

Company Profile & Capability Statement

Providing project management services
and forward thinking.



Welcome to Projence

Since 2011, Projence has been providing project management services and forward thinking solutions to clients across a range of sectors.

As project management specialists, we possess a wealth of expertise in multiple areas of infrastructure project development and management.

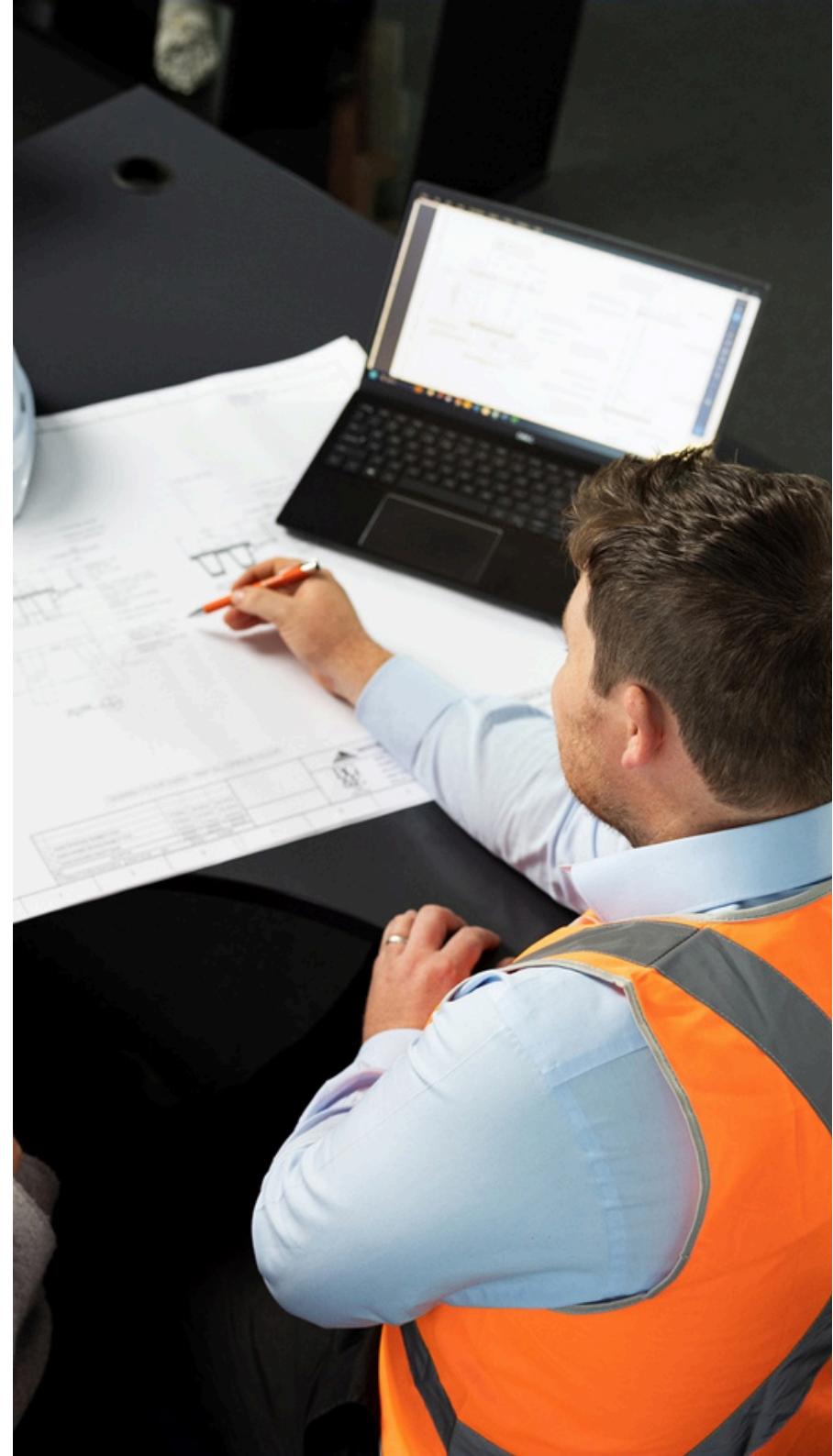
Our comprehensive services encompass the entire project lifecycle, from feasibility studies to construction management and seamless commercial closeout.

Projence has global reach as an RSK company, while remaining grounded with local knowledge and strong relationships in our own backyard. We provide an unparalleled range of comprehensive and integrated services to our clients, through our global network, expertise, and local resources.

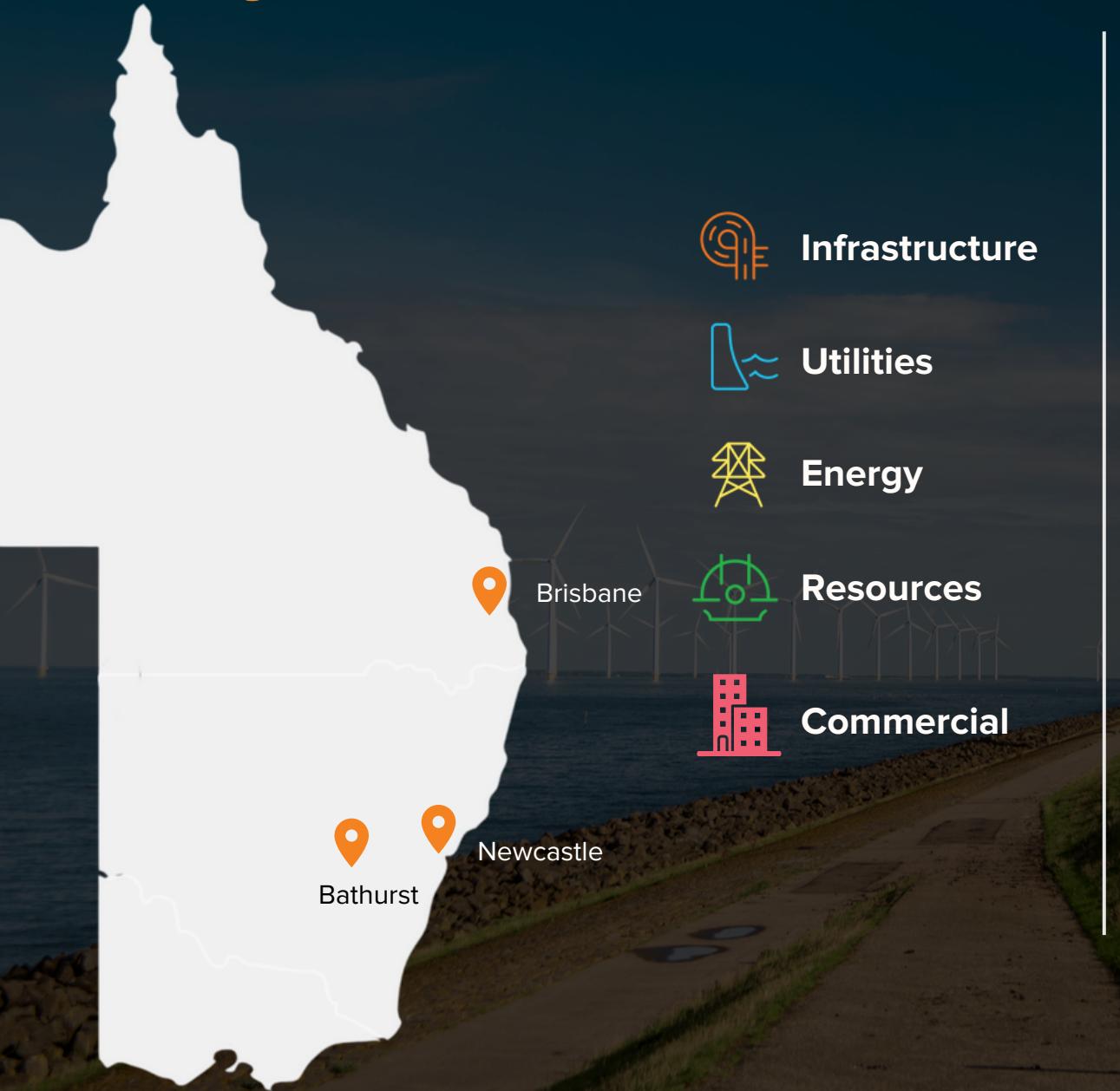
Our executive team has over 100 years of combined experience in engineering and commercial projects and work closely on each and every job. Supporting our executives are a team of more than 50 qualified specialists, who bring with them a focus on diligence and excellence.

Our highly skilled team has a proven record of delivery in both greenfield and brownfield projects across a range of sectors including infrastructure, utilities, energy, resources, and commercial projects. We have an unrivalled track-record with safety, environmental impact, cost efficiency, and quality.

With our team located regionally across NSW and QLD, Projence has the capability to provide the highest quality solutions and services to project owners.



Projence Network



Infrastructure



Utilities



Energy



Resources



Commercial

Local knowledge, local presence, an **Australia-wide reach**, and a global network through our parent company, RSK.

60+

Employees

300+

Projects Completed

\$1B+

Capital Value of Projects

Purpose: our **why**

A job is always much more than a transaction to us.

We believe in owning the outcome of every project, and applying our expertise and understanding, to achieve the desired result.

This adds tremendous value along the way and guarantees better outcomes for our clients.

Values: our **how**



We connect.

We build lasting, trusted relationships with each other and our clients. We connect the dots, through our experience and our networks, to reach the best solution.



We own it.

Accountability, trust and integrity are at the heart of everything we do. It means our process, our wins, and sometimes our losses. This is what makes our relationships (internally and externally) so strong.



We see it.

We are experienced and within our network of people - there's a good chance we've seen it before. We look beyond the obvious, to craft a solution that is fit-for-purpose - not just a cookie cutter approach.



We make it happen.

When it comes to changing tack, unpacking a new problem, or finding a new way of doing things, our team looks beyond challenges and shapes solutions. We're diligent, we're adaptable and we deliver.

Our certifications



ISO 9001:2015

Quality Management System



ISO 45001:2018

Occupational Health & Safety
Management System



ISO 14001:2015

Environmental Management
System

Managing Director



Gavin Heydon

Managing Director

Managing Director Gavin Heydon has led Projence since its inception in 2011. He has seen the business grow from humble beginnings in Newcastle to an organisation delivering multi-million dollar projects across NSW, QLD and further afield.

While remaining true to Projence's regional roots and values, Gavin continues to grow the business and identify new opportunities to support its clients and employees. A successful partnership initiated in 2022 with global company RSK has allowed Projence to build on its strengths with global experience and expanded networks.

Gavin is a strategic leader, with more than 25 years' experience in project development and construction across the mining, rail and port industries. He has a high degree of commercial acumen, technical engineering expertise, and an innate ability to keep his projects and stakeholders on track through honest and decisive leadership.

Gavin prioritises people, whether that be cultivating a strong culture with his east coast team, or nurturing relationships with national clients. Projence has a proud history of high staff retention, with an embedded culture of loyalty and respect flowing through to the delivery of successful projects for its valued clients.

Gavin is stationed at the Newcastle office, and has a hand in overseeing and supporting all regional team members and their clients.

Projence Services

Newcastle is where it all began for Projence more than 12 years ago.

The Newcastle office is located in Broadmeadow, serving as an active centre for the whole business. Managing Director, Gavin Heydon, steers the ship from here, with dedicated support from Brenden and the [Projence](#) team.

Brenden Bates, our General Manager with a team of specialists, provide project management, planning and advisory, engineering and technical services, and project controls and commercial services to clients across the NSW and QLD regions with the support of an experienced and dedicated team.

Brenden has over 15 years of project delivery experience, having worked extensively in both the private and public sectors. His experience includes leading and contributing to multi-million dollar projects in infrastructure for the government, commercial, heritage, multi-residential, civil and mining arenas.

Projence's highly skilled team and partners continue to bring an unmatched depth of experience, providing the highest quality project management solutions and commercial services to project owners.



Brenden Bates
General Manager



Planning & Advisory

Planning and Advisory is an important service area for Projence as significant regional growth and planned investments in infrastructure will see several small and large projects delivered throughout the region which require approvals and assessment support.

Randall Medd, our dedicated regional executive, has more than 20 years' experience in Local Government projects, with exceptional regional knowledge and relationships.

Randall leads a dedicated team of professionals specialising in Planning and Advisory services, guiding the delivery of strategic, evidence-based solutions that help clients navigate complex regulatory frameworks and optimise project outcomes.

Growing up in the Upper Hunter and having spent the past 20 years in the Central West Orana, Randall has a detailed understanding of the NSW regions and the opportunities to connect them.



Randall Medd

Planning & Advisory Business Unit Manager



Engineering & Technical

Engineering & Technical is a cornerstone service area for Projence, supporting the successful delivery of infrastructure projects from inception through to completion and ongoing maintenance.

Projence provides technical expertise and engineering capability including Project Verification, Works Authorisation Deeds (WAD), and natural disaster support.

Led by James Byrne, our highly experienced team of engineers and project professionals specialise in providing integrated services and technical oversight of road infrastructure delivery, disaster resilience and recovery programs and project verification services. This includes project and program management, civil and project engineering, site management, contract administration, supervision and surveillance, verification and certification, audit and assurance, and asset condition assessment.

Our people combine deep technical knowledge with practical delivery experience, applying industry best practice and the latest digital technologies to ensure precision, efficiency, and value for our clients.



James Byrne

Engineering & Technical Business Unit Manager



Energy & Strategic Infrastructure

Project Management is a core service area for Projence, supporting the delivery of critical energy and infrastructure projects that underpin regional growth and resilience.

As investment in energy, utilities, and large-scale infrastructure continues to accelerate, Projence provides the expertise and leadership required to manage complex, multi-stakeholder projects from conception through to completion.

Leading our Energy and Strategic Infrastructure portfolio, Thom Craig brings a proven track record in delivering high-value, technically complex programs, the team provides strategic oversight, governance, and practical management to ensure projects are delivered safely, efficiently, and in alignment with client objectives.

Drawing on deep regional insight and long-standing industry relationships, the Projence team is uniquely positioned to support the energy transition and deliver strategic infrastructure that connects and strengthens communities across New South Wales and beyond.



Thom Craig

Energy & Strategic Infrastructure Business Unit Manager



Public Infrastructure

Public Infrastructure is a cornerstone of Projence's capability, driving the planning, delivery, and renewal of essential assets that enable thriving, resilient communities. From transport networks and civic precincts to critical utilities, Projence provides the project leadership and technical expertise required to deliver infrastructure that supports long-term regional growth.

Projence partners with government and private sector clients to manage complex, multi-stakeholder projects, with strong consideration of enduring community value.

Projence's Public Infrastructure portfolio combines strategic oversight, governance, and practical delivery capability. With deep regional understanding and strong relationships across local and state agencies, Projence is uniquely positioned to deliver infrastructure that enhances connectivity, accessibility, and quality of life, building the foundations for sustainable communities.



Resources & Legacy Infrastructure

Resources and Legacy Infrastructure is a key focus area for Projence, supporting the responsible development, transition, and renewal of assets that underpin Australia's resource economy. With deep experience across mining, energy, and industrial operations, Projence provides end-to-end project management and advisory services to help clients optimise existing infrastructure, extend asset life, and enable safe, sustainable growth.

As the sector evolves to balance productivity with environmental and social responsibility, Projence brings the leadership and technical capability needed to manage complex brownfield and operational environments. The team delivers pragmatic solutions that minimise disruption, enhance performance, and ensure compliance across all stages of project delivery.

Guided by a strong safety culture and proven governance frameworks, Projence works collaboratively with operators, contractors, and communities to deliver projects that respect legacy assets while positioning clients for future opportunities.

Project Management & Advisory



Engineering & Environmental Consultancy



Heritage & Environmental Consultancy



Construction



Expert Advisory



Sustainability & ESG



SERVICES



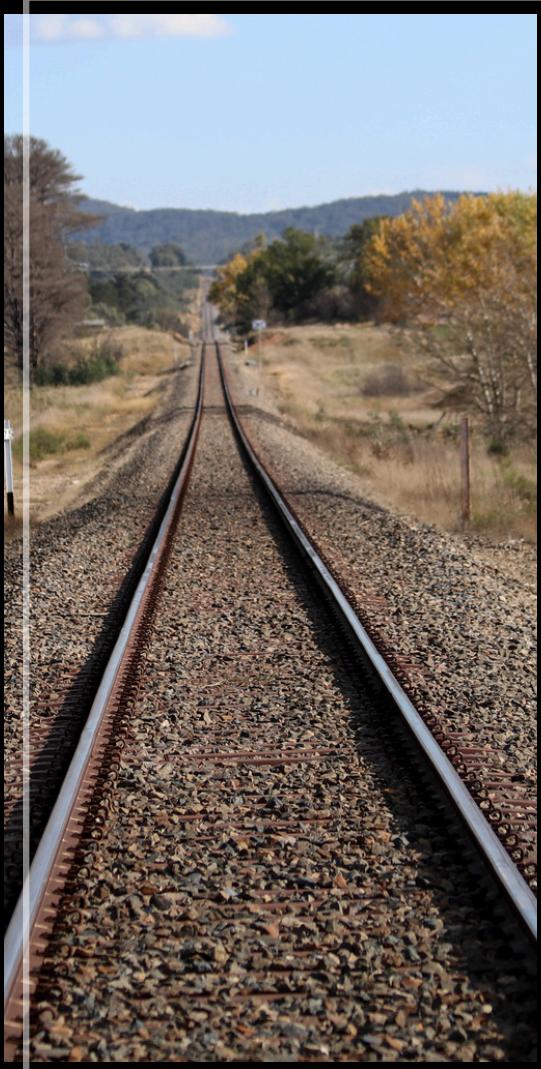
www.rskgroup.com

A Snapshot of Projence Clients



Services & Sectors

Infrastructure



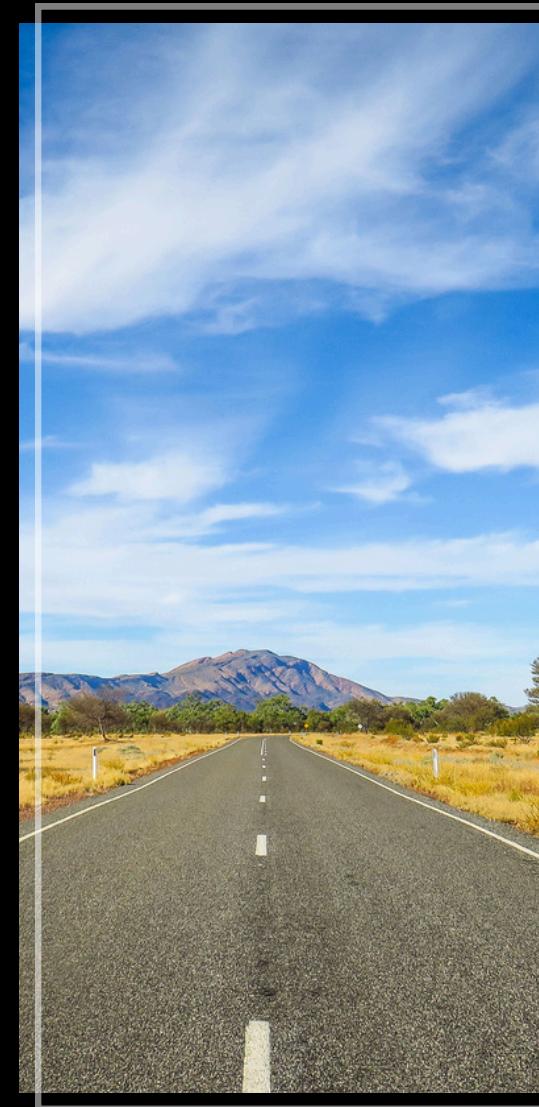
Rail

Our team possesses a wealth of expertise in Australian rail projects.

We are dedicated to collaborating closely with clients to provide Australia with a safe, functional and well-connected rail network.

Key Projects:

- Muswellbrook Rail Bridges Replacements
- Tamworth Intermodal Facility
- Review of Hunter Valley Major Projects
- Gowrie Gate Bridge Replacement
- Tottenham to Albury Enhancement Projects



Road

Projence has delivered multiple road infrastructure projects; from restoring and protecting roads, to flood mitigation, restoration, upgrades and construction.

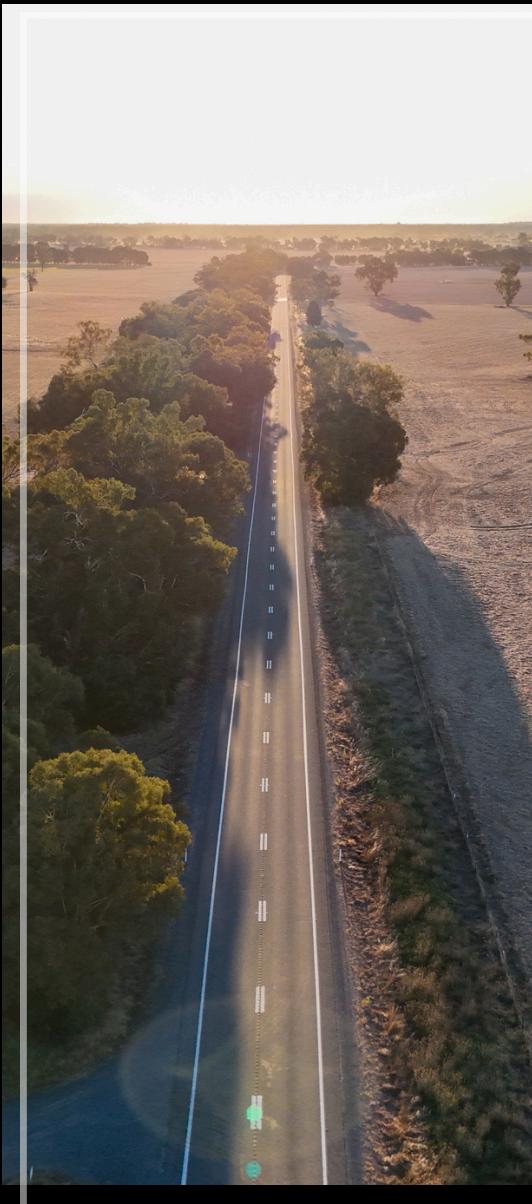
We are committed to working with clients to restore and develop a safe and connected road network across Australia.

Key Projects:

- Armidale to Kempsey Flood Restoration
- Tweed Shire Flood Restoration

Services & Sectors

Infrastructure



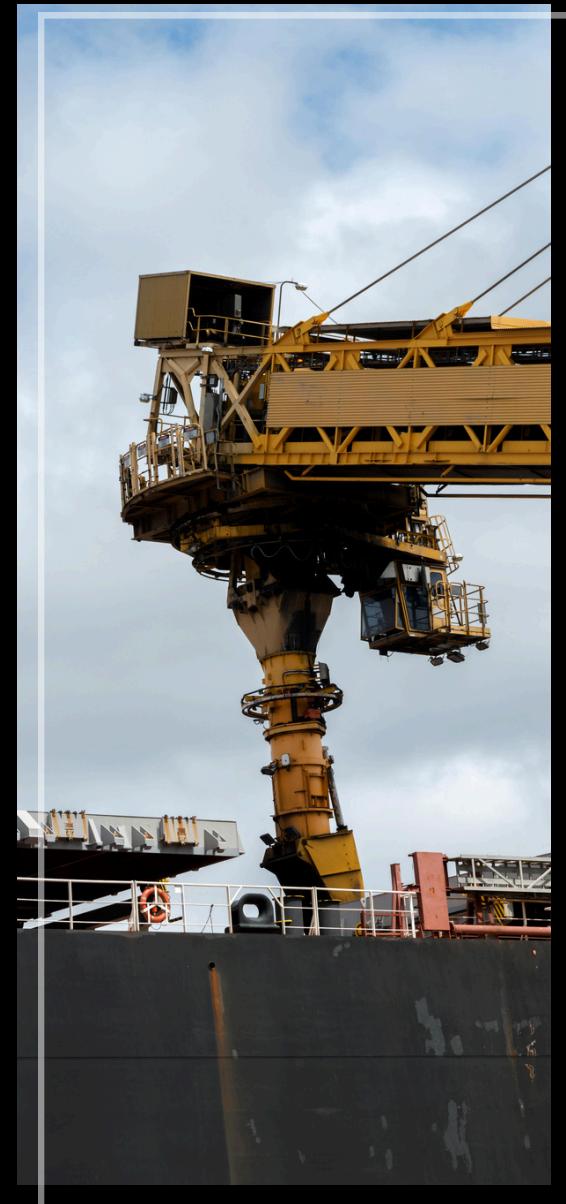
Project verification

Projence delivers independent Project Verification ensuring compliant, efficient, and quality-assured project delivery from design through to completion.

We adopt a solutions-oriented approach to aid project delivery and proactively resolve technical, compliance, and constructability challenges.

Key Projects:

- Tomingley Gold Operations - HW17 Newell Highway Realignment
- DG Properties - Heddon Greta Median MR195 Main Road
- Blayney Shire Council, Milthorpe Rd / Richard Lane



Port

Projence is renowned for our track record in providing exceptional services to the ports sector.

Our teams possess the technical expertise necessary to successfully execute intricate port projects. Collaborating closely with clients, we leverage our profound knowledge to design and implement the optimal solution for each project.

Key Projects:

- Carrington Tank Stage 3 Project
- SCADA Upgrade Project
- Shiploader Recovery Project

Services & Sectors



Utilities

We have extensive knowledge in utilities, water and wastewater infrastructure, possessing the ability to deliver effective solutions across a wide array of industry sectors. Our technical expertise allows us to deliver complex projects, from inception to closeout, ensuring that water is delivered safely and efficiently to Australian communities.

Key Projects:

- Macquarie Generation Auditing and Verifications
- Muswellbrook Shire Council Sewer Quarterly Reports



Energy

Energy is an emerging and ever-changing sector.

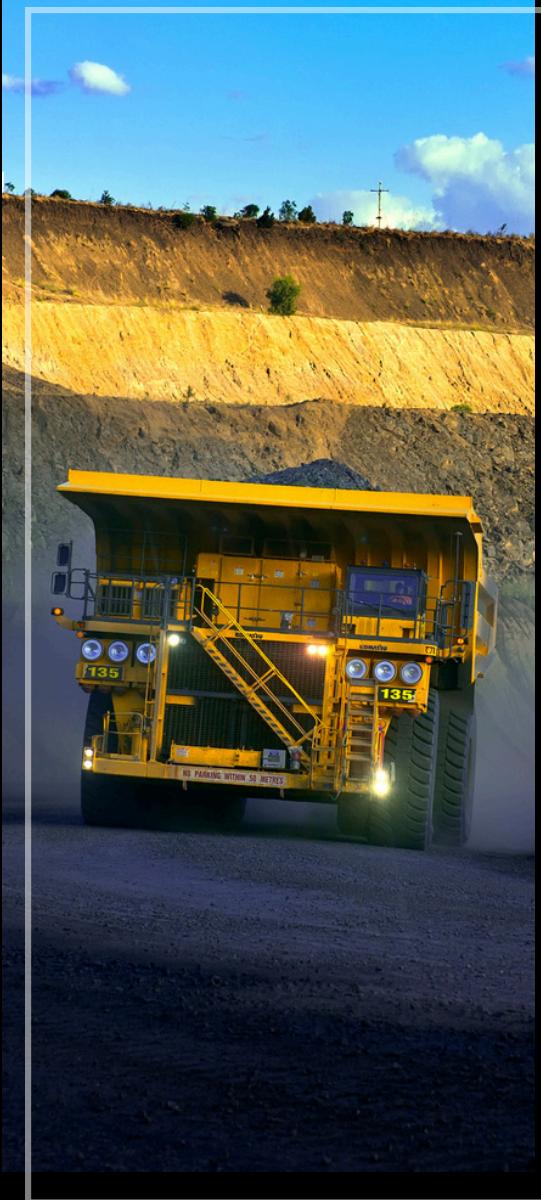
Our team has diverse experience across multiple industries and transferable skills that are successfully applied to projects in new and emerging fields.

Our adaptability and cross-sector experience positions us to deliver high-quality outputs, no matter the focus.

Key Projects:

- Hunter Power Project
- NCIG Electricity Procurement
- AGL Macquarie Capital Project Delivery

Services & Sectors



Resources

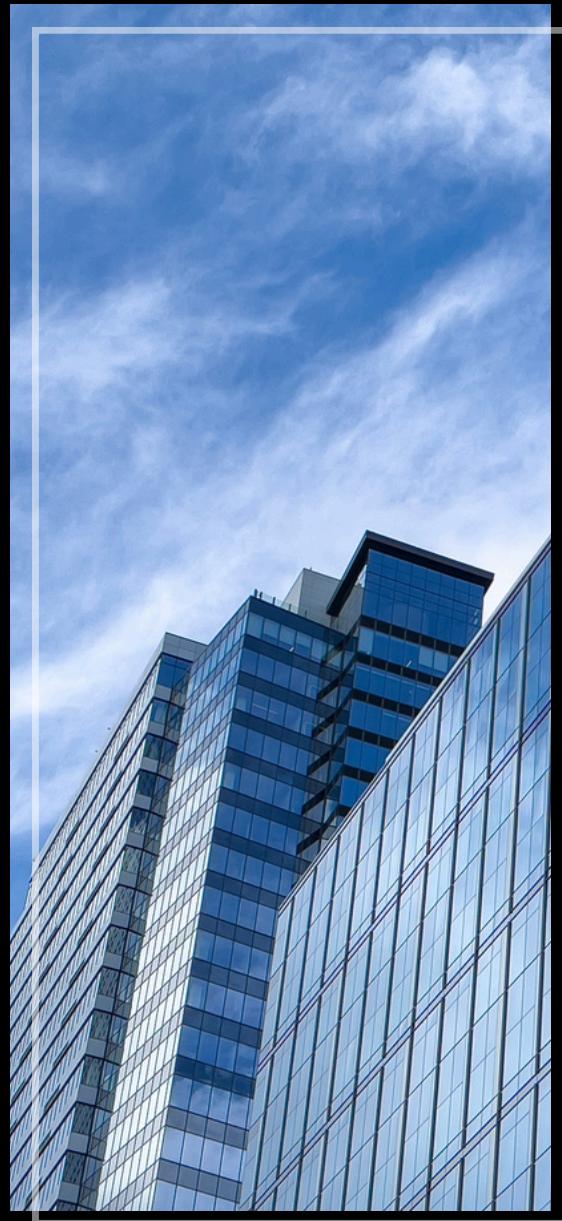
Resource & Mining projects have been a bread and butter sector for Projence across its 12+ years.

Successfully delivering mining projects requires a partner like us that can see the big picture and scale up quickly to support rapid delivery.

We are equipped to meet these challenges and see mining projects through with precision.

Key Projects:

- Malabar Coal Infrastructure Management
- Yancoal Wilpeena
- Cowal Gold Open Pit Continuation
- Peabody Wambo



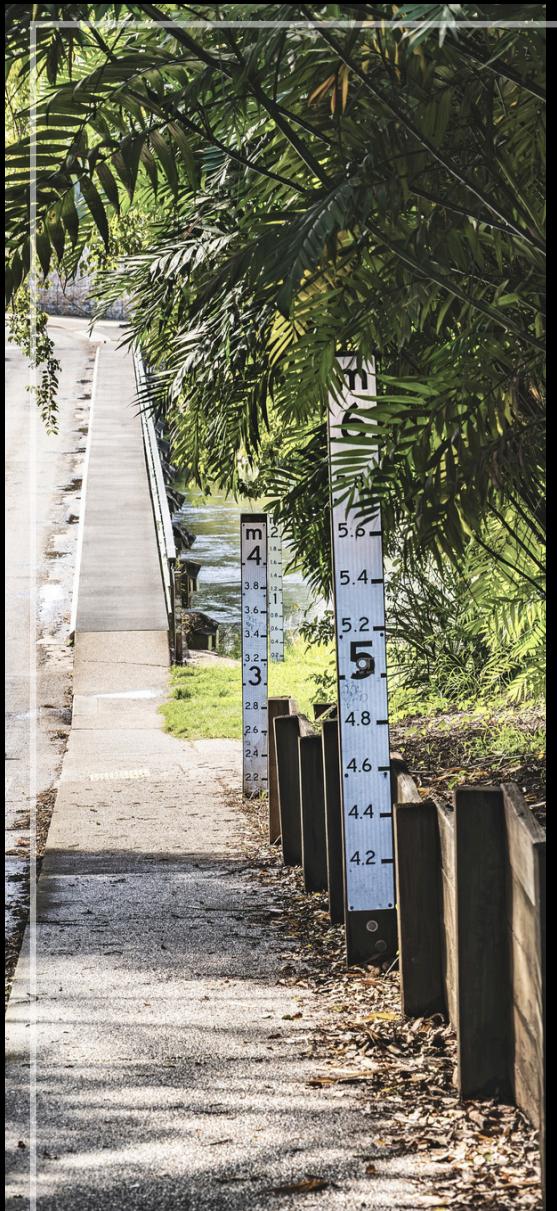
Commercial

Projence has a strong track record in the commercial sector, delivering project management and advisory services that enable businesses to achieve strategic growth and operational excellence. The firm partners with clients across retail, office, and mixed-use developments, providing expertise in planning, design, procurement, and delivery.

Key Projects:

- Chinderah Child Care Development
- Lismore Showgrounds
- Brewarrina Shire Council Capital Works Portfolio
- Ballina Workplace Project

Services & Sectors

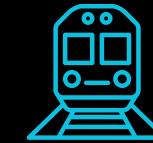


Natural Disaster Support

Projence assists clients in navigating disaster recovery funding frameworks, including those administered under state and federal programs.

Projence's PV services include:

- Damage assessment and reporting
- Scope and cost validation
- Procurement and Contract management
- Construction supervision
- Audit and assurance of recovery works
- Programme governance



Works Authorisation Deeds

A Works Authorisation Deed (WAD) is a legally binding contract between a property developer and Transport for NSW. It is required to carry out works within or near state or classified roads.

Our services include:

- WAD facilitation
- Design & subconsultant management
- Constructability & staging
- Pre-commencement documentation
- Contractor management
- Independent verification & certification

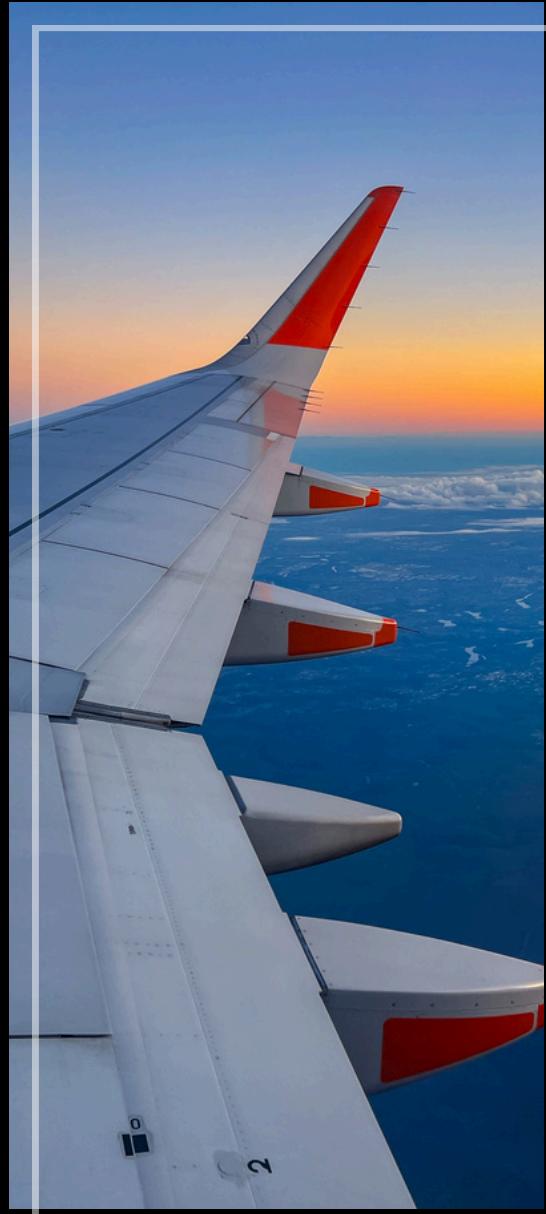
Services & Sectors



Funding Approvals

At Projence, we support our clients in securing and managing vital project funding across all levels of government and the private sector.

With significant regional investment planned across energy, infrastructure, and community development, Projence provides end-to-end support, from identifying suitable funding programs and preparing business cases to coordinating technical documentation, stakeholder engagement, and compliance reporting.



Aerodrome Services

Aerodrome Services is a specialised area of expertise for Projence, supporting regional councils, government agencies, and private operators in the planning, delivery, and management of airport and aviation infrastructure.

Our team's services include:

- Technical assessments
- Compliance audits
- Pavement and lighting upgrade project management
- Operational readiness planning
- Oversight and maintenance of CASA and Statutory requirements

Services & Sectors

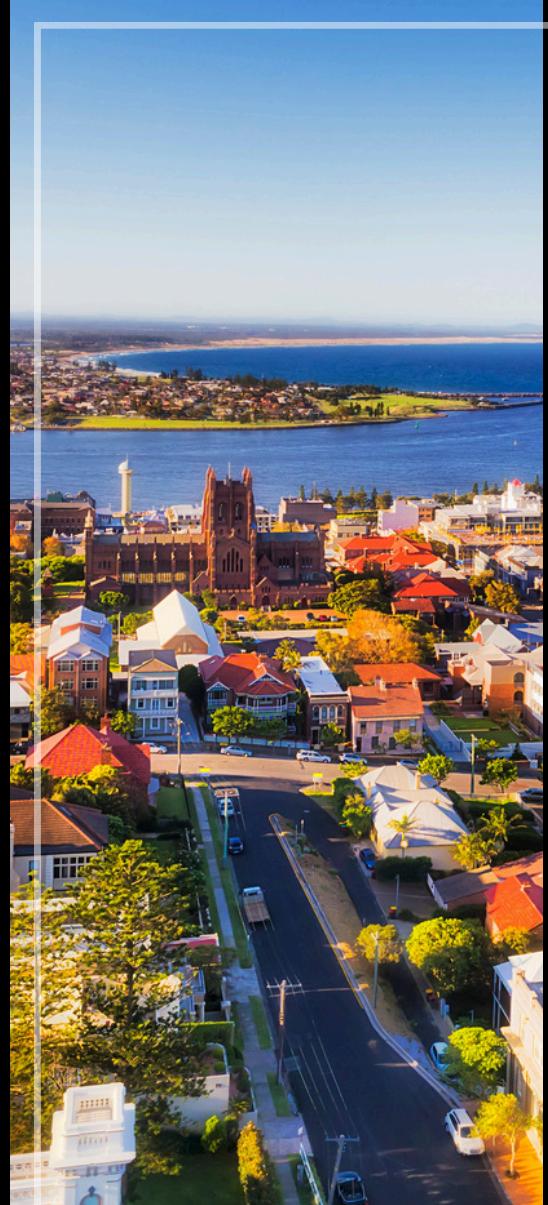


Environmental

Environmental Services form an integral part of Projence's multidisciplinary project delivery capability, ensuring that all projects are planned and executed in accordance with environmental legislation, sustainability principles, and community expectations.

We help our clients with:

- Review of Environmental Factors (REF)
- Environmental Management Plans
- Environmental approvals and permits
- Environmental Assessments
- Procuring and managing specialists

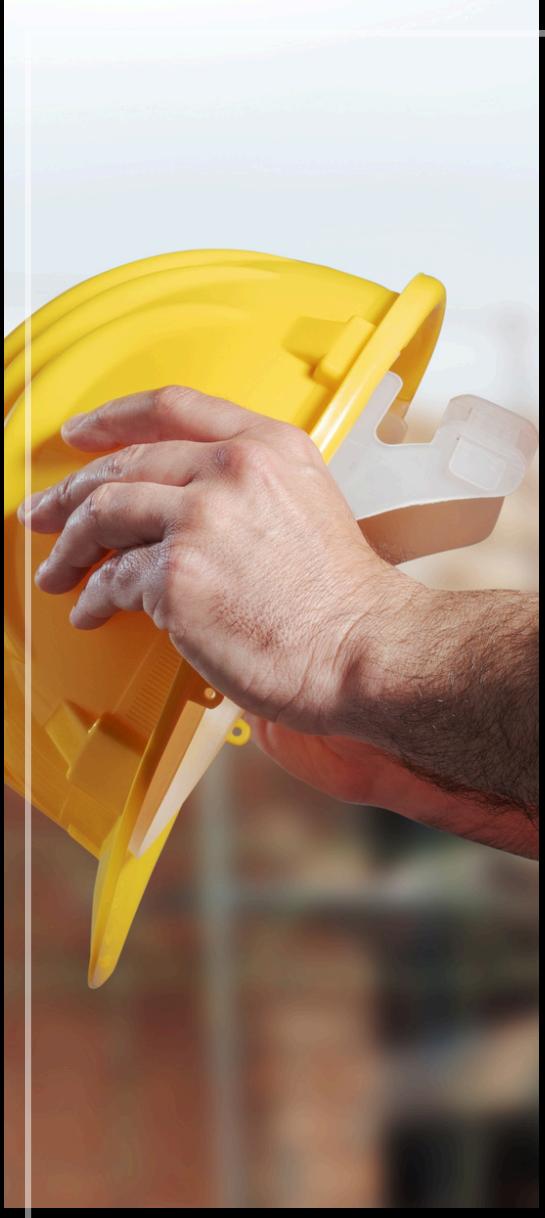


Local Government

Projence demonstrate long-standing partnerships with councils and government agencies. Our team has extensive experience working within and alongside local councils, providing trusted expertise in project management, engineering, funding approvals, environmental assessments, and governance, including:

- Project planning
- Tender development and evaluation
- Contract management
- Construction supervision
- Asset management support
- Grant funding applications
- Preparing business cases
- Developing robust governance structures

Services & Sectors

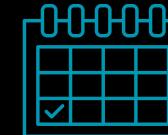
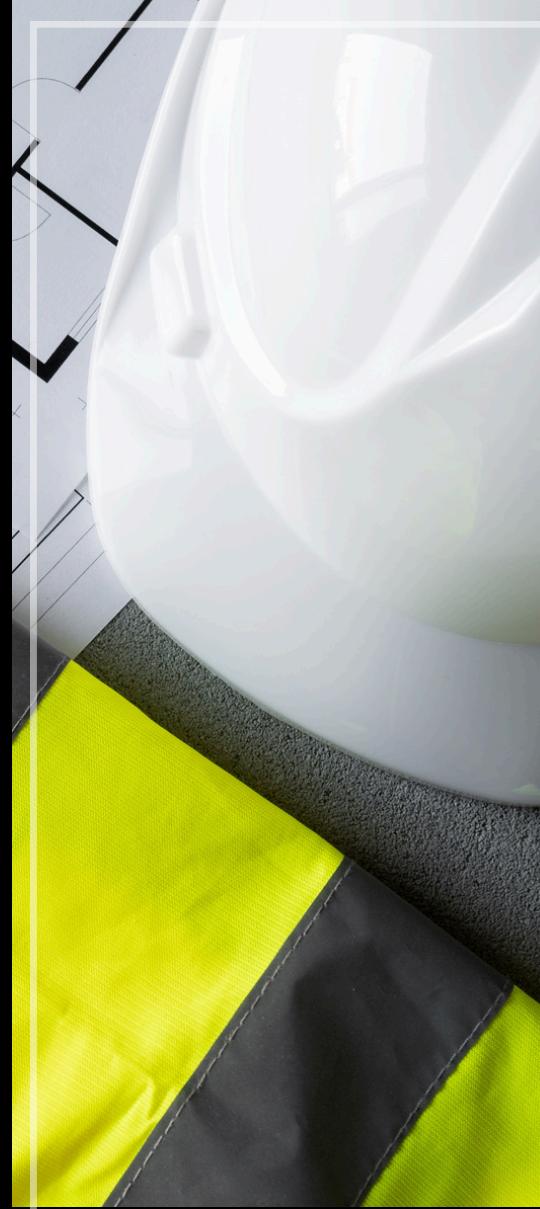


Surveillance Officers

We provide on-the-ground assurance to ensure construction activities are completed safely, efficiently, and in accordance with approved designs, specifications, and contractual obligations.

With deep regional experience and a collaborative approach, our Surveillance Officers provide a range of services including:

- Construction supervision
- Verification and certification
- Environmental and safety compliance monitoring,
- Contractor performance review
- Documentation of daily progress and site conditions.



Project Controls

With extensive industry expertise and a proactive, collaborative approach, our Project Controls team delivers a comprehensive suite of services including:

- Cost estimation, forecasting, and management
- Schedule development, tracking, and analysis
- Risk identification and mitigation planning
- Performance measurement and reporting
- Governance and assurance through data-driven insights

Through disciplined processes and transparent reporting, we help clients maintain control, manage change effectively, and achieve predictable project outcomes.

Project Management

Process	Initiation	Planning & development	Execution	Close out	Operations & facilities management
Services					
Options assessments	Feasibility assessments	Superintendent representative	Commercial closeout & capitalisation readiness	Preventative maintenance system	
Desktop analysis	Contract selection & tender package development	Contract administration	Operation & maintenance manual review	Capital works programs	
Cost benefit analysis	Management of planning approvals	Progress reporting	Management of training and asset familiarisation	Asset assessment & cataloging	
Under & sponsor requirements brief	Land access licensing	Site surveillance	Defects closeout & defects liability management	Asset management systems	
Budgets & business plan	Budget & design development	Construction management		Infrastructure optimisation	
Internal & external stakeholder identification	Networking access agreements	Operational readiness & commissioning planning			
Delivery & procurement strategy	Interface agreements	Claims management & litigation support			
Funding approvals	Internal & external approvals	Planning & scheduling			
	Project controls				

Contact the Projence Team



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