


Project Services

Elevating projects and communities with tailored solutions that inspire, empower, and create lasting impact.

IPS provides a range of tailored services for major projects across infrastructure, construction, mining, oil and gas, and energy sectors. These include First Nations engagement and participation strategies and plans, people and culture services, sustainable employment programs, procurement support, alliance coaching and evaluation services.



IPS provides consulting services across Australia

Our Capabilities



Pre-Contract Support

Bid planning and support including procurement strategies, development of procurement management plans, Indigenous participation plans, vendor management, workforce plans, and assessment and constructability reviews.



Workforce Planning

Strategic and tactical workforce planning; employee capability assessment including building talent pipelines; career mapping and internal succession planning at a business and project level.



Organisational Culture

Develop and drive highly effective teams and a sustainable high performance culture across projects, including: values and vision development, alliance and individual coaching, supervisor training, culture measurement, reputation management strategies, change management.



Indigenous Engagement and Participation

Indigenous engagement and participation strategies, participation management, business capability mapping and support, Reconciliation Action Plans, embedding cultural leadership and cultural safety within projects.



Recruitment & HR Management

Scalable approach to end-to-end recruitment with a specific focus on business as usual recruitment activity, project ramp up and critical skills identification. Outsourced provision of recruitment, onboarding and HR management.



Sustainability

Developing tailored plans and strategies to assist the client to deliver projects in an economically, socially, and environmentally responsible manner. Strategic planning and development of Sustainability Action Plans which will guide and measure project sustainability performance, in accordance with all relevant and nominated sustainability obligations, such as Infrastructure Sustainability Council of Australia (ISCA) and Green Building Council of Australia (GBCA).

59% First Nations Ownership

26% First Nations Team Members

Case Studies

Bunbury Outer Ring Road | South West Gateway Alliance

The 27km, \$1.25bn Bunbury Outer Ring Road Project is being delivered by the South West Gateway Alliance. IPS and the Alliance codesigned a comprehensive Aboriginal Participation Plan designed to meet and exceed business participation, employment and training targets, along with supporting capability growth within the region. As of February 2024 (at 68% project completion), Aboriginal participation results on the project have exceeded both targets and expectations, including \$35.5m Aboriginal business spend (to date, in excess of the \$30m target).

Yaka Dandjoo Sustainable Employment Program, Bunbury Outer Ring Road

The Yaka Dandjoo Program is an award-winning legacy program, designed to provide lasting employment opportunities for the South West WA region long after the conclusion of the Bunbury Outer Ring Road (BORR) project. Since the Yaka Dandjoo program started in October 2021, 164 individuals have successfully graduated the program, with 57% women, 62% Aboriginal people, 40% young people, and 26% people over 45+ years. To date, 96 participants have gained employment on the Bunbury Outer Ring Road project, 74 participants employed in the civil industry in total, and 31 traineeships/apprenticeships awarded.

Cultural Immersion Program, Armadale Line Upgrade Alliance (ALUA)

The Armadale Line Upgrade Alliance (ALUA) engaged IPS to deliver a two-day cultural immersion to the ALUA Leadership Team, to embed authentic and lasting Aboriginal engagement across the \$1bn Victoria Park to Cannington Level Crossing Removal Project. The program has underpinned a strong commitment to driving outcomes across the project.

Zero Emission Buses Aboriginal Engagement Strategy, Transport for NSW

IPS was engaged by Transport for NSW to codesign and develop an Aboriginal Engagement Strategy for the state's Zero Emission Buses (ZEB), a multi-billion dollar project to transition 8000 plus diesel and Compressed Natural Gas bus (CNG) public transport buses to zero emissions technology. Our approach included collaboration with several Aboriginal partners including the NSW Aboriginal Chamber of Commerce and the Indigenous Defence and Infrastructure Consortium (iDiC) to identify strategies to foster emerging business capabilities and innovative workforce solutions. The resultant strategy is a foundation for a fresh approach to building a legacy of Aboriginal participation and engagement in NSW.

Our Lead Team



Julie Hillier
Co-CEO



Damien Chalk
Executive Director & Co-Founder



Cameron Wood
Executive Lead



Cameron Wood
Executive Lead

IPS understand the complexities of successfully delivering projects. Strategic planning, authentic engagement and an embedded inclusive culture are critical to the success of any project. Our team of professionals provide specialised services that will add significant value to your project and deliver meaningful outcomes for First Nations people, businesses and communities.

Our Valued Clients

