



**BRINGING YOU THE
LATEST MARKET
NEWS AND SALARIES
IN BRISBANE**

MINING & ENGINEERING

Q2 2010



ROBERT WALTERS

Welcome to the Q2 Robert Walters Market Update. We hope you find this update both interesting and informative. Should you wish to further discuss the market or any recruitment related issue, please contact your Robert Walters Consultant.

MARKET UPDATE

Q2 has been an interesting time for the mining industry. The coal, iron ore and gold commodities have continued to perform well and in line with this recruited throughout the period. Similarly nickel, copper and zinc players have been actively increasing their capability and ramping up projects for development. Throughout the entire mining and engineering sector we've seen steady growth from the start of the year and this has flowed onto the associated support companies.

Mining consultancies, contractors and engineering firms' activity has started to pick up as the owner operators ramp up and need the support of these suppliers particularly in project development.

Additionally, growth within the industry continues to put pressure on the market and competition for quality technical and managerial talent is strong. In some cases we are seeing three or four very similar senior roles vacant in the same commodity and region at the same time - with limited people capable of filling the positions.

You couldn't talk about Q2 in mining and engineering without mentioning the RSPT. Whilst it is clear that industry is virulently opposed to the tax and nervousness is regularly being talked about, the ultimate effect is yet to be seen. Anecdotal evidence indicates that projects going through crucial toll gate stages may not be approved until some outcome on the tax is reached. This is having less of an effect on recruitment at this stage, as project directors still need crucial staff to develop projects to a toll gate point. However, given at construction phase a project rapidly increases the number of employees on board (typically employing many more people than the number that will ultimately operate the mine) the longer the uncertainty the longer hiring decisions are likely to take. If the outcome of the RSPT remains uncertain for a long period of time, the EPCM and construction market will be adversely affected, a sector which although has recovered from 2009, is a long way off the peak activity levels seen in 2008.

CONTACT OUR SPECIALIST CONSULTANTS

For further information on the best method of sourcing mining and engineering professionals for your organisation, or to discuss any of the candidates profiled, please contact **Adam Harris** on (07) 3032 2218 or email adam.harris@robertwalters.com.au

ABOUT THE MINING & ENGINEERING DIVISION

Robert Walters' mining & engineering division consists of a team of specialists working across a range of disciplines including on-site and corporate mining, technical services, engineering design, maintenance, project management and environment. We offer a range of services including targeted search, retained advertised solutions, contingent placements, project assignments and a range of modular recruitment services. Being specialists in our chosen profession, Robert Walters' consultants regularly find themselves representing technical, specialist and experienced candidates who are confidentially seeking a career move. This is an incredibly valuable resource often resulting in client recruitment needs being met without the need for extensive search or advertising exercises.

SALARY SNAPSHOT

Position	Permanent salary (p.a)
Environmental Superintendent	\$155,000
Metallurgist	\$140,000
Mine Manager SE Asia	\$360,000
Mine Planning Engineer	\$125,000
Principal Mechanical Engineer	\$190,000
Project Controls Engineer	\$175,000
Project Director	\$350,000
Resource Geologist	\$170,000
Senior Estimator	\$180,000
Senior Open Pit Geologist	\$170,000
Senior Underground Surveyor	\$140,000
Technical Services Manager	\$250,000

NB: Figures are basic salaries exclusive of superannuation, benefits, bonuses and site allowances.

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WITH A NEW BRAZILIAN OFFICE.**

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SINGAPORE
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