



# IBG

**Strategic Recruitment** - Permanent & Contract  
**Talent Attraction** Consulting & Advice  
**Inhouse Recruiter** Secondment

Transport | Energy | Utilities | Mining

# Who We Are

Indigenous Business Growth (IBG) is a **majority Indigenous-owned recruitment and advisory business** specialising in workforce solutions across civil engineering, infrastructure, construction, energy and mining.

While Indigenous-owned, **IBG supports both Indigenous and non-Indigenous placements** and works with a wide range of **clients including contractors, engineering consultancies, developers, government agencies and Indigenous enterprises.**

As a **Registered Supply Nation business**, IBG works with clients to support Indigenous participation and ESG objectives while delivering commercial, performance-driven recruitment outcomes.

We connect high-quality talent with organisations delivering Australia's critical infrastructure, energy and resources projects, with a strong focus on capability, compliance and delivery outcomes.

IBG delivers **permanent recruitment, executive search and project-based workforce solutions**, with particular expertise in technically specialised, safety critical and leadership roles within in-demand talent pools. Our approach is relationship-led, outcomes-focused and grounded in real-world project experience.

IBG's executive leadership brings together **senior infrastructure delivery expertise, specialist recruitment capability and high-performance leadership experience**, combining technical credibility with a proven performance mindset.

Our broader team brings **decades of hands-on experience across transport, utilities, construction, energy and mining.** These long-standing industry relationships provide access to passive talent, trusted referrals and informed hiring decisions.

IBG is committed to meaningful economic participation through employment, supplier engagement and long-term capability development. We operate nationally and maintain offices in Sydney, Brisbane and Newcastle. We support projects of all sizes, from targeted specialist placements to scalable workforce programs aligned with government procurement frameworks and Indigenous participation strategies.



**Supply Nation**



# Meet our Executive Leadership team

## James Yerbury

With 25+ years in the infrastructure and civil engineering sectors, James bring a rare blend of site-level understanding and boardroom experience. His career includes senior leadership roles General Manager, Rail, national pre-contracts leadership and strategic roles at Laing O'Rourke, Lendlease, CPB/Leighton and Cardno. James combines a civil engineering background and an MBA with proven capability in business growth, work winning and operational leadership.



James focuses on outcome-driven management - defining strategic direction, building high-performing teams and driving those strategies through to actions at the "coal face".

He's experienced in designing win themes, shaping commercial and delivery strategies, and implementing structural changes that improve margins and delivery certainty.

His approach is highly client centred: deep engagement with client drivers has underpinned long-term relationships and improved bid success.

## Dan Christian

Dan's a Wiradjuri man from Narrandera in country New South Wales, raised in a large family where looking after one another, pulling your weight, and backing the people around you were non-negotiables. Those values have shaped every stage of his working life.



Early in his career, he worked in the Federal Government's Indigenous Employment Branch, supporting businesses to employ, train, and retain Aboriginal and Torres Strait Islander people. He then spent 25 years in professional cricket as both a player and now a coach, where leadership, teamwork, and relationships were central to success. Later in his playing career, and increasingly through coaching, he found real satisfaction in seeing people succeed through relationships built over time and a shared commitment to improvement.

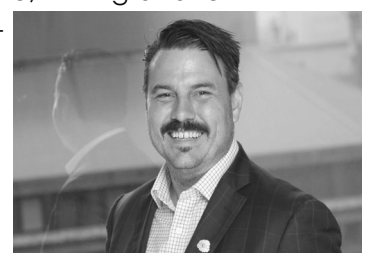
Leading Indigenous Business Growth (IBG) brings that journey full circle - applying Dan's experience in employment and high-performance environments, to helping people and projects succeed across the

## Jeremy Symes

Prior to his 18+ year recruitment career, what seems way back in the 1990s, Jeremy worked in civil, engineering & mining industries, having sourced contracts as an engineering surveyor and underground driller around Australia

His deep engagement and knowledge of the engineering, transport infrastructure, mining and resources sectors, with a passion of delivering service excellence and understanding of market conditions, consistently results in successful outcomes for both clients and candidates.

Jeremy's a big user of technology and data driven assessment to determine proven performers. Extremely well networked, in extension to industry colleagues and connections, he has 25,000+ 1st hand LinkedIn connections around Australia.



# Our Success

Below are just a snippet of the potentially relevant and recent roles across transport engineering, mining, engineering, infrastructure and advisory executed by the IBG team.

## Roles

Client Side Director - Tunnels, Stations, Excavation

Senior Planning Engineer

Estimating Manager

Principal Civil Engineer

Head of Engineering Tier 1 Rail D&C Contractor (Female)

Rail Safety Assurance Manager

Business Process Analyst (Females)

National HSEQ Manager

Registered Cadastral Surveyor

Contractor Side Project Manager Civil

Senior Engineering Surveyor

Tunnel & Engineering Surveyor

Bid Writer

Senior Geotechnical Engineer

Bid Director

Senior Production Engineer

Delivery & Leadership Advisor Infrastructure

Senior Environmental Engineer (Female)

ITS Road & Tunnel Project Manager (Female)

Traffic & Transport Planning Manager

Australian Head of Engineering International OEM

Senior Transactions Advisor

Design & PM Principal Civil Engineer (Female)

Director Commercial

Contractor Side Safety Manager - Marine Project

Advisory Project Delivery

General Manager of Safety (Female)

Director Geotechnical Consultant

Project Engineering Surveyor

Senior Planner - Pipeline Project

Client Side Project Manager Civil

Senior Executive Infrastructure Finance

Human Factors Lead Rail & Defence (Female)

Safety Manager Civil Minesite Project

Commercial Advisory (Female)

Principal Engineer - Renewables, Generation & Advisory

Metro Rail Project Director - Station, Metro, Heavy Rail, Commercial Building Interface

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Independent Certifier Metro Rail Station Construction

Client Side Senior Project Manager Metro Rail (Female)



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