

# CAPABILITY STATEMENT



**“Connecting Expertise In Construction,  
Civils, Manufacturing, Logistics,  
Development & Real Estate...”**

# WELCOME TO

# HB

**HARRISON BARRATT  
GROUP**

## Your Trusted Partner in Construction Recruitment

Harrison Barratt Group is a leading recruitment and staffing agency for construction. We employ over 15,000 skilled construction tradespeople nationwide, serving clients across multiple construction sectors. We exist to connect top-notch people with job sites across Australia. Our recruitment, onboarding, and monitoring processes are unmatched, allowing us to screen only the very best people for your project.

Our experienced recruitment team acts as your partner for all staffing needs. From advertising your role, sourcing and managing quality candidates, payroll, and administration, Harrison Barratt Group has you covered for the entire lifecycle of your project. Harrison Barratt Group is your trusted partner for staffing.

***Experience the Harrison Barratt Group difference:  
superior people, superior service.***



02 9168 6870  
Info@harrisonbarratt.com.au  
harrisonbarratt.com.au

# VALUES

## GOALS OF THE COMPANY

### VISION

- Aim to lead the construction staffing industry with innovative recruitment.
- Foster a skilled workforce for sustainable construction projects in Australia.
- Build a reputation as a trusted partner enhancing careers and performance in the construction industry.

### MISSION

- Connect Australia's top construction talent with career-enhancing job opportunities.
- Provide exceptional recruitment solutions by aligning with client and tradesperson needs.
- Uphold high standards of professionalism, efficiency, and trust in all services.





# YOUR RELIABLE PARTNER FOR LABOUR HIRE AND RECRUITMENT SERVICES

- HBG is a labour hire and recruitment company focused on providing exceptional labour solutions since 2019. HBG has built a reputation for reliable service, prioritising the needs of employers and job seekers while fostering lasting client relationships.
- Our experienced recruitment team offers personalised staffing solutions tailored to each business's unique requirements. HBG also invests in workforce development through ongoing training, ensuring high-quality service for clients.





# SECTOR-SPECIFIC EXPERTISE

- Our company offers a diverse range of services across industries such as Construction, Civils, Mining, Traffic Control, Manufacturing, Logistics and Real Estate. We focus on client satisfaction, continuously providing an honest and professional relationship, HBG aims to be your consultant as much as your recruiter.
- Our professional team has achieved milestones like completing projects ahead of schedule, reducing costs, and enhancing safety. We have a 92% client return rate, showcasing our standard of delivery.





# OUR INDIGENOUS PARTNERSHIP

Harrison Barratt Group partners with the NSW to support Indigenous businesses.

Key highlights include:

- **Advancing Indigenous Enterprises** – Enhancing the capabilities of Indigenous entrepreneurs.
- **Encouraging Diversity** – Commitment to diversity and inclusivity in the workplace.
- **Economic and Cultural Prosperity** – Sponsoring events that promote growth and cultural richness in Indigenous communities.
- **Ongoing Commitment** – Building a resilient future that honours Indigenous heritage and potential.





# OUR RECRUITMENT PROCESS AND SAFETY STANDARDS

- Recruitment is essential for organisations, focusing on selecting skilled candidates to meet company goals through a thorough screening process. We build lasting relationships with our candidates to make sure they are in safe hands for their next career move, whether that be a permanent role for their next step up, or a casual role to suit their qualifications.
- At HBG we balance our recruitment process between Client requirements and our candidates expectations, often matching the two in order to achieve a successful placement.





— Harrison Barratt Group



# SECTORS INDUSTRIES WE SERVICE



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# Labour Hire

Harrison Barratt Group has been assisting clients with their Labour Hire needs since 2019. From a labourer for a few hours to an excavator operator on site for 6 months, we fill gaps, top up productivity and alleviate the administrative headache.

With HBG, you get what you pay for.

- ✓ **Industries Served:** Catering to a wide range of industries including construction, manufacturing, logistics, and civils. Our labour hire services are designed to tackle seasonal peaks, project-specific requirements, and unexpected workforce gaps.
- ✓ **Benefits:** By leveraging our vast talent pool, we ensure quicker turnaround times, reduced hiring risks, and minimised downtime. Our comprehensive administrative and payroll handling allows clients to focus on core operations while ensuring compliance with Australian labour laws.



# Labour Hire Roles We Place

## Trades & Building

- White Card Labourer
- Asbestos Removalist (Class A & B)
- Crane Operator
- Confined Space Worker
- Elevated Work Platform (EWP) Operator (Below & Above 11m)
- Pipelayer
- Watercart Driver
- Forklift Operator
- Scaffolder
- Traffic Controller
- Welder
- Boilermaker
- Dogman
- Rigger
- Hoist Operator
- Bricklayer
- Carpenter
- Supervisor (Trades)
- Electrical Spotter
- Silica Awareness Specialist

## Civils

- Excavator Operator
- Skidsteer Operator
- Front End Loader Operator
- Dump Truck Driver
- Rail Industry Worker (RIW)
- Pipelayer
- Traffic Management
- Supervisor (Civil)
- VOC (Verification of Competency)

## Access

- Boom Lift Operator
- Elevated Work Platform (EWP) Operator
- Scaffolder
- Rope Access Technician
- EWP Operator (Below & Above 11m)
- Confined Space Entry and Rescue Specialist
- Height Safety Technician
- Fall Protection Technician
- Industrial Rope Access Supervisor

## Logistics & Warehouse

- Forklift Operator
- Warehouse Operator
- Pick Packer
- Traffic Controller
- Supervisor (Logistics)
- Warehouse Operator
- High Reach Forklift Driver
- Counterbalance Forklift Driver
- Supervisor (Warehouse)

## Manufacturing & Engineering

- Welder
- Boilermaker
- Steel Fixer
- Carpenter
- Bricklayer
- Production worker
- Factory hands
- Forklift Operator
- Machine Operator
- Mechanical Fitter
- Electrical Fitter
- Fabricator
- Production Supervisor
- Concretors

## Miscellaneous

- Chef
- Security Guard
- Hospitality Worker
- Police Check (All roles requiring clearances)
- Face Fit Tester
- Working with Children Check
- RSA (Responsible Service of Alcohol) Holder



# Permanent Recruitment

- ✓ **Approach:** Our permanent recruitment service is committed to finding and placing high calibre candidates who align with your company culture and long-term vision.
- ✓ **Candidate Quality Assurance:** Employing a thorough screening process, we conduct skills assessments, background checks, and cultural fit interviews to guarantee that only top-quality candidates are recommended.
- ✓ **Long-term Partnership Benefits:** Through fostering long-term relationships, we are poised to anticipate your needs and consistently deliver talent that contributes to sustained success.



# Permanent Roles We Place

## Construction

- Construction Manager
- Project Manager
- Site Manager
- Site Engineer
- Foreman
- Contract Administrator
- Estimator
- Site Supervisors
- Surveyor
- Civil Engineer
- Site Administration
- Structural Engineer
- Crane Operator
- Excavator Operator
- Dump Truck Driver

## Manufacturing

- Automation Engineers
- Warehouse Manager
- Diesel Mechanic
- CNC Machinist
- Forklift Operator
- Production Managers
- Production Supervisor
- Fabricator
- Welder
- Boilermaker
- Maintenance Technician
- Quality Control Inspector
- Manufacturing Engineer
- Industrial Engineer
- Process Engineer
- CAD Designer
- Plant Manager
- Operations Manager
- Finance Manager

## Development

- Development Manager
- Project Manager
- Estimator
- Real Estate Developers
- Site
- Urban Planners
- Sales Director
- Property Manager
- Site Supervisor

## Real Estate

- Sales Agent
- Administration Assistant
- Buyers Agent
- Listing Agent
- Leasing Agent
- Commercial Real Estate broker
- Luxury Real Estate Specialists
- Property Managers
- Real Estate Marketeers

## Logistics

- (CLO) Cheif Logistics Officer
- Supply Chain Manager
- Logistics Coordinator
- Freight Manager
- Warehouse Manager
- Fleet Manager
- Route Planner
- Dispatcher
- Inventory Manager
- Picker/Packer
- HC Driver
- MC Driver
- HR Driver
- MR Driver
- Health and Safety Officer

## Civils

- Civil Engineer
- Project Director
- Contracts Manager
- Procurement Manager
- Project Manager
- Site Manager
- Foreman
- Site Engineer
- Structural Engineer
- Civil Contract Administrator
- Drainage Engineer
- Excavator Operator
- Quantity Surveyor



# Building and Construction

- ✓ **Expertise:** With a combined 40 years in the industry, our recruitment specialists within the construction field provide exceptional staffing solutions for residential, commercial, and industrial projects.
- ✓ **Roles Covered:** We recruit a wide range of roles, including skilled tradespeople such as carpenters, electricians, and plumbers, as well as construction managers and contract administrators.
- ✓ **Case Study:** Building and Construction is a hotbed for turnover of staff, with HBG we plug that gap.  
We often supply clients that have a sick call at 6:30AM, they call us and they have a HBG employee on site working by 7AM.





# Civils and Landscaping

- ✔ **Specialised Recruitment:** Focusing on civil engineering and landscaping projects, we source candidates with specific expertise in earthworks, roadworks, drainage, and green infrastructure.
- ✔ **Key Skills and Experience:** Our candidates have extensive skills in the operation of heavy machinery, project supervision, and site management.
- ✔ **Client Partnerships:** We maintain enduring partnerships with renowned civil engineering and landscaping firms, delivering staffing solutions that drive significant project success and innovation.





# Traffic Management

- ✓ **Personnel Supply:** Supplying dependable, certified traffic controllers and planners, trained to maintain safety and operational efficiency in public works and construction zones.
- ✓ **Compliance and Safety:** Ensuring our personnel comply with local legislation and industry best practices for traffic management.
- ✓ **Project Lifecycle Support:** Offering comprehensive support throughout the project lifecycle from planning to execution, integrating seamlessly with other teams.





# Logistics

- ✓ **Recruitment for Logistics:** Our expertise spans numerous logistics roles, from supply chain managers and logistics coordinators to warehouse staff and drivers.
- ✓ **Flexibility and Scalability:** We provide scalable staffing solutions that adapt to changing logistics demands and peak periods, ensuring minimal disruption to your operations.
- ✓ **Value-added Services:** Beyond staffing, we offer advice on logistics management best practices, helping clients optimise their processes for maximum efficiency.





# Manufacturing

- ✓ **Staffing Solutions:** We specialise in sourcing mid-to-senior staff for all factory-based disciplines.
- ✓ **Roles Filled:** We cover roles such as trade/degree qualified engineers, Production Managers, QA Managers and Supply Chain Managers.
- ✓ **Impact on Efficiency:** By introducing top-tier candidates, we drive manufacturing forward - improving output, improving quality and giving your business the edge.





# Real Estate & Development

- 1 Focus on Real Estate:** Delivering tailored recruitment strategies for real estate and property development roles, introducing talent that is innovative, proactive, and capable of driving growth.
- 2 Tailored Approaches:** Customising our recruitment methodology to suit each client's unique needs, from boutique agencies to large commercial developers.
- 3 Collaboration:** Through strategic partnerships with leading real estate firms, we consistently provide exceptional talent that ensures successful project outcomes and enhances market reputation.



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# Real Estate & Development

- 4 Diverse Recruitment Expertise:** Specializing in roles spanning Residential, Commercial, and Industrial Realty. Proven capability in sourcing mid-to-senior-level professionals, including executive leadership, sales, property management, and operational roles.
- 5 Tailored Talent Solutions:** In-depth screening to ensure candidates not only meet technical and professional criteria but also align with your cultural and operational values. Proactive talent pooling to address future staffing requirements and mitigate hiring risks.
- 6 National & International Reach:** Access to an extensive network of professionals across Australia and New Zealand, ensuring the right fit for your diverse operations. Local expertise combined with global insights to support CBRE's dynamic business needs.





# Real Estate & Development

**7 Real Estate Industry Insight:** Over a decade and a half of hands-on experience in the property sector, equipping me to understand the unique challenges and opportunities in recruitment for this industry. Ability to consult and advise on workforce trends, hiring strategies, and market-specific insights.

**8 Dedicated Team Support:** A team of recruitment specialists with a focus on delivering personalized and results-driven solutions. Commitment to maintaining open and transparent communication throughout the recruitment process.





# HGB Case Study

HBG didn't just provide us with workers; they delivered a solution that became an integral part of our success. Their support has been invaluable, and we consider them a key partner in our continued growth."

**- James, CEO, Constructions Company**

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## CLIENT

**Challenge:** The client faced labour shortages during the peak phase of a major commercial development, requiring a swift supply of skilled labourers, leading hands, and trade assistants to meet strict deadlines and quality standards.

## OUTCOME

The addition of HBG personnel enabled the client to complete the construction project on time and within budget. The HBG team collaborated effectively with the existing staff, maintaining high standards and complying with on-site WHS.

# HGB Case Study

## SOLUTION

HBG promptly assembled a team of qualified professionals tailored to the client's specific requirements. Our consultants worked closely with the client's site team to ensure that candidates met stringent experience and safety compliance criteria.





*"Working with HBG has transformed our approach to staffing. Their ability to provide skilled personnel even on short notice has kept our projects on track and within budget. I'm particularly impressed with their commitment to safety and diversity in the workplace."*

**Alex, Project Manager**  
Construction Company



*"HBG's comprehensive vetting process has provided us with some of the most reliable and hardworking individuals we've had the pleasure to work with. Their attention to detail and customer service is what sets them apart."*

**Samantha, Director**  
Civil Company

# CLIENT TESTIMONIAL

— Harrison Barratt Group

# MEET OUR MANAGING DIRECTOR



## Sebastian Harrison-Barratt

Managing Director



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### About Our Managing Director:

Sebastian Harrison-Barratt, the Managing Director of Harrison Barratt Group (HBG), is a dynamic and forward-thinking leader whose vision and commitment have revolutionised Australia's labour-hire and recruitment landscape. As the founder of HBG, Sebastian built the company based on his extensive experience in the construction industry and his desire to address the inefficiencies he observed within labour-hire practices. His trade knowledge and entrepreneurial spirit have enabled him to create a company that offers tailored, high-quality staffing solutions for clients across various industries, including construction, demolition, civil, and manufacturing.

Sebastian's journey in the construction and recruitment industries began early. Growing up in a family involved in the trades, he spent his school holidays on job sites, learning the intricacies of various construction processes. This hands-on exposure gave him invaluable insights into the challenges workers face and the gaps in the industry that often hinder efficiency. This experience shaped his approach to recruitment, emphasising the importance of understanding not only the technical skills of workers but also their ability to adapt to diverse project needs and work environments.

After years of working in recruitment and around trades, Sebastian founded Harrison Barratt Group in 2018 to offer a better alternative to the traditional labour hire models that he felt were outdated and inefficient. He noticed a lack of personalised service and a disconnection between recruitment agencies and the construction industry. HBG was born out of a desire to create a more responsive, streamlined, and client-focused solution to ensure the right people were placed in the correct positions, on time and every time.

Sebastian's deep understanding of the challenges workers and employers face in the construction sector sets HBG apart. His team's expertise in matching candidates to the right roles has built lasting relationships with over 600 clients across Australia. From Tier 1 builders to specialised trades, HBG has earned a reputation for providing reliable and skilled workers who are not only equipped with the necessary qualifications but are also motivated and prepared to contribute to the success of their employers.

Under Sebastian's leadership, HBG has grown significantly, employing more than 350 skilled tradespeople nationwide and placing them in construction, civil engineering, manufacturing, logistics, and more roles. HBG's commitment to safety, quality, and reliability has been central to the company's success. HBG's placements are backed by a rigorous recruitment process that includes thorough background checks, interviews, and job readiness assessments. Sebastian believes every client deserves a service as reliable and efficient as the workers they place on their job sites.

Sebastian's approach to leadership is based on transparency, accountability, and a genuine desire to make a positive difference in the industry. His philosophy is simple: to build a company that prioritises people – clients, workers, or employees – and creates a culture where everyone is treated with respect and dignity. He works closely with his team to ensure that HBG remains agile, innovative, and responsive to the evolving needs of the construction and recruitment sectors.

Besides his professional achievements, Sebastian is passionate about giving back to the community and fostering a diverse and inclusive workplace. HBG is committed to promoting Indigenous participation within its workforce and has partnered with the NSW Indigenous Chamber of Commerce in its Indigenous Participation and Reconciliation program. This initiative aims to achieve a 7% Indigenous workforce participation target within HBG, reflecting Sebastian's commitment to supporting the growth and development of underrepresented groups within the workforce.

Today, Sebastian continues to drive HBG's success with a clear focus on the future. By embracing new technologies and continuously refining the company's recruitment practices, he ensures that HBG remains at the forefront of the labour-hire industry. His dedication to delivering high-quality, customer-focused solutions has made Harrison Barratt Group one of the most trusted names in the industry. As the company continues to expand its reach, Sebastian's leadership will remain central to its growth and evolution.



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# MEET OUR OPS TEAM LEADS



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# MEET OUR LABOUR HIRE TEAM LEADS



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# Our Offices / Expansions & Licenses



## SYDNEY – HEAD OFFICE

EST 2018

NSW – HQ Level 2/441 Elizabeth St, Surry Hills, NSW, Australia

HBG's Sydney head office was established by Sebastian, our MD, who initially worked as a consultant in the industry. During this time, he grew frustrated with the inefficiencies of other labour hire firms, recognising a gap in the market for a more tailored and efficient approach. With his extensive trade knowledge, he set out to create a larger, more effective market for HBG. The decision to establish the head office in Sydney was driven by the need to strengthen not just the city but also the broader NSW market, which was both the company's largest and most challenging market.

HBG began by focusing on commercial and trade labour hire, building a strong foundation in those sectors. As demand grew, we expanded into civil, manufacturing, and engineering sectors on the labour hire side, offering more comprehensive workforce solutions across various industries. Simultaneously, our permanent recruitment team began placing professionals across building, manufacturing, development, and real estate sectors, further broadening our reach. This strategic growth has been instrumental in boosting HBG's presence in the market, positioning us to better serve our clients and workers across the region, and solidifying Sydney as a key hub for our operations.

## CANBERRA

EST 2019

ACT Level 5/1 Moore Street,  
Canberra, ACT 2601,  
Australia  
LHL: ACTLHL00000654 –  
SLJ: 02939

HBG expanded into the Canberra market after a key client struggled to source local labour hire talent. The region's unique compliance requirements posed a challenge, but HBG was able to adapt quickly, offering tailored solutions to meet the client's needs. By navigating these complexities and providing reliable, skilled workers, HBG helped the client overcome staffing difficulties. As a result, Canberra has become HBG's best-performing market, with minimal client turnover and strong, ongoing success.

## BRISBANE

EST 2021

QLD Level 19/10 Eagle Street,  
Brisbane City, QLD, 4000,  
Australia  
LHL: LHL-08498-F6S9K

HBG entered the Brisbane market following the success of a consultant based in Sydney, who needed to relocate due to family commitments. Instead of losing this talent, HBG seized the opportunity to establish a strong foothold not just in Brisbane, but across Queensland as a whole. Initially focusing on sectors like asbestos, civil, demolition, and trades, we later expanded into permanent recruitment, building a solid presence throughout the state.

## MELBOURNE

EST Q2 2022

VIC Level 40/140 William  
Street, Melbourne, VIC,  
3000, Australia  
LHL: VICLHL07487

HBG entered the Melbourne market after noticing a trend of other agencies moving into the region, but without making significant strides. After a year of observing, HBG decided to try expansion once more. While it was initially challenging to establish a foothold, we have since found Melbourne to be a profitable centre, with both labour hire and permanent recruitment now thriving.

## PERTH

EST Q1 2023

WA Level 28 AMP Tower,  
Perth, WA, 6000, Australia  
LHL: EA3008

HBG entered the Perth market with the goal of tapping into the mining infrastructure sector, while also leveraging our expertise from Sydney and other states to expand into the commercial and residential markets. This approach has allowed us to establish a strong presence, providing tailored workforce solutions across these key industries.

## AUCKLAND

EST 2024

NZ 139 Quay Street,  
Auckland, 1010, New Zealand

Auckland was established after a team member, originally from New Zealand, relocated back to the region. With a strong background in placing manufacturing and engineering professionals, this move provided HBG with the opportunity to expand into the New Zealand market. By leveraging this team member's expertise and local connections, HBG was able to quickly build a strong presence in the manufacturing and engineering sectors, further establishing its footprint in the region.

## BYRON

EST 2025

1 Porter Street, Byron Bay,  
NSW 2481

Byron Bay is our most recent expansion, driven by talented staff who wanted to move out of the city. It came at an opportune time, helping to bridge the gap between the Queensland and New South Wales markets. While it's still new, it appears to be a promising addition to HBG's growth strategy.

# Contact Us

HBG values accessibility and responsiveness to clients and partners, providing detailed contact information across all platforms. They encourage engagement via email, calls, or LinkedIn to discuss services, projects, or simply to connect. HBG invites you to reach out and explore how they can assist you in achieving your goals.



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