



JOBS AND CAREERS IN CORKY'S



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MAXIMISING THE VALUE OF YOUR CARBON RESOURCES



What kind of people are we looking for?

We are looking for people who like being part of a team and who are able to fit into our company culture. The following is an insight into how we behave and think as a team and company, and are qualities you need to possess if you are considering a career in Corky's.

The core values outlined in the following document represent the heart of our company and the team that you would potentially be joining.

About Corky's

We are an innovative, niche engineering consultancy whose main aim is to develop new technologies that reduce green house gas emissions in the coal/mining industry. These technologies, such as Corky's Carbon Technology (CCT), are developed for coal and biomass utilisation (carbonisation and combustion). We have designed coke oven repairs and biomass incinerators, and are currently engaged in projects in Australia that apply CCT to produce char.



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Matthew Fitzgerald working onsite

Who uses our technology?

Manufacturers who operate within the areas of power generation, process metallurgy, synthetic gas and liquid fuels are key users of carbonisation and combustion technology.

Our vision

Corky's aim is to build an innovative team of people who continue to develop coal and biomass utilisation technology which can be used in an environmentally sustainable way for a worldwide market. We aim to become a successful and highly esteemed company with a team and company culture that is not dependent on any one team member. We encourage employees to challenge the status quo and think accordingly.

Our mission

Corky's mission is to supply design, commissioning and operational support to clients in the areas of coal and biomass utilisation. We also aim to provide secure, well-paid and interesting work for our team. We aspire to create a "think tank" culture where multi-disciplinary teams create ideas and filter those ideas into sound engineering design.

We will progress our mission by networking with other small companies to form a larger virtual company, allowing all companies to prosper. Corky's will also form strategic alliances with larger companies to allow us to deliver our technology to a larger market.



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Attitudes we wish to be known for:

- Innovative ideas, positive change and new opportunities
- Team achievements, cooperation and personal recognition
- Job security (which is created through valuing and respecting our customers)
- Knowledge and knowledge sharing
- Extending grace towards our colleagues
- Doing the job right the first time
- Safety, consultation and training



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Our values

Corky's values are built on our heritage of cooperation, innovation and integrity.

We believe that our values are an integral part of our current and future success. Our values are the reason we have a good reputation as a professional company and they are the building blocks of our company culture. Our team treasures their work culture and therefore, as a potential employee, we would like to make sure that your way of thinking is consistent with our values.

Corky's is committed to our clients by providing the best possible solutions and by offering ongoing support. In order to do that we:

- strive to understand our customers and their potential needs
- will try to anticipate their needs even before they become aware of them
- wish to encourage quality and productivity as defined by the customer (as it is by satisfying our customers that we remain in business)



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What Corky's expects and looks for in a potential employee

Corky's believe that the company greatly benefits by employing people with diverse personalities and synergising their different perspectives and way of thinking. We take great pride in continuously improving our company and technologies through developing new skills and nurturing talent. Our way of thinking underlies all of our daily activities. We like to refer to this as "The Corky's Spirit".

We:

- expect you to be punctual and start at your nominated time
- look for employees that are able to work as team players, however, can also work independently
- expect you to communicate with the team if you need support in your job
- are looking for people who can be inspired by their work tasks and help other people out in periods of high pressure
- are looking for employees who have a passion for learning and will share their knowledge with the team
- look for employees who can help us continue to be innovative

Corky's strives to encourage behaviour that promotes respect, integrity, trust and cooperation within the team. Team bonding occurs in many ways, for example:

- offering to make someone a cup of coffee/tea
- taking your turn to clean up in the kitchen
- attending frequent barbecues and social nights
- acting friendly at work and encouraging the same
- supporting each other in all that we do



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Our team and team leadership strive to be accommodating and accepting in order to encourage honesty and open communication. In other words, we aspire to be a company where people can share opinions without the fear of being criticised. We are working towards becoming a work environment where people can work as self-sufficiently as possible.

We strive to:

- encourage pride in workmanship, team achievements and accountability
- create a flexible working environment where people are helpful and will cover for each other
- include our customers, employees and suppliers in our teams
- support our people and customers by supplying them with timely and relevant information
- turn data into information and information into knowledge
- document what we do so that we can improve those functions
- share knowledge with the team and openly contribute at team meetings
- encourage continuous improvement and a willingness to share ideas and participate in problem solving
- be aware of best practice in all our activities and strive towards best practice
- encourage behaviour that promotes safety
- see and take advantage of opportunities as they arise

We understand that great solutions come from a process of examining many ideas. Therefore we will encourage our team to come up with many new ideas, however, acknowledge that not all of these will be great. We will also support calculated risk taking.



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In brief

We are looking for people who are committed to excellence, honesty, learning and sharing of knowledge, and, above all, people who can be actively engaged in helping to build our team environment.

Working at Corky's often involves being put under high pressure to meet deadlines and we need people who are able to handle these situations without compromising the level of their work and attention to detail. Additionally, Corky's expect employees to be able to openly communicate and ask questions in order to fully understand what needs to be done and the best way to achieve it.



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The Corky's Spirit

SELF

Corky's Carbon and Combustion will be a better place to work when we:

- Take ownership of our own behaviour, both positive and negative
- Are honest with ourselves and others
- Strive for excellence in ourselves and encourage excellence in others
- Continue to learn and share our learning with others

TEAM

Corky's Carbon and Combustion will have superior team work when we accept the diversity of opinions, personalities and roles that we collectively have. We will know we have achieved this when we:

- Always speak well of each other
- Are willing to adapt and improve together
- Never let a colleague suffer when we could have helped, e.g.:
 - Time pressure ⇒ share the work load
 - Poor attention to detail ⇒ check each other's work
 - Conceptual thinking ⇒ add detail to test ideas
 - Stuck in a rut ⇒ present the bigger picture

This will result in:

- Open two way communication
- And a spirit of thoughtfulness, compassion and enjoyment

CLIENT

Our clients will want to work with us when we:

- Value and speak well of them and Corky's
- Are honest and act with integrity, e.g.:
 - We did what we said we would do.
 - We did our job in the time frame we said we would do it.
 - We did our job for the cost we estimated.
 - We pass back savings to the client when we are able.
 - Our time sheets are accurate and not inflated.
- Engage our customers in clear, open communication
- Take time to learn of our clients interests outside work, e.g. rugby, AFL, sailing

BUSINESS

We can help keep our business strong if we:

- Participate in team meeting and training with an open and active mind
- Do not become complacent in our knowledge, position or our customer base
- Use our own personal network of contacts to seek out opportunities for our business

CITIZEN

We will be good corporate citizens when we:

- Help our clients clean up the environment
- Help our clients add value to the community where the resource was found
- Seek opportunities to donate money to international and local charities
- Design equipment that is simple and cheap enough to be used in the third world, even though it will not generate significant income for ourselves

If you believe you fit the criteria laid out in this document, are in alignment with our core values and are interested in working for us, do not hesitate to call us or send us your resume.