Flagstaff Consulting Group
Suite 901, 140 Bourke Street, Melbourne Victoria 3000
Level 6, 87 Wickham Terrace, Spring Hill Queensland 4000
Tel: 03 9663 6661 Fax: 03 9663 6330
Email: info@flagstaff.com.au

Capability matrix

"Experience makes a difference"

Flagstaff team member / Skills

Ranking
1 ▲ = Had exposure to this category and able to contribute to efforts
2 ▲ = Competent and can strongly support endeavours in this field
3 ▲ = Extremely capable and will lead in the field
4 ▲ = Expert

STEVE ABSON, PRINCIPAL
HNC Civil Engineering, Sheffield Hallam University

Steve is a qualified civil engineer and experienced executive with almost 30 years experience, leading major construction companies and delivering key infrastructure projects. Steve is the current CEO of Infrastructure Association of Queensland (IAQ)

JOHN ABRAHAM, PRINCIPAL
BE (Mech), MIEAust

John has over 20 years experience in project and study management across a broad range of mining and industrial areas from nickel and alumina, to coal and sugar. His expertise includes project engineering, procurement, and engineering and construction management.

ROBIN BAILEY, PRINCIPAL
BE (Hons), MBA, CPEng, MIEAust, GAICD, F Fin

Robin has over 20 year's construction industry experience across a diverse range of sectors and locations. In particular, Robin has been involved in projects in the oil & gas, civil, infrastructure, tunneling and telecommunications sectors.

Specific specialities: PPP. Publications: "Infrastructure Construction by Military Civic Action: Issues in Developing Countries."

ROSS BALDWIN, PRINCIPAL
Dip CE FIE Aust CP Eng

Ross has over 40 years experience consulting to clients in all aspects of development, construction, delivery, operation and maintenance of major infrastructure projects in the transport, mining & resources, and water sectors.

Specific specialities / Publications: Infrastructure Planning and Implementation. Mentoring. Reviews

RIC BARTON, PRINCIPAL
BE (Civil) MSc (Civil Eng) FIE Aust CP Eng FAIM

Ric has over 40 years experience as a hands-on construction contractor and in providing technical and commercial advice on the management of major infrastructure and investment projects, civil & resource engineering and on construction delivery methods and management.
He has wide experience in the roles of Independent Chair (ie respected by all participant / contracting parties) of executive management Boards / Committees; of Chair of Steering Committees; of Chair / Member of Advisory Boards; and of Member of Disputes Avoidance/Resolution Boards

SANDY BENNET, PRINCIPAL BE(Mining) Hons MEngSc Hons PhD FIE Aust M AusIMM CP Eng

Sandy has over 45 years' experience in geotechnical engineering, tunneling and underground works. Prior to joining Flagstaff, Sandy was the Senior Geomechanics Engineer at Connell Wagner (now Aurecon). He was responsible for all of the company's geomechanics activities for over 20 years.
Specific specialities / Publications: Sandy is either author or co-author of fifteen papers on geomechanics and underground construction and provided the General Report on this aspect at the Sixth ANZ Geomechanics Conference, 1992 in Christchurch, NZ.

BRENDAN EDLESTON, PRINCIPAL
BE (Civil) Hons Grad Dip Mgt MIE Aust

Brendan has over 20 years experience in the delivery of multi-faceted infrastructure projects. His construction industry background provides a unique perspective and insight into the complex issues involved in all stages of project delivery from feasibility and concept planning through to delivery and completion.

SHANE HARKIN, PRINCIPAL
Bachelor of Applied Science Applied Chemistry MRACI Cchem, Master of Business Administration.

Shane is a creative, client focused, chartered chemist with a background in process engineering and over 25 years broad experience in delivery of projects in mining, energy, water and chemical industries.
Specific specialities include project evaluation, environmental compliance, site operational excellence, team leadership and coaching

Management

Team member	Project Management	Engineering Management	Construction Management	Mentoring	Establishment of project governance	Health & Safety performance review	Health Check & Comp. Indep. Review	Peer Review	Owners team representative	Social Licence to operate	Workshop design & facilitation
Steve Abson	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲▲
John Abraham	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲	▲▲	▲▲▲	▲▲▲	▲▲▲▲		▲▲
Robin Bailey	▲▲▲▲	▲▲▲	▲▲▲	▲	▲▲▲		▲	▲▲	▲▲		
Ross Baldwin	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲▲
Ric Barton	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲		▲	▲▲▲▲	▲▲▲▲		
Sandy Bennet	▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲	▲▲▲	▲▲	▲▲▲▲	▲▲▲▲	▲	▲▲▲
Brendan Edleston	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲	▲	▲▲▲
Shane Harkin	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲	▲▲	▲	▲▲▲	▲▲	▲

Commercial / Project Phases

Team member	Due diligence	Insurance related work	Dispute / claim resolution	Contract management	Contracting Strategy	EXPERT Witness	Transaction Management	Business case Development	Project Scoping & study	Project execution	Pre & Commissioning
Steve Abson	▲▲▲▲	▲▲	▲▲▲	▲▲▲	▲▲▲▲			▲▲▲	▲▲▲	▲▲▲▲	▲▲▲
John Abraham	▲▲			▲▲▲▲	▲▲▲				▲▲▲	▲▲▲▲	▲▲▲
Robin Bailey	▲▲	▲▲	▲▲	▲	▲▲▲		▲▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	
Ross Baldwin	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲▲	▲▲	▲▲▲	▲▲▲▲	▲▲
Ric Barton	▲▲		▲▲	▲▲▲	▲▲▲				▲	▲▲▲	▲
Sandy Bennet	▲▲▲	▲▲▲▲	▲▲▲	▲▲	▲▲	▲▲▲▲	▲▲	▲▲▲	▲▲▲▲	▲▲	▲▲▲
Brendan Edleston	▲▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲
Shane Harkin	▲▲			▲▲▲	▲▲		▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲

Facilities Management / Project Control / Human Resources

Team member	Operations	Maintenance Strategy & Planning	Maintenance Management and	Decommission & Rehabilitation	Estimating / Review	Cost Management / Review	Scheduling / Review	Risk Management	Reporting structures	Staff development plans & skills assessment	Position description and responsibility matrix
Steve Abson					▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲
John Abraham	▲▲	▲▲	▲		▲▲▲	▲▲▲▲	▲▲▲	▲▲	▲▲	▲▲	▲▲▲
Robin Bailey							▲	▲			▲
Ross Baldwin				▲▲	▲▲▲▲		▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲
Ric Barton							▲	▲	▲	▲	▲
Sandy Bennet				▲▲	▲▲▲		▲▲	▲▲▲▲	▲▲	▲▲	▲▲
Brendan Edleston				▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲	▲	▲
Shane Harkin				▲▲▲	▲▲	▲▲	▲▲	▲▲▲	▲▲	▲▲▲▲	▲▲▲▲

Specific Sectors expertise (part 1)

Team member	Coal	Copper / Gold	Iron ore	Aluminium / Alumina	Nickel / Cobalt	Minerals - other	Mining	Oil and gas	Industrial Chemicals	Energy sector	Renewables	HV Reticulation	Control Systems	Food / Sugar	Manufacturing	Building
Steve Abson	✓							✓		✓				✓		
John Abraham	✓	✓		✓	✓	✓								✓		
Robin Bailey								✓		✓						
Ross Baldwin	✓	✓	✓	✓				✓		✓						
Ric Barton	✓			✓				✓								
Sandy Bennet	✓															
Brendan Edleston																✓
Shane Harkin	✓	✓		✓	✓	✓		✓	✓	✓	✓			✓		

Specific Sectors expertise (part 2)

Team member	Major Infrastructure	PPP "Public Private Partnerships"	Dams & Tailings	Tunneling	Modularisation	Port / Marine Facilities	Mix modal transport	Railways	Busways /Tramway	Road Transport	Water management	Aeromechanics	Maintenance	Healthcare	Arbitration / Adjudication	Government
Steve Abson	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓				
John Abraham			✓			✓										
Robin Bailey	✓	✓		✓						✓			✓			✓
Ross Baldwin	✓		✓	✓		✓	✓	✓		✓	✓	✓				
Ric Barton	✓					✓										
Sandy Bennet	✓	✓	✓	✓		✓		✓	✓			✓				✓
Brendan Edleston	✓	✓				✓	✓	✓	✓	✓			✓	✓		✓
Shane Harkin			✓			✓				✓	✓					✓

Location

Team member	Australia	North America	South America	Europe	Asia	Africa
Steve Abson						
John Abraham	✓				✓	
Robin Bailey	✓				✓	
Ross Baldwin	✓	✓		✓	✓	✓
Ric Barton						
Sandy Bennet	✓				✓	
Brendan Edleston	✓					
Shane Harkin	✓				✓	

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MICHEL LAMARRE, PRINCIPAL
Professional Engineer. P.Eng, Mech.

Michel has over 27 year of experience in Global Project Delivery, Mining and Resources, Industrial, Infrastructure, EPC/EPCM & Owner's team leader, Feasibility study leader, establishment of "Social Licence to Operate" and Contracting strategy development.

ALLAN REID, PRINCIPAL
BE (Mech) MIE Aust CP Eng

Allan has over 35 years experience in provision of commercial, technical and project delivery services to mining, mineral processing, extractive metallurgy and power sector clients.

JONATHAN SMITH, PRINCIPAL
B. App. Sc., B. Bus., P. Cert. Arb., Cert. Adj. (All States & Territories), Reg. Adjudicator (Qld, WA, NT), Cert. Probity (Procurement).
Fellow and Former Board Member of RI & IAMA.
Member of the Dispute Resolution Board Foundation.
Member of the Society of Construction Law.

Jonathan has 40 years' experience in engineering, surveying, civil construction, mining and construction company & local government management.
Specific specialities / Publications: Procurement, Contract

PHIL SUMNER, PRINCIPAL
B Tech FAIB MIAMA
Fellow Australian Institute of Building
Member Australian Institute of Arbitrators and Mediators

Phil has extensive experience in all project delivery activities including construction and project management, contracts, constructability and planning.

BEN WHITE, PRINCIPAL
BE (Civil) MIE Aust
Member of Institute of Engineers (MIE Aust)

Ben has over 20 years' experience in both private and public sectors across major civil infrastructure and resource projects. Ben's roles have involved working with multidisciplinary teams with exposure to an extensive range of work practices across challenging project backgrounds and locations.

BILL WILD, PRINCIPAL
Bachelor of Engineering (Civil) University of Queensland, Master of Engineering Science - Highway Engineering

Bill has 45 years experience in all aspects of construction and contracting. He had 36 years with the Leighton Group in the full spectrum of roles from Project Engineer, General Manager (Thiess and Leighton Asia) and Managing Director (John Holland Group), and prior to his retirement, Deputy CEO of the Leighton Holdings Group (now CIMIC).

He provides an executive level construction industry advisory service to private industry and governments. He is currently engaged as Chief Project Advisor on the Nicaragua Interocean Canal project, the world's largest civil engineering project.

KEN BAYLISS, SENIOR ASSOCIATE

Ken has over 40 years experience covering all aspects of civil and construction estimating, project management, contract administration and quantity surveying, encompassing major minerals, rail, road, infrastructure, technology and commercial building projects in Australia and overseas.

WAYNE COLE, SENIOR ASSOCIATE

Wayne has over 40 years experience in the construction industry serving clients in mining and civil infrastructure. His roles have included site management and estimating.

Flagstaff team member	Management											Commercial							Project Phases				Facilities Management				Project Control				Human Resources		
	Project Management	Engineering Management	Construction Management	Mentoring	Establishment of project governance	Health & Safety performance review	Health Check & Comp. Indep. Review	Peer Review	Owners team representative	Social Licence to operate	Workshop design & facilitation	Due diligence	Insurance related work	Dispute / claim resolution	Contract management	Contracting Strategy	EXPERT Witness	Transaction Management	Business case Development	Project Scoping & study	Project execution	Pre & Commissioning	Operations	Maintenance Strategy & Planning	Maintenance Management and	Decommission & Rehabilitation	Estimating / Review	Cost Management / Review	Scheduling / Review	Risk Management	Reporting structures	Staff development plans & skills assessment	Position description and responsibility matrix
Michel Lamarre	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲	▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲	▲▲	▲▲	▲▲▲	▲▲▲▲	▲▲▲	▲	▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲	▲▲	▲▲	▲▲▲▲	▲▲	▲▲▲	▲▲▲▲	▲	▲▲▲
Allan Reid	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲		▲▲▲▲	▲▲▲▲	▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲▲	▲▲▲▲	▲▲▲		▲▲▲	▲▲▲		▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲▲
Jonathan Smith	▲▲▲	▲	▲▲	▲▲▲▲	▲▲▲▲	▲	▲▲▲	▲▲▲▲	▲▲▲▲		▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲	▲▲▲▲	▲▲	▲	▲▲	▲		▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲	▲▲▲	▲	▲	▲
Phil Sumner	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲		▲▲▲▲	▲▲▲▲	▲	▲▲▲	▲▲▲▲	▲▲▲▲				▲▲	▲▲▲▲	▲▲▲▲				▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲	▲▲▲	▲▲▲
Ben White	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲	▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲▲	▲▲	▲▲	▲▲	▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲	▲▲▲▲	▲▲▲	▲▲	▲	▲	▲	▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲	▲▲
Bill Wild	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲	▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲				▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲
Ken Bayliss	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲	▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲	▲▲	▲▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲				▲	▲▲▲▲	▲▲	▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲
Wayne Cole	▲▲▲▲	▲▲▲▲	▲▲▲▲	▲▲	▲	▲▲	▲▲	▲▲▲	▲▲	▲	▲	▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲	▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲▲				▲▲▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲

Flagstaff team member	Specific Sectors expertise																																Location					
	Coal	Copper / Gold	Iron ore	Aluminium / Alumina	Nickel / Cobalt	Minerals - other	Mining	Oil and gas	Industrial Chemicals	Energy sector	Renewables	HV Reticulation	Control Systems	Food / Sugar	Manufacturing	Building	Major Infrastructure	PPP "Public Private Partnerships"	Dams & Tailings	Tunneling	Modularisation	Port / Marine Facilities	Mix modal transport	Railways	Busways /Tramway	Road Transport	Water management	Aeromechanics	Maintenance	Healthcare	Arbitration / Adjudication	Government	Australia	North America	South America	Europe	Asia	Africa
Michel Lamarre	✓	✓		✓	✓		✓										✓		✓		✓	✓							✓				✓	✓			✓	✓
Allan Reid	✓	✓	✓	✓		✓				✓				✓			✓					✓				✓			✓		✓		✓		✓		✓	✓
Jonathan Smith	✓	✓						✓		✓							✓		✓	✓		✓									✓	✓	✓			✓	✓	✓
Phil Sumner	✓															✓								✓							✓	✓	✓					
Ben White	✓	✓	✓		✓		✓										✓		✓			✓	✓	✓	✓	✓							✓				✓	✓
Bill Wild	✓	✓	✓					✓		✓							✓		✓	✓		✓	✓	✓	✓	✓	✓	✓					✓		✓		✓	
Ken Bayliss	✓		✓							✓				✓			✓		✓	✓		✓	✓	✓		✓	✓		✓	✓	✓	✓	✓			✓	✓	✓
Wayne Cole	✓	✓			✓			✓		✓							✓		✓			✓		✓		✓	✓		✓			✓	✓	✓			✓	

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Capability matrix

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Flagstaff team member / Skills

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4 ▲ = Expert

DAVID MOORE, SENIOR ASSOCIATE
BE (Civil), Member Institution of Engineers (MIE Aust)

David has over 18 years experience in the engineering and construction industry, principally within the mining, power and resources sector, as a multi-discipline Project Engineer and Project Manager.

CLIVE MOORE, SENIOR ASSOCIATE
ARMIT - Mech Eng
Member – Asset Management Council

Clive has over 40 years of practical experience in engineering services, construction and production management in Australia and overseas, the last 15 years have been in senior executive roles. Specific specialities / Publications: A specialist in asset and maintenance management and risk and reliability improvement for all industry sectors

Flagstaff team member / Skills	Management										
	Project Management	Engineering Management	Construction Management	Mentoring	Establishment of project governance	Health & Safety performance review	Health Check & Comp. Indep. Review	Peer Review	Owners team representative	Social Licence to operate	Workshop design & facilitation
DAVID MOORE, SENIOR ASSOCIATE	▲▲▲	▲▲▲	▲▲▲	▲	▲	▲	▲	▲▲	▲▲	▲	▲▲
CLIVE MOORE, SENIOR ASSOCIATE	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲

Flagstaff team member / Skills	Commercial							Project Phases			
	Due diligence	Insurance related work	Dispute / claim resolution	Contract management	Contracting Strategy	EXPERT Witness	Transaction Management	Business case Development	Project Scoping & study	Project execution	Pre & Commissioning
DAVID MOORE, SENIOR ASSOCIATE	▲▲	▲	▲▲	▲▲▲	▲▲		▲	▲▲	▲▲▲	▲▲▲▲	▲▲
CLIVE MOORE, SENIOR ASSOCIATE	▲▲▲	▲▲	▲▲	▲▲▲	▲▲▲				▲▲▲	▲▲▲	▲▲▲▲

Flagstaff team member / Skills	Facilities Management				Project Control				Human Resources		
	Operations	Maintenance Strategy & Planning	Maintenance Management and	Decommission & Rehabilitation	Estimating / Review	Cost Management / Review	Scheduling / Review	Risk Management	Reporting structures	Staff development plans & skills assessment	Position description and responsibility matrix
DAVID MOORE, SENIOR ASSOCIATE				▲	▲▲▲	▲▲▲▲	▲	▲	▲	▲	▲
CLIVE MOORE, SENIOR ASSOCIATE					▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲	▲▲▲

Flagstaff team member / Skills	Specific Sectors expertise															
	Coal	Copper / Gold	Iron ore	Aluminium / Alumina	Nickel / Cobalt	Minerals - other	Mining	Oil and gas	Industrial Chemicals	Energy sector	Renewables	HV Reticulation	Control Systems	Food / Sugar	Manufacturing	Building
DAVID MOORE, SENIOR ASSOCIATE	✓			✓	✓	✓		✓		✓				✓		✓
CLIVE MOORE, SENIOR ASSOCIATE	✓		✓	✓				✓		✓						

Flagstaff team member / Skills	Specific Sectors expertise																Location					
	Major Infrastructure	PPP "Public Private Partnerships"	Dams & Tailings	Tunneling	Modularisation	Port / Marine Facilities	Mix modal transport	Railways	Busways /Tramway	Road Transport	Water management	Aeromechanics	Maintenance	Healthcare	Arbitration / Adjudication	Government	Australia	North America	South America	Europe	Asia	Africa
DAVID MOORE, SENIOR ASSOCIATE	✓					✓					✓			✓			✓					
CLIVE MOORE, SENIOR ASSOCIATE	✓							✓			✓		✓	✓		✓	✓	✓		✓	✓	