



Case Study

Providing HR capability to a fast growing mining company



BACKGROUND

The client is a mid-tier mining company listed on the ASX and headquartered in Perth. They are in an equal joint venture partnership with a large overseas investor to mine and export high quality iron ore to world markets.

THE CLIENT CHALLENGE

The Company had a small corporate office with most of their HR activity occurring in the joint venture operation's entities. They were seeking to build their HR capability but didn't have the resources to invest heavily in a permanent in-house HR function.

HARRIER'S SOLUTION

Harrier was commissioned to deliver an outsourced HR solution with the following remit:

- Provide HR governance support - including Industrial Relations, Remuneration and HR Policies - to ensure the Company met its HR requirements and practices to the standards required of an Australian publically listed company
- Conduct project work, including due diligence on - key studies, executive remuneration and broader HR strategic work as and when required
- Support the corporate entity with its HR requirements across policies and HR business partnering with the executive leadership team

Through Harrier's extensive HR knowledge and understanding of the resources sector in Western Australia, we delivered specialist HR capability to meet our client's needs as they progressed through the various project stages and development studies.

OUTCOMES DELIVERED

Harrier delivered:

- Immediate and productive support to the HR function at both the corporate and strategic levels
- A strategic review of the HR elements of a Bankable Feasibility Study with specialist representation for the company at joint venture reviews
- Improved HR governance and support within the corporate environment
- Strategic support to operating entities in the development of HR and resourcing plans
- On demand HR support for projects

