



FAQ about Jobs.



How do I apply for a job on the Carmichael Mine and Rail Project?

To register your interest in working on the Carmichael Mine and Rail Project, visit our jobs portal at carmichaeljobs.com.au

Our jobs portal is where we advertise our roles, and we also advertise on seek.com.au

Everyone is welcome to apply.



How many jobs will be created through construction on the Carmichael Mine and Rail Project?

The Carmichael Project was redesigned in 2018 to be a 10 million tonne per annum mine and 200km railway, which will see 1,500 direct jobs and 6,750 indirect jobs created during ramp up and construction.



What type of jobs are available?

The Carmichael Project is being delivered in two phases – construction and operation. We are now building the mine and rail projects and have been doing so since we received our approvals in June 2019.

Since receiving our approvals we have advertised numerous construction roles and have more than 1,500 people working onsite already. This number will continue to grow as more people are recruited to fill construction jobs. Jobs currently on site range from earthmoving operators, diesel fitters and mechanics to chefs, environmental professionals, surveyors and engineers.

Once construction is complete, which will occur during 2021, we will shift into a different phase and begin operating the mine and the railway.

We need different skill sets for each phase. We are advertising new vacancies each week, as are our contractors, so please register your details on our employment portal and be sure to apply for the jobs that interest you.

Many of the roles will be to work with our contractors who are also advertising on our portal carmichaeljobs.com.au



How many operational jobs are expected for the Carmichael Mine once construction stages are complete?

Job numbers for operational open cut coal mines of a similar size in Queensland employ up to 1,800 people and support up to 8,000 additional jobs in supporting industries. The Carmichael Project mine and rail operational roles will be within this range, with the required operational role numbers at any point in time being dictated by such things as production volumes, geology, rostering patterns and equipment sizing amongst other parameters. Importantly, every role created with our project is a job that would not otherwise exist in regional Queensland.



Will all roles be direct employment roles?

We will be engaging both direct employees and contracting partners.



Will people from overseas be brought to Australia to work on the Carmichael Project?

No, we will not engage people with 457 visas to work on the Carmichael Project.



How will you ensure jobs go to regional Queenslanders?

Our recruitment processes are structured to ensure preference is given to regional Queensland workers. Our advertising and recruitment methods for jobs are also targeted to regional Queensland areas to ensure we are giving as many regional Queenslanders as possible the opportunity to participate in the Carmichael Project.



Where will your employees come from?

We remain committed to Townsville and Rockhampton as the primary hubs of employment for the Carmichael Project, however, everyone is welcome to apply for roles on the Carmichael Project particularly those people residing locally to the mine (e.g. Clermont). Accordingly, regions such as the Whitsundays, Isaac, Central Highlands, Mackay, Charters Towers and Gladstone will also benefit from work packages and employment opportunities on our project.



Will you be automating the mine and rail line?

The mine and rail line will not be automated. We will use the same conventional coal mining techniques and equipment used in other Queensland coal mines. We will also operate the railway in line with existing operational practices currently in place in Queensland.



Will the mine site be a unionised mine site?

The site will be set up with a conventional industrial relations approach. That means we will comply with our legal obligations. We have been in discussion with our construction partners to this effect.

When the project is in operation, we will ensure our team has stability via permanent jobs whether that be through direct employment with Bravus or with our contracting partners.



Will you operate the mine remotely?

The mine will be operated and managed onsite, we have no plans for a remote operating centre.



How will employees get to and from the mine site?

Fly-in and fly-out arrangements are in place from Rockhampton and Townsville. Drive-in drive-out options are also currently available under strict journey management plans.



What traineeship and apprenticeship programs do you have in place?

We are committed to developing the workforce of the future, through traineeships and apprenticeships as evidenced by our commitment to Traditional Owners that a minimum of 10% of our trainees will be Indigenous.



How do I apply for an apprenticeship or traineeship?

Apprenticeship and trainee programs are advertised on our jobs portal when they are available, at bravus.com.au

Our contractors also have the opportunity to advertise any apprenticeship or trainee programs they are offering on our portal.

For further questions regarding apprenticeships or traineeships please contact our recruitment team at recruitmentaustralia@bravus.com.au



What commitments has Bravus made on Indigenous employment?

We are dedicated to Indigenous employment in general and in particular for the Traditional Owners of the land we operate on.

Through our Indigenous Participation Plan we will ensure that Traditional Owners and the broader Indigenous community are well positioned to benefit significantly from the project, either through jobs or contracting.

Our plan comprises the following commitments:

- A minimum \$7.5 million spend on Indigenous education bursaries and pre-employment programs
- A minimum 10% Indigenous traineeships
- A minimum 7.5% Indigenous employment target
- A minimum spend of \$250 million in Indigenous contracting and business development.



Is government funding being contributed to the delivery of the Carmichael Project?

No government funding is required to deliver the Carmichael Project and the project stacks up both economically and environmentally.



Who can I talk to if I have other questions about recruitment or want to send through my resume?

Please contact our recruitment team for the Carmichael Project directly at recruitmentaustralia@bravus.com.au