



THE
RESOURCES
HUB



Talent Solutions Capability Statement

Careers | Talent | Recruitment Consultancy



Acknowledgement of Country

THE resources HUB and Resourceful Women respectfully acknowledge the Aboriginal and Torres Straight Islander peoples of the lands and skies on which we work, live and enjoy. We honour their deep, enduring connection to the land, waters, and culture. We pay our respects to Elders past, present and emerging leaders, and recognise the continuing contributions of Indigenous peoples to our community.

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NPA Worldwide

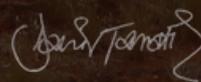
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Resourceful Women



“Our business is all about PEOPLE. Clients looking for skilled and experienced talent and candidates looking for their next ideal career opportunity.

Our mission is to provide complete and comprehensive employment solutions for all by offering industry expertise and diversity as our point of difference”



Dani Tamati
Founder and Director
dip HR dip OHS
President | WA Mining Club
Co Vice Chair |
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Your priority is to run your business.

Ours is helping you realise, recruit and retain the talent to do so.

“ We've worked with Dani and THErh Team since 2015 and have secured many full-time Employees. What I love about Dani is that she goes the extra mile to really find out who will be the best fit for our business now, and into the future.

Unlike most other consultants and agencies we have worked with over 27 years in business, Dani has taken the time to get to know us, our business, what we stand for and what our core values are, then she and THErh Team will align the perspective candidates with those values.

I personally highly recommend Dani Tamati and THE resources HUB to any employer to help with your candidates and employees. ”

Brett Easton | General Manager

About Us



Dani Tamati
Founder & Director

Dip HR | Dip OHS | Cert IV Career Development |
Cert IV Employee Services

Dani Tamati, Founder and Director of THE resources HUB and Resourceful Women, established in 2012, brings over 30 years of experience in the mining and resources industries. As a Recruitment, Careers, and Behaviours Predictive Analytics Strategist, Dani and her team excels in matching candidates with companies that value their experience, ensuring excellent employment opportunities—a win-win for all.

Dani has held prominent leadership roles such as Regional Manager, Group HR and Recruitment Manager, and Recruitment Consultant, primarily in the Pilbara of Western Australia. She is dedicated to empowering women in the industry and has developed strategies for local Indigenous employment initiatives. These employees have fostered career opportunities and continued working in the industry.

Dani frequently shares her industry insights with media outlets and has been recognised for her contributions, including the Community Interaction Award from Australian Mining (2016) and Excellence in Training and Recruitment from the Swan Chamber of Commerce (2021). THE resources HUB was also a finalist for the Community Interaction award from Australian Mining (2018) for the FIFO Development initiative with FIFO Focus.



THErH HQ Team



Leanne Slater

Senior Office Administrator | Candidate Resourcer

Leanne brings extensive experience from her time at WA's Wageline division, specialising in labour relations, recruitment, and team training. At THE resources HUB, she provides essential admin support and finds exceptional candidates, often 'the Unicorn' for our clients. Committed to clear and effective communication, Leanne consistently delivers outstanding service to both candidates and clients.

Danielle Wheatley

Recruitment Consultant | Mobilisation Officer

Danielle recently joined the recruitment side of the industry and is excelling in candidate care. With a background in mining and a degree in Geology, she plays a key role at THE resources HUB, managing people and organisational needs. Danielle also supports both candidates and clients throughout the recruitment and mobilisation process.

Sienna Tamati

Recruitment and Careers Consultant | Social Media Assistant

Having grown up in the Pilbara with both parents working in the mining industry, Sienna joined as a Trainee Recruitment Consultant and has quickly progressed to managing her own clients and candidates. She now takes full responsibility for client relationships, candidate care, and the marketing of the business, including Resourceful Women. Sienna brings a friendly and considerate approach to her role at THE resources HUB, where she is committed to matching candidates with career opportunities that suit their skills, abilities, and development goals.



Speed to hire



Precision



Right Fit



experience is. . .

THE
resources
HUB

About Us



THE resources HUB (THErh) is a multi-award-winning, Australian-owned consultancy offering career, talent, recruitment, and managed services to industries including mining, civil, construction, defence, energy, engineering, government, marine, agriculture, and oil & gas. We provide comprehensive employment lifecycle solutions through relationship direction and business understanding.

We champion workforce diversity, offering HR solutions, career guidance, and training for Indigenous, Age, and Gender diversity. With extensive industry expertise, we deliver exceptional outcomes across the full recruitment lifecycle, from concept to completion, meeting the unique needs of our clients.

We Champion
Diversity and
Inclusion

Our Company Clients



NORTHERN STAR
RESOURCES LIMITED



RioTinto



Our Solutions

Strategy | Consultation | Research | Data | Advisory

At THE resources HUB, we work closely with you and your team to provide tailored solutions. We offer a collaborative approach to Recruitment, Outplacement, HR/IR/ER, Careers, Employment, and Training solutions from one central 'HUB', becoming an extension of your business.

Recruitment Solutions

Challenges You're Facing	THErh's Solution
Difficulty in finding ideal candidates who fit the company culture and ethos.	We ensure understanding of your business and employment expectations to introduce ideal candidates.
Challenges in filling blue-collar, trades, indigenous, white-collar, technical, professional, and executive roles.	Our expertise spans permanent recruitment across diverse sectors, ensuring ideal candidate placements.
Need for outsourced and managed services recruitment solutions.	We provide Recruitment Process Outsourcing solutions for seamless talent management and retention of internal employees.
Managing temporary, contract, and permanent recruitment effectively.	We excel in managing all types of recruitment to ensure smooth operations to suit your business needs.

Our Solutions

Talent Management

Challenges You're Facing	THErh's
Low employee retention and lack of internal workforce succession planning.	We implement robust employee strategies and career and team succession planning.
Inefficient remuneration, rosters, and rewards management.	We create effective remuneration, gauge current market conditions including roster management, reward systems and trending benchmarked rates.
Need for better understanding with assessments in recruitment and workforce planning.	Our behavioural assessments enhance recruitment and workforce planning for new hires and existing staff, including internal promotions.
Difficulty in benchmarking employee attraction, engagement, and retention.	We provide thorough benchmarking and analysis to boost employee engagement and retention.
Ineffective operative appraisals and exit interviews.	We conduct detailed evaluation metrics and exit interviews for valuable insights and analysis.

Our Solutions

HR and Compliance Solutions

Challenges You're Facing	THErh's Solution
Complex HR functions including OHS, Workers' Compensation, Industrial and Employee Relations.	Our comprehensive HR solutions cover Operational Health and Safety (OHS), Workers' Compensation, Industrial Relations (IR), and Employee Relations (ER).
Requirement for in-house 'Alcohol and Other Drugs' testing.	We offer in-house oral fluid blanket, causal, and suspect testing services.

Outplacement and Career Development Solutions

Challenges You're Facing	THErh's Solution
Need for effective outplacement and employee service solutions.	We deliver robust outplacement services and 'Redundancy Rescue' workshops for employers and employees during these difficult times.
Lack of employee career coaching and development planning support.	We provide career coaching and development planning to foster career growth and retention.

Talent Pool

Resourcing | Recruiting | Retaining

Blue Collar

Diesel Fitter/Heavy Duty Diesel Fitters

Digger Operators

Drill Fitter/Drill Rig Fitters

Shovel Operators

Plant Mechanics

Grader Operators (Final Trim)

Mechanical Fitter / Fitter Machinists

Dozer Operators

Breakdown Fitters

Haul Pak/Haul Truck Operators

Fixed and Mobile Plant Fitters

Dump Truck Operators

Underground Pump Fitters

Water Cart Operators

Automotive Electricians

Crane Operators – Franna

HV Electricians

Underground Nipper/Truck Drivers

Multi-skilled Mobile Plant Operators

Jumbo Operators

Production – Ancillary Operators

Production Supervisors /
Superintendents

Civil Operators

Leading Hands

Talent Pool

Resourcing | Recruiting | Retaining

White Collar

Mining Engineers – Grad to Senior	Contracts Managers
Geologists – Junior to Senior	Laboratory Technicians
Geotechnical Engineers – Senior to Principal	Supply Chain and Logistics Managers
Metallurgists – Junior to Senior	Finance – Manager Analysts
Project Managers	Technical Engineers
Site Administrators	WHS – Advisors, Coordinators and Managers
Maintenance Schedulers and Planners	Mining, Native Title and Heritage – Lawyer, Solicitor, Legal Counsel
Human Resources Managers	Procurement Managers
Talent Acquisition Advisors	Environmental – Advisors, Engineers
Emergency Services – Security Officers, Managers, Advisors, Co-ordinators	Occupational – Hygienists, Technicians, Consultants
Community Relations Managers	Reliability Engineers
Trainers and Assessors	AHS / Mine Controllers
Product Support Advisor / Maintenance	QA / QC

Our Capabilities

Our Services at a Glance

Service	Description
Recruitment	Whether you need blue-collar, trades, indigenous, white-collar, technical, professional, or executive roles filled, our specialised permanent recruitment services ensure you get the best talent.
Talent Outsourced Solutions	Let us handle the heavy lifting with our managed services recruitment (RPO and 'On Demand') and expert advisory on recruitment strategies, talent research, and industry consultation.
Recruitment Management	From temporary and contract positions to permanent roles, we efficiently manage all your recruitment needs, making the process seamless and stress-free.
Employee Retention & Career Succession Planning	We implement effective strategies to keep your top talent engaged and help them grow within your company, ensuring a bright future for both.
Remuneration & Rewards	We take the complexity out of managing employee remuneration, rosters, rewards, scarce skills data, and future workforce planning.
Employee Benchmarking	Analysis of Employees for attraction, engagement, recruitment and retention

Our Capabilities

Our Services at a Glance

Service	Description
Behavioural Assessments	Our assessments help you onboard new employees and plan for ongoing workforce development for existing staff, ensuring a perfect fit every time.
Operative Appraisals & Exit Interviews	We provide comprehensive appraisals and exit interviews, offering valuable feedback to improve your workplace environment.
In-House Testing	Ensure a safe work environment with our 'Alcohol and Other Drugs' oral fluid testing services.
HR Functions	Our complete HR services cover everything from OHS and Workers Compensation to Industrial Relations (IR) and Employee Relations (ER), so you can focus on your core business.
Outplacement Services	We offer robust outplacement services and 'Redundancy Rescue' workshops and Outplacement solutions to support employees during employment transitions.
Career Coaching & Development	Our career development planning and coaching support empower your employees to reach their full potential, benefiting both them and your organisation.



Maximise Talent Success with Precision

➤ Master Precision in Hiring

Transform your hiring process with our advanced predictive analytics. At THE resources HUB, we ensure that you don't just fill roles but find the ideal match for your organisational culture and specific job requirements, setting the stage for sustained success.

➤ Tailor Employee Growth

Unlock potential within your workforce with our customised development programs. By leveraging detailed Harrison Assessment reports, we enable you to enhance individual performance and drive organisational growth through targeted development strategies.

➤ Boost Retention and Reduce Turnover

Minimise turnover and maximise employee satisfaction with our insightful assessments. We delve deep into behavioural and competency traits to provide you with the knowledge you need to make informed hiring decisions that significantly enhance retention rates.

➤ Optimise Your Recruitment Process

Streamline your recruitment efforts with our efficient and effective talent identification process. Reduce the time and resources spent on hiring by quickly pinpointing and assessing top talent, ensuring a smoother and faster recruitment cycle.

Harrison Assessments

Strategic Talent Management Solution Timeline

01

PHASE

Project Brief

- **Project Initiation:** Define scope and objectives.
- **Consultation:** Engage with employees and stakeholders.
- **Skill Identification:** Identify crucial skills and behaviours.

03

PHASE

Define

- **Documentation:** Compile detailed findings and actionable recommendations.
- **Updates:** Provide ongoing reports on traits critical for key roles.

02

PHASE

Assessment

- **Comparative Analysis:** Use surveys and market data to identify skills gaps.
- **Evaluation:** Assess workforce against market standards.
- **Project Management:** Maintain progress with regular updates.

04

PHASE

Report

- **Draft Development:** Create comprehensive reports.
- **Feedback Integration:** Refine recommendations with feedback.
- **Final Presentation:** Deliver and discuss the final report.

Outcomes

- **Objective Clarity:** Defined objectives and scope.
- **In-depth Understanding:** Insight into recruitment and retention.
- **Market Analysis:** Labour market trends and forecasts.
- **Targeted Recommendations:** Solutions for skill retention and gaps.
- **Comprehensive Reporting:** Clear, actionable findings.



Elevate Your Recruitment Strategy with Global Reach and Expertise

> Access to Global Talent

We gain immediate access to a vast network of candidates worldwide, which enables us to find the perfect candidate for your roles from a vast pool of international talent.

> Accelerated Hiring Process

Our membership in NPA Worldwide allows us to fill critical positions quickly by sharing job listings across a global network.

> Specialised Expertise

Benefit from the collective knowledge and skills of over 500 independent recruitment firms, bringing you top-tier candidates tailored to your industry needs.

> Enhanced Recruitment Solutions

Leverage our combined resources and innovative recruitment technologies to enhance your hiring strategies and maintain a competitive edge in the market.



Resourceful Women® is committed to engaging, encouraging, and empowering women through tailored employment initiatives. We connect women with companies that value diversity, offering meaningful employment opportunities.

Our Mission

To educate and inform women at all life stages about career opportunities, supported by a network of like-minded individuals who value a diverse workforce.

Key Focus Areas

- **Engagement:** Discover your purpose and navigate your career.
- **Encouragement:** Set realistic goals during career changes.
- **Empowerment:** Access community guidance and unbiased support.
- **Evolve:** Open new career chapters with our help.

Commitment to Inclusion and Diversity

We offer recruitment and HR solutions to foster a diverse workforce, including Indigenous, age, and gender diversity. With over 12 years of industry experience from THE resources HUB, we deliver extraordinary recruitment and talent management outcomes.

Our services include:

- **Vacancy Briefing:** Understanding your needs and culture.
- **Candidate Attraction:** Effective advertising and social media use.
- **Interview Facilitation:** Organising and conducting interviews.
- **Candidate Shortlisting:** Detailed reports and selection assistance.
- **Background Checks:** Rigorous candidate assessments.

Join Our Community

Resourceful Women is more than a recruitment service. We are a community open to conversations about career growth and life purpose. Connect with us to explore opportunities, share ideas, and champion diversity and inclusion.

**ADDED
VALUE &
EXPERTISE**



experience is. . .

THE **resources**
HUB

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