



Arete Executive™ CAPABILITY STATEMENT

At Arete Executive, we take great pride in our differentiated market position as a true Executive Search specialist. This means that, by utilising cutting edge technology, as well as recruitment expertise and world's best practice methodology refined over many years, we are able to produce a list of prospective candidates for even the most obscure and challenging of roles that most recruitment companies in Australia would find difficult to match. Some examples of diverse roles with highly specific, unique requirements that Arete Executive have recently recruited either via search or referral include the following.

EXECUTIVE & BOARD APPOINTMENTS

Managing Director for an International Organisation

Managing Director for an International Mining Services Organisation based in Sydney. The role required an executive highly experienced in steel products for the mining industry, where one of the key challenges was the fact that the reporting manager was based in South Africa. The shortlist was provided within two weeks of receiving the initial brief and the successful candidate subsequently appointed.

Indonesian Country Manager (GM) for a Global Mining Services Organisation

The role required an experienced expatriate Australian ideally based in Indonesia and working as a General Manager in a mining/mining services company. The search needed to be done in a highly discreet and confidential manner as the role was replacing an incumbent in the role. A shortlist including the successful candidate was provided within one week of taking the initial brief.

Chief Executive Officer – Geospatial Mining Services Company

Arete Executive were engaged to recruit the first CEO for this privately owned company, as the Managing Director wished to step down into a non-executive chairman role. Highly specialised technical competency was required in addition to excellent leadership skills. A comprehensive search nationally was undertaken and the successful candidate recruited from a major national engineering consultancy.

Chairman and Non-Executive Director – QLD ASX listed Mining Services Company

This company were facing significant financial challenges and the recently appointed CEO wished to replace the incumbent Chairman and appoint an additional Non-Executive Director. Arete Executive were able to map the entire market of Queensland – based directors of ASX listed mining companies and directly approach a pool of over 150 prospective candidates. The resultant pool of applicants was far better than the client had been anticipating, and two excellent appointments were made.

Managing Director – Australian mining company looking to list on Canadian stock Exchange

This role required an Australian senior leader within the Mining industry, with a good working knowledge of the Canadian stock market environment, plus has taken a company successfully through an IPO. Arete successfully researched all heads of Australian ASX listed mining companies; all heads of Canadian listed Mining companies; and all Australian companies (inc Mining) listed on the Canadian stock exchange. A large email/ telephone campaign pursued to identify suitable candidates and engage them in the recruitment process.

Country Manager Indonesia for an Australian Oil Exploration Company

Arete were contacted by this organisation, who were looking urgently for a new Country Manager to head their drilling operations in Indonesia. They had been looking for some time and although they had identified a couple of prospective candidates, the salary expectations were far higher than the company felt was appropriate for the role. Arete were able to deliver a shortlist of seven candidates within five working days of taking the brief, currently available and within the target remuneration range.

Chief Executive Officer for a prominent leisure company, a subsidiary of an ASX listed group with multiple household brands

Brisbane-based role requiring specific leisure industry executive experience with candidates sourced from Australia, New Zealand, South Africa, United Kingdom and Canada. Shortlist was provided within one week of taking the detailed brief.

Commercial Director – Tier One National Mining Company

This role had been vacant for over six months, with numerous attempts by the company to find a suitable candidate, including using third-party recruitment companies. Arete Executive were appointed and presented the successful candidate within ten days of being briefed. Subsequently placed, he has gone on to be a highly successful and valued member of the senior executive team.

MINING

Principal Mining Engineer for Global Coal Miner

Arete undertook a search for a Principal Mining Engineer with significant life-of-mine planning experience in the coal industry. This had become a critical need for the business, where the stringent requirements had further reduced an already short candidate pool. Arete was able to present a strong shortlist after three weeks, from which the successful candidate was duly appointed.

Sales Manager for Global Coal Mining Giant

Brisbane-based role requiring extensive experience in international bulk commodity sales, preferably in the mining industry. A shortlist was provided within two weeks of taking a detailed brief from which the preferred candidate was subsequently appointed.

Project Director for Major Australian Coal Mining company

Arete Executive were engaged to fill this critical vacancy after the in-house recruitment team had tried unsuccessfully to source someone for many months, including press advertising nationally. Arete Executive conducted a national search and presented the successful candidate within three working days of commencing the assignment.

CIVIL & INFRASTRUCTURE

General Manager – Commercial Projects for one of Queensland’s largest Government Owned Corporations

Very specific brief to identify a Commercial Manager from a resources background with global experience in change management programmes. The organisation had searched themselves for three months without success. Arete identified and submitted the successful candidate within 24 hours of taking the brief.

State Operations Manager for an International Infrastructure and Solutions Business

Challenging role where the incumbent was required to turnaround a new business unit that was performing poorly. The successful candidate was appointed within three weeks of being presented, and went on to achieve a promotion within six months having successfully delivered on outcomes.

HSE Manager for a Tier One Civil Infrastructure Organisation

Townsville based role which required significant experience in the North Queensland market with a proven track record of successfully delivering competent and competitive civil infrastructure projects. The successful candidate was appointed within three weeks of being presented.

Senior Estimator for a Regional Mid-Tier Civil Contractor

Arete was retained to source a Senior Estimator with the appropriate technical skills and cultural alignment to potentially progress to a Chief Estimator position. The successful candidate was presented amongst the shortlist within two weeks of taking the initial brief.

Commercial Manager for a First Tier Building Contractor

After gaining an understanding of current and ongoing needs within the client’s business, a Commercial Manager was referred for a Brisbane-based position. They were appointed and subsequently promoted after three months in the role.

ENERGY, OIL & GAS

Project Director for emerging ASX listed clean-coal energy business

Brisbane-based role given to Arete after five agencies globally as well as the employer themselves had been unable to find the preferred candidate after a three month period. Arete undertook a global search focusing on South Africa, USA, Qatar and UAE, with a shortlist provided within two weeks of taking the initial brief.

Senior Project Manager

Arete identified a strong Senior Project Manager with experience in merger integration and operations and process improvement within the energy sector. Identifying a Melbourne based national energy organisation that was beginning an integration program Arete referred our executive candidate who was interviewed and placed within three weeks.

Senior Reservoir Engineer for Australian Geothermal Energy Company

This organisation had been searching for a Senior Reservoir Engineer with specific geothermal experience plus skills in a niche software tool (Rough2). They had been looking to fill the role for ten months, without success. The ideal candidate was probably located outside of Australia within SE Asia and a small group of target companies was identified to source candidates from. Arete was able to present three candidates within five working days of taking the brief, with the requisite skill set and experience.

LEISURE & RETAIL

Group Property Manager for high profile Australian retail business

Brisbane-based role for leading Australian retailer with established operations in Australia and looking to expand into the USA and Canada, requiring extensive procurement and commercial leasing expertise. This was seen as a critical strategic appointment, with the successful candidate reporting directly to the CEO.

National Operations Manager for a prominent catering and support services business

A key leadership role was created after a candidate was referred with significant management experience in the industry. His strong performance upon commencement led to rapid growth of a relatively new business unit, and an expanded role within eight months of being appointed.

PROPERTY

Head of Property for an ASX listed, Queensland based property trust

The employer had tried unsuccessfully to fill this role themselves for three months, including advertising in national publications and searching through their own networks. Arete submitted a short list of candidates within one week from which a successful appointment was made.

QLD General Manager for a National Listed Property Company

This assignment was an urgent replacement for the incumbent who had resigned from the role. The employer wished to keep Arete’s search discrete so the market would not be aware of the imminent change in leadership. Utilising a strict search methodology (i.e. *no advertising of the role in any medium*), Arete were able to present a shortlist of seven senior property executives within ten working days, all of whom were interviewed by the client. The successful candidate was appointed with sufficient time to ensure a comprehensive handover and an extremely happy employer.

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