

mass
Resources



CAPABILITY STATEMENT 2025

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Company Overview

Founded in 2012 in Perth, Western Australia. Mass Resources is a leading workforce solutions provider specialising in the recruitment and deployment of skilled professionals across Australia's most demanding industries.

We connect top-tier talent with businesses across the mining, construction, civil, technical, and trade sectors. Our strong focus on safety, efficiency, and performance ensures reliable outcomes.

Backed by years of industry experience, we understand the complexities of large-scale projects and the need for a highly capable, reliable workforce. Our commitment to quality, compliance, and client success ensures that we deliver workforce solutions tailored to the unique requirements of every project.

Operating nationally, **Mass Resources** is driven by a people-first approach—supporting our workforce with the right training, resources, and conditions to perform at their best. Our reputation for excellence is built on trust, innovation, and a deep understanding of the industries we serve.



Services We Provide

We offer a comprehensive range of recruitment and workforce solutions designed to meet the evolving needs of businesses across all levels and industries

1

Tailored recruitment solutions

We provide recruitment solutions specifically designed to meet the unique needs of each client. By understanding your business, culture, and workforce requirements, we deliver candidates who are aligned not only with the job role but with your long-term objectives.

2

Solution based workforce strategies

Our team works in partnership with clients to develop strategic, scalable workforce solutions. From project-based staffing to long-term workforce planning, we create flexible models that adapt to evolving business and industry demands.

3

Temporary and contract

We offer fast, reliable access to skilled temporary and contract personnel to support peak periods, projects, or leave coverage. Our robust pool of pre-qualified candidates ensures minimal downtime and maximum productivity.

4

Permanent recruitment

Through a detailed and consultative approach, we identify and secure high-quality permanent talent across a range of industries. We focus on fit, capability, and retention to ensure long-term success for both candidate and employer.

5

Executive search

Our executive recruitment service connects organisations with proven leaders who can drive strategy, performance, and innovation. We conduct a discreet and thorough search process to secure top-tier talent across senior and C-suite roles.

Who We Work With

Mass Resources specialises in delivering customised workforce solutions that address the specific challenges of Australia's leading industries.

Committed to building strong, diverse teams, we actively support Indigenous employment initiatives and inclusive hiring practices. With a focus on efficiency, safety, and industry best practices, we help businesses navigate workforce challenges and achieve long-term success.

Building and civil construction

Specialising in providing skilled trades and labour to both principal contractors and subcontractors, Mass Resources has been delivering reliable workforce solutions since 2014. We offer a range of services, from short-term temporary labour to fully managed project teams. With extensive experience across a diverse range of industries, Mass Resources has successfully supported projects of all sizes, including large-scale road and bridge projects, major infrastructure developments, airport upgrades, commercial and industrial construction, high-rise residential buildings, and subdivisions.

Renewables

Mass Resources specialises in the high-volume supply of skilled personnel for utility-scale renewable projects across Australia. With a proven track record of delivering qualified and experienced employees to over 20 renewable projects, we have established ourselves as a trusted specialist supplier for complex regional and remote projects. Our expertise lies in consistently providing skilled electrical, mechanical, and piling personnel, ensuring seamless workforce continuity by strategically re-deploying field employees to meet the evolving demands of each project.

Mining and construction services

With our head office based in Perth, supporting the mining and resources sector has been a cornerstone of **Mass Resources'** growth. We specialise in supplying skilled personnel across mining production, maintenance, and processing sectors, while also supporting projects in the non-process infrastructure sector. We continue to foster strong, long-lasting relationships nationwide, with personnel deployed both above and below ground. Our team is always ready to provide expert assistance wherever it's needed.

Professional and technical

Our professional & technical team specialises in filling key roles across the construction, mining, and renewable sectors, including supervisors, project managers, engineers, construction managers, HSE officers, and more. With a proven track record of providing exceptional, client-focused service, **Mass Resources** excels in sourcing, screening, and selecting the most qualified professionals for these critical positions. We are dedicated to ensuring the perfect match for your project's needs, offering a seamless and professional experience for both new and long-term clients.

Roles We Can Help With

We recruit for a wide range of roles across the key industries.

Blue collar

- Building and construction
- Civil and infrastructure
- Manufacturing
- Mining and resources
- Renewables
- Trades and labour
- Transport and logistics
- Warehousing

White collar

- Accounting and finance
- Administration
- Education
- Engineering
- Government
- Health, safety and environment
- Human resources
- Management and executive
- Project management
- Technical
- Technology



Our Recruitment Approach

1

Attract and source

We leverage diverse sourcing channels tailored to both blue-collar and white-collar roles, ensuring access to a wide pool of skilled candidates from various industries.

2

Screen and assess

Our comprehensive screening process evaluates candidates based on skills, experience, and cultural fit, using tailored assessment methods for different role types.

3

Verification and selection

We conduct thorough background checks and verifications, presenting only qualified candidates for your consideration, whether for hands-on or office-based roles.

4

Candidate submission

We deliver a curated shortlist of top candidates, each with detailed profiles and interview insights, ensuring you have the right fit for your specific needs.

5

Onboarding

We manage the onboarding process end-to-end, including compliance checks, training coordination, and smooth integration into the team, regardless of role type.

6

Post employment

We provide ongoing support to both clients and candidates, addressing any issues or adjustments needed post-placement to ensure satisfaction and retention.

We leverage a modern and integrated tech stack to streamline recruitment processes, enhance candidate and client experiences, and ensure operational efficiency:



Payroll

Our people-first approach extends to every part of the recruitment journey—starting with our candidates.

At **Mass Resources**, we emphasise regular, respectful, and transparent communication, establishing clear lines of contact from the outset. We take pride in keeping candidates informed at every stage of the recruitment process.

Mass Resources also enables clients to customise rules for Modern Awards, Enterprise Bargaining Agreements, and relevant overtime, leave, and allowances, ensuring legal compliance.

Our payroll system efficiently processes timesheets in line with the defined conditions. At the heart of this function is our managed payroll team, comprised of skilled payroll professionals with expertise across various industries.

As a client, you will be supported by a dedicated Payroll Manager, ensuring a seamless payroll experience.

Our Competitive Advantage



Extensive industry expertise and national reach



Highly skilled, safety-focused workforce



Tailored recruitment and workforce management solutions



Proven track record in delivering large-scale workforce solution

We exist to make a meaningful impact—connecting quality people with the right opportunities. Through trust, energy, and inclusion, we create positive outcomes for clients, staff, and field employees.

Respect - We truly care about people, and understand by setting this fundamental standard of respect, we are all accountable.

Dedication – By getting the job done and delivering outcomes, we power people and projects alike.

Improvement – We are committed to making small incremental changes for the benefit of our staff, field employees and clients.

Collaboration – Embracing diverse perspectives, we foster an inclusive approach to everything we do, ensuring that every voice is heard.



Compliance and Safety

Safety, integrity, and compliance are central to everything we do.

At **Mass Resources**, we maintain the highest standards in Workplace Health & Safety (WHS), ensuring all personnel receive proper training, risk assessments are conducted, and industry regulations are strictly followed. Through ongoing safety initiatives, incident reporting, and continuous improvement strategies, we create a culture of accountability and risk management across all worksites.

Beyond safety, we uphold strong governance and compliance frameworks, prioritising fair employment practices, ethical business conduct, and environmental sustainability. Our commitment to responsible operations includes Indigenous employment initiatives, diversity-focused recruitment, and minimising environmental impact.

By integrating safety, compliance, and sustainability into our workforce solutions, we deliver reliable, future-focused services that support both businesses and communities.



Support to Clients and Candidates

At the heart of our business is a commitment to providing exceptional support to both our clients and candidates.

We take the time to truly understand both sides unique needs, aspirations, and challenges. For our clients, we offer tailored solutions that drive efficiency, productivity, and growth, while for candidates, we provide guidance, mentorship, and access to opportunities that align with their skills and career goals. Our goal is to build long-lasting relationships founded on trust, collaboration, and a shared commitment to success.

Contact Us

Mass Resources is a trusted and well-established labour hire company with a national presence, including offices in Perth (WA), our original home, and Mackay (QLD), as well as service locations across Australia.

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