



**RODDY ENGINEERING  
VISION 2024**

# INTRO

*I want to share with you the future as we see it for Roddy engineering, five years from now.*

*This is our vision and our belief of what we believe to be possible. Through continual improvement and our passion to build winning teams we believe we can do it. Look at how far we have come already!*

*Inside this vision there will be something that speaks to you, I hope by sharing this with you it will give you an insight into what is possible and a sense of ownership to take action and help bring some energy into the areas of the business that excite you!*



# Who we are

Roddy Engineering is an Engineering and Construction Company with capabilities to deliver projects in the Industrial and Commercial Space.

We take pride in Building Australia's capacity in the delivery of Australian projects.

Roddy engineering now has presence in two states. Our second office houses our design and engineering team.

We have built a formidable team that now includes an Engineering Manager, Construction Manager, QA/QC Manager, Business Development Manager, Contracts Manger, Project Managers, Draftsmen, Engineers, Health and Safety Officer and Human Resources Officer.

We have a dedicated Estimating and Bid Team that keep our work pipeline filled. They have a strict criteria in which they tender too to ensure we are taking on the right type of work for our people and also to ensure that the projects are profitable to keep the company sustainable.

Our project management team is a force to be reckoned with. Committed, focused, and determined to deliver solutions. We have built great unity between the site and office aspects of project delivery. We keep the project goal's front and center with our own individual project KPIs. These are our scoreboard's that let us know how we are performing and who we need to help if we are off track to ensure we meet our project goals.

Our Project Management team and Tender team work together on project reviews, creating game plans, innovating and strategising on how to deliver projects in the most economical way. We always put an emphasis on creating and building winning teams.



## What we do

- Project Management
- Structural, Mechanical and Piping. (SMP)
- Civil, Electrical
- Asset and Facility Maintenance
- Skilled Labour Hire
- Commissioning

## Where we do

- Oil, Gas and Energy
- Engineering Construction
- Defence
- Industrial Manufacturing
- Water Infrastructure
- Road and Rail
- Infrastructure
- Mining and Resources
- Agriculture

# Accredited Quality Management Systems:

ISO 3834-1:2021 Quality requirements for fusion welding of metallic materials

ISO 9001:2015 Quality management systems

ISO 45001:2018 Occupational health and safety management systems

ISO 14001:2015 Environmental management systems

ISO 31000:2009 Risk management systems

## Clients:

Our clients include Government, Defence, Industrial Manufacturers, Tier 1 Project Management companies and Energy providers.

Our clients are responsible for multi-million-dollar assets. We have dedicated teams that specialise in maintaining their assets such as our specialised welding crews, these teams are highly skilled to deliver the best possible outcome for our clients and their assets. Its important to us that we support our clients in maximising the full potential of their assets.

Our customers love our people because they are confident well dressed and well trained. Our people collaborate well with our client contacts and engage them on upcoming projects that we can be involved in. Our investment in our people gives us our best return and our best marketing tool.



# Core Values!

More than just values, it is really a plan for winning in life, Its how our team Wins.

## Bring the Energy!!

Team energy is the foundation that allows us to succeed. It's what makes work fun and productive. When we bring the energy, we are motivated, inspired, and excited to be doing what we are doing even when things on the outside look like they're going wrong

## Own the Outcomes!

To become the best versions of ourselves we are accountable, and we hold our teammates accountable like all great teams before us. No excuses, whatever it takes, and we don't play the blame game... ultimately, we are all responsible for everyone and everything.

## Get Better Together!

The quickest way to succeed is by helping others succeed. We all play a big role in how we each succeed and how we grow. Great things in business are never done by one person. They're done by a team of people.

## Celebrate your wins!

If you don't celebrate your wins, how will you ever know that you've achieved success. The more you praise and celebrate your life, the more there is in life to celebrate. Stack the W's..



## Management and Leadership

As leaders we provide a high feedback environment that encourages growth and accountability through the team. We teach, coach, and train the team of tomorrow.

We make no apologies for setting the bar high, we are the building the Melbourne storm of the engineering and construction world.



## Training and Recruiting

All our employees have a clearly defined pathway to success. We encourage employees to pursue passions, upskill and progress into completely different lines of work if they so desire.

We hire on our core values, people that are committed to being the best versions of themselves and helping others achieve their goals along the way.

We have our own inhouse training Programs for accelerated learning:

- Apprentice Program
- Drafting Cadetship
- Middle Leaders Program
- Engineering Cadetship



# People and Culture

Our people are the backbone of our company, it is built off the back of their energy and passion to deliver results. Our People are A Players.

Our people are accountable and positive we welcome challenges and recognise them as opportunities to grow.

We love to celebrate our wins, once a quarter we have an event to recognise those that have had personal and professional victories.

We have a bucket list officer who works with employees once a quarter to organise plan and execute on employee's dreams.



EMPLOYMENT

[clontarf.org.au](http://clontarf.org.au)

Tumut Academy  
May 2020



clontarf  
foundation

## Local business makes generous donation with a difference

Words by Mat Chapman  
Photos by Leon Douglas

Local engineering and steel fabrication business Roddy Engineering have really embraced the concept of the Clontarf Foundation since the Tumut Academy was opened in 2019.

This year local owners Nick and Scott Roddy came up with the extremely generous idea of donating a much needed "Travel Trailer" for the academy.

The concept is that the academy supplies the young men to learn the trade by assisting staff construct the trailer, while Roddy's not only supply the supervisors/tradespeople they also supply all the requirements of the fabrication.

"To be involved with such a positive community concept for Tumut and the wider area is a real honour for us here at Roddy Engineering" Nick said.

"Chicka had spoken to me about what the mission statement of the Foundation is and Scott and myself thought it would be a great thing to assist with."



## Community:

A main driver for us here is building an organisation that is able to offer opportunities to the local community to seek employment regardless of the occupation they seek i.e. accounting, Welding, IT or electrician. We are sponsoring several local sports and non-profit organisations. The community has been a great support to us and for that we give back.

# Sales and Marketing

Our new Website is a masterpiece in displaying who we are to the core as well as what we do. Our vision and values are echoed throughout each page and there are plenty of videos in our project gallery displaying the talent's our team has to offer.

Thanks to our brand manager our Instagram, Tik Tok and Facebook Pages keep our friend's family and clients up to date on what our teams are up too, they are engaging and serve as magnet for talent recruitment.

We regularly feature in booths at trade shows, we are present at networking events in the industry, and we feature in news articles as industry experts for opinion and feature pieces.



## Workshop

If you're a tradie, this is the place you want to work. We have dedicated weld bays, site trucks and trailers all decked out with state-of-the-art tooling and equipment. Everything has a home, and our guys take personal pride in ensuring the tooling is maintained and returned for the next team member.

All jobs have productivity measures that allow our team members to know whether they are ahead or behind on the score board. Our workstations have monitors for drawings and Visual Dashboard KPI's.





# Operations

We deal with large clients that are risk adverse so our team is trained on our fully developed systems and procedures to keep them robust. There is no single point of failure in the business as our team can refer to our SOP which is a comprehensive instructional manual with colour images and videos.

Our fully integrated CRM ensure that we constantly reaching out to our clients to ensure they are getting their needs met.

As part of our robust systems we hold the following meetings:

- **Monthly Employee check in**
- **Monthly and Yearly ISO meetings**
- **Quarterly performance review**
- **Daily Sims in each department**
- **Annual Performance and Goal setting**



# Technology

Our state-of-the-Art ERP system is our scoreboard, it keeps us focused to win with real time tracking on projects, so we know exactly where we are in terms of the project timeline, project costs and forecasting. It allows our customers access to view project status, view pending notifications or actions required. Our new ERP serves as a check and balance on our critical path to ensure the most important tasks are being completed as we go.

Our design and engineering team utilise all the latest technology in software and 3d scanning that tie seamlessly back to our factory floor for manufacture.

Our robotic cells give us the capacity to meet tight deadlines on mass production of components especially for our large infrastructure projects.

