



Projence Profile

Providing integrated project management and commercial services to leading companies across a range of industries.

Director's Welcome



Gavin Heydon
Managing Director

As we reflect on the past transformative year, I am thrilled to share the remarkable journey Projence has undertaken, marked by seamless integration, substantial growth, and a renewed commitment to excellence.

This time last year Projence had been part of RSK Australia for 4 months and we were still finding our feet with what that meant for the business. Now, a year down the track, we are integrating well as an RSK business, with improved systems, a broadened network to provide additional value to our clients and further opportunities for our staff, and plans to further collaborate with new RSK companies as they are incorporated.

In 2023 we had 18 new starters join the Projence family in several roles across the business, and in various locations up and down the east coast of Australia. We completed our Employee Value Proposition and rolled out some exciting employee benefits including, enhanced family leave pay, employee referral bonus scheme, discounted private health insurance, and length of service recognition among others.

Throughout the year, Projence completed 63 projects for both new and existing clients. We welcomed 18 new clients while maintaining strong relationships with those from 2022.

In the last 12 months we have established a new office in Brisbane, led by Regional Manager, Davey Cawood and we solidified our regional NSW presence with a

December 2023

'boots on the ground' approach, featuring dedicated Managers, Brenden Bates and Randall Medd who operate out of Muswellbrook, servicing the Upper Hunter & New England region, and out of Gilgandra, servicing the Central West & Orana region respectively.

In tandem with our sustained expansion and the dynamic evolution of our capabilities, we have embarked on a refresh of the Projence brand. This introspective initiative has involved a thorough assessment of our values, branding, and messaging, marking a pivotal moment in our organisational journey. We are thrilled to announce the launch of our new website, a key component of our revitalised brand identity.

We are also excited to continue bedding in our integrated management system (IMS) with the view to gain ISO certification in the coming year. This will allow us to operate and service our clients in a more consistent manner across the company. Our commitment to maintaining a focus on our services offering of client side project management in regional Australia remains unwavering, and we will continue to strive towards being the go-to provider in our regions.

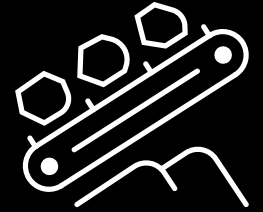
The foundation for our future success was laid this year, with every employee and contractor playing a vital role in shaping a stronger, more purpose-driven company. I am confident that with the the unwavering dedication of our team and continued support of our clients, 2024 will be a year of even greater success and advancement for Projence.

Wishing everyone a safe and happy holiday season.
- Gavin.

Recent Wins

Coonamble Shire Council - Aerodrome Manual Update into the MAAT System

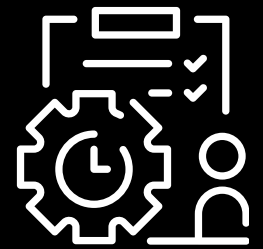
Projence are assisting new client, Coonamble Shire Council in updating documentation for the Coonamble Aerodrome. The work involves reviewing a substantial number of documents, procedures, and policies in the Coonamble Aerodrome Manual and uploading to the online Manual Authorising and Assessment Tool (MAAT). Projence have undertaken similar work for other regional airports including Narromine. The technical skills and knowledge required often makes it difficult for smaller councils to access the necessary skilled personnel.



Peabody - South Dam Civil Works

Projence is providing site-based project engineering and project management support to Peabody Energy to support the civil construction phase of their South Dam Project.

Projence's scope includes project management, contractor management for civil construction and HSEQ, governance, commercial and scheduling management, and technical support.



Snowy Hydro - Hunter Power Project

Projence is providing construction management and project engineering support to Snowy Hydro on the Hunter Power Project.

The Hunter Power Project at Kurri Kurri will fill the gap in electricity demand and ensure security of supply.



AGL Macquarie - Bayswater Power Station

Projence is providing a site-based civil project engineer to support AGL Macquarie with ash management projects.

Projence's scope includes design and construction interface management, contractor management, cost, scheduling and quality management, and management of statutory requirements.

Project Spotlight

QUBE - Tamworth Intermodal

The Tamworth Intermodal Freight Facility is now complete. Projence started working with Qube in September 2020 and previously worked with John Holland to develop and execute the associated upgrade to the connecting line from 2018.

The Intermodal is located within Council's Tamworth Global Gateway Park which will be the city's logistics hub and future business park. The commencement of services out of Tamworth Intermodal will help get trucks off local roads, improve the resilience of our freight networks, and enable local producers to get their products to market.

The Intermodal Project has been a combined effort from Qube, the NSW State Government, and Tamworth Regional Council. Our team provided end-to-end project management and technical support for design, approvals, procurement, execution, and handover.



Project Spotlight

Lismore Showgrounds - Flood Recovery Works

Lismore Showgrounds received NSW State Government funding to rebuild their roads after being impacted by the recent series of floods. Projence provided project management oversight of the one million dollar project which encompassed a road redesign and build, new electrical network and renovation of flood affected buildings.

Stage 3 works included:

- Excavation of the existing flood damaged concrete road.
- Installation of a new road base for more strength and durability.
- New concrete v drains.
- Asphalt road network as a cheaper, high quality alternative to concrete.



Living the values

Grant Wilkinson

Congratulations to Grant Wilkinson, who has been named Projence's Employee of the Quarter for Q2 2024.

In his role as senior project manager, we acknowledge Grant for living Projence's values of owning it, connecting, seeing, and making it happen. Grant is an integral member of the team and we want to recognise his recent work of anticipating and flagging issues early and actively assisting towards resolutions.

We value Grant's initiative, adaptability and leadership.



Adding to the team



Steve Young
Project Engineer

Steve joined the Projence team in July as a project engineer.

Steve has over 7 years' experience in consulting engineering.

Steve is currently working with Rous County Council on their Future Water Program 2060.



Anthony Kelleher
Senior Project Engineer

Anthony joined the Projence team in October as a senior project engineer.

Anthony has over 12 years' industry experience.

Anthony is currently working with one of our sister company Binnie's assisting on tender writing.



Maeliss Rebuffo
Project Engineer

Maeliss joined Projence in October as a project engineer.

Maeliss has over 2 years' experience as a project management officer, and 1 year experience as a business manager in the energy sector.

Maeliss is currently working with Snowy Hydro on their Hunter Power Project.



Keerthi Atluri
Project Planner / Scheduler

Keerthi joined Projence in October as a project planner / scheduler.

Keerthi has over 10 years' experience in maintenance planning.

Keerthi is currently providing planning and scheduling services to various Projence clients.



Chris Frost
Project Engineer

Chris joined the Projence team at the start of December.

Chris has over 25 years' experience in project management.

Chris is currently working with Port Waratah on their ship loader programs.

Projence happenings



The Next Generation

Projence was looking for our next generation of project managers, construction managers, supervisors and engineers at the Northern Rivers Careers Expo in June at the Lismore Showground.

Lots of interested potential and future employees. attended our tent for a chat with our Northern Rivers Manager, Nathan Bourne.

Ballina Business Awards

Projence was named a finalist in the Ballina Chamber of Commerce Business Awards, with our Northern Rivers Manager, Nathan Bourne nominated for the “Outstanding Business Leader” award, and Projence nominated for “Excellence in Large Business”.

Congratulations to Nathan on this achievement.



Hunter Business Awards

Projence is proud to have been named a finalist in the 2023 Hunter Business Awards in the category of “Employer of Choice - 21 Employees and Above.”

Managing Director, Gavin Heydon was also announced as a finalist in the “Business Leader of the Year” category.

Projence Babies!

We’ve recently welcomed 2 new additions to the Projence family.

Congratulations to Grant and Hailey on the arrival of baby girl, Elle, and congratulations to Davey and Zoe on the arrival of their baby boy, Matthew.



Projence happenings



RU OK? DAY

On Thursday 14th September, Projence teamed up with our local cafe's and neighbouring businesses to initiate conversations over a cup of coffee.

We encouraged everyone to bring a mate and join us at any of our 5 event locations across QLD and NSW. We were thrilled with the turn out and are looking forward to making this an annual event.

LGP Annual Conference

Projence attended the Local Government Procurement (LGP) annual conference in October, represented by Project Managers, Marcio Fialho, Nathan Bourne & Brenden Bates.

LGP put on a fantastic conference (with the flash mob and 80s rock band being a highlight). The conference was a great opportunity to chat with current and future clients, and hear about the current state of Local Government procurement.



Brisbane on the Move

The Queensland team has relocated office to the RSK Hub in Fortitude Valley in early December.

RSK corporate services and subsidiary businesses Pensar, Binnes, and Projence have co-located and are looking forward to collaboration opportunities in the new year.

Bringing the Holiday Cheer!

Last week, our Newcastle office held Projence's inaugural holiday bakeoff morning tea. Everyone took part in the festive baking (or festive purchasing from Woolies!) with Keerthi's treats taking out the win on the day. Staff also tested their knowledge with a round of Christmas trivia!



Projence happenings

Projence Christmas Party

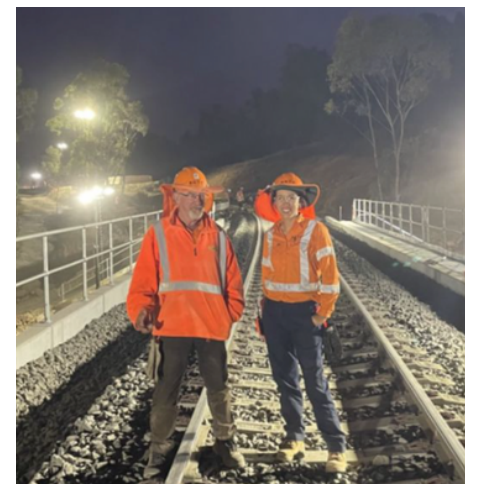
Recently our incredible team came together from far and wide to celebrate the spirit of the season at the Stockton Bowling Club. While the bowls may have taken a backseat, the jumping castle was a hit (not only for the kids) and Rudolf made a special appearance.

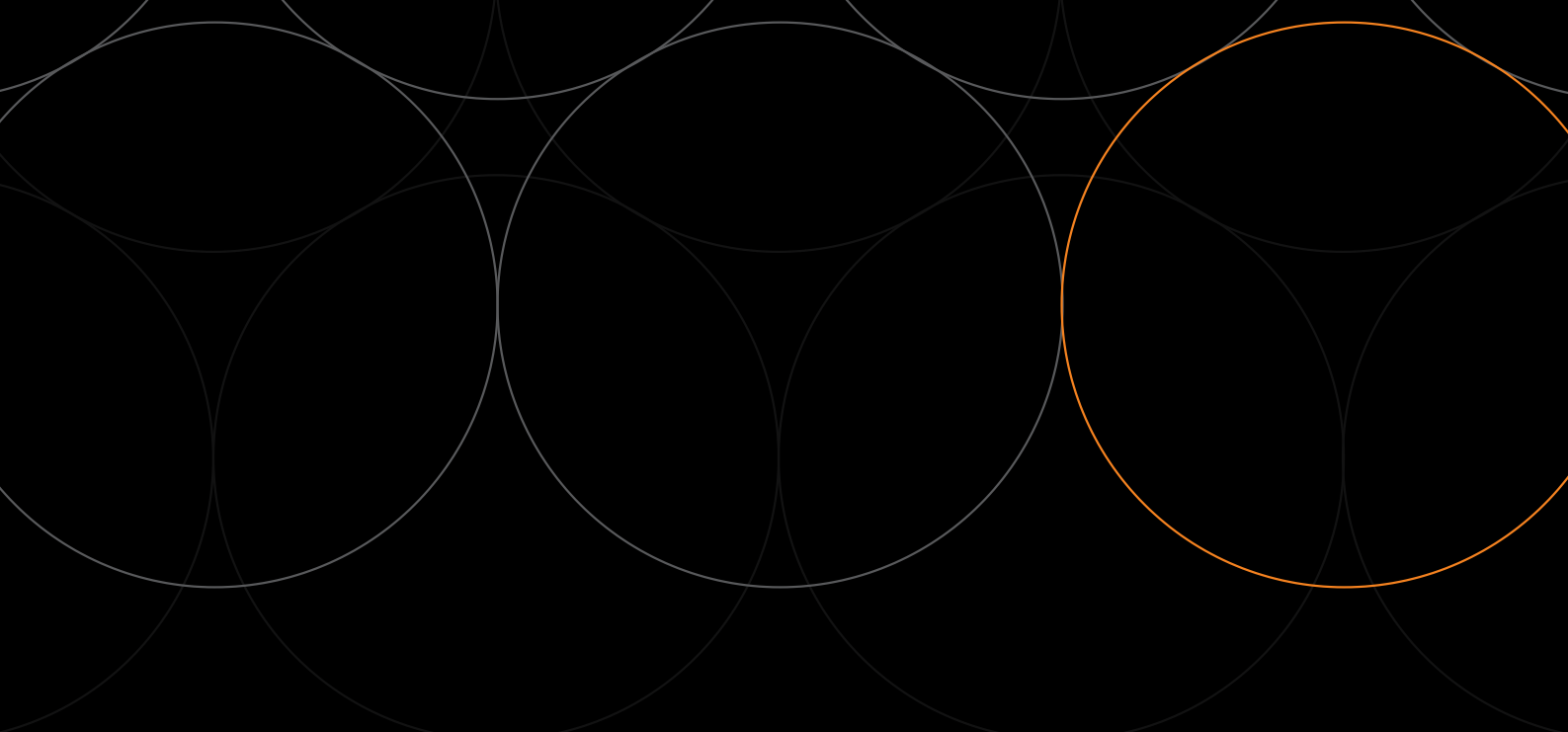
A massive thank you to each member of our team for contributing to this year's success. Your dedication and teamwork have been the cornerstone of our achievements. It was great to get together and celebrate.



Projence Snaps

2023 in Pictures





PROJENCE™

Delivering excellence. Driving results.