

More jobs.
Stronger businesses.
Real local opportunities.

Fingerboards Project Jobs Guide

Gippsland
Critical Minerals

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Critical Minerals



Acknowledgment of Traditional Owners

We acknowledge the Gunaikurnai People as the Traditional Custodians of Country that encompasses the proposed Fingerboards Project area. We pay our respects to their Elders past and present and recognise their enduring connection to the land, waters, culture, and community.

We are committed to working in partnership with First Nations people.



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ABOUT THIS GUIDE

Your pathway into a growing regional industry.

This guide provides information about the critical minerals mining sector and the typical jobs involved in developing, constructing and operating the Fingerboards Project.

We receive many questions about what jobs are needed, when work would be available and what skills are needed to apply, as well as the application process.

That's why we've created this guide – to share what we know about jobs, skills and training requirements, so you can consider if critical minerals mining is for you and start planning for your future.

Inside you'll find:

- **Job profiles** giving an overview of typical roles across all project areas, with relevant qualifications and skills.
- **Project phases** and when different roles are needed.
- The **Gippsland-First Employment Policy** and what it means for local jobseekers and businesses.
- Information on our **robust environmental protections**.
- **Types of minerals** being produced and why they matter.
- A **course list** highlighting qualifications you may need and where to find further information.

The Fingerboards Project will create approximately 300 ongoing operational jobs, plus around 400 construction-phase roles. Most roles during operations will be employed by GCM or its contractors.



PROJECT OVERVIEW

A long-life project delivering jobs and regional growth and securing Australia's renewable energy future.

The Fingerboards Critical Minerals Project is located within the Glenaladale deposit in East Gippsland, Victoria, approximately 270 kilometres east of Melbourne. It is being delivered by majority Australian owned and managed Gippsland Critical Minerals (GCM), backed by UK based Appian Capital Advisory.

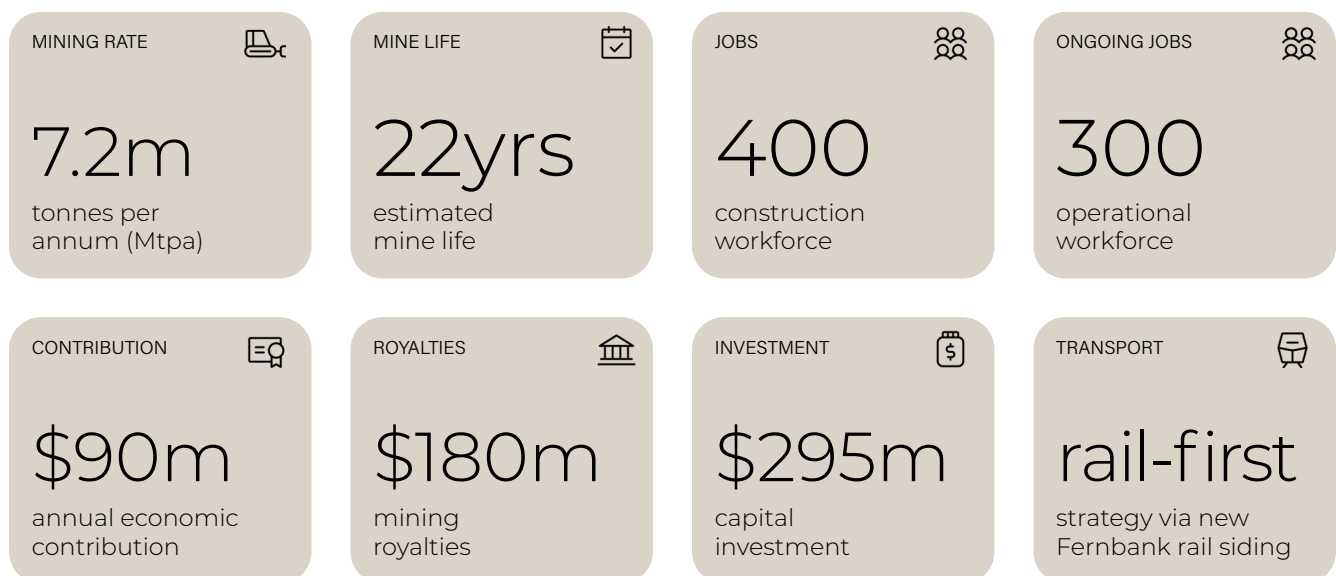
Once operational, the project will produce up to 280,000 tonnes per year of heavy mineral concentrate (HMC), including approximately:

- **14,000 tonnes** per year of rare earth minerals (xenotime and monazite)
- **200 tonnes** of heavy rare earth oxides (dysprosium and terbium)
- **1,800 tonnes** of light rare earth oxides (neodymium and praseodymium)
- **75,000 tonnes** per year of zircon
- **150,000 tonnes** per year of titanium minerals (ilmenite, leucoxene and rutile)

The project will mine in cells progressively across the site over 22 years using low-disturbance in-pit dozer push mining where possible to extract mineral sands from shallow deposits. Cells are backfilled and land is progressively rehabilitated to productive pastoral land or native vegetation as we go, with around 98% of excavated material returned to the mine void.

Wet ore is pumped to an on-site separation plant where minerals are separated using water and gravity. The HMC is transported by freight to Melbourne Port for further processing, most likely in WA or NT.

Key project facts:



STRONGER ENVIRONMENTAL PROTECTIONS

A smaller, redesigned project.

The 2025 Fingerboards Project is smaller in scope, size, scale and environmental impact than the 2021 proposed project. It has been comprehensively redesigned in direct response to feedback from the East Gippsland community.

The changes are real and material. The Victorian Minister for Planning recognised this in determining that the redesigned project will undertake an Environment Effects Statement (EES), the state's most rigorous independent environmental assessment process.

There is greater certainty about the expected water required of 3GL. Water use has been reduced significantly, drawn from a diversified strategy that includes recycled water, with legacy infrastructure, such as a 2GL dam, to be handed to community and strengthen regional water security long after the mine's life ends – a practical response to the realities of a changing climate.

Road relocations have been reduced from 7.6 kilometres to just 1.5 kilometres, protecting more established vegetation and preserving the Fingerboards intersection, an important local landmark with cultural and historical value.

Mined areas progressively rehabilitated and returned to productive pastoral use, handing it back to the next generation of East Gippsland farmers faster.

Robust environmental protections have been built into every aspect of the redesigned project, from a reduced mining footprint and mine-free buffer that better protects the Mitchell River and Lindenow Valley Horticultural Area to the elimination of above-ground tailings dams and a rail-first approach that boosts local businesses and keeps heavy vehicles with HMC off local roads.

East Gippsland's environment is worth protecting, and that's what matters most as we continue to develop this important project.



A better project for East Gippsland

How we listened and changed:

We've made real change in response to real conversations with the people who know the region best.

What changed	Old project	NEW PROJECT	WHY IT MATTERS
Rate of mining	1,500 tonnes per hour	→ 900 tonnes per hour (40% reduction)	Less dust and noise generation at any one location and time
Product storage	Open-air stockpiles	→ Enclosed storage sheds	Lower risk of wind-blown dust
Tailings management	Tailings stored in above ground dams	→ Tailings stored below ground (in-pit cells)	No dams mean no dam break risk. No centrifuge means less noise and vibration.
Water use and sources	5GL per year, majority sourced from the Mitchell River	→ 3GL per year, diversified sourcing strategy including recycled water	Less pressure on any one water source
Proximity to Lindenow Valley Horticultural Area	600 metres	→ 1.5 kilometres	Greater buffer protects crops from dust
Gullies	Mining or tailing storage in three major gullies	→ No mining or tailing storage in any gullies	Stronger protection for sensitive vegetation, wildlife and waterways
Mining footprint	1,297 hectares	→ 955 hectares	Smaller pit means less impact on sensitive areas
Rehabilitation trials	No trials	→ Planned demonstration pit, early 2026	Proof of soils and species establishment
Trucks on public roads	B-double trucks on public roads past local schools	→ GCM-owned private haul road and rail-first strategy	Fewer trucks on local roads
Road relocations	7.6km of road relocations	→ One 1.5 kilometre road relocation	Less disruption to local roads and the mature trees along them
Fingerboards intersection	Demolished	→ Preserved	A local landmark with cultural and historical value is protected
Processing location	No commitment to Australia; preference for China	→ Commitment to onshore processing	Boosts Australia's sovereign critical minerals supply chains
Post-mine land use	Land returned to grassy woodlands and native vegetation	→ Land returned to productive agricultural use	Restores the land for future farming

Learn more on our website – gippslandcriticalminerals.com

WHAT ARE CRITICAL MINERALS?

Supporting Australia's future industries and defence capability.

Critical minerals and rare earths are naturally occurring elements that are essential to modern technologies and economies, but face supply chain risks due to China dominating current supply and production.

The Australian Government maintains a Critical Minerals List identifying resources of national importance. Australia's AUKUS partners, the United States and the United Kingdom, have also identified many of the same minerals as priorities for secure supply from trusted partners.

The Fingerboards deposit contains significant concentrations of several of these minerals, including rare earth elements, zircon and titanium minerals. Developing these resources in Australia would contribute to more secure supply chains for clean energy technologies, defence capability and advanced manufacturing.

Key minerals at Fingerboards that power new technologies

Dysprosium and terbium

Heavy rare earths used to improve the heat resistance and performance of permanent magnets in electric vehicles, wind turbines and advanced defence systems including

aircraft such as the F-35 Joint Strike Fighter.

Neodymium and praseodymium

Light rare earths used to produce high-strength permanent magnets, critical for electric vehicle motors, renewable energy and technologies like smartphones.

Zircon

Used in durable materials for construction and infrastructure, as well as in electronics and specialised manufacturing. Zircon is also processed into zirconium, a critical material used in nuclear reactor systems, including those that may power Australia's Virginia-class submarines.

Titanium minerals (ilmenite, rutile, leucoxene)

Used to produce titanium dioxide pigment found in paints, coatings and everyday materials, and titanium metal used in aircraft, space applications, medical implants and high-performance industrial equipment.



PROJECT PHASES

Delivering jobs now and careers into the future.



Development and approvals (18 months)

Environmental studies, community engagement and navigating regulatory framework shape this early stage of the project. For Fingerboards, the work includes the Environment Effects Statement (EES) process, baseline monitoring programs with the Mining and Rehabilitation Demonstration Pit (MRDP), and new technical and engineering studies as key inputs to the EES. Opportunities during this period are concentrated in technical, environmental, engineering and community engagement disciplines. We also have roles available in maintaining the local seed nursery, vermin, pest and weed control, fencing, property management and community engagement.



Construction (2-3 years)

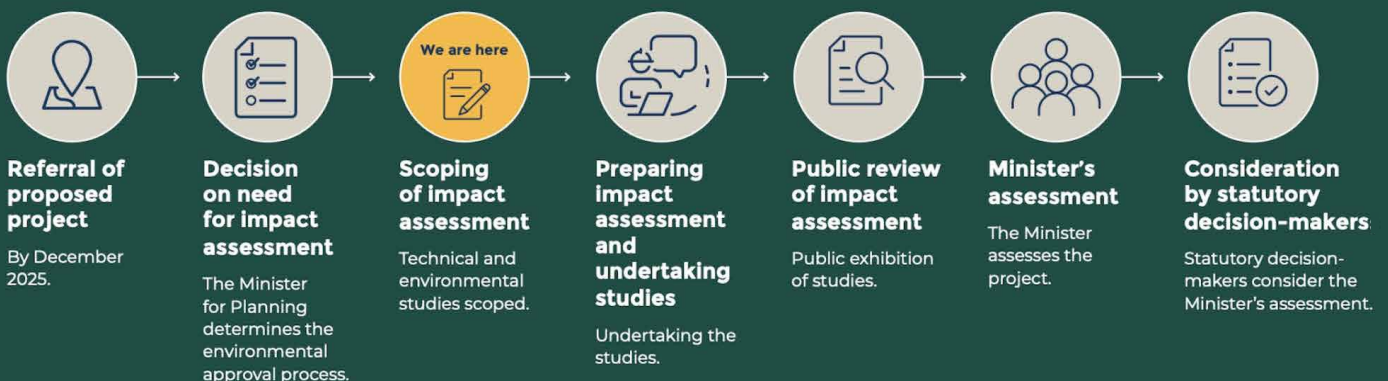
Major construction during this period includes the separation plant, water infrastructure, private haul roads, rail siding, onsite facilities and initial mine development. Around 400 people are expected to work across engineering, construction, mechanical and electrical trades, project management, logistics and administration. Many of these roles align closely with the skills already present across the region in the construction, energy and infrastructure sectors and the former timber industries.



Operations and maintenance (22+ years)

Once operational, ore is mined and fed into a wet separation plant, producing a HMC that is transported by rail to port. Approximately 300 ongoing roles support this stage of the project, spanning mining operations, truck drivers, maintenance, geology, environmental management, laboratory services, logistics and administration. The project's progressive mining and rehabilitation approach also sustains environmental and land rehabilitation roles throughout the life of the mine.

Steps in the Environmental Assessment Process



JOB PROFILES AND INFORMATION

Long-term careers, close to home.

This guide summarises common roles within critical mining operations, along with the skills, qualifications, and experience typically required. It draws on the Fingerboards project feasibility study plan and industry practices across mineral sands operations in Australia and internationally.

Each role is placed in the project based on where they work and what they do.

- **Location:** whether the role is based on-site, in the office, or both
- **Work area:** what department or operational area the role sits within
- **Roster pattern:** the typical shift arrangement
- **Typical employer:** whether employed by GCM, a contractor or subcontractor
- **Applicable project phase:** when this role is needed across the project's life

Who employs these jobs?

Employment on a critical minerals project follows one of these pathways: employed with the project owner (GCM), contracted through a mining contractor, or a specialist subcontractor.

- **GCM:** the company leading the project, responsible for overall management, environment, community and commercial functions
- **Mining Contractor:** GCM may appoint a mining contractor to deliver the mineral sands mining operations, employing operators, supervisors and maintenance crews
- **Specialist Subcontractors:** various specialist services such as laboratory analysis, catering, environmental monitoring and IT may be delivered by subcontractors



GIPPSLAND-FIRST EMPLOYMENT POLICY

Prioritising local jobs and long-term community benefit.

GCM is committed to building a workforce that reflects and strengthens the community it operates in.

Under our Gippsland-First Employment Policy, candidates who live in or around East Gippsland will be given priority consideration for all roles across the Fingerboards Project.

GCM will not operate a fly-in, fly-out (FIFO) workforce model. We believe the long-term success of this project depends on the people who call this region home. Where a role is filled by a candidate from outside the region, they will be actively encouraged and supported to relocate to East Gippsland, helping to grow the local population, strengthen community services and ensure the economic benefits of the project stay in the region.

This policy applies across all stages of the project, from development through construction and into long-term operations, and extends to our contractors and service providers, who are expected to align with the same principles when recruiting for roles on the Fingerboards Project.

GCM is also partnering with local training providers, schools and employment services to develop tailored pathways into the project for local residents, including people transitioning from industries scheduled to close in the region including energy and timber.

FIRST NATIONS EMPLOYMENT AND PARTICIPATION

Working toward partnership with First Nations communities.

GCM acknowledges the Gunaikurnai People as the Traditional Custodians of the Country on which the Fingerboards Project is located and is committed to meaningful First Nations participation across all aspects of the project.

In line with Victorian Government expectations and industry best practice, GCM's entire team are undertaking cultural awareness training and will implement a First Nations Employment and Participation Plan that provides genuine opportunities for Aboriginal and Torres Strait Islander peoples in employment, training, business and cultural heritage management.

GCM recognises that lasting outcomes require genuine partnership, not just policy. We are committed to working alongside the Gunaikurnai people and the broader First Nations community to ensure the benefits of this project are shared equitably and respectfully.

MANAGEMENT

Management roles provide strategic leadership across all areas of the Fingerboards Project. These positions are responsible for overall project delivery, safety culture, regulatory compliance and stakeholder relationships.



GENERAL MANAGER

Location	On-site
Work area	All operations
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The General Manager has overall accountability for the safe, efficient and compliant operation of the Fingerboards mine and processing plant. Responsibilities include strategic leadership of all site departments, managing relationships with regulators, Traditional Owners and the local community, overseeing production targets, budgets and workforce planning, and ensuring the project meets its environmental and rehabilitation commitments. In a critical minerals context, this role also involves engaging with government on strategic minerals policy and supply chain partnerships.

Example competencies

Qualifications

- Tertiary qualification in mining engineering, metallurgy, business or related field
- Masters or post-graduate qualification in management desirable
- First Class Mine Manager’s Certificate of Competency (or eligibility)
- Current Victorian driver’s licence

Experience

- Extensive senior leadership experience in mining operations
- Experience managing regulatory approvals and community engagement programs
- Track record of delivering production targets while maintaining strong safety and environmental outcomes
- Critical minerals or rare earth sector experience highly regarded

Skills & Knowledge

- Comprehensive understanding of the Mineral Resources (Sustainable Development) Act 1990 (Vic) and relevant regulations, and working knowledge of other relevant Victorian and Australian legislation
- Strong commercial acumen with budget management and cost control capabilities
- Understanding of critical minerals supply chains and strategic market dynamics
- Outstanding communication and stakeholder management skills
- Proficiency in mining software and Microsoft suite

Physical Requirements

- Ability to be based on-site during operational periods
- Current driver’s licence

Personal Attributes

- Decisive leadership with ability to motivate and develop teams
- Strong ethical standards and commitment to safety culture
- Community-minded with genuine interest in regional development
- Adaptable and resilient in a dynamic operating environment

PROCESSING MANAGER

Location	On-site
Work area	Processing plant
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Processing Manager has overall responsibility for the wet concentration plant that separates heavy mineral concentrate (HMC) from ore using water and gravity. This includes managing the processing team, optimising mineral recovery rates, overseeing water management, tailings generation and recycling systems to ensure operational and environmental obligations are met, and ensuring product quality meets customer and environmental specifications for rare earth minerals, zircon and titanium minerals. The role requires close coordination with the mining team to manage ore feed quality and with the laboratory for grade control and process monitoring.

Example competencies

Qualifications

- Tertiary qualification in metallurgy, chemical engineering, mineral processing or related field
- Post-graduate qualifications in management desirable
- Current Victorian driver's licence

Experience

- Extensive experience managing mineral processing operations, ideally in mineral sands or heavy mineral concentration
- Experience with gravity separation circuits, spirals, hydrocyclones and related equipment
- Track record of optimising recovery rates and product quality
- Experience managing water balance and recycling systems in a processing environment

Skills & Knowledge

- Deep understanding of mineral sands processing, including separation of rare earths, zircon, ilmenite and rutile
- Knowledge of HMC product specifications and quality standards
- Process troubleshooting and continuous improvement capabilities
- Budget management and reporting skills

Physical Requirements

- Ability to work on-site regularly
- Physically capable of site inspections including climbing stairs and ladders

Personal Attributes

- Strong leadership and team development skills
- Safety-first mindset with ability to lead by example
- Analytical thinker with problem-solving capabilities
- Collaborative approach to working across departments

MAINTENANCE MANAGER

Location	On-site
Work area	All maintenance
Roster	day shift
Typical employer	GCM or mining contractor
Project phase	Operations

Tasks and responsibilities

The Maintenance Manager has overall responsibility for the maintenance strategy and delivery across both the fixed processing plant and mobile mining fleet. This includes preventative maintenance programs, breakdown response, shutdown planning, spare parts management and maintenance budgeting. In a mineral sands operation, equipment is subject to high abrasion from sand processing, making maintenance planning and wear-part management particularly important.

Example competencies

Qualifications

- Tertiary qualification in mechanical or electrical engineering, or trade qualification with extensive management experience
- Post-graduate qualification in maintenance management or reliability engineering desirable
- Current Victorian driver's licence

Experience

- Extensive experience in maintenance management in mining or heavy industry
- Experience with mineral processing equipment including pumps, spirals, screens, and conveyors
- Experience managing both fixed plant and mobile fleet maintenance programs
- Familiarity with Computerised Maintenance Management Systems (CMMS) such as SAP or Pronto

Skills & Knowledge

- Strong understanding of reliability-centred maintenance principles
- Knowledge of abrasive wear management in mineral sands environments
- Budget planning and cost control capabilities
- Shutdown planning and execution experience
- Microsoft suite and CMMS proficiency

Physical Requirements

- Ability to work on-site and respond to breakdowns as required
- Physically capable of site inspections

Personal Attributes

- Strong leadership and ability to develop trade workforce
- Safety-focused with commitment to zero harm
- Problem-solving mindset with practical approach
- Ability to manage competing priorities under pressure

COMMERCIAL MANAGER

Location	On-site / office
Work area	All
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Commercial Manager has overall responsibility for commercial management, contracts and procurement across the project lifecycle. This includes managing project budget and funding arrangements, key supplier and contractor agreements, running tender processes, negotiating commercial terms and ensuring compliance with contractual obligations. In the critical minerals sector, this role also involves navigating supply agreements for mineral concentrate with national and international off-takers and managing the commercial aspects of the rail-first transport strategy.

Example competencies

Qualifications

- Tertiary qualification in law, business, commerce, supply chain management or related field
- Post-graduate qualification desirable
- Current Victorian driver's licence

Experience

- Experience in senior commercial or contracts role on large mining or infrastructure projects
- Experience with mining contractor agreements and engineering, procurement and construction management (EPCM) contracts
- Understanding of minerals off-take agreements and commodity pricing
- Experience with government grants and funding arrangements desirable

Skills & Knowledge

- Comprehensive knowledge of contract law and commercial risk management
- Strong negotiation skills and commercial acumen
- Understanding of critical minerals market dynamics and supply chain structures
- Proficiency in Microsoft suite including Excel

Physical Requirements

- Ability to travel as required

Personal Attributes

- Strong leadership and team management skills
- Excellent interpersonal and communication skills
- Ethical approach to commercial dealings
- Safety-focused work culture advocate

ADMIN / HR MANAGER

Location	On-site
Work area	All
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Admin / HR Manager has overall responsibility for human resources policy, workforce planning, recruitment and employee relations for the project. Key responsibilities include developing local employment and training programs, managing enterprise agreements, onboarding new employees and those returning to work, including from Workcover leave, performance management and cultural leadership. For the Fingerboards Project, this role is particularly important in supporting workforce transition from downsizing industries including coal mining and power generation, timber and fisheries, and creating pathways for local and First Nations employment.

Example competencies

Qualifications

- Tertiary qualification in human resources, business or related field
- Post-graduate study in industrial relations or WHS desirable
- Current Victorian driver's licence

Experience

- Experience as HR generalist in mining or heavy industry
- Experience developing local employment and apprenticeship programs
- Experience with enterprise agreements and Fair Work Act compliance
- Understanding of DIDO workforce management

Skills & Knowledge

- Knowledge of the Fair Work Act, modern awards and enterprise agreements
- Skills in workforce planning and succession development
- Understanding of training needs analysis and competency frameworks
- HR Information System and Microsoft suite proficiency

Physical Requirements

- Ability to travel and work on-site as required

Personal Attributes

- Professional and confidential in all dealings
- Strong interpersonal and conflict resolution skills
- Commitment to diversity and inclusion
- Safety-focused work culture advocate

FINANCE MANAGER

Location	On-site / office
Work area	Finance
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Finance Manager has overall responsibility for the financial management, budgeting, reporting and compliance functions of the project. This includes preparing management accounts, cash flow forecasting, tax compliance, royalty calculations and financial reporting to GCM's board and investor Appian Capital. The role also involves cost control oversight across all departments and supporting commercial decisions with financial analysis.

Example competencies

Qualifications

- Tertiary qualification in accounting, finance or commerce
- CPA or CA qualification
- Current Victorian driver's licence

Experience

- Extensive experience in financial management roles in mining or resources
- Experience with mining royalty and tax regimes
- Experience with financial reporting to boards and investors
- Familiarity with mining-specific accounting software

Skills & Knowledge

- Strong knowledge of Australian accounting standards and mining industry financial practices
- Budget preparation and variance analysis
- Knowledge of Victorian mining royalty frameworks
- Proficiency in financial systems and Microsoft Excel

Physical Requirements

- Ability to work on-site as required

Personal Attributes

- High attention to detail and accuracy
- Strong ethical standards
- Effective communication with non-financial stakeholders
- Safety-focused work culture advocate

SAFETY, HEALTH AND ENVIRONMENT MANAGER

Location	On-site
Work area	All
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Safety, Health and Environment (SHE) Manager has overall responsibility for developing and implementing safety, health and environmental management systems across the project. This includes regulatory compliance with the Victorian OHS and EPA Acts, Mining Regulations, and environmental approval conditions, conducting risk assessments and audits, managing incident reporting and investigations, and leading the project's safety culture. In the Fingerboards context, environmental management is also particularly significant given the project's commitments around dust management, water quality, rehabilitation and community air quality monitoring.

Example competencies

Qualifications

- Tertiary qualification in occupational health and safety, environmental science or engineering
- Diploma or Certificate IV in Work Health and Safety
- Lead Auditor certification (ISO 45001, ISO 14001) desirable
- Current Victorian driver's licence

Experience

- Extensive experience in HSE leadership roles in mining or heavy industry
- Experience managing EES/EIS conditions and environmental compliance programs
- Experience with dust management, water quality monitoring and rehabilitation oversight
- Track record of building positive safety culture

Skills & Knowledge

- Comprehensive knowledge of Victorian OHS Act, Mining Regulations and Environmental Protection Act
- Risk assessment and management expertise
- Incident investigation and root cause analysis skills
- Knowledge of real-time environmental monitoring systems

Physical Requirements

- Ability to work on-site and travel to remote locations
- Physically capable of site inspections

Personal Attributes

- Strong leadership and ability to influence at all levels
- Unwavering commitment to safety and environmental protection
- Effective communicator who can engage with regulators, community and workforce
- Proactive and solutions-oriented

GEOLOGY MANAGER

Location	On-site
Work area	Geology
Roster	day shift
Typical employer	GCM
Project phase	Development / Operations

Tasks and responsibilities

The Geology Manager has overall responsibility for geological services including resource modelling, grade control, exploration and geological data management. In a mineral sands operation, grade control is essential to optimise the feed to the processing plant and maximise recovery of valuable heavy minerals. The role involves managing the geology team, interpreting drill and assay data, updating resource models, and providing geological input to mine planning.

Example competencies

Qualifications

- Tertiary qualification in geology, geoscience or related field
- MAusIMM membership or eligibility desirable
- Post-graduate qualification desirable
- Current Victorian driver's licence

Experience

- Extensive experience in mineral sands or alluvial/placer deposit geology
- Experience with resource estimation and grade control in unconsolidated deposits
- Experience managing geological teams and budgets
- Competence with geological modelling software (e.g. Leapfrog, Surpac, Micromine)

Skills & Knowledge

- Understanding of heavy mineral sand deposit characteristics and variability
- Strong geostatistical and resource estimation skills
- Knowledge of JORC Code reporting requirements
- Proficiency in geological software and GIS platforms

Physical Requirements

- Ability to work on-site and in field conditions
- Physically capable of fieldwork

Personal Attributes

- Analytical and detail-oriented
- Strong communication skills for technical and non-technical audiences
- Collaborative approach to mine planning interface
- Safety-focused work culture advocate

SUPPLY MANAGER

Location	On-site
Work area	Supply & Logistics
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Supply Manager has overall responsibility for managing the procurement, warehousing, logistics and supply chain functions for the project. This includes sourcing and purchasing equipment, spare parts, consumables and services, managing the site warehouse, coordinating the rail-first transport strategy for HMC product, and ensuring the Gippsland-First Procurement Policy is implemented to maximise local business participation.

Example competencies

Qualifications

- Tertiary qualification in supply chain management, business, engineering or related field
- CIPS or equivalent procurement certification desirable
- Current Victorian driver's licence

Experience

- Experience in procurement and supply chain management in mining or heavy industry
- Experience implementing local procurement policies
- Experience managing warehouse operations and inventory systems
- Understanding of rail logistics and freight management desirable

Skills & Knowledge

- Strong understanding of procurement processes and contract management
- Knowledge of mining consumables and critical spare parts management
- Proficiency in ERP systems (e.g. SAP, Pronto) and Microsoft suite
- Understanding of dangerous goods handling and transport regulations

Physical Requirements

- Ability to work on-site
- Ability to travel to suppliers and port facilities as required

Personal Attributes

- Strong organisational and planning skills
- Excellent negotiation and communication skills
- Commitment to local procurement and community benefit
- Safety-focused work culture advocate

PROJECTS MANAGER

Location	On-site / office
Work area	Capital projects
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Projects Manager has overall responsibility for managing capital projects, infrastructure development and continuous improvement initiatives. During the development and construction phases, this role oversees the detailed design and construction of the processing plant, water infrastructure, private roads, rail siding and camp facilities. During operations, the focus shifts to sustaining capital projects, plant upgrades and efficiency improvements.

Example competencies

Qualifications

- Tertiary qualification in engineering (civil, mechanical, electrical or mining)
- Post-graduate qualification in project management desirable (e.g. PMP)
- Current Victorian driver's licence

Experience

- Extensive experience managing mining or industrial construction projects
- Experience with EPCM project delivery
- Experience managing multi-disciplinary engineering teams
- Mineral sands or processing plant construction experience highly regarded

Skills & Knowledge

- Strong project management skills including scheduling, budgeting and risk management
- Knowledge of Australian Standards and construction codes
- Proficiency in project management tools (Primavera P6, MS Project)
- Understanding of mining infrastructure requirements

Physical Requirements

- Ability to work on-site during construction and commissioning phases

Personal Attributes

- Strong leadership and decision-making skills
- Excellent stakeholder management
- Ability to manage competing priorities and tight deadlines
- Safety-focused work culture advocate

SUSTAINABILITY MANAGER

Location	On-site
Work area	Environment, Land and Sustainability
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Sustainability Manager leads the development and implementation of GCM's sustainability strategy across all phases of the project. The role oversees sustainability reporting, ESG data and disclosure obligations, carbon emissions tracking and engagement with government on sustainability policy.

Working across departments, the position supports the integration of sustainability principles into operations, procurement and stakeholder engagement, helping ensure the project delivers strong environmental performance and community benefit.

Example competencies

Qualifications

- Tertiary qualification in environmental science, sustainability, business or related field
- Post-graduate qualification in sustainability or ESG desirable
- Current Victorian driver's licence

Experience

- Experience in a sustainability, ESG or environmental management role, ideally in resources or heavy industry
- Experience preparing ESG reports and managing sustainability data
- Experience engaging with government and regulators on environmental and sustainability matters
- Understanding of carbon accounting and emissions reporting frameworks

Skills & Knowledge

- Knowledge of ESG reporting frameworks (GRI, ISSB, TCFD) and Australian disclosure requirements
- Understanding of environmental and sustainability legislation at state and federal level
- Strong project management and cross-functional coordination skills
- Proficiency in sustainability data management platforms and Microsoft suite

Physical Requirements

- Ability to work on-site and travel to government and community meetings

Personal Attributes

- Strategic thinker with practical approach to implementation
- Credible communicator with regulators, investors and community
- Genuine commitment to environmental stewardship and social licence
- Safety-focused work culture advocate

MARKETING AND COMMUNICATIONS MANAGER

Location	Office
Work area	Operations
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Marketing and Communications Manager will play a key role in delivering GCM's communications strategy, helping to engage diverse audiences and demonstrating GCM's contribution to Australia's mining sector globally. The role is responsible for managing the website and social content and coordinating the production of GCM's policy materials and quarterly reports.

Example competencies

Qualifications

- Bachelor's degree in communications, journalism, public relations, or related fields
- Experience with content management systems (CMS) and email marketing platforms (CRM)
- Proficiency across social media platforms and analytics tools from Google Analytics to Media tracking

Experience

- Previous demonstrated experience in communications roles, ideally within highly regulated industries
- Exceptional written communication and editing skills, public speaking, and strong relationships with media and government
- Ability to translate strategic objectives into compelling narratives and policy documents

Skills & Knowledge

- Approximately 7+ years of experience within a communications role
- Significant experience with government relations or corporate communications, ideally from complex categories and organisations
- Prior experience with the production of monthly and quarterly communications reports

Physical Requirements

- Ability to work in the office and respond to after-hours communications requirements

Personal Attributes

- Strong communication skills
- Highly skilled copywriter
- Attention to detail
- Highly organised

COMMUNITY AND STAKEHOLDER ENGAGEMENT MANAGER

Location	Office
Work area	Operations
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Community and Stakeholder Engagement Manager is responsible for the development and evaluation of stakeholder engagement across the CGM community groups, facilitating community programs to build strong relationships, and the implementation of a comprehensive engagement plan from development to operations.

Example competencies

Qualifications

- Bachelor’s degree in public relations, environmental management, or public policy
- Experience overseeing qualitative and quantitative data collection to support community reporting

Experience

- Significant experience in building brand and reputation of highly regulated organisations through superior community relations engagement
- Demonstrated experience in developing engagement plans that include town halls, community events, interviews, workshops and focus groups
- Experience evaluating and reporting the efficacy of community engagement plans, and updating plans based on research and data available
- Prior experience in project management and the development of digital and social media strategies, ensuring communications remain current and relevant to community groups

Skills & Knowledge

- Approximately 10+ years of experience within community or government relations
- Demonstrated experience in designing and delivering strategic engagement plans
- Experience managing media relations
- Excellent writing, editing and verbal communication skills
- Event production

Physical Requirements

- Ability to work in the office and respond to after-hours when community engagement requires

Personal Attributes

- Strong communication skills
- Research skills
- Analytic skills
- Personable

HUMAN RESOURCES MANAGER

Location	Office
Work area	Operations
Roster	day shift
Typical employer	GCM

Tasks and responsibilities

The Human Resources Manager is responsible for supporting the delivery of HR strategies and initiatives across GCM. This includes managing recruitment, employee relations, performance management, and HR administration to ensure a positive and compliant workplace culture aligned with organisational goals.

Example competencies

Qualifications

- Bachelor’s degree in human resources, business administration, or a related field
- Relevant HR certification (e.g. AHRI certification) is desirable

Experience

- Experience in recruitment, onboarding, and employee lifecycle management
- Demonstrated experience managing employee relations and performance processes
- Experience supporting HR policy development and ensuring compliance with employment legislation
- Experience using HR information systems and maintaining employee records

Skills & Knowledge

- Approximately 5–10+ years of experience in human resources roles
- Strong understanding of employment law and HR best practices
- Excellent interpersonal and communication skills
- Ability to handle sensitive information with confidentiality
- Strong organisational and multitasking abilities

Physical Requirements

- Ability to work in an office environment and support business needs, including occasional after-hours requirements

Personal Attributes

- Strong communication and interpersonal skills
- Empathy and professionalism
- Problem-solving skills
- Approachable and trustworthy

ADMINISTRATION

Administration roles provide essential support services that keep the project running efficiently. These positions are well suited to people with organisational, clerical and customer service skills.

ADMINISTRATION CLERK

Location	On-site and / or Office
Work area	Administration
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

An Administration Clerk provides day-to-day administrative support to site operations, maintaining records, processing documentation, supporting reporting requirements and assisting managers with clerical tasks. In a mining environment, this includes managing visitor records, site inductions, purchase orders and correspondence.

Example competencies

Qualifications

- Certificate IV in Business Administration or equivalent desirable
- Current Victorian driver's licence
- Construction Industry White Card (for site-based roles)

Experience

- Experience in administrative or clerical roles, ideally in mining, construction or industrial settings
- Experience with document management and records systems

Skills & Knowledge

- Strong organisational and time management skills
- Advanced proficiency in Microsoft Office suite
- Strong written and verbal communication skills
- Familiarity with ERP systems (e.g. SAP) desirable

Physical Requirements

- Ability to work on-site on a regular roster

Personal Attributes

- Highly organised with strong attention to detail
- Professional and courteous in all interactions
- Team player who can work independently
- Safety-focused work culture advocate

RECEPTIONIST

Location	On-site
Work area	Administration
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Receptionist is the first point of contact for visitors, contractors and callers at the site office. Responsibilities include managing the front desk, coordinating visitor inductions, handling incoming calls and mail, booking meeting rooms and providing general administrative support.

Example competencies

Qualifications

- Certificate III or IV in Business Administration desirable
- Current Victorian driver's licence

Experience

- Experience in reception or front-of-house roles
- Customer service experience in any industry

Skills & Knowledge

- Excellent verbal communication and interpersonal skills
- Microsoft Office proficiency
- Strong organisational skills

Physical Requirements

- Ability to work on-site

Personal Attributes

- Welcoming and professional
- Able to manage multiple tasks simultaneously
- Safety-focused work culture advocate

PAYROLL OFFICER

Location	On-site
Work area	Administration
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Payroll Officer is responsible for processing payroll for all site employees, ensuring compliance with enterprise agreements, modern awards and tax obligations. In a mining operation with rotating rosters and shift loadings, accurate payroll processing is critical.

Example competencies

Qualifications

- Certificate IV in Accounting, Payroll or Business Administration
- Current Victorian driver's licence

Experience

- Experience processing payroll in mining or industrial environment with rotating rosters
- Experience with enterprise agreements and shift loading calculations
- Experience with payroll software systems

Skills & Knowledge

- Knowledge of the Fair Work Act, superannuation and tax requirements
- Proficiency in payroll systems and Microsoft Excel
- Strong numerical accuracy and attention to detail

Physical Requirements

- Ability to work on-site

Personal Attributes

- High attention to detail
- Confidential and professional
- Ability to meet strict deadlines
- Safety-focused work culture advocate

RECRUITING OFFICER

Location	On-site
Work area	Administration
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Recruiting Officer manages the end-to-end recruitment process for the project, including advertising roles, screening candidates, coordinating interviews, managing pre-employment checks and onboarding new starters. This role is critical in delivering GCM's commitment to local employment and workforce transition from closing industries.

Example competencies

Qualifications

- Tertiary qualification in human resources or business desirable
- Certificate IV in Human Resources or Recruitment desirable
- Current Victorian driver's licence

Experience

- Experience in recruitment, ideally in mining, resources or construction
- Experience with volume recruitment campaigns
- Understanding of local employment markets and training providers

Skills & Knowledge

- Knowledge of recruitment best practices and employment legislation
- Proficiency in applicant tracking systems and HRIS information systems
- Strong interviewing and assessment skills

Physical Requirements

- Ability to work on-site and travel locally for recruitment activities

Personal Attributes

- Strong interpersonal skills
- Commitment to diversity and local employment
- Highly organised and responsive
- Safety-focused work culture advocate

CULTURAL / HERITAGE OFFICER

Location	On-site
Work area	Administration
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Cultural / Heritage Officer is responsible for managing the project's cultural heritage obligations, working closely with the Gunaikurnai people and the Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC) to ensure culturally significant sites are identified, protected and managed throughout all project phases. This role involves implementing Cultural Heritage Management Plans, coordinating cultural awareness training and supporting First Nations employment and partnership programs.

Example competencies

Qualifications

- Tertiary qualification in cultural heritage, archaeology, anthropology or related field
- Current Victorian driver's licence

Experience

- Experience in cultural heritage management, ideally in mining or infrastructure
- Experience working with Aboriginal communities and Traditional Owner groups
- Understanding of the Victorian Aboriginal Heritage Act 2006

Skills & Knowledge

- Knowledge of cultural heritage legislation and management plan requirements
- Strong cultural awareness and sensitivity
- Excellent communication and relationship-building skills

Physical Requirements

- Ability to work on-site and in field conditions

Personal Attributes

- Genuine respect for First Nations culture and knowledge
- Strong ethical standards and integrity
- Patient and collaborative approach
- Safety-focused work culture advocate

SECURITY OFFICER

Location	On-site
Work area	Administration
Roster	day and night shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Security Officer is responsible for maintaining the security of the project site, including access control, monitoring CCTV systems, conducting patrols, managing visitor sign-in procedures and responding to security incidents.

Example competencies

Qualifications

- Certificate II or III in Security Operations
- Current Victorian security licence
- Current first aid certificate
- Current Victorian driver's licence

Experience

- Experience in security roles, ideally in mining, industrial or construction sites
- Experience with access control and CCTV monitoring systems

Skills & Knowledge

- Knowledge of security procedures and emergency response protocols
- Strong observational skills and attention to detail
- Basic computer skills for report writing and system operation

Physical Requirements

- Ability to work rotating shifts including nights
- Physically fit for patrol duties

Personal Attributes

- Vigilant and responsible
- Professional and courteous under pressure
- Strong communication skills
- Safety-focused work culture advocate

FINANCE

Finance roles manage the project's financial operations, reporting and commercial analysis.



ACCOUNTANT

Location	On-site / Office
Work area	Finance
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Accountant supports the Finance Manager in preparing management accounts, processing journals, reconciling accounts, managing accounts payable/receivable and supporting audit processes. In a mining context, this includes cost centre reporting, capital expenditure tracking and royalty calculations.

Example competencies

Qualifications

- Tertiary qualification in accounting or finance
- CPA or CA qualification (or working towards)
- Current Victorian driver's licence

Experience

- Experience in accounting roles, ideally in mining or resources
- Experience with cost centre accounting and project-based reporting

Skills & Knowledge

- Strong knowledge of Australian accounting standards
- Proficiency in accounting software and Microsoft Excel
- Strong analytical and problem-solving skills

Physical Requirements

- Ability to work on-site

Personal Attributes

- High accuracy and attention to detail
- Strong ethical standards
- Team player with collaborative approach
- Safety-focused work culture advocate

BUSINESS DEVELOPMENT OFFICER

Location	On-site / Office
Work area	Finance
Roster	day shift
Typical employer	GCM
Project phase	Development and Operations

Tasks and responsibilities

The Business Development Officer supports commercial activities including market analysis for critical minerals, identifying potential customers and off-takers for HMC products, and supporting government grant applications and industry partnerships. In the critical minerals context, this role involves tracking developments in rare earth and mineral sands markets globally.

Example competencies

Qualifications

- Tertiary qualification in business, commerce, marketing or related field
- Current Victorian driver's licence

Experience

- Experience in business development or marketing, ideally in mining or resources
- Understanding of commodity markets and supply chain dynamics

Skills & Knowledge

- Knowledge of critical minerals markets and strategic importance
- Strong research, analytical and presentation skills
- Proficiency in Microsoft suite and CRM systems

Physical Requirements

- Ability to travel as required

Personal Attributes

- Self-motivated and proactive
- Strong networking and relationship-building skills
- Commercial mindset with strategic thinking
- Safety-focused work culture advocate

FINANCE CLERK

Location	On-site / Office
Work area	Finance
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Finance Clerk provides administrative support to the finance team, including processing invoices, managing accounts payable, data entry and filing and reconciliation of supplier statements.

Example competencies

Qualifications

- Certificate IV in Accounting or Business Administration
- Current Victorian driver's licence

Experience

- Experience in accounts payable or finance administration
- Experience with accounting software systems

Skills & Knowledge

- Strong numerical accuracy and data entry skills
- Proficiency in accounting software and Microsoft Excel
- Organised and able to meet processing deadlines

Physical Requirements

- Ability to work on-site

Personal Attributes

- High attention to detail
- Team player with professional approach
- Able to handle high volume of transactions
- Safety-focused work culture advocate

PROCESSING TECHNICAL

Processing Technical roles are responsible for the metallurgical and scientific aspects of mineral separation. These roles ensure the processing plant operates efficiently and produces HMC that meets quality specifications for rare earths, zircon and titanium minerals.



- 7. New water and re-surface winter-fill
- 8. Improved long of the mine including irrigation for local
- 9. Co-disposal and below breaks from an elevation Perry Cully (as proposed in for the centrifuges that were
- 10. New purpose-built concentrator proposed open-air stockpiles
- 11. Prioritising onshore processing to support Australian manufacturing
- 12. Presentation of fingerboards in relocations across the proposed trees on the road reserves

METALLURGICAL SUPERINTENDENT

Location	On-site
Work area	Processing Technical
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Metallurgical Superintendent oversees all metallurgical services for the processing plant, including process optimisation, mineral recovery analysis, product quality management and technical support to operations. In a mineral sands wet concentration plant, this involves optimising spiral circuits, hydrocyclone performance, and the overall water-based gravity separation process to maximise recovery of heavy minerals.

Example competencies

Qualifications

- Tertiary qualification in metallurgy, chemical engineering or mineral processing
- MAusIMM membership desirable
- Current Victorian driver's licence

Experience

- Extensive experience in mineral sands processing or heavy mineral concentration
- Experience with gravity separation circuits and spiral optimisation
- Experience managing metallurgical testing and analysis programs

Skills & Knowledge

- Deep understanding of mineral sands processing flowsheets
- Knowledge of HMC product specifications for rare earths, zircon and titanium minerals
- Process modelling and mass balance skills
- Understanding of NORM management in mineral sands

Physical Requirements

- Ability to work on-site regularly

Personal Attributes

- Analytical and detail-oriented
- Strong leadership and mentoring skills
- Problem-solving mindset
- Safety-focused work culture advocate

PLANT / PRODUCTION METALLURGIST

Location	On-site
Work area	Processing Technical
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Plant / Production Metallurgist provides hands-on technical support to processing operations, conducting sampling, testing, data analysis and troubleshooting. The role involves optimising individual processing circuits, monitoring mineral recovery and product quality, and recommending process adjustments to maximise output of the target heavy minerals.

Example competencies

Qualifications

- Tertiary qualification in metallurgy, chemical engineering or mineral processing
- Current Victorian driver's licence

Experience

- Experience in mineral processing, ideally mineral sands
- Experience with laboratory testing and process data analysis
- Understanding of gravity separation principles

Skills & Knowledge

- Knowledge of mineral sands processing equipment and flowsheets
- Competence in sampling, test work and data interpretation
- Proficiency in process simulation software and Microsoft Excel

Physical Requirements

- Ability to work on a rotating roster
- Physically capable of plant floor work including climbing and lifting

Personal Attributes

- Hands-on and practical approach
- Strong problem-solving and analytical skills
- Team player who communicates effectively with operators
- Safety-focused work culture advocate

PROCESSING PRODUCTION

Processing Production roles are the hands-on operational workforce of the wet concentration plant. These roles involve operating and monitoring equipment, responding to alarms, conducting inspections and maintaining product quality.



PROCESS COORDINATOR

Location	On-site
Work area	Processing Production
Roster	day and night shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Process Coordinator leads the shift operations team in the wet concentration plant, ensuring safe and efficient processing of ore to produce HMC. This includes coordinating shift handovers, monitoring plant performance, troubleshooting operational issues and reporting to the Processing Manager.

Example competencies

Qualifications

- Trade qualification (mechanical or electrical) or tertiary qualification in processing
- Current Victorian driver's licence
- First aid certificate

Experience

- Extensive experience in mineral processing operations, ideally mineral sands
- Experience leading shift teams in a processing plant environment
- Experience with gravity separation equipment

Skills & Knowledge

- Strong understanding of processing plant operations
- Knowledge of safe operating procedures for pumps, spirals, screens and conveyors
- Ability to interpret SCADA data and respond to process changes

Physical Requirements

- Ability to work rotating 12-hour shifts (day and night)
- Physically capable of plant floor duties

Personal Attributes

- Strong leadership and shift management skills
- Calm under pressure with good decision-making ability
- Effective communicator across shifts and departments
- Safety-focused work culture advocate

SHIFT OPERATOR

Location	On-site
Work area	Processing Production
Roster	day and night shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Shift Operator is responsible for operating and monitoring processing equipment including spirals, pumps, hydrocyclones, screens, conveyors, and tailings and water management systems. Operators conduct regular inspections, take samples, respond to alarms and adjust equipment settings to maintain optimal mineral recovery. This is an entry-to-mid level role well suited to people with mechanical aptitude or prior experience in manufacturing, water treatment or food processing.

Example competencies

Qualifications

- Year 12 or equivalent
- Current Victorian driver's licence
- Forklift licence desirable
- First aid certificate desirable

Experience

- Experience operating industrial equipment or machinery
- Experience in mining, manufacturing, water treatment or food processing desirable
- On-the-job training provided for mineral sands processing specifics

Skills & Knowledge

- Mechanical aptitude and willingness to learn
- Basic computer skills for data entry and SCADA monitoring
- Ability to follow standard operating procedures
- Understanding of workplace health and safety requirements

Physical Requirements

- Ability to work rotating 12-hour shifts including nights
- Physically fit, role involves climbing, lifting and working in outdoor conditions
- Ability to pass pre-employment medical

Personal Attributes

- Reliable and punctual
- Team player who takes direction well
- Alert and observant with attention to detail
- Safety-focused with willingness to speak up about hazards

CONTROL ROOM OPERATOR

Location	On-site
Work area	Processing Production
Roster	day and night shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Control Room Operator monitors and controls the processing plant via the SCADA system from a centralised control room. Responsibilities include monitoring process variables (flow rates, densities, levels), adjusting set points, responding to alarms, coordinating with field operators and maintaining detailed shift logs. This role requires strong concentration, technical aptitude and the ability to make real-time decisions that affect plant performance.

Example competencies

Qualifications

- Trade qualification (electrical/instrumentation) or process operations experience
- Current Victorian driver's licence

Experience

- Experience in control room operations in mining, power, water or manufacturing
- Experience with SCADA or DCS systems
- Understanding of process control principles

Skills & Knowledge

- Strong understanding of processing plant flowsheets and process variables
- Proficiency with SCADA systems and trending tools
- Ability to manage multiple screens and data points simultaneously
- Strong communication skills for coordinating with field operators

Physical Requirements

- Ability to work rotating 12-hour shifts including nights
- Ability to sit for extended periods with high concentration

Personal Attributes

- Highly alert and focused
- Calm under pressure with strong decision-making
- Excellent communicator
- Safety-focused work culture advocate

SITE SERVICES CREW

Location	On-site
Work area	Processing Production
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Site Services Crew maintains general site infrastructure including roads, drainage, field pipelines, buildings and grounds. Tasks include operating small mobile equipment, general cleaning and housekeeping, assisting with dust suppression measures, and supporting other departments as required.

Example competencies

Qualifications

- Current Victorian driver's licence
- Construction Industry White Card
- Forklift licence desirable

Experience

- Experience in general maintenance, groundskeeping or site services
- Experience operating small mobile equipment (bobcats, watercarts, etc.)

Skills & Knowledge

- Practical skills and ability to use basic hand and power tools
- Basic understanding of drainage and erosion control
- Willingness to work across a range of tasks

Physical Requirements

- Ability to work rotating shifts
- Physically fit for outdoor manual work in varying weather conditions

Personal Attributes

- Reliable and hardworking
- Flexible and willing to assist where needed
- Works well as part of a team
- Safety-focused work culture advocate

MINING TECHNICAL

Mining Technical roles provide the engineering, planning and geological expertise that underpins the mining operation. These roles determine what is mined, where, when and how, optimising the extraction of valuable mineral sands while managing progressive rehabilitation.



SENIOR MINING ENGINEER

Location	On-site
Work area	Mining Technical
Roster	day shift
Typical employer	GCM or mining contractor
Project phase	Operations

Tasks and responsibilities

The Senior Mining Engineer provides technical leadership for the mineral sands mining operation. Responsibilities include mine design, scheduling, production optimisation, ground conditions management and ensuring mining activities align with the approved mine plan and rehabilitation schedule. In a progressive mining operation like Fingerboards, close coordination between mining and rehabilitation is essential.

Example competencies

Qualifications

- Tertiary qualification in mining engineering
- Registered as a mining engineer with the Mining Warden (Victoria)
- MAusIMM membership desirable
- Current Victorian driver's licence

Experience

- Experience in mineral sands mining engineering, ideally in mineral sands or alluvial deposits
- Experience with mine planning software (e.g. Surpac, Deswik, Minescape)
- Understanding of progressive mining and rehabilitation principles

Skills & Knowledge

- Strong mine design and scheduling capabilities
- Knowledge of Victorian mining regulations and requirements
- Understanding of mineral sands deposit characteristics
- Proficiency in mine planning software and Microsoft suite

Physical Requirements

- Ability to work on a rotating roster
- Physically capable of fieldwork and pit inspections

Personal Attributes

- Analytical and methodical approach
- Strong problem-solving skills
- Effective communicator with mine planning and operations teams
- Safety-focused work culture advocate

MINE PLANNER

Location	On-site
Work area	Mining Technical
Roster	day shift
Typical employer	GCM or mining contractor
Project phase	Operations

Tasks and responsibilities

The Mine Planner develops short, medium and long-term mine plans that optimise ore extraction and progressive rehabilitation sequencing. This role works closely with geology, processing and environmental teams to balance production targets with rehabilitation commitments and environmental approval conditions.

Example competencies

Qualifications

- Tertiary qualification in mining engineering or geoscience
- Current Victorian driver’s licence

Experience

- Experience in mine planning, ideally in mineral sands mining or alluvial mining
- Experience with mine planning and scheduling software
- Understanding of progressive rehabilitation planning

Skills & Knowledge

- Proficiency in mine planning software (Surpac, Deswik, Minescape)
- Strong analytical and data management skills
- Understanding of cut-off grade and optimisation principles
- Knowledge of resource classification and JORC Code

Physical Requirements

- Ability to work on a rotating roster

Personal Attributes

- Detail-oriented and methodical
- Strong collaboration skills
- Ability to balance multiple planning horizons
- Safety-focused work culture advocate

HSE COORDINATOR (MINING)

Location	On-site
Work area	Mining Technical
Roster	day shift
Typical employer	GCM or mining contractor
Project phase	Operations

Tasks and responsibilities

The HSE Coordinator provides health, safety and environmental support specifically to the mining operations team. This includes conducting workplace inspections, supporting risk assessments and toolbox talks, monitoring compliance with mining-specific safety and environmental management procedures, and assisting with incident investigations.

Example competencies

Qualifications

- Tertiary qualification or Certificate IV in WHS or environmental science
- Current Victorian driver's licence
- First aid certificate

Experience

- Experience in HSE coordination in mining or heavy industry
- Experience with mineral sands mining safety procedures
- Understanding of dust management and environmental monitoring

Skills & Knowledge

- Knowledge of Victorian OHS Act and Mining Regulations and Victorian Environment Protection Act and associated legislation
- Risk assessment and hazard identification skills
- Competence in incident reporting and investigation
- Understanding of environmental monitoring equipment and procedures

Physical Requirements

- Ability to work on a rotating roster
- Physically capable of fieldwork and pit inspections

Personal Attributes

- Proactive and observant
- Confident to intervene and stop unsafe work or environmentally hazardous activities
- Strong interpersonal skills
- Genuine commitment to safety and environmental management

ENVIRONMENTAL COORDINATOR

Location	On-site
Work area	Mining Technical
Roster	day shift
Typical employer	GCM or mining contractor
Project phase	Operations

Tasks and responsibilities

The Environmental Coordinator supports the implementation of environmental management plans across the mining and processing operations. Responsibilities include conducting environmental monitoring (dust, water quality, noise, biodiversity), managing data collection and reporting, supporting rehabilitation activities and ensuring compliance with EES conditions and environmental licences.

Example competencies

Qualifications

- Tertiary qualification in environmental science, ecology or related field
- Current Victorian driver's licence

Experience

- Experience in environmental monitoring and compliance in mining or construction
- Experience with air quality, water quality or ecological monitoring
- Understanding of Victorian environmental legislation

Skills & Knowledge

- Knowledge of the Environment Protection Act (Vic) and relevant guidelines
- Competence in environmental monitoring equipment and data management
- Understanding of rehabilitation ecology and revegetation techniques
- Report writing and data analysis skills

Physical Requirements

- Ability to work in field conditions and on a rotating roster
- Physically capable of outdoor monitoring work

Personal Attributes

- Passionate about environmental stewardship
- Detail-oriented and thorough in data collection
- Strong communication skills
- Safety-focused work culture advocate

TRAINING COORDINATOR

Location	On-site
Work area	Mining Technical
Roster	day shift
Typical employer	GCM or mining contractor
Project phase	Operations

Tasks and responsibilities

The Training Coordinator develops and delivers training programs for the mining workforce, including inductions, competency assessments, equipment-specific training and refresher courses. This role is critical for upskilling local workers entering the mining industry for the first time, particularly those transitioning from the timber, fisheries, agriculture or energy sectors.

Example competencies

Qualifications

- Certificate IV in Training and Assessment (TAE40122)
- Trade qualification or mining experience desirable
- Current Victorian driver's licence

Experience

- Experience delivering workplace training in mining or heavy industry
- Experience developing training materials and competency frameworks
- Understanding of Registered Training Organisation (RTO) requirements

Skills & Knowledge

- Knowledge of Australian Qualifications Framework and competency-based training
- Understanding of mining-specific competency requirements
- Strong presentation and facilitation skills
- Proficiency in learning management systems

Physical Requirements

- Ability to work on-site and deliver training in the field and classroom

Personal Attributes

- Patient and effective communicator
- Passionate about workforce development
- Strong organisational skills
- Safety-focused work culture advocate

MINING PRODUCTION

Mining Production roles are the operational backbone of the mineral sands mining operation. These roles involve operating heavy mobile equipment, supervising crews, and managing day-to-day mining activities. The Fingerboards Project uses low-disturbance in-pit dozer push mining, meaning dozer and excavator operators are particularly important.



MINING SUPERVISOR

Location	On-site
Work area	Mining Production
Roster	day and night shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Mining Supervisor leads the mining crew during their shift, ensuring safe and efficient execution of the mine plan. Responsibilities include allocating equipment and personnel, monitoring production progress, conducting pre-start meetings, managing safety protocols and reporting shift performance. In a progressive mining operation, the supervisor also coordinates closely with rehabilitation crews.

Example competencies

Qualifications

- Trade qualification, mining engineering degree or equivalent industry experience
- Supervisor competency certification (e.g. S1/S2/S3 under Mining Regulations)
- Current Victorian driver's licence
- First aid certificate

Experience

- Extensive experience in mineral sands mining operations
- Experience supervising mining crews and equipment operators
- Experience with short-term mine planning and daily scheduling
- Mineral sands or alluvial mining experience highly desirable

Skills & Knowledge

- Strong understanding of mineral sands mining methods and equipment capabilities
- Knowledge of Victorian Mining Regulations
- Competence in fleet management and dispatch systems
- Ability to read and interpret mine plans and survey data

Physical Requirements

- Ability to work rotating 12-hour shifts (day and night)
- Physically capable of pit inspections and outdoor work

Personal Attributes

- Strong leadership and crew management skills
- Decisive and calm under pressure
- Effective communicator across shifts and with technical teams
- Unwavering commitment to safety

MINING LEADING HAND

Location	On-site
Work area	Mining Production
Roster	day and night shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Mining Leading Hand supports the Mining Supervisor in day-to-day mining operations. This is typically a senior operator who assists with crew coordination, equipment allocation and quality checks while also operating mobile equipment.

Example competencies

Qualifications

- Heavy mobile equipment competencies
- Construction industry White Card
- Current Victorian driver's licence
- First aid certificate desirable

Experience

- Experience as a leading hand or senior operator in mineral sands mining
- Experience operating multiple types of heavy equipment
- Demonstrated leadership capability

Skills & Knowledge

- Knowledge of mineral sands mining operations and equipment
- Understanding of mine safety procedures and hazard management
- Ability to train and mentor junior operators

Physical Requirements

- Ability to work rotating 12-hour shifts
- Physically fit for mine site work

Personal Attributes

- Natural leader who leads by example
- Reliable and accountable
- Strong communicator
- Safety-focused

EXCAVATOR OPERATOR

Location	On-site
Work area	Mining Production
Roster	day and night shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Excavator Operator is responsible for operating hydraulic excavators to load ore into hoppers or trucks, strip overburden, and assist with rehabilitation earthworks. In a mineral sands operation, excavators work in soft, unconsolidated ground, requiring skill in managing bucket loads and maintaining face stability.

Example competencies

Qualifications

- Excavator competency certification (VOC)
- Current Victorian driver's licence
- Construction Industry White Card

Experience

- Experience operating excavators in mineral sands mining or large earthworks projects
- Experience in soft-ground or alluvial mining conditions desirable
- Experience with GPS/machine guidance systems desirable

Skills & Knowledge

- Proficiency in operating 100+ tonne class excavators
- Understanding of dig patterns and bench management
- Basic mechanical knowledge for pre-start checks
- Ability to interpret mine plans and survey pegs

Physical Requirements

- Ability to work rotating 12-hour shifts
- Physically fit with good spatial awareness and hand-eye coordination
- Ability to pass pre-employment medical and drug/alcohol testing

Personal Attributes

- Concentrated and alert during operations
- Takes pride in work quality
- Safety-conscious with awareness of surroundings
- Team player

TRUCK OPERATOR

Location	On-site
Work area	Mining Production
Roster	day and night shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Truck Operator is responsible for safely hauling ore and overburden between the mine pit, processing plant feed hopper and dump locations. Tasks include conducting pre-start inspections, operating haul trucks on designated routes, maintaining safe following distances and complying with traffic management plans.

Example competencies

Qualifications

- Haul truck competency certification (VOC)
- Current Victorian driver's licence
- Construction Industry White Card

Experience

- Experience operating articulated or rigid body haul trucks
- Experience in mining or large construction earthworks
- Understanding of haul road safety and traffic management

Skills & Knowledge

- Proficiency in operating haul trucks (40-100 tonne class)
- Understanding of load management and truck cycle times
- Basic mechanical knowledge for pre-start checks
- Knowledge of fatigue management practices

Physical Requirements

- Ability to work rotating 12-hour shifts
- Physically capable of climbing in and out of trucks and conducting inspections
- Ability to pass pre-employment medical and drug/alcohol testing

Personal Attributes

- Focused and alert while driving
- Patient and methodical
- Strong awareness of surroundings and other equipment
- Safety-first mindset

DOZER OPERATOR

Location	On-site
Work area	Mining Production
Roster	day and night shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Dozer Operator plays a particularly important role at the Fingerboards Project, which uses in-pit dozer push mining wherever possible. Dozers are also critical for backfilling mined voids and preparing surfaces for rehabilitation.

Example competencies

Qualifications

- Dozer competency certification (VOC)
- Current Victorian driver's licence
- Construction Industry White Card

Experience

- Experience operating track-type dozers in mining or earthworks
- Experience with GPS/machine guidance systems desirable
- Experience in rehabilitation earthworks desirable

Skills & Knowledge

- Proficiency in operating D9–D11 class dozers
- Understanding of dozer push techniques and cut/fill management
- Basic mechanical knowledge for pre-start checks
- Ability to work to survey levels and mine plans

Physical Requirements

- Ability to work rotating 12-hour shifts
- Physically fit and comfortable operating in dusty/outdoor conditions
- Ability to pass pre-employment medical and drug/alcohol testing

Personal Attributes

- Precise and attentive to levels and grades
- Takes pride in quality earthworks
- Reliable and consistent performer
- Safety-first mindset

GRADER / SCRAPER OPERATOR

Location	On-site
Work area	Mining Production
Roster	day shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Grader / Scraper Operator maintains haul roads, access roads and rehabilitation surfaces to required standards. This includes grading road surfaces, managing drainage, spreading topsoil on rehabilitated areas and maintaining the private haul road to the rail siding.

Example competencies

Qualifications

- Grader and scraper competency certifications (VOC)
- Current Victorian driver's licence
- Construction Industry White Card

Experience

- Experience operating graders and/or scrapers in mining or road construction
- Experience maintaining haul roads in mining operations

Skills & Knowledge

- Proficiency in grader operation and road maintenance techniques
- Understanding of road drainage and surface management
- Ability to work to survey levels

Physical Requirements

- Ability to work on a rotating roster
- Physically capable of outdoor work

Personal Attributes

- Precise and skilled operator
- Takes pride in road quality
- Self-motivated and able to work independently
- Safety-focused work culture advocate

MOBILE EQUIPMENT OPERATOR

Location	On-site
Work area	Mining Production
Roster	day shift
Typical employer	Mining contractor or GCM
Project phase	Operations

Tasks and responsibilities

The Mobile Equipment Operator is a versatile role operating a range of smaller mobile equipment including watercarts, loaders, telehandlers, skid steers and light vehicles across the mine site and processing area. Tasks include dust suppression (water cart operation), material handling, stockpile management and general site support.

Example competencies

Qualifications

- Relevant mobile equipment competency certifications (VOCs)
- Current Victorian driver's licence
- Construction Industry White Card
- Forklift licence desirable

Experience

- Experience operating various mobile equipment in mining, construction or agriculture
- Experience with water carts for dust suppression desirable

Skills & Knowledge

- Competence across multiple equipment types
- Understanding of dust suppression techniques
- Basic mechanical knowledge for pre-start checks

Physical Requirements

- Ability to work on a rotating roster
- Physically fit for outdoor work

Personal Attributes

- Versatile and adaptable
- Reliable and willing to assist where needed
- Safety-conscious
- Team player

FIELD TECHNICIAN (MINING)

Location	On-site
Work area	Mining Production
Roster	day shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Field Technician provides field-based technical support to the mining operation, including conducting sampling, maintaining survey equipment, collecting geological data and supporting grade control activities.

Example competencies

Qualifications

- Year 12 or equivalent
- Current Victorian driver's licence
- Certificate III in Mining or equivalent desirable

Experience

- Experience in field technician or technical assistant roles in mining
- Experience with sampling procedures and field data collection
- Understanding of basic geological concepts

Skills & Knowledge

- Competence in field sampling and data recording
- Basic computer skills for data entry
- Ability to use surveying and sampling equipment
- Understanding of site safety procedures

Physical Requirements

- Ability to work on a rotating roster
- Physically fit for outdoor fieldwork in all weather conditions

Personal Attributes

- Detail-oriented and methodical
- Self-motivated and reliable
- Willing to learn and develop technical skills
- Safety-focused

FLEET MANAGEMENT TECHNICIAN

Location	On-site
Work area	Mining Production
Roster	day shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Fleet Management Technician manages and operates the fleet management and machine guidance systems (e.g. Wenco, Caterpillar MineStar, Leica) that track equipment location, production and health data across the mobile fleet.

Example competencies

Qualifications

- Tertiary or trade qualification in IT, electronics or related field
- Current Victorian driver's licence

Experience

- Experience with mining fleet management systems
- Experience installing and maintaining GPS/guidance hardware
- Understanding of mine dispatch and production reporting

Skills & Knowledge

- Knowledge of fleet management and machine guidance technologies
- Strong IT troubleshooting and networking skills
- Ability to analyse production data and generate reports

Physical Requirements

- Ability to work on-site, including fieldwork on mobile equipment

Personal Attributes

- Technically skilled and analytical
- Problem-solver
- Effective communicator with operators and supervisors
- Safety-focused

MAINTENANCE & ENGINEERING

Maintenance & Engineering roles keep the separation plant and site infrastructure running reliably. These roles are well suited to qualified tradespeople from the power, manufacturing, automotive and construction industries.

FIXED PLANT MAINTENANCE SUPERINTENDENT

Location	On-site
Work area	Maintenance & Engineering
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Fixed Plant Maintenance Superintendent leads the maintenance team responsible for the processing plant, conveyors, pumps, screens, spirals and associated infrastructure. This role develops and manages the preventative maintenance program, coordinates shutdowns, manages maintenance budgets and ensures equipment reliability targets are met.

Example competencies

Qualifications

- Tertiary qualification in mechanical or electrical engineering, or trade qualification with extensive experience
- Current Victorian driver's licence

Experience

- Extensive experience in processing plant maintenance management
- Experience in mineral sands or mineral processing maintenance highly desirable
- Experience with CMMS systems (e.g. SAP PM, Pronto)

Skills & Knowledge

- Strong understanding of processing plant equipment and reliability principles
- Knowledge of abrasive wear management
- Shutdown planning and execution experience
- Budget management and cost control skills

Physical Requirements

- Ability to work on-site
- Physically capable of plant inspections

Personal Attributes

- Strong leadership and team development skills
- Systematic and organised approach to maintenance planning
- Safety-focused work culture advocate

MECHANICAL SUPERVISOR

Location	On-site
Work area	Maintenance & Engineering
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Mechanical Supervisor leads the mechanical maintenance crew during their shift, allocating work orders, supervising repairs, ensuring quality of workmanship and maintaining safety standards.

Example competencies

Qualifications

- Trade qualification as mechanical fitter or equivalent
- Supervisor competency certification
- Current Victorian driver's licence

Experience

- Extensive experience as a mechanical fitter in mining or heavy industry
- Experience supervising mechanical maintenance teams
- Experience with processing plant equipment desirable

Skills & Knowledge

- Strong mechanical skills across pumps, conveyors, screens, gearboxes and bearings
- Knowledge of maintenance planning and work order management
- Ability to read engineering drawings and specifications

Physical Requirements

- Ability to work rotating shifts
- Physically capable of hands-on maintenance work

Personal Attributes

- Leads by example on quality and safety
- Strong problem-solving skills
- Effective communicator
- Team developer

MECHANICAL FITTER

Location	On-site
Work area	Maintenance & Engineering
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Mechanical Fitter performs maintenance, repair and overhaul of fixed plant and equipment including pumps, spirals, screens, conveyors, gearboxes and bearings. In a mineral sands plant, equipment experiences heavy abrasion from sand particles, requiring regular component replacement and wear monitoring.

Example competencies

Qualifications

- Trade qualification, Certificate III in Engineering (Mechanical Trade)
- Current Victorian driver's licence
- Confined space and working at heights certifications desirable

Experience

- Experience as a mechanical fitter in mining, manufacturing or power generation
- Experience with mineral processing equipment desirable
- Experience with alignment, bearing replacement and pump overhaul

Skills & Knowledge

- Strong mechanical skills with ability to diagnose and repair faults
- Ability to read and interpret engineering drawings
- Knowledge of safe work procedures for isolation and permit systems
- Basic welding skills desirable

Physical Requirements

- Ability to work rotating shifts
- Physically capable of hands-on maintenance work including lifting, climbing and confined spaces

Personal Attributes

- Takes pride in quality workmanship
- Safety-conscious and follows procedures
- Team player who communicates well
- Willing to continue learning

HV ELECTRICAL SUPERVISOR

Location	On-site
Work area	Maintenance & Engineering
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The HV Electrical Supervisor leads the electrical maintenance team and is the designated high voltage switching authority on site. This role oversees all electrical maintenance including HV switchgear, transformers, motor control centres and the site electrical distribution system.

Example competencies

Qualifications

- Trade qualification, Certificate III in Electrotechnology (Electrician)
- A-grade electrical licence (Victoria)
- High voltage switching authorisation
- Current Victorian driver's licence

Experience

- Extensive experience as an electrician in mining or heavy industry
- Experience with HV systems up to 66kV
- Experience supervising electrical maintenance teams
- Experience with power factor correction and motor protection desirable

Skills & Knowledge

- Comprehensive knowledge of Australian Wiring Rules (AS/NZS 3000) and mining electrical standards
- High voltage switching and safety procedures
- PLC and SCADA system familiarity
- Ability to read and interpret electrical drawings and schematics

Physical Requirements

- Ability to work rotating shifts
- Physically capable of electrical maintenance work

Personal Attributes

- Strong safety leadership for electrical work
- Methodical and thorough in procedures
- Effective mentor for apprentices and junior electricians
- Safety-focused work culture advocate

ELECTRICIAN

Location	On-site
Work area	Maintenance & Engineering
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Electrician installs, maintains and repairs electrical systems across the processing plant and site facilities, including motors, switchgear, lighting, control circuits and instrumentation. This role involves both preventative maintenance and breakdown response.

Example competencies

Qualifications

- Trade qualification, Certificate III in Electrotechnology (Electrician)
- A-grade electrical licence (Victoria)
- Current Victorian driver's licence

Experience

- Experience as an electrician in mining, manufacturing or power generation
- Experience with industrial motor control and power distribution
- PLC and SCADA experience desirable

Skills & Knowledge

- Strong electrical fault-finding and repair skills
- Knowledge of Australian Wiring Rules and mining electrical regulations
- Ability to read electrical schematics and drawings
- Basic instrumentation skills desirable

Physical Requirements

- Ability to work rotating shifts
- Physically capable of electrical maintenance work including working at heights

Personal Attributes

- Methodical and safety-conscious
- Strong diagnostic and problem-solving skills
- Team player
- Committed to quality workmanship

INSTRUMENT TECHNICIAN

Location	On-site
Work area	Maintenance & Engineering
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Instrument Technician maintains and calibrates process instrumentation including flow meters, level sensors, density gauges, analysers and control valves throughout the processing plant. Accurate instrumentation is critical for optimising mineral recovery in the gravity separation circuits.

Example competencies

Qualifications

- Trade qualification in instrumentation or electrical/instrumentation dual trade
- Current Victorian driver’s licence

Experience

- Experience in instrumentation maintenance in mining, manufacturing or process industries
- Experience with process control instrumentation and SCADA interfaces
- Experience calibrating flow, level, pressure and density instruments

Skills & Knowledge

- Strong knowledge of industrial instrumentation principles
- Proficiency in calibration procedures and standards
- PLC and SCADA system knowledge
- Ability to read P&ID diagrams and loop drawings

Physical Requirements

- Ability to work rotating shifts
- Physically capable of plant-based maintenance work

Personal Attributes

- Precise and detail-oriented
- Strong analytical and diagnostic skills
- Self-motivated with ability to work independently
- Safety-focused

TRADES ASSISTANT

Location	On-site
Work area	Maintenance & Engineering
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Trades Assistant supports qualified tradespeople (mechanical fitters, electricians, boilermakers) with maintenance tasks. This is an excellent entry-level role for people looking to start a career in mining maintenance and can serve as a pathway to a trade apprenticeship.

Example competencies

Qualifications

- Year 10 or equivalent
- Current Victorian driver's licence
- Construction Industry White Card
- Forklift licence desirable

Experience

- Experience in hands-on work (construction, agriculture, automotive, manufacturing)
- Basic understanding of mechanical or electrical concepts
- Experience using hand and power tools

Skills & Knowledge

- Mechanical aptitude and willingness to learn
- Ability to follow instructions and work under supervision
- Basic understanding of workplace safety requirements

Physical Requirements

- Ability to work rotating shifts
- Physically fit for manual work including lifting, climbing and carrying

Personal Attributes

- Eager to learn and develop trade skills
- Reliable and punctual
- Takes direction well
- Safety-focused work culture advocate

HEALTH, SAFETY & ENVIRONMENT

HS&E roles protect people and the environment throughout the life of the project. The Fingerboards project is committed to ensuring the health and safety of project workers and visitors, and our environmental expectations reflect the project's strong commitments to community air quality, water protection and progressive rehabilitation.



SAFETY SUPERINTENDENT

Location	On-site
Work area	Safety, Health & Engineering
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Safety Superintendent develops and implements the project's safety management system, conducts audits, leads safety training programs, analyses incident trends, drives continuous improvement in safety performance and manages relationships with safety regulators.

Example competencies

Qualifications

- Tertiary qualification in WHS or engineering
- Certificate IV in WHS minimum
- Lead Auditor certification (ISO 45001) desirable
- Current Victorian driver's licence

Experience

- Extensive experience in safety management in mining or heavy industry
- Experience with mining safety regulations and audit programs
- Track record of driving safety culture improvement

Skills & Knowledge

- Comprehensive knowledge of Victorian OHS Act and Mining Regulations
- Expertise in risk assessment and hazard management
- Incident investigation and root cause analysis skills
- Safety management system development and implementation

Physical Requirements

- Ability to work on-site and conduct field audits

Personal Attributes

- Strong leadership and influence skills
- Genuine passion for safety
- Effective communicator
- Proactive and visible

SAFETY AND EMERGENCY OFFICER (SEO)

Location	On-site
Work area	Safety, Health & Engineering
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The SEO provides day-to-day safety support to mine operations and maintains emergency response capability. This includes conducting workplace inspections, delivering toolbox talks, maintaining first aid and emergency response equipment, coordinating emergency drills and acting as Emergency Response Team leader.

Example competencies

Qualifications

- Certificate IV in Work Health and Safety
- Advanced first aid certificate
- Emergency response training (mine rescue desirable)
- Current Victorian driver's licence

Experience

- Experience in safety officer or emergency response roles in mining or industry
- Experience conducting workplace inspections and investigations
- Experience with emergency response planning and coordination

Skills & Knowledge

- Knowledge of mining safety regulations and procedures
- First aid and emergency response skills
- Hazard identification and risk assessment competence
- Ability to deliver training and toolbox talks

Physical Requirements

- Ability to work rotating shifts
- Physically fit for emergency response duties

Personal Attributes

- Calm and decisive under pressure
- Genuine commitment to looking after people
- Approachable and trusted by the workforce
- Lead by example on safety

ENVIRONMENTAL SUPERINTENDENT

Location	On-site
Work area	Safety, Health & Engineering
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Environmental Superintendent leads the environmental management function, overseeing compliance with environmental approval conditions, managing monitoring programs (air quality, water, noise, biodiversity), directing rehabilitation activities and managing relationships with environmental regulators.

Example competencies

Qualifications

- Tertiary qualification in environmental science, ecology or environmental engineering
- Post-graduate qualification desirable
- Current Victorian driver's licence

Experience

- Extensive experience in environmental management in mining
- Experience managing EES/EIS conditions and environmental compliance
- Experience with air quality and water quality monitoring programs
- Experience managing rehabilitation and closure planning

Skills & Knowledge

- Comprehensive knowledge of Victorian environmental legislation
- Understanding of NORM management in mineral sands
- Knowledge of rehabilitation ecology and land restoration techniques
- Data analysis and reporting skills

Physical Requirements

- Ability to work on-site and in field conditions

Personal Attributes

- Strong environmental ethic
- Excellent stakeholder engagement skills
- Strategic thinker with practical approach
- Safety-focused

ENVIRONMENTAL TECHNICIAN

Location	On-site
Work area	Safety, Health & Engineering
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Environmental Technician conducts hands-on environmental monitoring across the site, including air quality sampling, water quality testing, weather station maintenance, noise monitoring and biodiversity surveys. Data collected is used to demonstrate compliance with environmental approval conditions and inform adaptive management.

Example competencies

Qualifications

- Certificate IV or tertiary qualification in environmental science or related field
- Current Victorian driver's licence

Experience

- Experience in environmental monitoring and sampling
- Experience using environmental monitoring equipment
- Experience in field data collection and reporting

Skills & Knowledge

- Competence in using air quality, water quality and weather monitoring instruments
- Data management and quality assurance skills
- Understanding of environmental sampling protocols
- Basic GIS and mapping skills desirable

Physical Requirements

- Ability to work rotating shifts and in field conditions
- Physically fit for outdoor monitoring work

Personal Attributes

- Detail-oriented and methodical
- Passion for environmental protection
- Reliable and self-motivated
- Safety-focused

REHABILITATION COORDINATOR

Location	On-site
Work area	Safety, Health & Engineering
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Rehabilitation Coordinator manages the progressive rehabilitation program, working with mining, environmental, geology and agricultural teams to ensure mined areas are backfilled, re-profiled and revegetated on schedule. This role involves soil management, seed sourcing, liaising with local farmers and agronomists, and monitoring rehabilitation success.

Example competencies

Qualifications

- Tertiary qualification in environmental science, agriculture, ecology or land management
- Current Victorian driver's licence

Experience

- Experience in mine rehabilitation or land restoration
- Experience with soil management and revegetation techniques
- Experience working with agricultural land and farming communities desirable

Skills & Knowledge

- Knowledge of rehabilitation ecology, soil science and revegetation
- Understanding of progressive mining and rehabilitation sequencing
- Monitoring and reporting skills
- Knowledge of native species propagation desirable

Physical Requirements

- Ability to work on-site and in field conditions

Personal Attributes

- Passionate about land restoration
- Strong community engagement skills
- Practical and hands-on approach
- Safety-focused

REHABILITATION OPERATOR

Location	On-site
Work area	Safety, Health & Engineering
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Rehabilitation Operator operates mobile equipment to carry out rehabilitation earthworks, including backfilling mine voids, re-profiling land surfaces, spreading topsoil, constructing drainage features and assisting with revegetation activities. This role works closely with the Rehabilitation Coordinator and Environmental team.

Example competencies

Qualifications

- Dozer, excavator or loader competency certifications (VOCs)
- Current Victorian driver's licence
- Construction Industry White Card

Experience

- Experience operating mobile equipment for earthworks or rehabilitation
- Experience in mining, construction or agriculture
- Understanding of soil handling and land forming desirable

Skills & Knowledge

- Proficiency in operating dozer, excavator or loader
- Understanding of soil management principles (topsoil, subsoil handling)
- Ability to work to survey levels and rehabilitation plans

Physical Requirements

- Ability to work rotating shifts
- Physically fit for outdoor work

Personal Attributes

- Takes pride in restoration work
- Careful and attentive to soil quality
- Reliable and hardworking
- Safety-focused

GEOLOGY

Geology roles provide the geological understanding that directs mining operations. Accurate grade control and resource knowledge are essential to maximise recovery of valuable minerals.

GRADE CONTROL GEOLOGIST

Location	On-site
Work area	Geology
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Grade Control Geologist manages the short-range geological model that guides day-to-day mining. This involves drilling and sampling ahead of the mine face, interpreting assay results, updating ore/waste boundaries and providing grade control data to mine planning and processing teams.

Example competencies

Qualifications

- Tertiary qualification in geology or geoscience
- Current Victorian driver's licence

Experience

- Experience in grade control geology, ideally in mineral sands or alluvial deposits
- Experience with drilling and sampling programs
- Competence with geological modelling software

Skills & Knowledge

- Knowledge of heavy mineral sand deposit characteristics
- Sampling, logging and assay interpretation skills
- Proficiency in geological software (e.g. Leapfrog, Surpac)
- Understanding of geostatistics and grade estimation

Physical Requirements

- Ability to work rotating shifts and in field conditions
- Physically capable of fieldwork

Personal Attributes

- Detail-oriented and systematic
- Strong analytical skills
- Effective communicator with mining teams
- Safety-focused

GEOLOGIST

Location	On-site
Work area	Geology
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Geologist supports geological services including exploration, resource definition, geological mapping, core logging and data management. This role assists the senior geologists and Geology Manager with ongoing resource evaluation and geological interpretation.

Example competencies

Qualifications

- Tertiary qualification in geology or geoscience
- Current Victorian driver's licence

Experience

- Experience in geological fieldwork and data collection
- Experience with mineral sands or unconsolidated deposits desirable
- Experience with geological databases and GIS

Skills & Knowledge

- Strong geological mapping and logging skills
- Competence in geological data management
- Knowledge of heavy mineral identification and characteristics
- Proficiency in GIS and geological software

Physical Requirements

- Ability to work rotating shifts and in field conditions

Personal Attributes

- Curious and analytical
- Strong attention to detail
- Self-motivated and organised
- Safety-focused

SUPPLY & LOGISTICS

Supply & Logistics roles manage the flow of materials, equipment and product to ensure the site operates without interruption. The Fingerboards Project's rail-first transport strategy adds a significant logistics dimension.

Minerals essential for everyday life

The Fingerboards deposit contains three key mineral groups that are essential in today's world.



7.1% Global supply Heavy RE

1.4% Global supply Light RE

Titanium minerals

The white pigment in paint, the strength in aerospace components, and the protection in sunscreen all come from titanium minerals. These critical resources are experiencing significant growth in demand driven by construction activity, automotive manufacturing, and consumer goods. The Fingerboards Project will supply premium-quality titanium minerals to support industries that enhance both everyday life and cutting-edge technologies.

Rare earths

From powering 5 million homes with wind energy to enabling 3 million electric vehicles annually, rare earth elements are integral to our renewable future. The Fingerboards deposit contains globally significant concentrations of both light rare earths (NRE) and heavy rare earths (DyTb), essential for the powerful magnets that drive clean energy technologies. As international supply chains face increasing uncertainty, this Australian resource provides crucial security for our energy transition.

US\$2.6B in 2024
US\$2.6B by 2030

US\$9.5B in 2024
Growing at 8% CAGR to US\$15.1B by 2030

US\$5.1B in 2024
Growing at 11.1% CAGR to US\$11.4B by 2030

TiO₂
Rutile

FeTiO₃
Ilmenite

Pr
Praseodymium

Nd
Neodymium

Tb
Terbium

LOGISTICS OFFICER

Location	On-site
Work area	Supply & Logistics
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Logistics Officer coordinates the movement of goods, equipment and materials to and from the site. This includes managing freight providers, planning transport schedules, coordinating the rail transport of HMC product to port, and ensuring compliance with dangerous goods and transport regulations.

Example competencies

Qualifications

- Tertiary or vocational qualification in logistics, supply chain or business
- Current Victorian driver's licence
- Dangerous goods certification desirable

Experience

- Experience in logistics coordination in mining or heavy industry
- Experience with rail freight logistics desirable
- Understanding of transport regulations and dangerous goods requirements

Skills & Knowledge

- Strong planning and coordination skills
- Knowledge of logistics software and tracking systems
- Understanding of rail and road transport operations
- Proficiency in Microsoft suite and ERP systems

Physical Requirements

- Ability to work on-site

Personal Attributes

- Highly organised and proactive
- Strong problem-solving skills
- Effective communicator
- Safety-focused

PURCHASING OFFICER

Location	On-site
Work area	Supply & Logistics
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Purchasing Officer manages the procurement of goods, services and consumables for the project, implementing the Gippsland-First Procurement Policy to maximise local business participation.

Example competencies

Qualifications

- Certificate IV or tertiary qualification in procurement, business or related field
- Current Victorian driver's licence

Experience

- Experience in procurement or purchasing roles
- Experience with tendering processes and supplier management
- Understanding of mining consumables and critical spares

Skills & Knowledge

- Knowledge of procurement processes and commercial terms
- Proficiency in ERP systems and Microsoft suite
- Strong negotiation and communication skills

Physical Requirements

- Ability to work on-site

Personal Attributes

- Detail-oriented and organised
- Strong relationship-building skills
- Committed to local procurement objectives
- Safety-focused

WAREHOUSE OFFICER

Location	On-site
Work area	Supply & Logistics
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Warehouse Officer manages the site warehouse, including receiving, storing and issuing parts, materials and consumables. This role maintains accurate inventory records, manages minimum stock levels for critical spares and ensures items are properly stored and labelled.

Example competencies

Qualifications

- Certificate III or IV in Warehousing or Logistics desirable
- Forklift licence
- Current Victorian driver's licence

Experience

- Experience in warehouse management, ideally in mining or industrial settings
- Experience with inventory management systems

Skills & Knowledge

- Knowledge of warehouse management principles and inventory control
- Proficiency in ERP systems for inventory management
- Forklift operation skills

Physical Requirements

- Ability to work on-site
- Physically fit for warehouse duties including lifting and carrying

Personal Attributes

- Organised and systematic
- Accurate and reliable
- Strong communication skills
- Safety-focused

WHARF / SHIPPING OFFICER

Location	On-site
Work area	Supply & Logistics
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Wharf / Shipping Officer coordinates the loading of HMC containers at the rail siding and manages the logistics interface with rail operators and port facilities. This role ensures product is correctly packed, documented and dispatched in compliance with transport and export regulations.

Example competencies

Qualifications

- Certificate IV in Logistics or Transport desirable
- Dangerous goods certification
- Current Victorian driver's licence

Experience

- Experience in shipping, freight forwarding or port logistics
- Experience with bulk mineral or commodity export logistics desirable
- Understanding of rail freight operations

Skills & Knowledge

- Knowledge of shipping documentation and export compliance
- Understanding of dangerous goods and NORM transport requirements
- Proficiency in logistics and documentation systems

Physical Requirements

- Ability to work on-site and travel to port facilities

Personal Attributes

- Detail-oriented with strong documentation skills
- Proactive and organised
- Strong communicator
- Safety-focused

LABORATORY

Laboratory roles provide the analytical data that drives mining and processing decisions. Accurate assay results are essential for grade control, process optimisation and product quality.



LABORATORY SUPERVISOR

Location	On-site
Work area	Laboratory
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Laboratory Supervisor manages the on-site laboratory and analytical team, ensuring sample processing, testing and reporting is conducted accurately, on time and to quality standards. Analysis includes heavy mineral assemblage determination, grade assays and product quality testing.

Example competencies

Qualifications

- Tertiary qualification in chemistry, metallurgy or laboratory science
- Current Victorian driver's licence

Experience

- Experience managing or supervising a mining or minerals laboratory
- Experience with heavy mineral analysis and XRF/XRD testing
- Experience implementing quality assurance and quality control (QA/QC) procedures

Skills & Knowledge

- Strong knowledge of analytical chemistry and mineral analysis techniques
- Understanding of mineral sands product specifications
- Quality management and LIMS (Laboratory Information Management System) proficiency

Physical Requirements

- Ability to work rotating shifts

Personal Attributes

- Meticulous attention to detail and quality
- Strong leadership and mentoring skills
- Systematic approach to work
- Safety-focused

LAB TECHNICIAN

Location	On-site
Work area	Laboratory
Roster	day and night shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The Lab Technician prepares and analyses samples from mining and processing operations, including heavy mineral separation, moisture determination, particle sizing and elemental analysis. This role is an excellent entry point for science graduates or people with laboratory experience.

Example competencies

Qualifications

- Certificate IV in Laboratory Techniques or tertiary qualification in science
- Current Victorian driver's licence

Experience

- Experience in laboratory work, ideally in minerals or chemical analysis
- Experience with sample preparation techniques
- Understanding of laboratory safety procedures

Skills & Knowledge

- Competence in sample preparation and analytical techniques
- Knowledge of laboratory safety and chemical handling
- Attention to detail and accurate record-keeping
- Basic computer skills for data entry

Physical Requirements

- Ability to work rotating shifts
- Ability to stand for extended periods and handle samples

Personal Attributes

- Precise and methodical
- Reliable and consistent
- Willing to learn and develop analytical skills
- Safety-focused

SURVEYING

Surveying roles provide the spatial data that guides mining, rehabilitation and construction activities. Accurate surveying ensures mining proceeds according to plan and rehabilitation meets design specifications.



MINE SURVEYOR

Location	On-site
Work area	Surveying
Roster	day shift
Typical employer	GCM or mining contractor
Project phase	Operations

Tasks and responsibilities

The Mine Surveyor conducts survey pick-ups of mining faces, stockpiles, rehabilitated surfaces and infrastructure. Tasks include setting out mining boundaries, calculating volumes, uploading survey data to mine planning software, maintaining survey control networks and supporting rehabilitation verification surveys.

Example competencies

Qualifications

- Tertiary qualification in surveying or geospatial science
- Registered or eligible for registration as a licensed surveyor (desirable)
- Current Victorian driver's licence

Experience

- Experience in mine surveying, ideally in mineral sands mining operations
- Experience with GPS, total station and drone survey methods
- Experience with mine survey software (e.g. Surpac, 12d)

Skills & Knowledge

- Proficiency in mine survey techniques and equipment
- Knowledge of mine survey regulations and requirements
- Competence in survey data processing and volume calculations
- Drone survey capability desirable

Physical Requirements

- Ability to work rotating shifts and in field conditions
- Physically fit for fieldwork

Personal Attributes

- Accurate and detail-oriented
- Self-motivated and organised
- Effective communicator with mine planning teams
- Safety-focused

MOBILE MAINTENANCE

Mobile Maintenance roles service the heavy mobile mining fleet, trucks, dozers, excavators, graders and ancillary equipment. These roles are typically employed by the mining contractor and are well suited to diesel mechanics and fitters from the automotive, agricultural, transport or construction industries.



MAINTENANCE SUPERINTENDENT (MOBILE)

Location	On-site
Work area	Mobile Maintenance
Roster	day shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Mobile Maintenance Superintendent leads the mobile equipment maintenance function, managing the maintenance team, budgets, spare parts strategy and equipment availability targets for the mining fleet.

Example competencies

Qualifications

- Trade qualification in heavy diesel mechanics or equivalent
- Post-graduate qualification in maintenance management desirable
- Current Victorian driver's licence

Experience

- Extensive experience managing mobile fleet maintenance in mining
- Experience with fleet maintenance planning and component life tracking
- Experience with CMMS systems

Skills & Knowledge

- Strong knowledge of heavy mobile equipment maintenance
- Fleet management and component rebuild planning skills
- Budget management and cost control
- Understanding of condition monitoring techniques

Physical Requirements

- Ability to work rotating shifts

Personal Attributes

- Strong leadership and team development skills
- Systematic and data-driven approach
- Safety-focused

HEAVY VEHICLE MECHANIC

Location	On-site
Work area	Supply & Logistics
Roster	day shift
Typical employer	GCM
Project phase	Operations

Tasks and responsibilities

The Heavy Vehicle Mechanic performs maintenance, repair and overhaul of heavy mining equipment including haul trucks, excavators, dozers and loaders. Tasks include engine overhauls, hydraulic repairs, drivetrain servicing, diagnostic testing and component changeouts.

Example competencies

Qualifications

- Trade qualification, Certificate III in Heavy Commercial Vehicle Mechanical Technology or Certificate III in Mobile Plant Technology
- Current Victorian driver's licence

Experience

- Experience as a heavy diesel mechanic in mining, construction or transport
- Experience with Caterpillar, Komatsu, Hitachi or similar equipment desirable
- Experience with hydraulic systems troubleshooting

Skills & Knowledge

- Strong diagnostic and repair skills for diesel engines, hydraulics and drivetrain
- Ability to read technical manuals and schematics
- Knowledge of safe work procedures for heavy equipment maintenance
- Basic welding and fabrication skills desirable

Physical Requirements

- Ability to work rotating shifts
- Physically fit for heavy manual work in workshop and field conditions

Personal Attributes

- Takes pride in quality work
- Strong diagnostic and problem-solving skills
- Reliable and safety-conscious
- Team player

FITTER (MOBILE)

Location	On-site
Work area	Mobile Maintenance
Roster	day shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Fitter performs mechanical maintenance on mobile equipment including track and undercarriage work, ground engaging tool (GET) changes, structural repairs and preventative servicing.

Example competencies

Qualifications

- Trade qualification, Certificate III in Engineering (Mechanical Trade)
- Current Victorian driver's licence

Experience

- Experience as a mechanical fitter in mining or construction
- Experience with heavy mobile equipment
- Experience with field repairs and breakdowns

Skills & Knowledge

- Strong mechanical skills across a range of mobile equipment
- Ability to use workshop equipment (presses, lathes, grinders)
- Basic welding and cutting skills
- Knowledge of safe work procedures

Physical Requirements

- Ability to work rotating shifts
- Physically fit for heavy manual work

Personal Attributes

- Practical and adaptable
- Reliable
- Safety-conscious
- Team player

TIREMAN

Location	On-site
Work area	Mobile Maintenance
Roster	day shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Tireman maintains, fits and repairs tyres on the mobile mining fleet. This role includes tyre inspections, rotations, pressure management, and tyre changeouts using specialised equipment. Proper tyre management is critical for fleet safety and operating cost control.

Example competencies

Qualifications

- Tyre fitting competency certification
- Current Victorian driver's licence
- Forklift licence desirable

Experience

- Experience in tyre fitting and management, ideally for heavy mining equipment
- Experience with tyre handling equipment

Skills & Knowledge

- Knowledge of mining tyre specifications and management practices
- Competence in using tyre fitting and handling equipment safely
- Understanding of tyre pressure monitoring and wear tracking

Physical Requirements

- Ability to work rotating shifts
- Physically fit for heavy manual work

Personal Attributes

- Safety-conscious, tyre work involves specific high-pressure risks
- Detail-oriented
- Reliable
- Team player

SERVICE, FUEL & LUBE CREW

Location	On-site
Work area	Mobile Maintenance
Roster	day and night shift
Typical employer	Mining contractor
Project phase	Operations

Tasks and responsibilities

The Service, Fuel & Lube crew member operates fuel and lube trucks to refuel and service mobile equipment in the field, including daily oil checks, fluid top-ups, filter changes and greasing.

Example competencies

Qualifications

- Current Victorian driver's licence
- Medium/Heavy rigid vehicle licence
- Construction Industry White Card

Experience

- Experience in fuel and lube operations in mining or transport
- Experience operating fuel trucks and lube service vehicles
- Understanding of fuel and lubricant specifications

Skills & Knowledge

- Knowledge of safe fuel handling and refuelling procedures
- Understanding of basic preventative maintenance tasks
- Ability to maintain accurate refuelling and service records

Physical Requirements

- Ability to work rotating 12-hour shifts
- Physically fit for outdoor work

Personal Attributes

- Reliable and consistent
- Attention to detail with records
- Safety-conscious with dangerous goods
- Team player

ENVIRONMENT, LAND AND SUSTAINABILITY

These roles will oversee the project's environmental performance, land stewardship and sustainability programs, including water, waste and governance. They support the Fingerboards Project's focus on progressive rehabilitation, coexistence with agriculture and transparent environmental management.



LAND MANAGEMENT OFFICER

Location	On-site
Work area	Environment, Land and Sustainability
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Land Management Officer manages GCM's landholdings, coordinating stewardship activities such as weed and pest control, fencing, pasture management, tree planting and liaison with neighbouring landholders and farmers. The role supports the project's coexistence with agriculture and ensures properties are actively maintained to a high standard throughout all project phases. Experience in farming or rural land management is highly regarded.

Example competencies

Qualifications

- Certificate III or IV in Agriculture, Natural Resource Management or Landcare desirable
- Current Victorian driver's licence and ability to tow trailers
- Chemical Users Certificate (or willingness to obtain)
- Chainsaw or brushcutting competency desirable

Experience

- Experience in farm management, landcare or natural resource management
- Experience with weed and feral animal control programs
- Experience managing pasture, fencing and rural property maintenance
- Understanding of local landforms, vegetation types and farming systems in East Gippsland

Skills & Knowledge

- Practical knowledge of land management and rural property operations
- Understanding of Victorian weed and pest legislation
- Knowledge of fencing, drainage and basic civil works
- Ability to operate farm machinery and light equipment

Physical Requirements

- Ability to work outdoors in varying weather conditions
- Physically fit for manual rural work
- Ability to work on remote properties

Personal Attributes

- Practical, hands-on approach with genuine interest in land stewardship
- Strong relationship-building skills with farming communities
- Self-motivated and reliable when working independently
- Safety-focused work culture advocate

WASTE MANAGEMENT OFFICER

Location	On-site
Work area	Environment, Land and Sustainability
Roster	day shift
Typical employer	GCM
Project phase	Construction / Operations

Tasks and responsibilities

The Waste Management Officer oversees the project's waste management system, ensuring all waste streams are identified, handled and disposed of in compliance with Victorian EPA requirements and the project's environmental approval conditions. The role maintains waste tracking records, coordinates licensed contractors for waste collection and treatment, manages site waste facilities and supports waste audits and waste minimisation initiatives across site operations.

Example competencies

Qualifications

- Certificate IV in Environmental Monitoring and Management or related field desirable
- Current Victorian driver's licence
- Forklift licence desirable

Experience

- Experience in waste management in a mining, industrial or construction environment
- Understanding of EPA waste classification and disposal requirements
- Experience maintaining waste tracking and reporting records
- Experience managing licensed waste contractors desirable

Skills & Knowledge

- Knowledge of the Victorian Environment Protection Act and waste management regulations
- Understanding of waste classification, segregation and storage requirements
- Ability to maintain accurate waste records and prepare compliance reports
- Familiarity with hazardous materials handling and NORM waste requirements

Physical Requirements

- Ability to work on-site in outdoor and industrial conditions
- Physically fit for waste facility operations

Personal Attributes

- Organised and methodical with strong attention to compliance
- Proactive in identifying waste minimisation opportunities
- Clear communicator with site teams and contractors
- Safety-focused work culture advocate

WATER CATCHMENT AND MANAGEMENT OFFICER

Location	On-site
Work area	Environment, Land and Sustainability
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Water Catchment and Management Officer supports the implementation of GCM's water management strategy across the project. The role monitors surface water and groundwater, manages the project's water balance, coordinates recycled water supply and use, maintains water infrastructure and ensures compliance with water licence conditions. The position supports the project's approach to minimising drawdown from local sources, prioritising recycled water and delivering durable water infrastructure for the community.

Example competencies

Qualifications

- Tertiary qualification in hydrology, environmental science, civil engineering or related field
- Current Victorian driver's licence

Experience

- Experience in water monitoring, management or catchment programs
- Experience with surface water and groundwater sampling and analysis
- Experience managing water infrastructure including dams, pumps and pipelines desirable
- Understanding of Victorian water legislation and licensing requirements

Skills & Knowledge

- Knowledge of water balance management and hydrological monitoring
- Competence with water sampling equipment and data management
- Understanding of recycled water systems and water treatment processes
- Familiarity with GIS and data reporting tools

Physical Requirements

- Ability to work in field conditions including remote water monitoring sites
- Physically capable of outdoor fieldwork

Personal Attributes

- Detail-oriented with strong data management skills
- Committed to responsible water stewardship
- Collaborative approach to working with environmental and operational teams
- Safety-focused work culture advocate

REHABILITATION AND RESTORATION SPECIALIST

Location	On-site
Work area	Environment, Land and Sustainability
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Rehabilitation and Restoration Specialist leads the design and delivery of GCM's progressive rehabilitation program, restoring mined areas to productive agricultural use or native vegetation as operations progress. The role develops rehabilitation plans, oversees seed collection from the on-site nursery, coordinates soil handling and revegetation, monitors rehabilitation outcomes and works with farmers, agronomists and community stakeholders to support successful land return. The position also supports the Mine and Rehabilitation Demonstration Pit (MRDP) program.

Example competencies

Qualifications

- Tertiary qualification in environmental science, ecology, agronomy or land management
- Post-graduate qualification in rehabilitation ecology desirable
- Current Victorian driver's licence

Experience

- Experience in mine rehabilitation, ecological restoration or revegetation
- Experience with soil science, soil handling and topsoil management
- Experience with native seed collection, propagation and nursery management
- Experience working with farmers and rural communities on land restoration desirable

Skills & Knowledge

- Knowledge of rehabilitation ecology, native species and revegetation techniques
- Understanding of soil science, land forming and erosion control
- Competence in monitoring and reporting against rehabilitation success criteria
- Familiarity with relevant Victorian and Australian guidelines for mine rehabilitation

Physical Requirements

- Ability to work in field conditions including active mine rehabilitation areas
- Physically fit for outdoor work including site inspections and plant nursery

Personal Attributes

- Passionate about land restoration and ecological outcomes
- Practical problem-solver with strong technical knowledge
- Builds trust with farming communities and regulators
- Safety-focused work culture advocate

STRATEGY, LEGAL AND GOVERNANCE ADVISOR

Location	On-site
Work area	Environment, Land and Sustainability
Roster	day shift
Typical employer	GCM
Project phase	Development / Construction / Operations

Tasks and responsibilities

The Strategy, Legal and Governance Advisor provides strategic, legal and governance support across GCM's operations with a focus on regulatory compliance, approvals management and policy engagement. The role advises on mining and environmental legislation, reviews contracts, supports EES and approvals processes, manages governance and board reporting, and monitors policy and regulatory developments affecting the critical minerals sector. The position works closely with the CEO and senior leadership on strategic positioning and government engagement.

Example competencies

Qualifications

- Tertiary qualification in law, public policy, environmental science or related field
- Post-graduate qualification in law, governance or public policy desirable
- Current Victorian driver's licence

Experience

- Experience in a legal, regulatory, governance or policy advisory role
- Experience in mining, resources or environmental regulation desirable
- Experience supporting approvals processes, EES or EIS procedures highly regarded
- Experience preparing board papers, regulatory submissions and government correspondence

Skills & Knowledge

- Strong knowledge of Victorian mining and environmental legislation
- Understanding of corporate governance frameworks and board reporting obligations
- Excellent analytical and written communication skills
- Ability to interpret complex legislation and provide practical advice

Physical Requirements

- Ability to travel to Melbourne and Canberra for government meetings as required

Personal Attributes

- Trusted advisor with sound judgement and high ethical standards
- Credible and persuasive communicator with government and regulators
- Strategic thinker who translates policy complexity into practical action
- Safety-focused work culture advocate

INFORMATION TECHNOLOGY

IT roles maintain the digital infrastructure that supports modern mining operations, including networks, servers, SCADA systems, fleet management technology and enterprise software.

IS / IT COORDINATOR

Location	On-site
Work area	Information Technology
Roster	day shift
Typical employer	GCM or contractor
Project phase	Operations

Tasks and responsibilities

The IS / IT Coordinator manages the site's information systems and technology infrastructure, including network administration, hardware and software support, server management, telecommunications, SCADA system support and user helpdesk. This role ensures all technology systems support safe and efficient mining and processing operations.

Example competencies

Qualifications

- Tertiary qualification in information technology, computer science or related field
- Microsoft, Cisco or equivalent certifications desirable
- Current Victorian driver's licence

Experience

- Experience in IT support or administration, ideally in mining or industrial environments
- Experience with network administration, server management and telecommunications
- Experience supporting SCADA, fleet management or ERP systems desirable

Skills & Knowledge

- Strong knowledge of network infrastructure, server and desktop management
- Familiarity with industrial control systems and IT/OT integration
- Helpdesk and user support skills
- Understanding of cybersecurity principles

Physical Requirements

- Ability to work on-site and respond to after-hours issues

Personal Attributes

- Strong problem-solving and troubleshooting skills
- Clear communicator who can support non-technical users
- Self-motivated and organised
- Safety-focused

HOW TO APPLY

From your first role to a lasting career, the Fingerboards Project offers the chance to build your future in East Gippsland.

GCM is committed to local employment, workforce development and supporting people transitioning from other industries in the region. We're working with local training and education providers to deliver training and apprenticeship pathways that help East Gippslanders access new opportunities as the project progresses.

Recruitment will follow a transparent employment process, with a focus on providing fair access to opportunities for local workers wherever possible.

If you are interested in working on the Fingerboards Project, visit the GCM website to register your interest or view current vacancies.

Contact us:

Website: www.gippslandcriticalminerals.com

Email: contactus@gippslandcriticalminerals.com

Phone: 1800 791 396

Office: 50 Forge Creek Road, Bairnsdale VIC 3875

Job profiles are indicative only and do not represent current vacancies. Details are subject to change as the project progresses through approvals and into construction and operations.





www.gippslandcriticalminerals.com