

**MAX FREW**  
**B.Sc. Geology Hons. (Melb.) MAIG**  
**Director | Resource Project Recruitment**

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**Director, Resource Project Recruitment Pty Ltd**  
ABN 75 620 202 431

*Permanent Placement Recruitment for Mining Professionals*  
(Office Relocation from: 6/132 Terrace Road, Perth WA 6000 to 15 Lefroy Rd, South Fremantle, 6121)

**Director, Geology Group Pty Ltd**  
ABN 46 665 634 515

*Labour Hire Services for Mining Professionals (Newly Registered Business)*  
15 Lefroy Rd, South Fremantle, 6121

## CAREER PROFILE

- Professional career started as an Exploration Geologist in Kalgoorlie, Western Australia
- Drilled the discovery hole of Hannan's South Gold Mine with CRA Exploration in 1981.
- Farming background and ran Horticulture family farming business in Gippsland, Victoria
- Senior Mine Geologist responsible for production at New Hampton Goldfields at Golden Ridge Gold Mine and Trojan Gold Mines
- Started in Recruitment at Workpac in Kalgoorlie as Branch Manager and then Executive Director on the Workpac Board.
- Senior people management and corporate management roles and specialising in Recruitment.
- Experience in project start up, production operations and corporate development, with a strong focus on safety and people management, specializing in the Mining Industry.
- Business development for geophysical consultancies specializing in seismic, drone and DGPR survey

## KEY ATTRIBUTES

- Friendly, Personable and Positive Team member
- Client Management – ability to respond to client needs, coordinate and manage projects and teams effectively
- Well connected in the resources sector (particularly hard rock mining) from CEO level through to graduate staff
- Considerable people skills and the ability to fit 'big picture' business needs with a belief that people contribute 90% of the business
- Network Builder with lifelong business contacts
- Confident Communicator & Experienced Presenter
- Reliable with strong sense of ethics and propriety

## WORK HISTORY

### Resource Project Recruitment Pty Ltd (RPR)

**June 2017 to current, Owner & Director**

- Established and managed a successful recruitment agency focused on Geoscientists, Engineers and Metallurgists in mining industry in Australia, Africa, South America and Europe.
- Work in conjunction with one other consultant to place candidates from Graduate level through to Managing Director
- Specialized industry knowledge based on 10 years hands-on work as Geologist and 12 years as specialist recruiter of Geoscientists

### MK2 Recruitment

*January 2016 to June 2017*

**Perth Branch Manager**

- Establishment of new Perth Branch for MK2 Recruitment
- Blue and white collar labour hire and permanent placement of Mining Professionals

### HiSeis Pty Ltd

*February 2013 to November 2015*

**Geoscience Sales Manager**

- Introduction to the mining industry of 2D and 3D Seismic Reflection technology, a ground breaking application of oil and gas technology to hard rock minerals exploration and mining.
- Propagate knowledge and understanding via client presentations of how seismic reflection is strategically applied to minerals exploration throughout Australia.
- Development and application of petrophysical measurement techniques as a precursor to seismic survey
- Organisation of, and participation in educational workshops for Clients and Geoscientists.

## Resource Project Recruitment Pty Ltd (RPR)

March 2009 to Feb 2014

Owner, Founding Director, Senior Consultant

- Established and managed a successful recruitment agency focused on Geoscientists, Engineers and Metallurgists in mining industry in Australia, Africa, South America and Europe.
- Work in conjunction with one other consultant to place candidates from Graduate level through to Managing Director
- Specialized industry knowledge based on 10 years hands-on work as Geologist and 12 years as specialist recruiter of Geoscientists

## WorkPac Pty Ltd

January 2001 to March 2009

**Business Development Manager, Branch Manager, Regional Manager, Executive Director & Partner**

### Branch Manager of WorkPac Professional,

Colin Street, West Perth, January 2007 to March 2009

#### Achievements:

- Established WorkPac Professional office in January 2007 to recruit tertiary qualified Mining Professionals for mining industry clients in Australia and overseas.
- Developed an extensive business network of 'return' clients within small, medium and large-scale exploration and mining companies.
- Brokered links between key players in small companies to support their shared mining or exploration interests.
- Handpicked and managed a team of Recruitment Consultants with direct mining industry experience.
- Initiated the International Graduate Recruitment Program throughout the WorkPac group of companies.
- Leadership and liaison with WA WorkPac offices in relation to all Professional mining recruitment and client matters.
- Involvement in corporate promotion.
- Initiated 'in house' recruitment information sessions for selected mining companies to improve their staff selection process.

### WorkPac Branch Manager,

January 2002 - December 2006, Kalgoorlie Branch, WA

#### Achievements:

- Business Development and Client Management building the Kalgoorlie office from a team of 5 to a team of 11 and tripling turnover.
- Highest turnover office in WorkPac Group in 2004 and 2005
- Developed a blue-collar labour hire business from near start up to core business within the WorkPac Group over a 6 year period.
- Management of Business Development Managers, Recruitment Consultants and Administration.

### WorkPac Branch Manager,

Jan 2001 - Dec 2006, Kalgoorlie Branch, WA

#### Achievements:

- Established and built client portfolio ranging from small exploration companies to major earth moving contractors
- Successful development of profitable business with clients in the Goldfields, including mining companies and contractors in both the private and public domain.
- Exclusive supply of labour hire to clients.

### Executive Director WorkPac

February 2003 - December 2006

- Participation on WorkPac Board as Shareholder's Representative (Executive Director) during period of rapid growth.
- The Group expanded from 3 Offices (net rev \$35m) to 22 Offices (net rev. \$250m) from 2003-2006
- Strategic planning and development of Shared Service Centre. Oversight of statutory compliance.

## **New Hampton Goldfields NL, July 1997 to December 2000**

### **Senior Mine Geologist, January 2000 – December 2000,**

Trojan Open Pit Gold Operations, Kalgoorlie, WA

#### **Achievements:**

- Management of pit crew. Zero injuries. Low turnover of staff. Strong team environment.
- Production and delivery to budget of ore to the mill from open pit gold operations.
- Management of grade control and geological mapping.

### **Mine Geologist, July 1997 – Dec 1999,**

Golden Ridge Open Pit Gold Operations

#### **Achievements:**

- Timely delivery to mill of ore from open pit operations with positive reconciliations.
- Management of resource development, grade control and ore production. Management of pit crew.
- Zero injuries.
- Exploration, discovery and development of “Gala Extended” orebody at Coolgardie.

## **The Australian Wildflower Company**

July 1983 to June 1997, Owner & Director, Longford, Victoria

#### **Achievements:**

- Establishment and successful building of a native plant and cut flower nursery supplying domestic and international markets
- Business grew from startup to more than \$1m turnover in 10 years
- Industry leader in research, development and propagation of Australian and South African Proteaceous cut flower crops.
- Management of horticultural, financial and safety matters on the farm.
- Management of up to 10 staff.

## **CRA Exploration Geologist, January 1980 - December 1982, Pilbara and Murchison, WA**

- Exploration for diamonds in the Murchison, Pilbara and Kimberly regions of WA
- Daily planning and management of a 20 crew plus all logistics requirements for 2 helicopters.
- Successful exploration of large areas of WA using drainage system indicator minerals, including Great Sandy Desert, Rudall River, south Pilbara and Murchison.

## **CRA Exploration Geologist, Kalgoorlie, January 1980 – December 1981, Achievements:**

- Discovery of Hannan’s South Gold Deposit 20km south of Kalgoorlie; the first “blind” discovery in the Goldfields for a generation.
- Exploration of company owned leases in the Goldfields.
- Assessment of prospective leases from third parties.

## **“Krambruk” Pear and Peach Farm, Girgarre, Victoria.**

- Family pear and peach orchard to 1977.
- Labouring in and management of harvest seasons of pears and peaches.
- Management of up to 10 seasonal workers during picking season.
- Management of irrigation, fertilizing, pruning and planting of orchards.

## **EDUCATION AND TRAINING**

- Scotch College, Victoria, Higher School Certificate 1974
- North East Missouri State University 1975

### **University of Melbourne, School of Earth Sciences**

- Bachelor of Science with Honours, Geology 1980
- Diploma in Client and Hotel Management at Regency Park College in Adelaide 1983

## PROFESSIONAL DEVELOPMENT AND QUALIFICATIONS

Over 40 years experience working in the Mining Industry; professional development and training in the areas of sales development, people management, corporate management and safety.

### *Professional Development and Qualifications*

- Australian Institute Of Company Directors Course (2004)
- Frontline Management Initiative (1997 & 2003)
- IFAP Safety Course for Managers (1998 & 2004)
- Certified Recruitment Agent

### *Professional Association memberships*

- Recruitment and Consultants Society of Australia (2002 to present)
- Australian Institute of Company Directors (2004)

### *Community Involvement*

- Initiated company sponsorship for the introduction of Lifeline's Suicide Assist Program into the Goldfields region in 2003
- Active membership in the Kalgoorlie, Boulder Chamber of Commerce and Industry
- Sponsorship and Team Management of the Goldfields Triathlon Club & Cycling Club
- Participant and active supporter of the annual Menzies to Kalgoorlie Bike race
- President and Founder of the Longford Offshore Angling Club

## PERSONAL

D.O.B: 30 May 1957  
Health: Fit and active  
Interests: Family, horticulture, reading, fishing, sailing, cycling.

## REFEREES

**Viv Preston**, Managing Director  
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