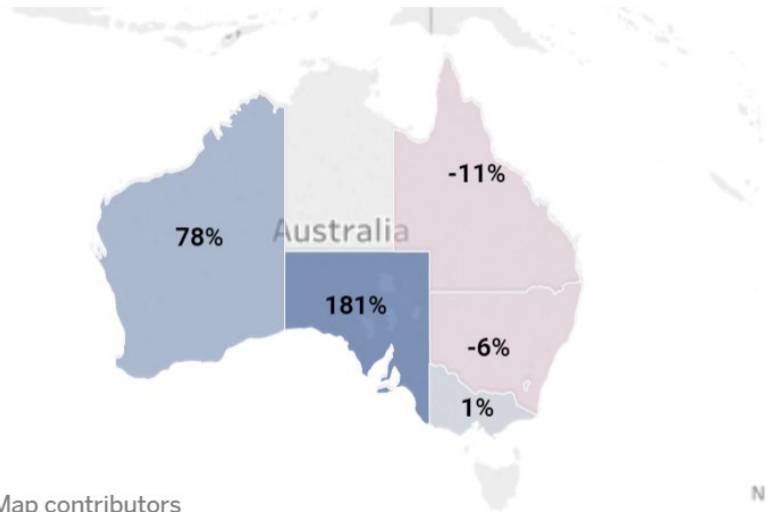
Salary Growth

↓ -1.1%

Trend: **Neutral**

JOB AD GROWTH

Select Chart



© OpenStreetMap contributors

By state - Last 3 months

JOB AD GROWTH

INDEX (100 = 2012 avg)



Australia Wide - Last 6 years



Candidate Availability is decreasing

(Environmental, Earth & Geosciences)

OVERVIEW

Job Ad Growth

↑ 3.4%

Candidate Availability

Low Balanced High

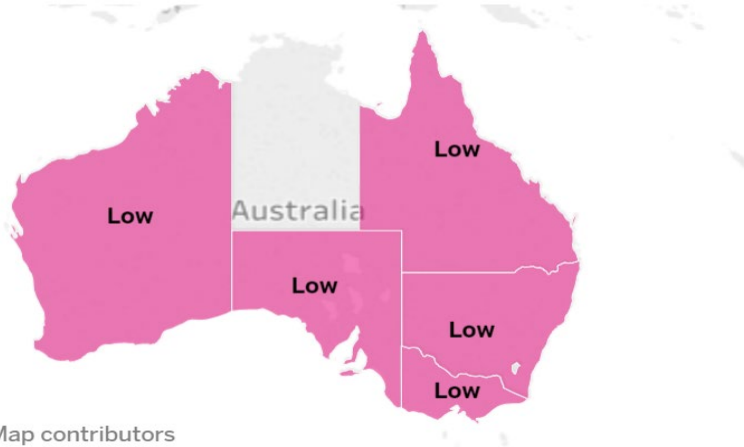
Trend: **Neutral**

Salary Growth

↓ -1.1%

CANDIDATE AVAILABILITY

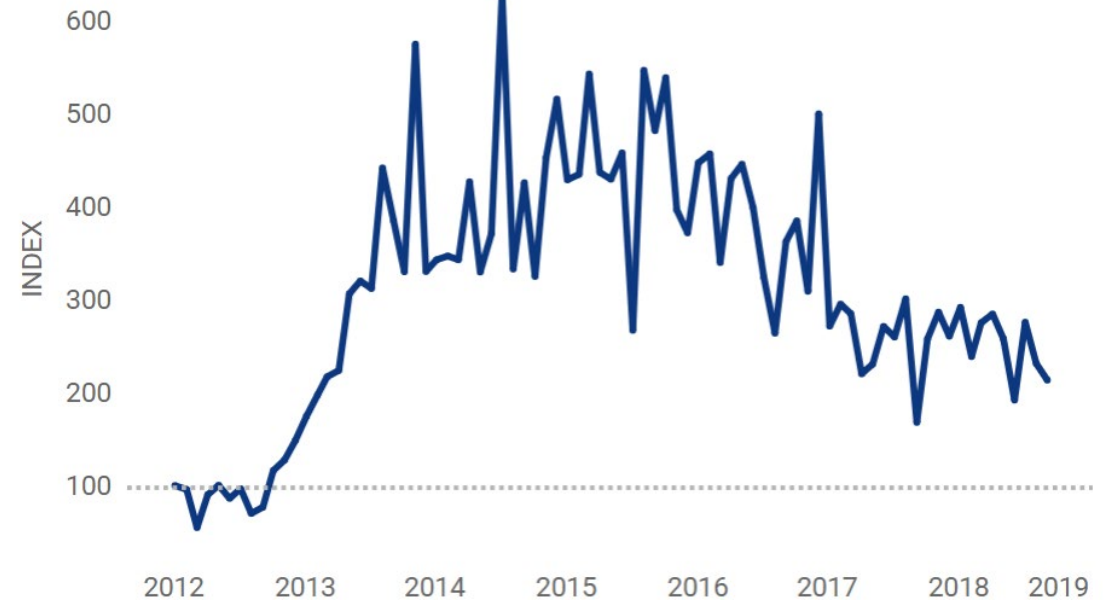
Select Chart State Map



By State - Last 3 months

CANDIDATE AVAILABILITY

INDEX (100 = 2012 avg)

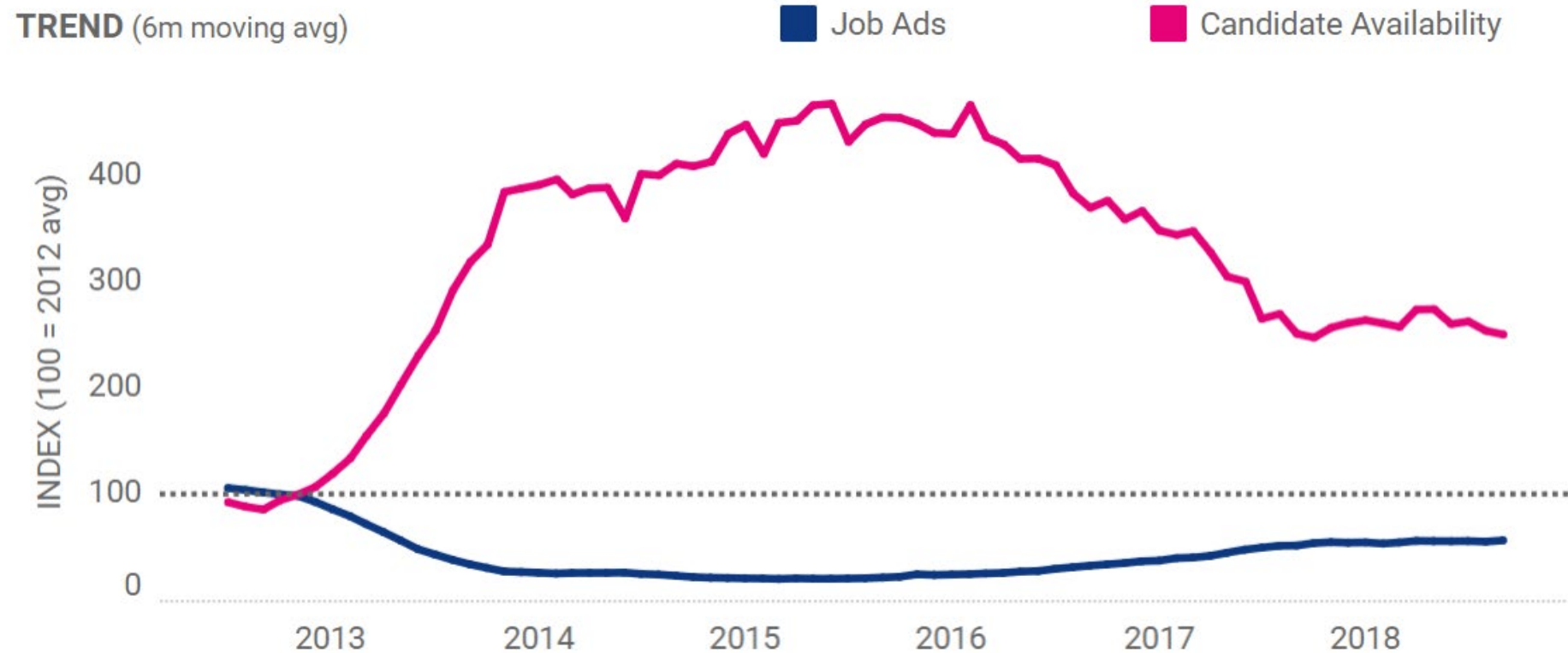


Australia Wide - Last 6 years



Supply and Demand

(Environmental, Earth & Geosciences)



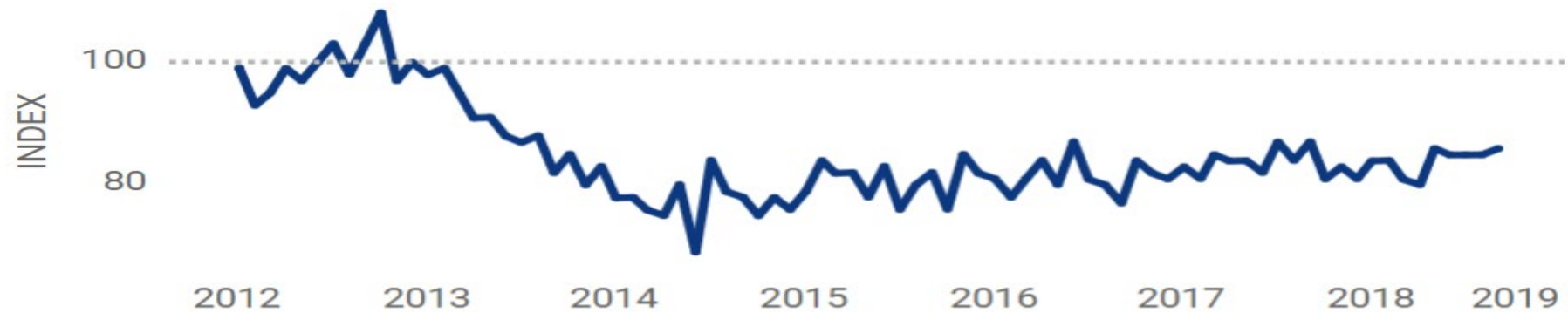
Australia Wide - Last 5 years



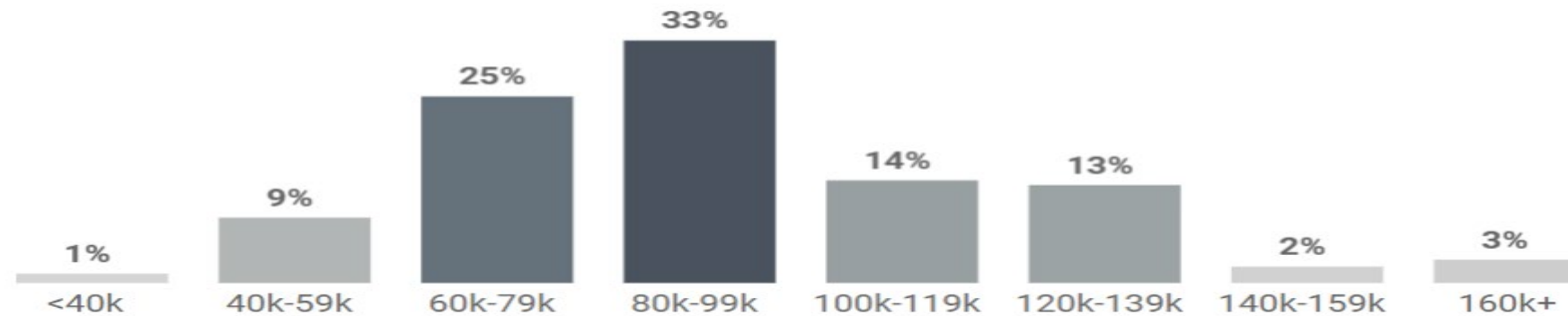
Salaries increasing (slightly) (Environmental, Earth & Geosciences)

SALARY GROWTH

INDEX (100 = 2012 avg)



SALARY DISTRIBUTION (\$) 12 months to September 2018



Australia Wide - Last 6 years



Market overview

What does this mean for 2019?

- In 2019 and onwards it will be harder to both find and retain staff
- Salaries are increasing slowly and will continue to increase over the coming years
- Businesses need to have a plan in place to deal with an impending skills shortage



Future proofing your staffing

1. Look after your current staff

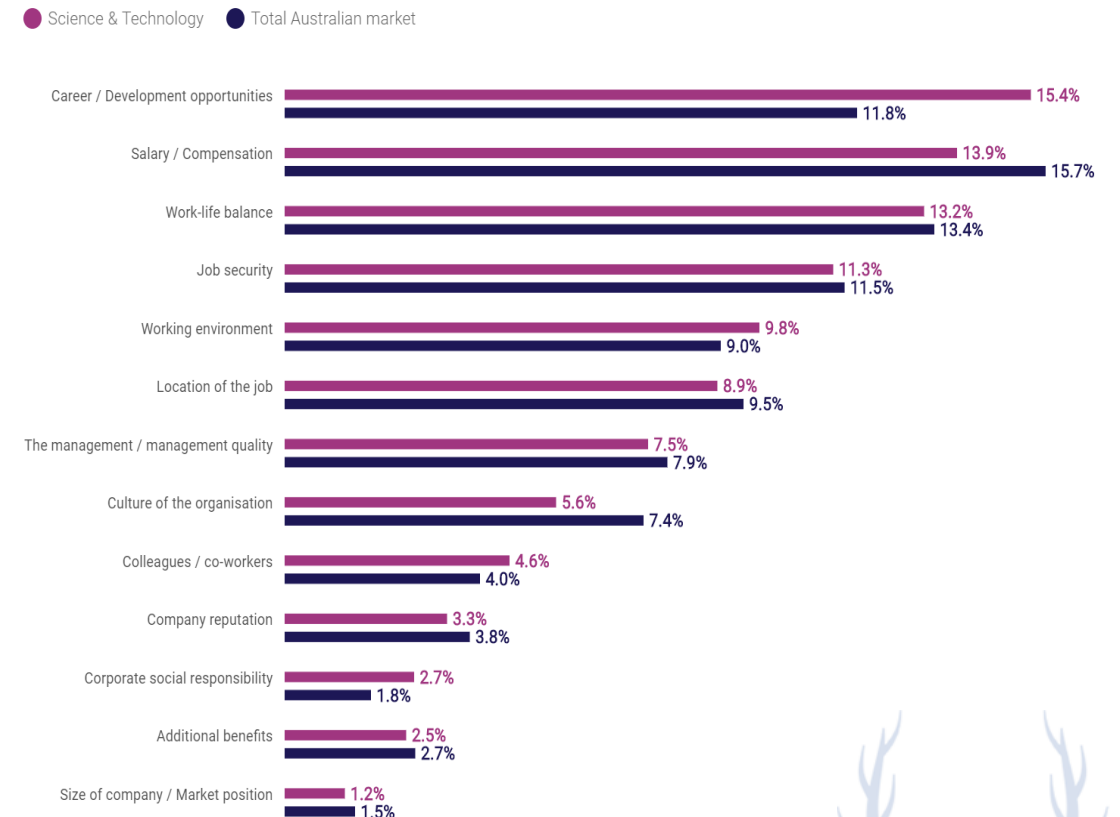
- Give your staff a clear career path
- Pay appropriately / review salaries
- Have some fun



Did you know?

Science & technology candidates are significantly more likely than those in the total group to view company reputation and corporate social responsibility as a 'must have' when it comes to finding their next job. An employer that values and protects the environment is also a key motivator.

Current drivers / motivators



Future proofing your staffing

2. Have a strategy / plan in advance

- Plan for skills shortages – they are coming!
- Don't expect to be able to hire successfully through advertising alone
- Have an employee referral program
- Invest in Juniors / Graduates
- Always be recruiting – even if you are not hiring
- Also plan for a recession – it will come at some point!



Future proofing your staffing

3. Work in partnership with a good recruiter

- Why use a recruiter?
- Work with a specialist
- Build a long term relationship
- Ask for added value – salary advice / market advice etc

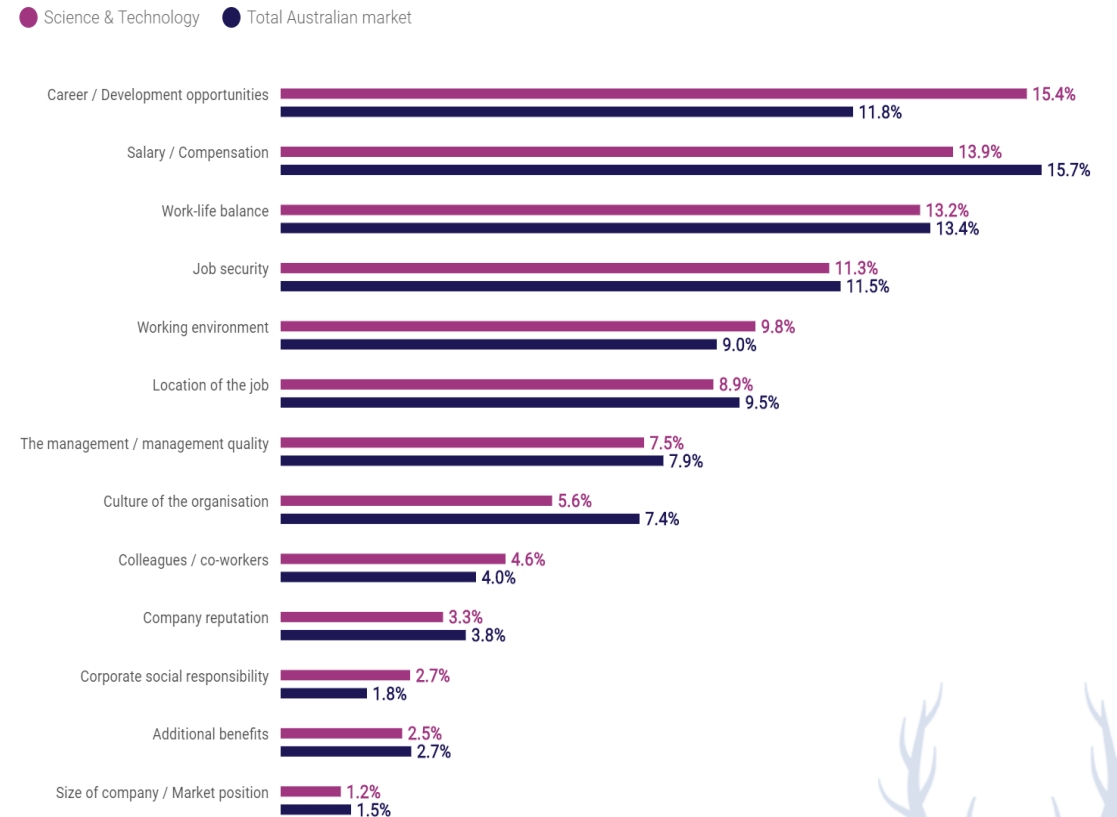


Future proofing your staffing

4. Offer something your competitors don't

- Have a point of difference / USP
- If the job / salary etc are the same, why are people going to work for you?
- You will have to sell your company to candidates

Current drivers / motivators



Future proofing your career

1. Build a brand and a professional network

- a) Be on LinkedIn - why?
- b) Be aware of other social media (Facebook etc) / your internet fingerprint
- c) Network and build real-life relationships
- d) Keep in touch

"Job Boards don't find people jobs.....People find people jobs"



Future proofing your career

2. Have ‘a specialty’ but be diverse

- Don't get pigeon holed - very specialised skills leave you vulnerable
- Learn complimentary skills – be adaptable

Current Services in High Demand

1. Contaminated Land
2. Hydrology / Water Engineering
3. Terrestrial Ecology
4. Occupational Hygiene
5. Air quality
6. Noise modelling

Potential for Future Demand

1. Contaminated Land
2. Environmental Impact Assessments / Approvals
3. Terrestrial Flora / Fauna
4. Mine Closure Planning
5. Hydrology / Water Engineering
6. Hydrogeology
7. Occupational Hygiene
8. Air Quality
9. Noise



Future proofing your career

3. Be adaptable and change

- Change jobs / companies - Work on different projects / different clients / different industries / meet new people / learn new skills / gain new experiences
- Don't get stale – consider a move Every 4 – 6 years (unless you are happy!)
- Keep up to date with new technology
- (Industry and Public Sector give you different experiences but if your long term goal is consulting – it can be a barrier coming back)



Future proofing your career

4. Have a career plan / goal and work towards it

- Where do you want to be in 1 year / 3 years / 5 years / 10 years?
- Aim high, but be realistic
- Don't be in the same place or plodding along from year to year
- Study / take courses / join organisations – ECA / Engineers Australia / ACLA etc
- Juniors / graduates - Find a mentor / Soak up knowledge / Be the teachers pet
- Intermediates – be looking for your chance to take the next step
- Seniors / principals - Become B.D experts / record your success – project sizes / clients / values



Thank you

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