

# Jim Irvine

## General Manager People & Systems

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### Professional Profile

Jim has been responsible for rewriting the Shaw Management System and more importantly implementation on site. Shaw's systems have been recognised as leading the state by many clients including State Growth. Jim has a considerable knowledge of incident investigation and risk management, considerable expertise in Industrial relations and Enterprise Bargaining.

### Education and Qualifications

- Master of Business Administration, Australian Institute of Business 2007
- Grad. Dip. Management, Australian Institute of Business 2002
- Diploma of Occupational Health & Safety 2012
- Graduate of Company Directors Course
- Professional Development Activities:
  - RAB-QSA Lead Auditor Health & Safety Systems
  - G-MIRM The University of Queensland
  - Lead Investigator-Incident Cause Analysis Method (ICAM)
  - Cert IV Workplace Trainer & Assessor
  - DuPont Managing Safety Systems for Operations Managers
  - Myers Briggs Type Indicator, MBTI
  - Fundamental Interpersonal Relations Orientation-Behaviour, Firo-B
  - CPI 260
  - 16PF
  - NEO-PI-R (FFM)

### Skills & Strengths

- Able to development and implement safety and environmental management systems
- Excellent auditing skills for Project Management Plan implementation and high-risk work activities
- Strong communication skills ensuring effective delivery of management systems focuses
- Effective trainer to ensure competency of Shaw employees
- Excellent understanding of Workplace and Industrial Law



### Projects History

Project	Principal	Date	Position	Project Value
-	Shaw Contracting	2012 - Current	General Manager People & Systems, Shaw	-
-	Minerals and Metals Group	2009-12	Manager Human Resources - Rosebery Mine (MMG, Tas)	-
-	Rio Tinto Alcan	2006-09	General Manager Human Resources & Public Affairs (Gove)	-
-	Truenergy	2004-06	General Manager HR & Shared Services (SHEC)	-
-	Newmont Australia	1999-04	Manager Human Resources - Operations	-