

Production Manager (Mining)		Northern Territory
ANZSCO Code: 1335-13	February 2009	
Labour market rating	Recruitment difficulty	
Comment: <i>Recruitment Difficulties exist for vacancies where capital city fly-in-fly-out is not available.</i>		

Occupational demand

The Australian Bureau of Statistics (ABS) Census recorded 82 production managers (mining) employed in the Northern Territory (NT) in 2006, a marginal decline from the 2001 level. Mining industry sales and service income in the NT increased by 12.5 per cent in 2007-08 over the previous year while wages and salaries expenditure increased by 72 per cent (ABS 8155.0). After increasing to a record level in December 2008, expenditure on mineral exploration (excluding petroleum) in the NT dropped substantially in the first quarter this year (ABS 8412.0). Although exploration in the March quarter is seasonally low, the decline is also an indication of reduced activity in the mining sector as a result of the global financial crisis.

Occupational supply

Production managers (mining) tend to be stable in their roles and little movement between companies occurs. Few vacancies tend to arise and when they do there is a reliance on interstate recruitment. However, employers did have difficulty sourcing candidates who were willing to relocate to the NT. Candidates commonly sought a fly-in-fly-out option from other capital cities. Some employers considered international candidates but were reluctant to employ them due to the sponsorship requirements and the lack of Australian experience.

Employer and industry comments/current labour market

Most employers contacted were able to fill advertised production manager (mining) vacancies. However, there were difficulties securing suitable applicants with negotiations for conditions and start times causing considerable delays. Some employers commented that it had been difficult to attract people to the NT because it tends to be perceived as an unattractive location because of its small size and relative isolation. Employers indicated that unsuitable candidates typically lacked managerial skills or experience in the required mining field.

Employers noted a lack of local and Australian applicants was a factor making their production manager (mining) vacancies difficult to fill. They generally did not consider wage pressures to be an issue. However, reaching agreement on employment conditions with suitable candidates was commonly a long and difficult process.

Labour market outlook

The global financial crisis has affected demand for mining roles across Australia. However, demand for managerial roles has been less affected. Although few vacancies are expected to arise for production managers (mining) this year, when they do occur they are expected to remain difficult to fill.