



HERE+NOW



HERE TO MAKE A REAL DIFFERENCE

WE ARE TACTIX

Formed in response to a changing marketplace and an escalating cost base, Tactix Group is a new way for engineering organisations to efficiently and cost effectively resource teams, deliver projects and engage advisory and consulting support.

WHO WE ARE

Bringing together the skills of industry-leading professionals and innovators, we collectively have experience within the engineering, management consulting and human resources industries. Grouping together these skills we have the ability to build permanent, temporary or project teams (through our 'industry leading' pool of professional engineers and associates) as well as providing a diverse range of value for money advisory and technical support services.

OUR VALUES

We bring a fresh approach, strive to be different and aim to surpass expectations with our well-considered solutions. We will provide guidance on the right course of action, influence your stakeholders and provide advice based on knowledge, experience and innovation.



EXPERIENCED FOR THE CHALLENGES WE FACE **NOW**

People provided by Tactix have played key roles in delivering reform and change to the transport industry.

WHAT MAKES US DIFFERENT

As an example of how we can help your business we provide some samples of recent successes for a range of our clients.

Ben Neary has recently delivered a major training material development programme for a Light Rail Operator and is coordinating the roll out of AEO (Authorised Engineering Organisation) readiness reviews and implementation programmes for leading engineering organisations.

Ian Connolly is currently providing strategic risk management advice to a government department going through significant change. He is working with the senior management team to review risks through the establishment phase and beyond.

Mark Quintana has recently delivered a complex resourcing program in a demanding time frame for a government agency. The positive feedback has provided the opportunity to delivering further programs within other government agencies.

Graham Bradshaw is currently providing strategic advice to the rail reform Program in NSW with particular emphasis on Risk Management, Assurance Processes and Competence Assessments. He has been developing pragmatic solutions to ensure organisations and individuals can satisfy their legal, moral and contractual obligations with respect to engineering and Safety Assurance. Graham has become a trusted advisor to senior management.



HERE TO KEEP YOU MOVING



UNDERSTANDING CHANGE

In a marketplace that is experiencing significant change and where traditional business models are struggling to remain competitive, companies who provide engineering services have to be adaptable and reactive to market conditions and needs.

An increasingly risk focused business and engineering environment requires additional expertise and improved management process. It is a business imperative, for companies to control costs and manage risk, ensuring their clients are getting the best value for money solution.

Tactix consultants work with our clients to develop competency, risk awareness and assurance skills, and help clients understand how to more efficiently procure specialist resources. Within the permanent workforce we advise of new market trends and opportunities, as well as identifying and acquiring specialist candidates to assist our clients grow.



PLANNING FOR TOMORROW TO BE READY **NOW**

SMARTER SOLUTIONS

We are a growing Australian company with a global reach originally formed out of a desire to address the escalating cost base in delivering engineering projects and advice. With a diversity of skill sets and a distinct platform, we have the ability to resource people, manage projects and provide advice to businesses servicing the infrastructure engineering market.

Our key services include;

- > Technical Consulting and Management Advisory Services
- > Permanent, Temporary and Contract Recruitment
- > Change Management
- > Safety and Risk Management Services
- > AEO Readiness Support (Transport)
- > Managed provision of Subject Matter Experts
- > Training and Organisational Development



WE BELIEVE IN BETTER RIGHT **HERE** RIGHT **NOW**

*Flexibility is key and with that in mind we
package our people, works or programmes
to suit client requirements*

MORE THAN JUST A SUPPLIER

Regularly working with government, multi-national and privately owned corporations our clients tell us that flexibility is key and with that in mind we package our people, works or programmes to suit client requirements.

Even though we have a framework of services that we regularly offer as a company, the approach is not 'off the shelf.' Only after carefully analysing our clients requirements do we deliver a flexible and tailored offering that is always focused on minimising cost, but without compromising quality of the service delivered.

Another key reason why governments and operators use us is that we de-link our resources from conflicts. The people we provide will not be used on other stages of the same project ensuring continuity and reliability of the resource offered.



DEVELOPING SYDNEY'S LRT TRAINING MATERIAL

Tactix were engaged by Transdev to design, manage and review Driver and Operator training material for the Sydney Light Rail Network.

THE CHALLENGE

The operator of the Sydney Light Rail Network Transdev is scheduled to introduce new rolling stock to the fleet to meet increased demand and service the opening of the inner west extension. The new rolling stock provides a critical risk to the network if the driver training is not compatible.

Tactix were engaged by the light rail network operator to review, document, produce and verify training programmes for both drivers and the operations controller teams. The work was safety critical and had to be delivered within a tight programme.

THE SOLUTION

Tactix put together an integrated project team in a very short time frame. The team consisted of experienced senior operating personnel, training professionals and project management professionals who were critically able to communicate with the staff. The team delivered the works as well as rationalised training styles and delivery mechanisms and were able to improve competence development.

Tactix facilitated a number of management reviews and test training sessions and captured feedback from the participants as part of our training material development process.

THE RESULTS

Tactix delivered the project to time and a fixed budget and provided guidance, mentoring and feedback to key stakeholders in the process developing a framework for successful training outcomes and improved competencies in the future.

We received some very positive feedback from the client who has now developed into a long-term partner.



PROVIDING KEY SPECIALISTS FOR TfNSW TRIDENT PROGRAMME

Tactix provided executive search, selection and project management services to resource a number of senior specialists for the Transport for NSW Reform Programme.

THE CHALLENGE

Tactix/Gazelle partnership – a joint venture of two leading Australian engineering focused search and selection agencies were engaged by Transport for New South Wales (Transport Projects Division) to deliver executive search services for Assurance, Human Factors and Environmental specialists with the Trident Projects Program (ATP, PSU, DTRS Projects). The brief was to resource from a pool of internal/external candidates. Tactix were commissioned to deliver this recruitment project within a strict deadline, whilst adhering to government policy and procedures.

THE SOLUTION

Tactix/Gazelle JV responded to the challenge by providing an integrated project team who collectively had fifty years rail engineering industry and recruitment experience. Tactix/Gazelle JV initiated a targeted recruitment campaign that was designed to source and attract the best talent in the local market. The specialist recruitment team provided executive search service and research and in tandem managed all advertising vetting and selection processes to the final client interview and management of offer stages.

THE RESULTS

Tactix delivered its assigned roles within to programme. Not only this however, due to the high quality of preferred candidates we created opportunities for additional candidates that were not originally requested, these have now been engaged and have resulted in the client reducing their reliance on external consultants and contractors. The ongoing success of this campaign has meant the Tactix/Gazelle partnership being recognised as a preferred supplier to TfNSW and a panel member for the Roads & Maritime transitional program which is due to commence shortly.



SOURCING SUBJECT MATTER EXPERTS ON BEHALF OF TfNSW

Tactix were able to provide and manage specialist technical consultants for TfNSW, whilst delivering exceptional value for money solutions and enabling critical projects to stay on track and within budget.

THE CHALLENGE

In a marketplace where government budgets are tight and given the challenging economic environment where large and multi-national companies are having to re-design their business models (due to the mining boom softening), the provision of specialist resources has become increasingly expensive and furthermore difficult to engage. As large professional services consulting organisations when redesigning their models are actively reducing headcount, having to bid a variety of packages of work meaning quite often that their resources become conflicted on different stages of projects or just too expensive to justify engaging as an SME. In response to this changing landscape, TfNSW have had to connect with a variety of providers to procure and manage specialist resources.

THE SOLUTION

Tactix an emerging provider of SMEs, advisory services and resourcing solutions have been appointed to provide a number of key specialist resources to cover short-term critical requirements across a number of TfNSW departments. Tactix through their resourcing led consulting model (their internal consultants and recruitment teams have a global reach to a pool of specialist internal and external resources and associates), have mobilised, managed and delivered resources. Tactix have also responded to these requests within short and challenging time frames and at very reasonable cost (Tactix model has stripped un-necessary costs and passes the benefit on to it's associates and clients).

THE RESULTS

Tactix resources continue to deliver excellent service given that Tactix can dedicate their resources solely to the requirements of the TfNSW for as long as these critical shortages remain (Tactix do not tender multiple stages of projects and are thus free from conflict of interest). Tactix also do this whilst providing exceptional value for money without compromising the quality of resource provided or increasing liability for the client. This will enable TfNSW to further drive business and supplier efficiency both now and in the future.

As a result of our successes we have been appointed and invited to support a range of departments across TfNSW and have also been asked to present further information on the value for money services that we provide.

Let's Talk.

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