

Inspirational women of SA's minerals and oil & gas industries honoured at awards event today

Inspirational women working in the South Australian resources sector were celebrated at the second *South Australian Women in Resources Awards*, presented at a South Australian Chamber of Mines and Energy (SACOME) lunch today.

Five winning individuals were awarded from a pool of around 30 exceptional nominations, together with one company winner, at the event which featured a keynote by Rio Tinto's Managing Director of Planning, Integration and Assets, Kellie Parker.

The awards are an initiative of the Women in Resources South Australia committee (WinRSA) a SACOME committee which aims to shape the future of the State's resources sector by realising the benefits of the increased participation, retention and advancement of women in the industry.

Today's winners will automatically be nominated for the *National Women in Resources Awards*, also to be held in Adelaide this September.

[View detail on the winners](#)

Jason Kuchel, Chief Executive of SACOME said "The benefits of gender diversity in the resources sector are many, including improved business performance. These awards contribute to increasing this diversity by celebrating the ambassadors, mentors and role models instrumental in encouraging and supporting women in the sector."

Fiona Mort, Director Office for Women, attended the event, presenting two of the awards. She congratulated SACOME and Women in Resources SA on the initiative.

"The resources industry continues to have low female participation and has historically been perceived to be a 'man's domain' with the representation of women remaining low. The drive for change is growing and there is now a focus on increasing the representation of women in these industries, so it is vital that we honour and celebrate those women who have contributed so richly to the resources sector." Ms Mort said.

"I congratulate SACOME and Women in Resources SA on these awards."

Almost 30 nominations were received, with the challenging judging task completed by a panel including Terry Burgess (SACOME President), Fiona Mort (Director at the Office for Women), Miriam Silva (Director TAFE SA Board) and Dr Ted Tyne (Executive Director Mineral Resources at the Department of State Development) with support from Bridget Fardon (Project Officer, Women in Resources South Australia at SACOME).

2016 SA Women in Resources Awards winners:

Categories and winners:

- Award: **Gender Diversity Champion in South Australian Resources (sponsored by Thies)**
Joint Winners: **Kate Hobbs** (Senior Consultant, First Principles Consulting)
Lucy McEwen (General Manager, Property Services at Fyfe)
- Award: **Excellence in Diversity Programs and Performance (sponsored by the Department of State Development)**
Winner: **Fyfe Pty Ltd**
- Award: **Outstanding South Australian Tradeswoman, Operator or Technician (sponsored by Santos Limited)**
Winner: **Kristy Hasting** (Operator – Grader and Haul Truck, Thies at OZ Minerals Prominent Hill mine)
- Award: **Exceptional Young Woman in South Australian Resources (sponsored by OZ Minerals)**
Winner: **Jasmine Richards** (Senior Environmental Advisor – Groundwater, OZ Minerals)
- Award: **Exceptional Woman in South Australian Resources (sponsored by Heathgate Resources Pty Ltd)**
Winner: **Dr Andrea Marsland-Smith** (Manager – Regulatory and Compliance, Heathgate Resources Pty Ltd)

Winners in detail:

Gender Diversity Champion in South Australian resources (sponsored by Thies) Kate Hobbs (Senior Consultant at First Principles Consulting)

Kate acknowledges she was fortunate to grow up with strong female role models, which gave her an awareness that helping others is as important as her own success.

In the resources sector, especially in the early days, Kate saw a need to focus on getting women into the industry, retaining women through mid-career and ensuring working arrangements became more flexible to meet important personal needs.

Kate was a key member of the team that implemented the Mine Operating System at Olympic Dam and led part of a successful change management effort for the Uranium Customer Sector Group.

After a successful career in BHP Billiton, Kate took a break from paid work and helped to establish WIMnetSA and volunteer with Variety SA. She took on the role of Chair of WIMNetSA two years ago and joined the National WIMNet Board, where she is now Chair. She runs her own successful management consultancy for international and national clients.

The judges see Kate as an inspiration for women in the resources sector as she has dedicated herself to establishing a women's network in the sector and taking a major leadership role.

Lucy McEwen (General Manager, Property Services at Fyfe)

Lucy started her working life in retail and real estate before moving into the engineering department of Fyfe, a resources consultancy firm. She soon became Project Manager for Fyfe's engineering work in the Cooper Basin. However to accommodate a new family and flexible working arrangements, relinquished her role after five years.

Her firm's commitment to equal treatment of its staff with flexible or part time working arrangements saw Lucy promoted a week before having her second child.

Lucy progressed to a position in the Executive Management team while maintaining flexible working arrangements. During this time, she visited the firm's various project sites and gained a deeper understanding of work conditions and practices. This gave her the insight to propose changes that would strengthen Fyfe as an inclusive workplace, such as an unconscious bias workshop and requiring at least one female be interviewed for every job.

Lucy's involvement with WinRSA, in which she is current Chair, added impetus to her advocacy for women in resources. She helped form the joint mentoring program for women between WinRSA and WIMNet, and is now Chair of this subcommittee.

The judges were impressed with how Lucy was able to develop her career while managing flexible work to balance family commitments, then apply this knowledge so that other women could benefit.

Excellence in Diversity Programs and Performance (sponsored by the Department of State Development) Winner – Fyfe Pty Ltd

If you were to choose examples of male-dominated professions, engineering and surveying would be at around the top of the list. This is the field Fyfe operates in, and the firm has made significant strides over recent years to distinguish itself from this stereotype.

The judges were impressed with how this male-dominant business in a male-dominant industry has led the way in diversity through its Diversity and Flexibility Strategy.

Centred on a philosophy that improved diversity of thought, leads to improved innovation and customer satisfaction, Fyfe followed this route to differentiate itself from its peers, to be an "employer of choice" and to improve company performance.

With an Executive Team made up equally of men and women, participating in the WinRSA and WimNET 2015 mentoring program with three mentors, and focusing on removing barriers to flexible working

arrangements, Fyfe has seen the development of internal diversity champions and KPIs for gender diversity and pay equality across the organisation.

By engaging an external industry diversity expert to review the firm's culture and practices, several areas of improvement were highlighted. Building on foundations already in place, Fyfe developed new programs for participation and engagement of women through the organisation, proactive support of work-life balance and gender equity in the workplace.

In a commitment to broader industry diversity, Fyfe is prepared to publicise its diversity strategy, as evidenced by the recent presentation "*Why Diversity Matters - The Bottom Line Impact*" given by its Director of Operations.

Outstanding South Australian Tradeswoman, Operator or Technician (sponsored by Santos Limited)

Winner – Kristy Hasting (Operator – Grader and Haul Truck for Thiess at OZ Minerals Prominent Hill mine site)

Growing up on a farm, Kristy was comfortable around large agricultural machinery from an early age, but decided to work in hospitality progressing through to a senior role after completing a number of courses.

However in 2011 she saw the opportunity to move into a career with more opportunities and one that would allow her to take advantage of her confidence handling big machines.

Kristy's successful change from hospitality to the mining industry as an Operator – Grader and Haul Truck - is inspiring for many women. Her dedication to learning has transferred to a passion for training and assisting newcomers achieve their own goals. Kristy is also involved in the local community and shares her story to encourage others to follow in her footsteps.

Kristy's motto is "when you find something you love to do and are passionate about, it's easy to continue".

The judges were impressed that after moving to the resources industry to build a career with strong growth potential, Kristy took advantage of opportunities to become a valued member of the team and also contribute to the success of other women and the community.

Exceptional Young Woman in South Australian Resources (sponsored by OZ Minerals)

Winner – Jasmine Richards (Senior Environmental Advisor – Groundwater at OZ Minerals)

At school Jasmine found it difficult to decide on a specific career so chose to keep her options open by selecting a wide range of subjects that would take her into a general science degree. However, she soon

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developed a passion for geology and went on to complete an honours degree in that field, making her the first in her family to graduate from university.

On graduating, Jasmine took up a role with an environmental consulting firm, finding herself victim to the resources downturn a few years later. This however turned into an opportunity for Jasmine to enter the mining industry.

The judges were impressed that Jasmine was prepared to make sacrifices to be successful in her career, including moving to Adelaide (and then her partner relocating as well) and managing a FIFO role. Her passion for supporting women in the industry through her involvement with WIMnet and mentoring women in her workplace was also highly regarded by the judges.

Exceptional Woman in South Australian Resources (sponsored by Heathgate Resources Pty Ltd)

Winner – Dr Andrea Marsland-Smith (Manager – Regulatory and Compliance at Heathgate Resources Pty Ltd)

Andrea's career commenced at a time when there were very few women working in the resources sector and she was often the only woman on the team. Her achievements over the years have taken her to an executive role, where she still is the only woman on the team!

Andrea's outstanding achievements in the uranium sector have led to her recognition as one of Australia's leading uranium mining experts. The discovery of the Four Mile Deposit and subsequently delivering the project to commercial production, and managing the State and Federal approvals process, led to her AMEC prospector of the Year Award in 2008 and her appointment to a number of international and national bodies.

Andrea has been an engaging role model for women in the industry, as an accomplished executive and one keen to share her learnings at conferences. In 2015 Andrea was honoured in the Top 100 Global Inspirational Women in Mining.

The judges were impressed with Andrea's journey, her career success, and her value as a role model who is willing to share her knowledge and experiences to support others and further the industry.

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