



DRAKE

— TRADES & TECHNICAL —

DRAKE

Trades & Technical.

CAPABILITY STATEMENT



OUR MISSION:

As a division of Drake International we always strive to support each other, our clients and candidates, motivate and be transparent.

Our strength enables our success to continue to provide unmatched service and quality.

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Secure your workforce with our industry specialty team.

Our story

As one of Australia's most trusted and enduring recruitment companies for over 70 years, Drake has provided local public and commercial companies with qualified specialists, to drive workforce key projects and enhance workforce efficiency. Our reach is extensive, with a national network of 13 offices across every mainland State and Territory in the country.

We seek to offer effective solutions to address every stage of the employee lifecycle, reducing costly employee attrition and always meeting the everchanging needs and expectations of our clients.

As a local fixture and global leader in human resource management, Drake International offers a full suite of services to help you attract, develop, and retain a high-performing workforce.

Our coverage



Introducing Drake International

- Trades & Technical

As a long-time provider to Australian industries, Drake International are industry specialists, with a proven capability in recruiting for high-quality trades and technical positions; as well as identifying and sourcing candidates that possess the right skills, knowledge, and experience to succeed.

Our track record is supported by our ability to deliver our client's innovative solutions, value for money, and simplicity.

Staffed by industry experts, our trades, technical & manufacturing team understand the importance of qualifications and experience, ensuring your projects close out on time and on budget.

During times of high demand, our team will drive the success of your organisation through a tailored, scalable service focused on efficiency, flexibility, and risk mitigation.

Drake International operates across every Australian State and Territory, utilising established recruitment strategies and networks in local and rural communities, supporting our client's recruitment needs.

Our areas of service

Excelling in the provision of high-skilled trades, technical and manufacturing workforces, Drake International specialise in servicing clients operating in both public and commercial sectors.

The areas we service are:



Permanent Recruitment



Contracting



Labour Hire



Search and Selection



Special Projects



DIDO & FIDO

We operate across the following industries:

- Manufacturing
- Construction
- Engineering
- Advanced Manufacturing
- Industrial Engineering
- Mining
- Utilities
- Rail
- Oil and Gas
- Maritime
- Aviation

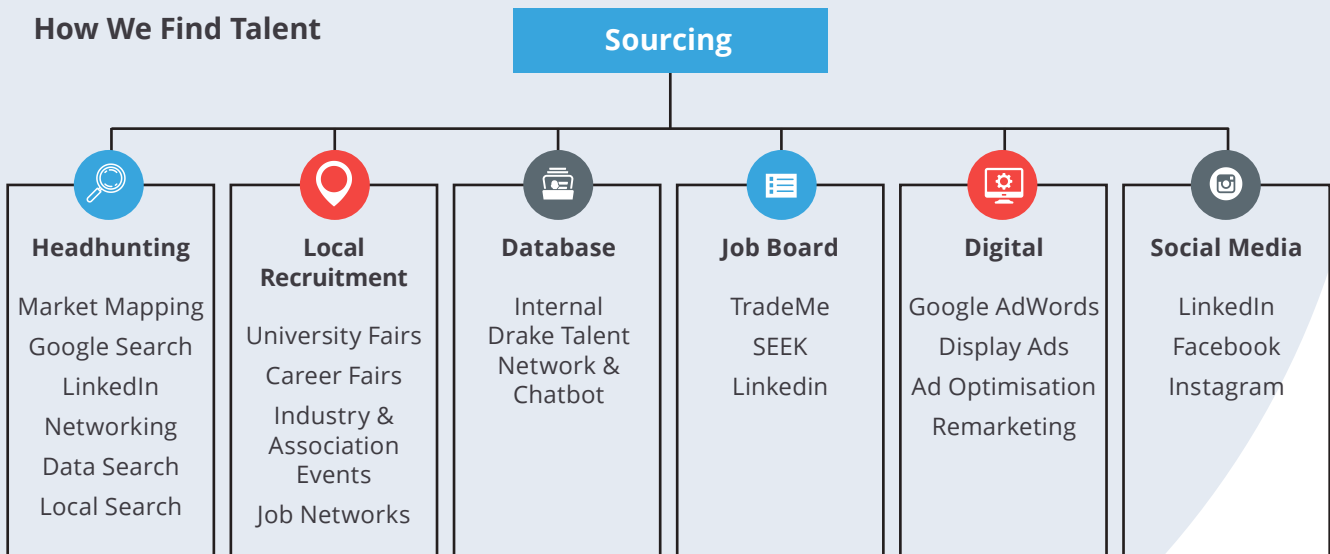


Our recruitment capabilities

Leveraging our experience as recruitment specialists and using our established strategies, Drake International can assure you of our availability and capability to deliver all required services and campaigns in the requested timeframes.

Our approach to market is targeted, select, and disciplined. Having the capacity to assess key talent before making formal approaches, we look past candidates' resumes to analyse their capability and organisational fit.

Founded on a collaborative approach, our methodology is centred on traditional search and selection techniques, influenced by global best practice, and utilises a combination of traditional and technology-based assessment tools.



Our points of difference

At Drake International, we speak your language!



Specialist trade consultants

Our consulting team has extensive 'hands-on' experience in the industry before joining the team. This in-depth trade experience lends itself to high-quality recruitment outcomes especially in those complex trade roles.



Partnership approach

The entire recruitment process is transparent, with our team taking a 'boots on the ground' approach. Our team takes the time to understand the strategic objectives and the skills, competencies, cultural fit, and experience necessary for each role.



We build strong talent networks

Our team strives to become true career partners to their talent & network connections, following career journeys closely to determine when they may be open to new opportunities. We also have access to multiple mediums and platforms that we use to source and attract candidates.



Safety first

Safety is a critical element in our service offering, and for any temporary or contract roles, the team completes a full site inspection before any placement to ensure a safe and compliant working environment.



In-depth candidate assessments

Each step of the recruitment process is carefully planned and executed for each applicant in line with key evaluation criteria including behavioral and personality assessments. Our proprietary assessments can help determine the performance and cultural compatibility of each candidate against job roles.

We confidently share our market analysis and industry insights, ensuring our client's talent needs are met on time and on budget.

Diversity, equity and inclusion

At Drake, we are committed to fostering diversity, equity, & inclusion. While our journey is ongoing, our shared goal is to create an environment where every individual is respected and valued. We are a community that recognises the strength of diversity.

Our approach is underpinned by robust corporate policies that formalise our attitudes, commitments, and responsibilities towards Diversity, Equity and Inclusion which include the following:

- **Our Corporate Values**

Diversity and inclusion is a key corporate value our teams embrace and align their actions and decisions with each and every day.

- **Diversity & Inclusion Committee**

We have an in-house Diversity & Inclusion Committee which plays a pivotal role in promoting equitable practices, fostering a diverse workforce, and creating an inclusive workplace culture within Drake.

- **Reconciliation Action Plan**

Our 2023 Reflect Reconciliation Action Plan guides our team in building meaningful relationships with Indigenous communities, fostering respect, understanding, and advancing reconciliation in social, economic, and cultural aspects.

- **Diversity Survey**

We undertake an annual diversity survey to assess our current demographic composition, and tailor inclusion efforts, leading to a more equitable and representative workplace.

- **Indigenous Procurement**

We are members of Kinaway, the peak body representing certified Aboriginal and Torres Strait Islander businesses. This partnership helps us engage, create relationships, and conduct business with First Nation suppliers nationally.



- **Cultural Awareness & Unconscious Bias Training**

Our team undertakes a range of DE&I training to help employees navigate diverse environments with empathy and create inclusive practices for those we work with.



Our success stories



Challenge

Rail Maintenance Services (RMS) is a privately owned, family-run business specialising in the service and maintenance of Australia's rail network. Amid organisational and personnel changes, RMS required external support to navigate workforce planning, restructure challenges, and maintain operational continuity.



Solution

Drake International provided a tailored consulting solution, embedding two workforce consultants on a fortnightly basis to support RMS with workforce planning, skills analysis, and performance management. Our team took a proactive approach to understanding their evolving needs, enabling us to provide both strategic advice and hands-on support.

In parallel with the consulting engagement, we successfully placed several key permanent roles that were instrumental in shaping RMS's leadership and direction.



Outcome

Drake International has become a trusted partner to RMS, delivering strategic workforce consulting while supporting critical permanent hires. Our flexible, end-to-end approach is helping RMS navigate change, build capability, and position itself for continued success across the transport sector.



Drake International consistently exceeded our expectations by delivering hard-to-find trade talent through a personalised and innovative recruitment approach tailored to our needs in the trades, manufacturing, civil, and rail construction sectors. Their deep industry knowledge, proactive sourcing strategies, and commitment to understanding our company culture have made them an invaluable partner in our continued success."

Our success stories



Challenge

InfraBuild required a seamless workforce transition across three operational sites in Victoria, within a tight two-week timeframe. The project involved 45 trade workers across 10 different role types and six unique shift patterns in a high-compliance, safety-critical environment. Minimising disruption to operations and ensuring full compliance during the transition was paramount.



Solution

Drake International deployed a strategic, end-to-end transition plan that combined on-site presence, proactive workforce communication, and compliance oversight. We conducted face-to-face briefings at each site, provided clear onboarding and payroll guidance, and used structured messaging to boost workforce engagement from day one.

During this time, we also negotiated an Enterprise Bargaining Agreement (EBA) with the Electrical Trades Union (ETU) and configured payroll systems in advance. This ensured the correct application of all loadings, allowances, and overtime from day one, in full alignment with industry expectations.

All compliance checks, including medicals, hearing assessments, and licence verifications, were completed pre-mobilisation. A pre-qualified backup talent pool enabled us to manage any last-minute changes with zero disruption to InfraBuild's operations.



Outcome

Drake International successfully transitioned 100 percent of the workforce on time across all three sites with no operational downtime. Full compliance was achieved, and six complex shift patterns were onboarded seamlessly. Our proactive communication and embedded site support enhanced engagement and improved early-stage retention. Drake's own EBA structure ensured accurate and timely payroll from the outset, supporting InfraBuild's continued success with a reliable and stable workforce.



Drake International's rapid and tailored response to our urgent labour needs enabled us to kick off a critical project without delay. Their ability to mobilise 40 highly skilled workers on short notice, while maintaining quality and safety standards, was a testament to their reliability and industry expertise."

Our success stories



Macmahon is a diversified contractor with leading capabilities in surface and underground mining, civil construction and resources engineering.

Drake Trades & Technical were able to assist Macmahon during the latest mining boom throughout the COVID pandemic and Beyond. Our team in Western Australia supported Macmahon by placing over 50 staff in on going temp and Permanent roles in the difficult candidate short market.

These positions ranged from Fitters, Plant Operators to Blast Crew, locally, FIFO and DIDO. We have now been supporting Macmahon with their talent requirements for the 3 past years. Finding the right candidates in such a challenging isolated market, enabled Drake Trades & Technical to service Macmahon when others simply could not.



Bruce Rock is one of the industry leaders in heavy transport fabrication. Drake Trades & Technical managed to bridge the gap in a challenging candidate short market, and provided Bruce Rock with quality tradespeople for the past 2 years.

Having successfully placed over 30 tradespeople over multiple locations including local, FIFO, and DIDO roles, we continue to work with Bruce Rock by providing Boilermakers, Robotic Welding Operators, and many other skilled professionals. We have had a very successful transition rate from Casual to Full Time, and in turn, provided our candidates with security and long-lasting career progression.

Our success stories



VISY, a global leader in the packaging, paper, glass, and resource recovery industry contacted Drake Trades & Technical in late 2021, with the need for support on a unique and complex project in QLD.

Our team focused on using their industry experience and network, to source quality and reliable candidates in a challenging short market. Creating a solid relationship with the Hiring Managers, our team embedded themselves in the project scope, which has enabled them to successfully build a Senior Leadership Team for this major construction project.

Within the last 6 months, Drake Trades & Technical have filled 15 complex project positions including Project Managers, Engineers, HSE Managers, and Designers, solidifying Drake Trades & Technical as one of VISY's preferred recruitment providers.



ANCA, a market leader in quality CNC grinding machines and CNC systems, contacted Drake Trades & Technical for recruitment support with an overwhelming number of vacant specialist roles, during and throughout the recovery of the pandemic.

The team provided ANCA with a dedicated recruitment team that worked exclusively across all roles. Additionally, we provided an on-site consultant who managed all the recruitment interviews and onboarded each new team member. A key focus on a short turnaround with a proven track record of 1-2 weeks from being given a role to placing a candidate.

Since 2021, we have successfully filled 60+ roles throughout the ANCA business. Our commitment and willingness to 'think outside of the box' has enabled ANCA to meet its talent targets.

What our clients & candidates say



Drake Recruitment cares about people and actually helps you! My name is Dan and my consultant was Roman, who is an asset to the company! He embodies the company values or an organisation that cares about its clients! Roman was able to do in a week what Centrelink couldn't do in 6 years, get me a job! Roman gave me a chance, he gave me back my confidence, and he made me realise that people do want to give a young man a job! I couldn't recommend this company more.

- Candidate (D Burge)



The Drake team has been part of our recruitment drive, directly supporting the recruitment of the production – shop floor teams. The ANCA team enjoyed working with Matt as he took a genuine interest in the roles and skills required within them to help find the best candidates. The ability to adjust and tune job ads and pitches to potential candidates helped Matt build a more detailed profile of ANCA's requirements that improved with each new position. This helped streamline the process and reduce ANCA's input into the interview process.

- Manufacturing Operations Manager (M Patman)



If you are looking for a recruitment agency that will treat you with integrity, respect, and value what you are looking for in your career, Drake is the agency to call. I will recommend Drake International to friends and colleagues in the future.

- Candidate (B Bartolo)



The overall experience in dealing with the Drake team has been highly professional. Everything is explained in clear terms, and I was made to feel like a true member of the team. This agency is truly 5 stars, and I will be recommending it to my broader network.

-Candidate (S Lambert)

Our accreditations



Fully accredited to ISO Standards 9001 (Quality) and 45001 (OH&S), Drake Trades and Technical promote a ground-up approach to safety management, instilling the virtues of 'Zero Harm' at all levels of our workforce.

We understand the industries we work in are founded on the values of Safe Conditions and Safe Behaviours, prioritising the health and safety of your people. Accordingly, Drake Trades and Technical seek to align all aspects of our service to our client's OHS Management practices.



Our WHS Management is directed by Drake Safety, responsible for site inspection compliance, incident investigations, ISO45001:2018 auditing, and Return-to-Work program management.

This system and its associated documentation are also reviewed on an annual basis, ensuring compliance with industry trends, SAI Global audit recommendations, and legislative changes.

Ethical Business Practices

Drake Trades & Technical also has a zero-tolerance approach to Modern Slavery and have a company-wide policy in place. We are committed to acting ethically and with integrity in all our business dealings and relationships.

We make sure to continually implement and enforce effective systems and controls, ensuring Modern Slavery is not taking place anywhere in our own business, or any of our supply chains.

Our national team of specialists

Our specialist team of industry experts includes:

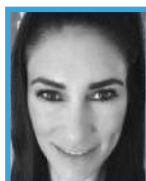


GEORGIA MATTERSON
National Trades and Technical Manager

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With over 25 years of industry experience, Georgia Matterson leads the Victorian Region, delivering recruitment and HR solutions for major industrial clients across Australia. She was proudly the first female Trades Manager at the Laverton Steel Mill and has since managed some of the country's largest heavy industrial, multi-million-dollar divisions, often within complex industrial relations environments.

Georgia is deeply passionate about supporting women in non-traditional industries, developing apprentices, and driving opportunities within heavy manufacturing and construction. Known for her purposeful approach and proactive mindset, she continues to create meaningful pathways into long-term employment across the sector.



TEGAN PALTRIDGE
Steel Fabrication and Manufacturing Expert

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Tegan joined the Drake team in Laverton in 2020. She comes with 9 years of heavy industrial experienced combined with transport/logistics and supported the white collar in these industries. Tegan takes great passion on the relationship piece with her candidates and clients. She has a natural ability to guide and mentor her workforce to get maximum performance with this also a firm hand to address discipline. She has previously had great success placing volume workforces on the ARC Sunshine, Reinforcing Altona, Reinforcing Derrimut, Reinforcing Deer Park, and the Infrabuild Recycling divisions.

Tegan was pivotal in designing the upskilling training for the Metro tunnel projects when there were shortages in the skilled welding space. Tegan placed in excess of 700 candidates across the Victorian Infrabuild businesses and has a thorough understanding of each business units skill and cultural requirements. As your dedicated Account Manager, Tegan will take great pride, dedication, and pure passion to grow, refine and excel the Infrabuild Construction Solutions business.



ROMAN KOESTER
Trades, Technical & Engineering Manager

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With a highly successful and awarded career in both temporary and permanent recruitment, Roman delivers a dynamic and personable service to Drake customers, prioritising strong relationships and in-depth knowledge of clients and candidates alike.

Focussed on the heavy industrial sector, combined with trades, transport and logistics, Roman is proficient in delivering volume driven recruitment campaigns that require agile and fastpaced recruitment strategies. Taking a great deal of pride in the relationships he cultivates, Roman has the natural ability to source quality staff in a short timeframe, delivering an exceptional level of service to all stakeholders.



SHELBY CRAWFORD
Client Relationship Manager

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Shelby is a seasoned recruitment manager who brings a wealth of expertise and a distinctive perspective to the Trades team, particularly in the domain of flexible recruitment. With an impressive 6-year track record in this field, Shelby's experience encompasses a broad spectrum of clients within the warehouse and logistics sector. This specialised expertise serves as a crucial asset, seamlessly merging with the Trades team and enhancing its capabilities.

Shelby's talent for fostering close and effective collaborations with all stakeholders is a defining characteristic of her methodology, ensuring a consistently vibrant and personable service to both clients and candidates. Her leadership extends to the adept management of significant recruitment projects, ensuring seamless transitions, and guiding operational teams within the warehousing and logistics sectors. All of these efforts are directed towards the primary goal of identifying and securing high-caliber talent. Shelby's commitment to safety is underscored by her possession of a Certificate IV in Work Health and Safety, emphasising her dedication to placing the right candidates and prioritising safety.



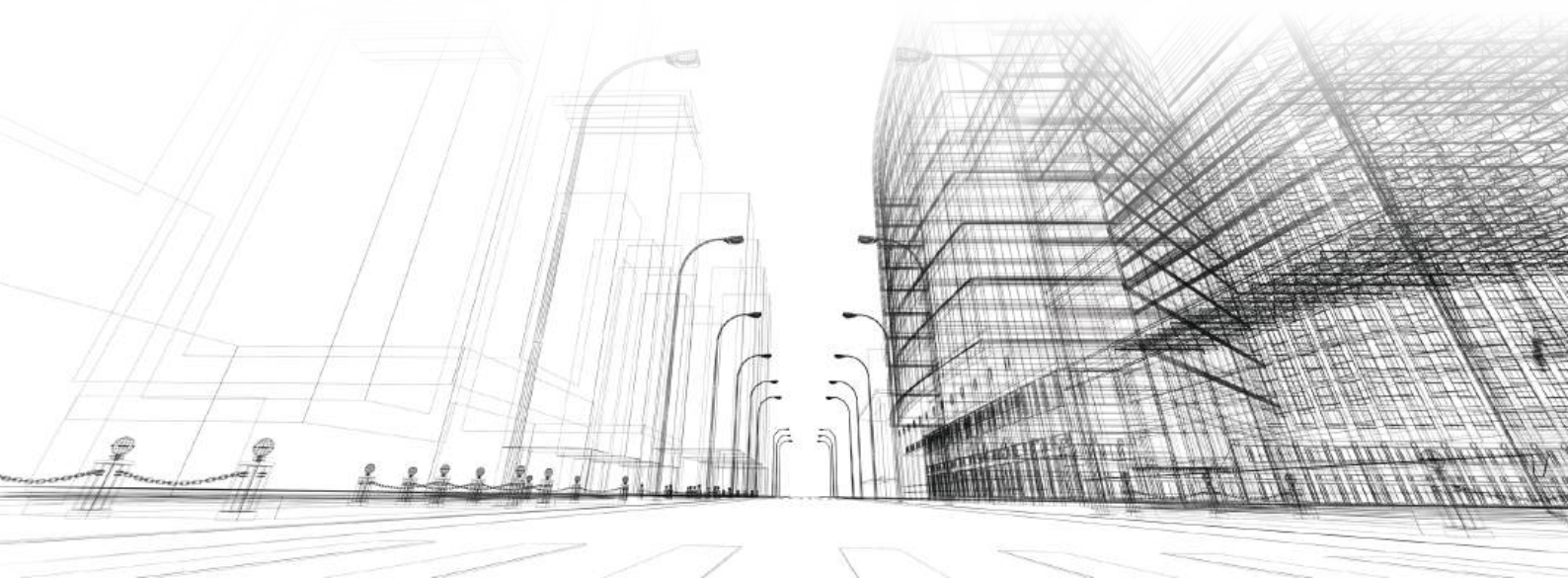
ERIN HOLDSWORTH
Permanent Recruitment Consultant – Trades, Technical, Engineering & Generalist Roles

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Erin Holdsworth is a dedicated permanent recruitment specialist with deep expertise across the trades, technical, engineering, and generalist sectors. Known for her professional approach and ability to manage complex recruitment campaigns, Erin partners with clients to deliver high-quality, tailored staffing solutions that align with workforce needs and long-term business objectives.

With a strong background in HR, administration, and workforce operations across heavy industrial and manufacturing environments, Erin combines her hands-on experience with a people-focused recruitment approach. She excels in identifying top talent, understanding the nuances of each role, and guiding both clients and candidates through a seamless recruitment process.

Erin's commitment to building long-term relationships, understanding business drivers, and supporting workplace culture makes her a trusted partner in permanent placement recruitment.



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