

W A S M A L U M N I review

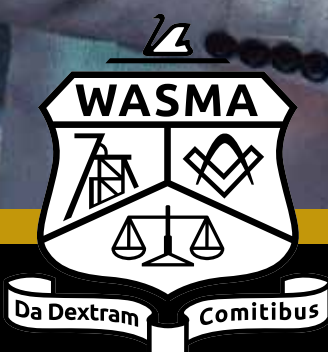
WA SCHOOL OF MINES ALUMNI MAGAZINE



MEET THE COUNCIL

**CONNECTING WITH
FUTURE LEADERS OF THE
RESOURCES INDUSTRY**

**A RENEWED MINING
CURRICULUM**



WINTER 2020|V8

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*Cover Image: WASM Awards Night - Sandvik Load and Haul Business Line Manager
Malcolm Mauger and WASM student Georgia Kerr.*

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PRESIDENT'S MESSAGE



We live in a vastly different world since the emergence of COVID-19. However, fortunately in Western Australia we have fared relatively well.

Our resources industry has proven to be critical in helping the State to limit the financial impact of COVID-19. Not only has the resources industry been agile in adapting to the changed circumstances, it has been able to support others who have been severely impacted.

There have been silver linings to the crisis and many of us have been able to re-assess how we operate and how we can do business better.

The lockdown coincided with the beginning of WASMA's Mentoring Program which meant that mentees and mentors have had time to commit to building a highly successful program so far.

We are looking forward to re-invigorating WASMA's events calendar in the coming months and hope to be able to re-connect face to face in the near future.

In this newsletter you will meet the WASMA Council which is working hard behind the scenes to enable the Alumni to thrive.

A special mention to Raleigh Finlayson who recently stepped off the Council after five years, with two years as President. Thank you Raleigh for your outstanding contribution.

We are grateful that Raleigh will continue his association with WASMA through the soon to be formed WASMA Advisory Council which will connect the resources industry with tertiary educators.

You will also hear about WASMA's renewed Mining Engineering curriculum as well as from Premium sponsor Sandvik and valued partners The Resources Hub and the Gold Industry Group.

As you may remember, WASMA went through a brand redefinition program during March and April.

The program began by engaging Council members and other WASMA stakeholders to give honest feedback during a design and evaluation phase. This involved online surveys and numerous face-to-face or video conference in-depth interviews.

The program sought to capture the energy and vitality of WASMA's people through a self-assessment of combined strengths and shortcomings, providing the springboard to analyse and refine the WASMA corporate identity, brand and culture.

There has been a carefully guided refresh of WASMA's brand protocols - vision, mission, review of organisational values, with the main focus directed towards WASMA's brand attributes and associations.

A comprehensive research phase provided industry background and to analyse a host of WASMA's competitors.

WASMA's revitalised brand identity acts as its drawcard - it puts into words its very essence, who and what WASMA truly is and positions WASMA to reach its short and medium-term goals.

The accompanying graphics illustrate the revitalised values and brand as well as how we will deliver on each of these.

Together with the Council, I look forward to bringing the brand to life through a series of annual goals which meet our mission. ■

Best wishes
CHRISTIAN PRICE
WASMA Alumni President

OUR VALUES



INCLUSIVENESS

Stronger together, making a difference, regardless of our discipline.

Culture of inclusion; welcoming, acknowledging, respecting the different needs and opinions of each member.



PRIDE

Passionate about our roots, great care in what we do and the enduring legacy we leave.

Genuine desire and action to recognise and celebrate Alumni success.



COLLABORATION

Resourcefully, we rely on our network for the greater good.

Effective, open and frequent communication.



EXCELLENCE

Clear focus on what matters the most - relationships, the qualification and connectedness of WASM:MECE, students, graduates and our Alumni.

Celebrating people's deep experience and their contribution into growing our Alumni.

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The School of Mines Building
Administration



OUR BRAND



IMPROVE PEOPLE'S LIVES

Enriching and uplifting career journeys through ongoing professional development and connections to industry groups.

Championing WASM:MECE; contributing to the School's ambitions, the diverse communities we work in, society and each other.

Offering our right hand....creating lifelong friendships through ongoing support, shared achievement, history, fond memories and the WASM:MECE experience.

Relevant world-class and life-long career development offering of WASM:MECE Alumni and student community, for positive impact across the resources industry, business and society.

EXPERIENCES

Inclusive and welcoming we share information through educational experiences and professional development activities for Alumni and students.

Creating professional experiences by showcasing industry leadership through our Alumni career stories and achievements.

Priming students (pre-degree and post) with tools for employment and with the experiences they need through our mentoring programs and mining camps. We do this to set up our students to be able to lead competently in this increasingly complex world.

FRONTIERS OF KNOWLEDGE

Alumni sponsors connecting the industry with WASM:MECE to enable the creation of influential resource industry research.

Creating accessible industry-relevant research; bridging vital information chains on industry and community needs, innovating with our fellow-alumni, balancing local and global perspectives.

Enabling a stake in the future. The Alumni informs, adapts and grows the WASM:MECE offer and curriculum content, across areas of industry best practice and research.

NOURISHING THE NETWORK

Keeping talent pipelines strong, attracting enrolments of passionate students into WASM:MECE.

Providing access to resources, advice and industry experience to competitively navigate careers.

Growing the WASM Alumni entrepreneurial spirit, access and influence.

Maintaining the Alumni network, representing diverse backgrounds and experiences spanning the size and scale of the global resource sector.

LEVERAGING CONNECTIONS

Advocating for better educational opportunities and outcomes.

Leveraging the WASM: MECE connections alongside Curtin University with critical industry partners and government.

Championing the world-class resources sector WASM:MECE education to the bright minds of WA School of Mines both regionally and in Perth.

Supporting and reshaping the industry with WASM:MECE research and curriculum of modern, industry-relevant learning practices.



MEET THE COUNCIL



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DARREN STRALOW



EXECUTIVE OFFICER | LIZ BLAXELL



CONNECTING WITH FUTURE LEADERS OF THE RESOURCES INDUSTRY

Sandvik Mining and Rock Technology are pleased to be continuing their partnership with the WASM Alumni in 2020. Sandvik first sponsored WASMA in 2012.

Partnering with organisations like WASMA underpins Sandvik's core values and drives their ambition to be involved in the communities where they operate. Sandvik are passionate about supporting and connecting with the future leaders of industry, many of whom will be WASM graduates and will remain aligned with the Alumni.

Sandvik have recently been working closely with a current WASM student, Bachelor of Mining Engineering (Honours) student, Georgia Kerr, who is currently completing her thesis on Battery Electric Vehicles. Georgia's thesis focuses on the feasibility of implementing an electric trucking fleet in an underground hard rock mine to replace the existing diesel fleet.

Sandvik recently acquired Artisan Vehicles, a battery electric vehicle manufacturer from the USA, placing them in a unique position to support Georgia

with additional resources for her thesis. Georgia was able to attend Sandvik's exclusive Artisan Z50 truck roadshow earlier this year through the WASM partnership and have been glad to provide her with access to Sandvik's internal resources and customer contacts.

Georgia's first direct contact with Sandvik came in June 2019 at the WASM Student Awards Night, when she was awarded the "High Achieving Female Student studying a Bachelor of Engineering" prize by Sandvik Load and Haul Business Line Manager Malcolm Mauger.

Georgia says that she became familiar with the Sandvik brand after seeing the bright orange equipment deliveries around her hometown of Kalgoorlie.

"The Sandvik load and haul fleet was really visible in Kalgoorlie and I was also familiar with the Sandvik brand through their sponsorship of industry events," she said.

Sandvik is regularly involved in a range of WASMA activities though their sponsorship, including the annual WASMA Ball, the Diggers and Dealers Sundowner, guest lectures at the Kalgoorlie campus and attending the Curtin Bentley Open Day. Sandvik are also proud to be a key sponsor of the major local industry events such as the Underground Operators Conference, IMARC, and Diggers and Dealers.

With many events being cancelled or postponed this year due to COVID-19, Sandvik have been

working with the WASMA team to support their virtual activities such as the recent Virtual Bingo Night. Sandvik is looking forward to connecting with more students and graduates in 2020 and supporting the WASMA community through what is a challenging and disruptive year for everyone.

Sandvik Mining and Rock Technology is a business area within the Sandvik Group and a global leading supplier of equipment and tools, service and technical solutions for the mining and construction industries. Their areas of expertise include rock drilling, rock cutting, crushing and screening, loading and hauling, tunnelling, quarrying, and breaking and demolition. Sandvik also have a strong presence in the digitalisation space and have automation and data analytics solutions for a wide range of applications.

Sandvik have a global presence across 160 countries, and closer to home have strategic locations in the Asia Pacific Region, from Mongolia to Australia. Sandvik's APAC headquarters are located in Brisbane, although they have a strong presence in Western Australia to service key customers in the region. ■

FOR MORE INFORMATION ABOUT SANDVIK AND WASMA'S PARTNERSHIP OR TO GET IN TOUCH WITH THE SANDVIK TEAM, PLEASE CONTACT PARTNERSHIP REPRESENTATIVE, ALISTAIR BANNER ALISTAIR.BANNER@SANDVIK.COM

RECRUITMENT IN A COVID-19 WORLD

When the COVID-19 crisis hit a few months ago, and businesses were forced into lockdown and uncertain futures, Dani Tamati was reminded of when she first launched her Recruitment, Career Development and Human Resources consultancy The Resources Hub.



Dani had finally taken the plunge into self-employment towards the end of 2012. She had just registered a business name and quit her job when the resources downturn struck and “everything dropped”.

“COVID-19 is a very similar situation where recruitment will likely turn to all labour-hire for the foreseeable future before hopefully reverting to permanent recruitment when the dust settles,” she said.

“However, this is a completely unknown phase as no one has been through this exact situation before.

“The Government has done an amazing job setting up JobKeeper, but some people are sitting back, while others, who have the ability to, are getting out there.

“Job candidates need to actively continue with their personal development and upskilling so that when things turnaround, they are ready to go.

“If companies are clever, they will see this as an opportunity to assess their current employees, release those that aren’t the right fit and invest in training and developing others in their organisation to be leaders.”

Dani said the forced slowdown was an excellent opportunity for high school students, graduates and women looking to return to the workforce to review their career direction as well as the most suitable career pathways for their personal circumstances.

In her business, Dani uses the Harrison Career Assessment to provide an in-depth analysis of a person’s interests, task preferences, strengths, potential and work environment preferences. This can be used for career direction, recruitment and hiring decisions, retention of employees, organisational and team development and overall company culture.

“Not only does the assessment give job seekers guidance on careers most suited to them, it also helps companies to realise the talent that already exists in their teams,” she explained.

“This is a behavioural based assessment tool, which provides a benchmark against traits for a particular job and/or career.

“Harrison offers an additional means of vetting job candidates to mitigate the risk of hiring someone unsuitable for the role.

“It gives clarity over the person our clients will be bringing into their business, and into the roles we are recruiting for.

“I much prefer to find someone suitable from not only qualifications and skills/industry background, but someone competent of fulfilling the duties and responsibilities, rather than just finding someone to fill a void.”

Dani has worked in the resources industry for 26+ years after starting in FIFO in hospitality. She found her passion for recruitment in 1999. With a six-month-old baby in tow, she was offered a role while living in Pannawonica to manage a local contract workforce of 55 people from her living room, with support from the Karratha regional branch.

She relocated with her husband and two children to Paraburdoo in 2002 and remained working on-site in contract roles. She had had another two children when she was offered an opportunity to pick up her recruitment career in 2007 in a local Branch Manager role.

The family returned from the Pilbara after 14 years, when her children were starting high school, and she wanted to be near family. Following the move back to Perth, Dani explored a series of managerial career opportunities before deciding to go out on her own.

She said that throughout her entire journey with The Resources Hub, her ethos had been about much more than just putting “bums on seats.”

“It has always been imperative to me that recruitment isn’t just a “transactional” process, but more an integral component within organisations and businesses for both the candidate and the client.

“In more than seven years, I’ve gone through a lot of ebbs and flows, especially given the downturn amongst it all, and now COVID-19 has added a slightly different element,” she said.

“To survive these times, you need to be forward-thinking, flexible, malleable and able to think outside the box.”

There is no better time than now to be putting all these elements into action. ■

WWW.THERH.COM.AU



A RENEWED MINING CURRICULUM

This year, Curtin University commenced a staged implementation of WASM's renewed Mining Engineering curriculum. Central to this is a greater focus on the latest trends within the resources industry, including digital applications and data analytics but it is also being supported by a quality Work Integrated Learning (WIL) program that incorporates industry and community immersion into the learning experience.

Even in this time of physical distancing, which resulted in all of Curtin's learning experiences moving online for first semester, WASM's industry partners were up to the challenge of providing students with a digital immersion into their respective operations via web-conferencing. That way, they could still learn and experience how their technical knowledge could be applied in the real world.

You may have seen a photo of KCGM and WASMA Kalgoorlie Branch committee member Dean O'Brien on LinkedIn recently. Dean – along with fellow Alumni Kirstie McKay and Darren Stralow, both from Northern Star Resources – returned to school this semester, working in partnership with the WASM team to bring industry into the virtual classroom.

Survey feedback from participants has been very positive. There have been many useful suggestions of where the WASM team can continue to ensure valuable learning experiences for students and that graduates are well-prepared and fit for employment in the modern resources industry.

From the WASM team perspective, it was fantastic to witness the students grow and develop in just a week. There was an increased level of engagement with industry partners clearly on show as the week progressed and as the students became more comfortable with the interactive nature of the sessions.

"At the start of the year, we naturally thought all WIL activities would be face to face", says Sabina Shugg, Director of Curtin's Kalgoorlie Campus.

"Following the positive outcomes of first semester's virtual and online activities, that were forced on us by COVID-19 restrictions, we can now see that there are endless opportunities to use technology to engage with industry partners from across the world to complement and enhance WASM's face to face activities.

"Our thinking of what can be achieved through the implementation of the renewed Mining Engineering curriculum has certainly extended beyond what we may have envisaged at the start of 2020."

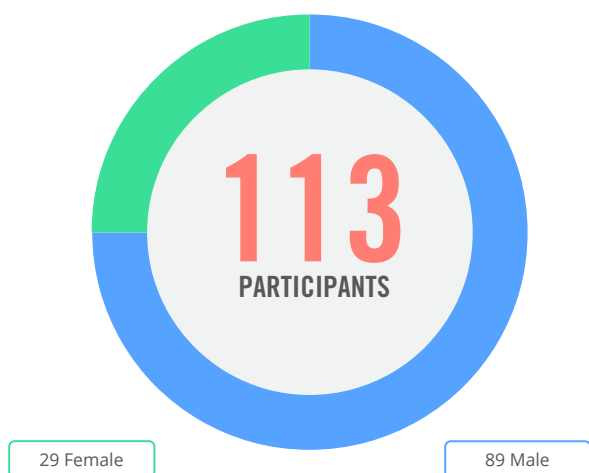
WASM would like to sincerely thank the following industry partners for their contributions this semester:

- Kirstie McKay and Darren Stralow from Northern Star Resources
- Dean O'Brien from KCGM
- Marnie Pascoe, Sarah Greer, Peter Richter and Brendan Howard from Rio Tinto

IF YOU WOULD LIKE TO LEARN HOW YOU OR YOUR ORGANISATION CAN GET INVOLVED AND HELP SUPPORT WASM STUDENTS, PLEASE CONTACT WASM'S INDUSTRY LIAISON COORDINATOR, DANIELLE THOMPSON (DANIELLE.THOMPSON@CURTIN.EDU.AU). ■

WASMA'S MENTORING PROGRAM OFF TO A FLYING START

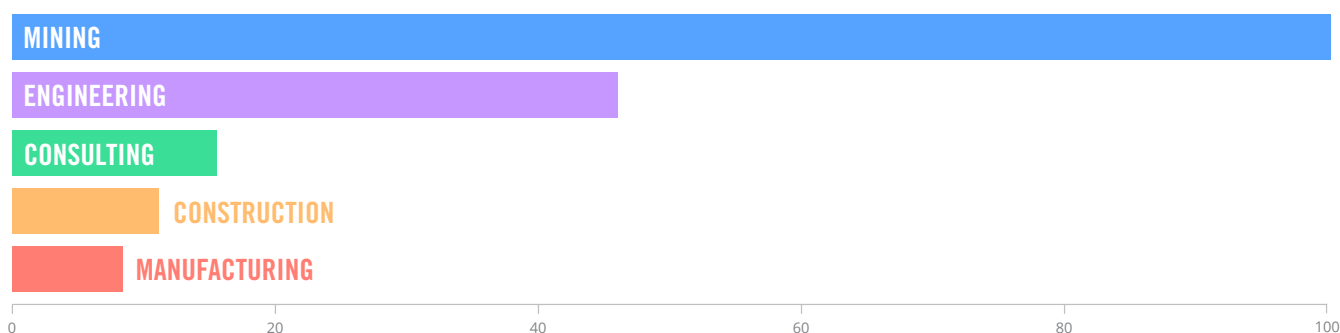
GENDER BREAKDOWN



GRADUATED FIELD



TOP 5 INDUSTRIES



WASMA's Mentoring Program has proved to be an outstanding success since starting in early April. Proudly supported by Epiroc and AngloGold Ashanti not only have participant numbers exceeded expectations there are now calls to expand the program.

Platform provider Mentorloop has been impressed with the results, reporting that the level of engagement has been very strong with a lot of interaction between mentors and mentees on the platform.

It is expected that the online activity will drop off as more mentors and mentees connect outside the platform.

It appears the timing of the start of the program coinciding with the forced lockdown provided the perfect environment for mentoring.

Thank you to all mentors and mentees for being so enthusiastic about the program.



NEW WEBSITE A HIT WITH GOLD INDUSTRY JOB SEEKERS

The Gold Industry Group's new website - **GOLD JOBS** has been well received by the resources industry as it offers a central online hub of employment opportunities and career pathways in Australia's gold industry for job seekers, professionals, graduates, students and teachers across the country.

Developed in response to public sentiment and industry feedback, the new website provides job seekers of all ages, abilities and backgrounds with one place to explore a range of vacancies within Australia's gold industry. It simplifies the job-hunting process and eliminates the need to search multiple platforms.

Gold Jobs also hosts information to attract and inform the community, including helpful career tips and industry insights. Among its features are profiles of gold workers, employers and regional locations, as well as details about workplace programs, study and training options, scholarships and news articles.

VISIT THE WEBSITE AT
JOBS.GOLDINDUSTRYGROUP.COM.AU

MICRO-CREDENTIALS

WASM is collaborating with the University of Queensland on a foundations of modern mining micro-credential pathway to complement the traditional technical suite of skills in the sector.

This will tailor learning to suit those new to industry and those looking to broaden experience across contemporary issues. The program will deliver an online micro-credential pathway through the edX platform with six courses focused on the changing face of the minerals sector.

This includes digital transformation, leadership and sustainability, health and safety and wellness in mining, as well as fundamentals and technical foundations of mining; and students can attain a Professional Certificate in the Foundations of Modern Mining.

Dean of Teaching and Learning, Science and Engineering Chris Rawson, explains that the pathway offers an exciting opportunity for many.

“The micro-credential is marketable to new tertiary graduates from all disciplines including transitioning VET students and high school graduates seeking a better understanding of the mining industry,” he says.

“Importantly, the package also provides a pathway to higher education at Curtin or UQ enabling learners to progress their careers through further study.”

Photo by Sharon McCutcheon on Unplash



**Each of our sponsors plays an integral part in helping the WASMA community to thrive.
THANK YOU FOR YOUR SUPPORT.**

PLEASE EMAIL ADMIN@WASMA.COM.AU FOR SPONSORSHIP ENQUIRIES





Despite lockdown restrictions, the WASMA community was still able to connect through a Virtual Bingo Night. Expertly hosted by Brendan Parker, family members of all ages took part, even a family pet chicken. Participants were vying for highly sought after prizes generously provided by Sandvik. **Thank you to everyone who participated.**

