

RESUME

Charles Benjamin SPEIRS (Charlie)

[REDACTED]

Married 41 Years, 2 married daughters and 5 Grand children.

Hobbies/ Interests Work - I enjoy work and making a difference and I balance this with Family / Church / Rotary / Farming / Strong Interest in Sport & Travel

Qualifications Diploma of Civil Engineering (Swinburne 1977) (Part time)

Post Graduate Diploma of Labour Management Relations
(Monash university Gippsland Campus 1984) (Part time)

MBA by Action Learning (Part time)
(Facilitated by Monash University for IMCB 1991)

Home [REDACTED]

Business [REDACTED]

Mobile [REDACTED]

Very Brief Career History 1967 – 1970 State Electricity Commission, Victoria
Commenced work as **Trainee Survey Assistant**

1970 – 1979 Continued career as **Survey Assistant**
with Country Roads Board, Victoria and it included work as an
Engineering Assistant in Planning complimenting studies.
1978 Appointed a **Junior Traffic Engineer** following Graduation

1979 – 1982 State Electricity Commission, Victoria
Commenced duties as **Mine Planning Engineer** (Morwell)

1982 - 1983 State Electricity Commission, Victoria
Commence career at Loy Yang as **Mine Planning Engineer**

1983 – 1995 State Electricity Commission, Victoria
Continued career at Loy Yang in Operational and Technical roles
Including part of Management team from 1987

1995 – 1997 Loy Yang Power Management Ltd (privatised)
Appointed **Production Manager**, Loy Yang Mine

1997 – 2009 - Loy Yang Power Management Ltd (privatised)
General Manager, Mining Loy Yang Mine

May 2009 – June 2013 - Department of Primary Industries
Director Clean Coal Victoria

July 2013 – December 2013 - Department of State Development ,
Business and Innovation.
Director Clean Coal Victoria

January 2014 – Retired and prepared for a year as District Governor
Rotary District 9820 (Mornington Peninsula to East Gippsland - Sorrento to
Orbost). I finish this role at the end of June 2015.

Career Overview

My role as Director of Clean Coal Victoria has been a continuation of my diversified management skills but with a Strategic perspective instead of the strong Operational role I had developed at Loy Yang. The other perspective added to my experience was a vast amount of community consultation as I completed over 100 community education / consultation sessions on the topic of Clean Coal and the role of coal in the future energy equation and particularly the potential of Carbon Capture and Storage.

Throughout my career at Loy Yang Mine, I was involved in managing people and operations and have an excellent understanding of issues associated with both of these areas of management. My brief at Loy Yang was to manage the mine's people, plant and equipment to achieve "Low Cost, Highly Reliable Supplies of Quality Coal in a Safe Work Environment." The brief covered the time frame from today's coal to the mine closure in 50 years time and therefore covered short term operations out to strategic thinking about the future and mine closure and rehabilitation.

As a graduate in Civil Engineering with Post Graduate qualifications in Labour/ Management Relations and a Masters Degree in Business Administration, I have covered technical, human resources and the business administration fields both academically and practically as my career has developed. This study has been undertaken on a part time basis and is complimented by practical experience as I have progressed from shop floor to management. I hold a Victorian Mine Manager's certificate which was obtained in 1996. This application to study and achieving my goals demonstrates my desire to be in a position to make a difference and also my determination to complete a task.

I am a highly competent Operations manager in the mining field using Bucketwheel technology for high productivity and continuous "just in time" mining scenarios. I seek to manage my team and employees in an interactive manner to achieve world's best practice results for the business. I believe I have successfully achieved these results at Loy Yang Mine during my career with key performance measures for Customers (Coal supply - volume and quality measures), Overburden Production, Mining Reserves, Financial Expenditure, Plant Life through Engineering and Maintenance Reliability, Whole of Life Mine development and rehabilitation and Human Resource management all being achieved. Over the 12 years I managed the mine I continuously improved the mine's performance from a cost and productivity perspective, mine output grew and unit cost of operations was reduced. During this period no generation units were lost (turned off) due to mining plant or people issues. (LYMine supplies 50% of Victoria's power needs). This performance demonstrates my ability to pull together a multi discipline organisation to successful outcomes and project success.

My technical skills have developed to a broad understanding of most engineering disciplines with the knowledge, skills and ability to ask the right questions to get the plant issues into a business perspective from a cost and plant performance viewpoint. I approach my Engineering practically and seek solutions to problems that are able to be implemented, efficient and effective. I learnt early in my career that all personnel both qualified and shop floor have a wealth of local knowledge and what I call "Diplomas of Experience" and am quite happy to seek their advice and discuss issues, to find good solutions to problems within the Management perspective. I have applied New Technology to Loy Yang Mine by developing concepts for technical experts to put into action in order to reduce costs or improve plant performance.

My business skills are to determine strategy and to set and action plans both from a budget and resources available perspective. This all has to be done within cost management systems developed by finance people and in the environment in which the business exists. I am more than comfortable with setting budgets and individual KPI's, working with managers to deliver these results. These business decisions, strategies and budgets must be made considering the BIG picture and in the interests of the Business as a whole to maintain its viability. This can be achieved by understanding the environment the Business operates in and the issues that affect it while maintaining a competitive edge and profitability over its competition. My constant awareness of my environment and the pertinent issues has led to success and is being applied in my current role.

I am happy on the shopfloor, the technical forum, the Community meeting or in the boardroom and can freely adjust to all these environments. I approach my work with a high level of energy and my leadership is a trademark. I work to lead my business by means of example, commitment, openness, approachability and total honesty.

Key Competencies

My most significant competency developed at Loy Yang and utilised in the role as Director of Clean Coal Victoria, is the ability to understand complex issues and communicate at all levels the business objective and its imperative on the task at hand and where it fits into the big picture. This assists the individual or groups to understand his / her / their contribution or perspective to the business needs and makes it useful and meaningful and assists in finding solutions to points of difference.

My second significant competency is my ability to manage to budgets and other performance measures including project management. I can focus on the correct issues to develop strategies and get results.

Next is the ability to find a solution to a problem. There is always a way, you just have to find it, by consultation, leadership or prodding for solutions. I am persistent, energetic and enthusiastic in my endeavours.

My common sense approach to people, plant and technical problems and relating these in a manner that the audience understands the perspective in their terms is also a great advantage in the Mining environment and particularly when communicating with the Public. I was privileged to use these skills while employed as the Director, Clean Coal Victoria.

My ability to get on with the job and lead is also a source of encouragement to my team and coupled with my extensive field operations and management experience, helps me come with credibility and an understanding of what is needed at the Coal Face.

Senior Management Employment History

**May 2009 to December 2013 Director, Clean Coal Victoria
(DPI and DSDBI - Vic. Government)**

The role was to prepare a strategic plan for the enormous Victorian Coal Resource and consult with the community to ensure an acceptable plan was produced and that local communities are involved in the plan and its potential land use and environmental issues.

This role has taken my public management skills to a new level not seen by others in the relatively closed environment of the mine. This included public speaking, radio interviews and community panel discussions on a topic that can cause considerable debate. My role was to defuse and manage the debate to find common ground and convey messages of that balance the conversations in an honest and constructive manner.

I achieved the outputs as required and achieved a successful report when the organisation was reviewed at the end of its initial term. I was also able to manage the development of proposal and was successful in achieving refunding for the organisation to continue the work. The proposed work was to take the concept strategic plan developed by CCV stage 1 to the next level of technical studies to validate the initial work and this included community consultation.

January 1997 to May 2009 General Manager Mine, Loy Yang Power Ltd.

Dimensions:

Loy Yang Power was formed following the break-up of the old State Electricity Commission of Victoria in 1995. Loy Yang Power comprises a 2200 megawatt power station and one of the world's largest brown coal open-cut mines, supplying coal to both the Loy Yang Power Station and the neighbouring International Power/Mitsui Power Station.

The mine's annual output is 30 million tonnes of brown coal using Bucketwheel Excavators as the primary operational plant. It is one of the biggest just in time mining operations in the world.

It was in the Mine that my management career developed.

Brief -

Manage the mining aspect of the business planning, engineering, financial and operational for Coal Supply Reliability in the short, medium and long term.

Performance –

Over 12 years I achieved my key performance measures and managed to develop the mine in a uniform and logical manner.

May 1995 January 1997 Production Manager

Brief -

Develop and Manage Production initiatives to:

Improve Mine Coal Supply Reliability from poor in the mid 1980's to the high levels currently delivered by the Mine.

Optimise the delivery of coal so that the Mine changed its culture from "we dig it - you burn it" to a customer focussed supplier which seeks to deliver coal to its customer at a specified quality. This optimises the resource available and maximises the customers' performance as they burn that fuel while meeting necessary mine development.

Improve production scheduling to create outages for plant maintenance so that the plant is effectively and efficiently maintained in a reliable condition for the life of the Mine and gives the best business result.

Develop training programs for operators to improve plant utilisation and efficiency of operation.

Be proactive in health and safety to minimise accidents and follow up of incidents to reduce potential hazards.

Participate in strategic planning and drive production efficiencies.

Performance

Achieved targets and was promoted to Mine manager.