

Peerless Progress

Civmec has managed to achieve structured growth over the past five years as the company develops and delivers its integrated, multidisciplinary capability offerings.

Images by David Phillips

Since its inception in July 2009, Civmec has provided integrated, multidisciplined construction and engineering services to a variety of clients across the energy, mineral resources and infrastructure sectors. Based in Henderson, Western Australia, Civmec has grown rapidly as it diversifies and expands its operations and services.

Providing heavy engineering and other construction services such as fabrication, modularisation, site civil works, precast concrete, structural mechanical piping installation, industrial insulation, offshore logistics, and maintenance services, Civmec has affirmed its position within the international

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marketplace as an intelligent supplier of high-quality products and productive delivery models.

Civmec's CEO Pat Tallon is one of the founding members of the group and was appointed to the board in 2012. Pat says Civmec has made significant achievements over the past five years. “Looking back, our success to date can be very much attributed to ensuring we are aligned with all project stakeholders, our clients, our suppliers and our workforce. Within our own team we are aware of each individual's characteristics and we have demonstrated that we are able to leverage our collective strengths and are proactive in addressing areas where development may be needed. We work extremely

well together as a team. We've worked together and built the company to what it is today.

“We've seen exponential revenue growth over the four-year period, which is very much in line with our initial business plan. Our first year of trading saw revenue of around SCD\$20 million and last year we recorded annual revenue of more than SCD\$400 million. We have also had a huge growth in resources over the period leading to a current workforce that has grown to over 1,500 direct employees. This includes providing opportunities to graduates and approximately 30 apprentices to learn skills of the trade and gain much-needed experience. Further to this, significant numbers of people are indirectly gainfully >



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employed through our supplier and subcontractor requirements.

“We have managed substantial development of our facilities in an effort to make us more efficient. We started off with a five-hectare block of land on which we built a 29,300-square-metre heavy-engineering facility. We’ve built our 6,500-square-metre, four-storey office headquarters and recently completed a 4,800-square-metre surface-treatment facility. We are currently building a subsea workshop specifically to allow us to increase our offerings to the oil and gas sector. We also have plans to build a new maintenance and operational-readiness facility. There’s been a lot of growth in the past couple of years and it’s been encouraging to see our strategic plans come to fruition.”

While Civmec’s evolution has been impressive, Pat states that this level of growth does not come without challenges. “Developing 120,000 square metres of prime waterfront

land is only one part of the plan. The next step was to instil confidence in our prospective clients that we could deliver on our word. We were aware of the stringent demands placed on safety, quality, and schedule by the world’s leading resources companies and were able to show an understanding of their needs.

Looking back, it is reassuring to know that the collaborative approach taken to shaping our capability and growing our business around our clients’ needs was reciprocated at that developmental stage in our development. Through a number of repeat contracts we have had with clients such as Chevron, Rio Tinto, and BHP Billiton, we understand that price is not always the deciding factor—at the end of the day the client also takes into account who will give them surety of delivery.”

As CEO, Pat says that one of his personal challenges is focused on developing and empowering his

supervision and management. “One of the greatest challenges that faces all leaders is developing a culture where we are all aligned in our thinking and commitment to delivery. We are committed to providing development opportunities to those whom we see hold potential. There are many young people, by the industry standard, with very promising futures in our organisation. They have earned their position through their commitment and initiative shown throughout their time here. Many of them have been with us for the past five years, and some even longer through our previous companies. They’ve managed to grow and understand how we operate and what the client requires. This has been one of the keys to our success to date.

“Since the company’s inception, the executive team have lead the way by demonstrating the high levels of accountability and professionalism required to grow a sustainable and versatile business. One of the

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consistent messages we receive from our peers is the recognition of our hands-on approach to doing business. We pride ourselves on our efforts towards maintaining strong working relationships with our workforce. These relationships are built on mutual respect and create an environment for strong two-way communication. If you lose touch with the team members at the workface, you put your business in a fragile position.”

With these firm foundations in place, Pat says the Civmec team is constructing a sustainable future for the company. “We will remain extremely focused on delivering the projects that we currently have on hand. We have a strong order book and are constantly working on having the company in a good position for further success. We are well aware that you are only as good as your last project. We are committed to delivering to our client’s requirements and maintaining these strong relationships for many years to come.”

In response to the outlook for construction activity, particularly within the mining industry, Pat explains, “We are seeing a slight levelling in some sectors; however, we are coming off record highs. In the whole scheme of things there is still a large amount of work. There is an expectation from clients, and the broader industry as a whole, that projects need to be delivered in a more productive manner in Australia. Going forward, the companies that will continue to thrive will be those who can continually provide value-for-money offerings and deliver successful outcomes over the lifetime of the project. I feel those who constantly challenge and strive to improve their output, including applying innovative practices, and are willing to consider other areas and markets, will prosper. Civmec is a company with this mindset.

“Civmec’s business model and capabilities have been designed for ease of transfer to new geographic markets. We are



ready and able to pursue opportunities in new markets when the correct opportunity presents itself. The company has a strong focus on growth, expanding the business, and providing long-term shareholder value. We are regularly assessing opportunities for expansion into new geographic regions.”

As Civmec continues to grow and expand, Pat believes that its key strengths and sustainable competitive advantages will ensure its success. “One of the most important things that we did as a company, in the start-up days, was that we stopped looking at our clients, subcontractors, and suppliers as merely supporting our business and viewed them as strategic partners. At the end of the day, the client is seeking to build their asset in the safest, most efficient, and cost-effective manner. More cost-effective solutions should ensure that more and more work and jobs stay in Australia. It’s all about what the client requires at the end of the day.”

This mindset will infuse Civmec’s staff and operations as the company grows domestically and internationally. With an impressive array of projects in its portfolio, a remarkable record of success, and a strong strategic force driving future growth, Civmec is set to see staggering heights of success. •



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