

# Philip Lancaster

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## PROFESSIONAL PROFILE

Results-driven professional with over 30 years of expertise in asbestos/hazardous materials, work health and safety, occupational hygiene, mine-site laboratory operations, property risk, leadership & management, quality & ISO auditing across diverse industries including mining and oil & gas. Adept at managing complex asbestos and hazardous material projects, implementing robust health and safety plans, and developing innovative solutions to enhance operational efficiency. Proven track record in growing and developing businesses, driving revenue growth, optimising processes and establishing strategic partnerships. Demonstrates strong proficiency in air monitoring, project management and database systems implementation. Recognised for exceptional business and client relationship management, technical leadership, and industry compliance. Equipped with advanced certifications and a deep understanding of regulatory standards, committed to delivering high-quality, customised solutions.

## EXPERTISE

- NATA Asbestos Air Monitoring (Counter, Signatory and PTA – National Asbestos Program)
- Asbestos and Hazardous Material Surveying, Sampling, Air Monitoring and Project Management
- Building Condition, Building Risk Inspections and Sick Buildings, Specifically Related to Insurance
- Safety system management and coordination
- Implementation and Management of Health & Safety Databases and Reporting Systems
- Development and Management of Health and Safety Plans
- Managing and growing teams, business development and market share
- Quality, OHS and Environmental Auditing and Management
- Laboratory Sample Preparation and Laboratory Analytical Services (Aqua Regia and Fire Assay)
- Incident and Accident Investigation
- Injury Management and Return to Work Coordination of Work and Non-Work-Related Injuries
- Wellness Program: Revision and Coordination of Program, Performing Assessments and Mentoring of Health Team
- Project Management to a Varied and Wide-Ranging Client Base
- Current BOHS Approved - IP402 Course Presenter (Australia)
- Training of Staff in Safety Including Safe Working Practices, Legislation and Risk Assessments
- Management and training of Contractors, Sub-Contractors and Temporary Staff in all Aspects of Occupational Hygiene, Health & Safety and Risk Management

## EDUCATION & QUALIFICATIONS

- Advanced Diploma of Work, Health, and Safety
- Advanced Diploma of Leadership and Management
- Diploma of Quality Auditing
- Lead Auditor OHS Management Systems
- Licensed Asbestos Assessor (WAS24)
- Post Graduate Certificate Occupational Hygiene Module - Asbestos and Other Fibres (Credit)
- P402 Proficiency Certificate in Building Surveys & Bulk Sampling for Asbestos
- CPCCDE5001 – Conduct Air Monitoring and Clearance Inspections for Asbestos Removal Work
- CPCCBC5014A - Conduct Asbestos Assessment Associated with Removal
- CPCCBC4023A - Plan & Undertake Site Inspection of Asbestos Products & Materials
- Asbestos Removal Class A (Reg. No.: 6917)
- Certificate IV Surface Ventilation Officer
- Certificate III Surface Ventilation Technician
- Certificate in Project Management
- Proficiency Certificate – Legionella Control Hot & Cold-Water Systems
- Injury Management Coordinators Course
- Approved Noise Officer (lapsed)
- Effective Incident Investigation (Part A – Understanding Incidents)
- Statement of Attainment Electrical Safety Testing of Electrical Cord Equipment and Assemblies

## PROFESSIONAL SKILLS

Occupational Hygiene  
Asbestos Management  
Asbestos/Hazardous Material Surveying  
ISO Auditing  
Health & Safety Advice, Management and Compliance  
Project Management  
Risk Assessment

Incident Investigation  
Injury Management  
Database Implementation  
Business & Technical Leadership  
Client Relationship Management  
Air Monitoring  
Building Condition Assessments

## LICENCES & PERMITS

CONTAM Registered (HSR-959-83407)  
National Police Clearance  
Working with Children Check (Current)  
MSIC (Current)  
Department of Defence Security Clearance

Use Portable Fire Fighting Equipment  
Confine Small Workplace Emergencies  
OHS Construction Safety – White/Blue Card  
Mine Employees Health Surveillance Certificate  
Mining & Resource Safety, & Training Certificate

## CORE COMPETENCIES

- Expert in asbestos and hazardous material surveying, air monitoring and project management, with a robust track record in delivering high-quality solutions across mining, oil & gas, and various other industries.
- Proficient in developing and implementing comprehensive health and safety plans, ensuring compliance with industry standards and regulatory requirements for a diverse client base.
- Skilled in ISO auditing and management, including quality, environmental and occupational health, and safety systems, ensuring rigorous adherence to international standards.
- Experienced in transforming manual reporting systems into automated solutions, significantly reducing costs, and improving efficiency.
- Accomplished in injury management and return-to-work coordination, including injury management for work and non-work-related incidents, optimising workforce health and safety.
- Successful in establishing and managing NATA-accredited laboratories and ISO certification businesses, contributing to business growth and enhanced service offerings.
- Adept at leading cross-functional teams, fostering collaboration and staying current with industry trends and technological advancements to drive operational excellence.
- Proficient in training and mentoring staff, contractors and temporary personnel in occupational hygiene, health and safety and risk management to ensure safe working practices.

## PERSONAL ATTRIBUTES

- Leadership, Strategic Thinking, Decision-Making
- Adaptability, Problem-Solving, Conflict Resolution
- Communication, Team Collaboration, Mentoring
- Time Management, Prioritisation
- Innovation, Initiative, Continuous Improvement
- Client Relations, Negotiation

## CAREER EMPLOYMENT HISTORY

### Independent Contractor

OH Services | 07 October 2024 - Present

Currently operating as an independent fully insured contractor, providing services in the short, medium and long term in the areas below.

- Asbestos/ Hazmat/ Licensed Asbestos Assessor (LAA)
- Occupational Hygiene
- Property Risk Assessor
- WHS Advisor/ Coordinator/ Manager
- Quality Manager
- Lead Auditor
- ISO Assessor
- Project Management
- Contractor Management
- Business Management/ Development

## TECHNICAL OPERATIONS MANAGER

*Occuhealth Pty Ltd* | 01 November 2023 – 04 October 2024

- Drive sales growth and client retention by identifying new business opportunities, ensuring high-quality service delivery, and mentoring technical managers in complex project execution.
- Oversee technical operations across hazmat, asbestos, mould and WHS domains, collaborating with leadership to implement strategic initiatives and maintain industry compliance.
- Lead cross-functional teams in embedding efficient processes, staying current with technological advancements, and fostering a collaborative environment to maximise resource utilisation and knowledge sharing.

### Key Achievements:

- Successfully integrated Survey Services Pty Ltd into Occuhealth following a strategic buyout, enhancing operational capabilities and service offerings.
- Led major mining and oil and gas projects, significantly boosting revenue, and creating new income streams for the 2024/2025 financial year.
- Developed a NATA accredited asbestos laboratory and led ISO audits and certifications, ensuring compliance with quality, environmental and WHS standards.

## MANAGING PRINCIPAL (Company Director)

*Survey Services Pty Ltd* | 2017 – 2023

- Directed business operations encompassing HR, Finance and technical functions while consulting on complex projects related to asbestos/hazmat, occupational hygiene, property risk and ISO auditing, driving comprehensive solutions and operational excellence.

### Key Achievements:

- Increased market share and achieved a 26% annual sales growth by focusing on strategic service lines, establishing long-term contracts, and redirecting market focus.
- Streamlined operations by investing \$25,000 in modern technology, transforming reporting from manual to automated systems and saving \$100,000 annually.
- Established a new ISO certification business in Australia, introduced profitable service lines and successfully sold Survey Services Pty Ltd to Occuhealth Pty Ltd in November 2023.

## PREVIOUS CAREER EMPLOYMENT HISTORY

**Managing Director/Principal** *Lancall* | 2003 – 2017

**Commercial Director** *Vibe Legal* | 2018 – 2022

**Director/Certification & Audit Manager** *QMS Australia and RSI* | 2012 – 2016

**Principal – Health, Safety & Hygiene** *SLR Consulting* | 2012 – 2012

**Occupational Health and Hygiene Advisor** *Rio Tinto – Argyle Diamonds* | 2011 – 2012

**Team Leader/Principal OHS Consultant** *AECOM Pty Ltd* | 2011 – 2011

**Senior OHS Consultant** *MPL Group (now Tetra Tech)* | 2002 – 2003

**Technical Sales Manager** *AEC Ltd – OHS Consultants* | 2000 – 2002

**OHS Consultant** *MPL Group (now Tetra Tech)* | 1995 – 1999

**Site Chemist** *Peak Hill Gold Mine* | 1992 – 1995

**Senior OHS Technician** *MPL Group (now Tetra Tech)* | 1990 – 1992

**Chemist / Shift Supervisor** *Horseshoe Gold Mine* | 1987 – 1990

**Engineering Branch (Various Roles)** *Royal Australian Navy* | 1982 – 1987

## KEY ACHIEVEMENTS

- Achieved a 26% annual sales growth by strategically redirecting market focus and establishing long-term contracts, significantly increasing market share in targeted service lines.
- Transformed operational efficiency by investing \$25,000 in modern technology, automating reporting systems and reducing annual costs by \$100,000.
- Introduced and developed new service lines that boosted profitability, laid a foundation for future expansion, and implemented cost reduction and margin improvement strategies.
- Established multiple NATA accredited laboratories and successfully founded an ISO certification business in Australia from inception.
- Secured long-term strategic partnerships and improved staff retention, supporting business growth and operational stability.
- Sold multiple businesses, including QMS/RSI in 2016, Lancall Pty Ltd in February 2017, Vibe Legal Pty Ltd in July 2021, and Survey Services Pty Ltd in November 2023.
- Executed an executive role in addressing complex operational, strategic, and financial issues, enhancing overall business performance.
- Received the Stonehaven Medal (Defence) 2018 for exceptional contributions in support of defence veterans.

## **CURRENT INDUCTIONS – Mining/Oil & Gas**

- RTIO
- BHP
- Woodside
- BP

## **REFERENCES**

### **Paul Kalajzich**

Managing Principal

Envirospect Pty Ltd

paul.kalajzich@envirospect.com.au

### **Ethan Norris**

Business Manager

(Previous Owner and Director of Occuhealth Pty Ltd)

ethan.norris@occuhealth.com.au

Further referees available on request.