

Company profile

November 2014



Prospect Group

Recruitment

Our specialist recruiters based in Brisbane, Newcastle and Perth focus on a broad range of roles across a number of sectors including professional services, utilities, resources, construction and infrastructure. To provide you with the best service possible, Prospect Recruiting offers distinct services in search and selection and in workforce recruitment.

Environmental

Based on more than 30 years' experience in more than 26 countries, our Environmental team provides world class Flood Forecasting and Warning Systems for cities and remote locations in all types of environments. Environmental monitoring systems are also designed and integrated for the monitoring and management of roads subject to flooding and compliance monitoring for the mining and coal seam gas industries.

Red Alert

Prospect's Red Alert division provides safety related products and systems. Utilising world leading technologies we are able to greatly improve situational awareness and help reduce the risk of injury and loss of life during emergency related events.

Consulting

Sustained improvement in your organisation starts by observing and reviewing your processes and systems whilst fully engaging your people. This is where Prospect Consulting comes in. Through the creation of specialised and effective Management Operating Systems (MOS), we're improving businesses from the ground up. Our consulting group also has the capability to provide organisations with assistance in team and leadership development, operational improvement, strategic planning and safety.

Brisbane | Newcastle | Perth | Coffs Harbour

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Prospect Environmental overview



Prospect Red Alert Disaster Management technologies

About us

Prospect Environmental commenced as a new Division of Prospect Group in February 2013, and has already achieved outstanding success.

Headed up by Mark Wolf, Ralf Muller and Glen Klinberg, the team focusses on the design and delivery of environmental monitoring solutions including Flood Forecasting and Warning Systems and Environmental Compliance Monitoring for mining and CSG.

Prospect Environmental works with Regional and City councils to deliver comprehensive integrated solutions to keep communities safe.

The division also holds exclusive distribution rights to a number of products, including electronic mass notification systems, Pan Tilt Zoom remote cameras and Variable Message Road Signs.

Why use Prospect Environmental?

- Unique disaster management consulting services that produce effective solutions to consistently deliver results
- Access to the latest and most effective technologies available
- Experienced and dedicated engineering specialists and safety experts
- Experts in the design and build of disaster management systems
- Solutions are tailored to specific needs and risk situations
- Unwavering commitment to the use of purpose-built products and systems that are proven to work and save lives

Outdoor Warning Systems

Supply, installation and commissioning of critical flood, fire and inclement weather warning systems. Red Alert has a full range of electro-mechanical and electronic warning sirens providing wide area alerting and notification.

Hazardous Area Signalling

Prospect Red Alert now offers a wide range of notification and signalling equipment specifically designed and certified for hazardous and harsh environments.

Hazardous Area Public Address and Intercom systems

From light industrial to fully redundant IECEx certified PA and Intercom systems, Red Alert provides a comprehensive range of communications systems for utilities, government and the resources sector.

Vehicle Signalling and Warning

With a focus on high quality vehicle signalling Red Alert offers the latest audible and visual warning solutions for the Tow and Recovery, Utility, Resources and Construction sectors.

Signage

Delivering reliable and robust signage products to ensure safety through warning, Smart signs provide interactive flood warning road signs and Mine Signs produce long lasting hi-visibility signs for operation in harsh mining conditions.

Inviso Cameras

Remotely controlled Pan Tilt Zoom camera systems provide real time images of multiple areas in risk hot-spots and includes web-based viewing and integration, remote management, warning automation and solar power options.

Dataonline.io Monitoring

Our cloud based monitoring and control system provides high level data acquisition and display functionality with the ability to monitor and control SMART Signs, cameras and mass notification devices.



Prospect Consulting overview



Performance through people

About us

Our focus at Prospect Consulting differs from many of our peers in that we are all about creating performance through people in every aspect of the services we provide to our clients. We start the journey towards sustained improvement in your organisation by observing and reviewing your processes and systems whilst fully engaging your people.

Many of our assignments include the use of a full time client team to deliver the outcomes, build change champions and create organisational knowledge.

Benefits from our approach, that we have delivered with our clients, include increases in revenue, profit, throughput, quality, yield and customer service.

Our specific consulting services are:

- Management Operating Systems
- Team and leadership development

- Strategic planning
- Operational improvement
- SAFE4 situational safety awareness

Our **Management Operating Systems (MOS)** are designed to align your people, processes and systems to effectively deliver your strategy and to engage your workforce in that delivery, and ultimately achieve cost-effective results. A MOS delivers:

- A behavioural model to define management expectations
- An organisational framework to manage strategy at all levels
- A system of performance feedback loops to stages of organisational forecasting, planning and control
- Tactical processes and reports that allow employees to share information with those who need to take action
- Feedback loops that allow managers and supervisors to monitor performance

We base our **Leadership Development** programs on the fundamental premise that a leader needs to know and manage themselves before they can effectively lead others. Our basic philosophy is that leaders need to:

- Understand and manage themselves
- Understand their role in a leadership group
- Understand how they can contribute to the business

Strategic Planning

Businesses need a clear strategy and set of objectives that leaders can readily relate to their employees.

Unfortunately many senior executives struggle to articulate the objective, scope, advantage and direction of their business in simple and concise terms.

Our approach is to facilitate with leaders the development of simple and concise strategic plans that all employees can understand and internalise. As a result, they become the benchmark for making difficult decisions and the guiding light that aligns people in your organisation.

Our **SAFE4** program is designed to assist individuals in their understanding and identification of threats to their situational safety awareness.

Designed to complement existing safety programs SAFE4 delivers an educated workforce that is able to identify environmental conditions and emotional states that increase their likelihood of a preventable accident.

As a result workers will be safer.



Prospect Recruiting overview



Search and Selection Workforce recruitment solutions

About us

Our specialist recruiters based in Brisbane, Newcastle and Perth focus on a broad range of roles across a number of sectors including professional services, resources, utilities, engineering, construction and infrastructure.

Our experience in partnering with these industry sectors ensures we are well placed to assist you with your recruiting needs.

To provide you with the best service possible, Prospect Recruiting offers four distinct services:

- Search and Selection
- Workforce Recruitment
- Assessment Centres
- Recruitment Process Outsourcing

Why use Prospect Recruiting?

- Unique mix of recruitment and operations consulting services
- Effective solutions that consistently deliver results
- Extensive candidate database and industry network
- Experienced and dedicated recruitment consultants
- On-site qualified psychometric practitioners

Search and selection

Our specialist recruiters are committed to producing outstanding results for our clients, no matter how challenging it may be to find the right candidate for the role.

We take the time to understand key responsibility areas, competencies, personal qualities, and experience that you require from potential candidates.

By ensuring we have this level of understanding we are able to accurately identify candidates with the required skills, knowledge and experience.

Ultimately this leads to the vacancy being filled by the right candidate every time.

Workforce recruitment solutions

In situations where there are multiple requirements to be filled and a higher number of candidates to be processed, Prospect offers a tailored workforce recruitment solution through Recruitment Process Outsourcing (RPO), which focuses on securing the best candidates for our clients.

This service complements our Search and Selection and Assessment Centre recruitment services, and is most effective when there is a need to recruit 10 or more positions.

The benefits include:

- Reduced cost per hire leading to reduced recruitment spend
- Creation of an exclusive talent pool
- Single point of contact – regular communication with hiring managers and candidates
- Engagement of professional recruiters within a highly cost effective fee framework