

Personal Value Proposition & Growth Roadmap

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Director / Civil Superintendent | Redstone Civil Pty Ltd

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Personal Value Proposition	Business Growth Roadmap
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■ Owner-operator baseline established — value proposition verified

This document was generated using the CDD PVP Tool, drawing on Mark Redstone's 13+ years of NQ civil earthworks experience, the Redstone Civil Business DNA profile, and five verified on-time/early project completions. The Personal Value Proposition positions Mark for Tier 1 superintendent roles. The Business Growth Roadmap provides a structured 365-day pathway to that goal, including education, certifications, outreach targets, and performance milestones.

WORD COUNT SUMMARY			
Part 1	Personal Value Proposition	2,241	36.2%
Part 2	Business Growth Roadmap	3,947	63.8%
TOTAL		6,188	100%

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PART

Personal Value Proposition

Mark Redstone — Civil Operator, Site Leader, Business Owner

1. CORE VALUE PROPOSITION STATEMENT

I've been doing civil earthworks in North Queensland for over a decade, and I built Redstone Civil from a sole operator with a machine and a work ethic to a seven-person team turning over \$2.4 million a year — without borrowing a cent to do it. I'm on site every day, which means clients get me, not a supervisor reading my notes, and that's why I've delivered five consecutive council and infrastructure projects on time or early with zero defect rectification. I know NQ soils, the wet season, and the local contractor network in a way that a fly-in crew or a Brisbane-based subie never will. My plant is owned, my team is local, and my track record speaks for itself — including a \$620,000 bulk earthworks package at Bohle Plains completed one week ahead of program. If you need civil earthworks, drainage, or road maintenance done properly in North Queensland, I'm the operator that shows up, does the work, and calls you back the same day.

2. 10 HIGHER-VALUE ROLES WITHIN YOUR EXISTING BUSINESS

1 Civil Works Superintendent — Tier 1 Projects

Why you suit it: 13 years of site leadership, owner-operator discipline, and a reputation for clear communication with procurement teams.

What to develop: Formal superintendent recognition (e.g. BSB or civil project management short course) and familiarity with Tier 1 ITP and NCR systems.

2 Head Contractor — Small Civil Packages up to \$2M

Why you suit it: You already self-deliver with owned plant, a direct workforce, and zero reliance on external subcontractors.

What to develop: Contractual risk management skills, surety bonding eligibility, and a QBCC licence category review for principal contractor work.

3 Construction Package Manager

Why you suit it: Running a 7-person operation to \$2.4M revenue from scratch means you already do this informally.

What to develop: Formalise your scheduling and reporting tools (even simple Gantt-based reporting lifts your credibility significantly at Tier 1 level).

4 Pre-Construction Advisor — Developer Market

Why you suit it: Your Bohle Plains experience — cut/fill volumes, subgrade preparation, staging a 47-lot subdivision — is exactly what small-to-mid developers in NQ are paying consultants to understand.

What to develop: A simple day-rate consulting offer and a one-page capability statement targeting NQ developers.

5 Quality & Compliance Lead (ITP Coordinator)

Why you suit it: Five consecutive on-time projects with zero defects is the track record that earns this role.

What to develop: Formal ITP templates aligned to Tier 1 and government requirements; ISO 9001 awareness training is an asset here.

6 WHS Site Supervisor (Recognised)

Why you suit it: You're already running a compliant operation — this is about documenting what you do, not changing what you do.

What to develop: Certificate IV in Work Health and Safety and a formal SWMS library for your common work packages.

7 Wet Season Schedule Risk Advisor

Why you suit it: 15 years of NQ-specific delivery experience means you have built-in knowledge that interstate project managers pay dearly to learn.

What to develop: A one-page advisory product or pre-construction briefing format you can offer as a paid add-on or relationship builder.

8 Supplier Panel Member — Government Infrastructure

Why you suit it: Your project evidence, local presence, and self-delivery model are precisely what panel administrators want.

What to develop: QBCC prequalification, vendor portal registrations, and a formatted capability statement with project summaries.

9 Plant and Resources Coordinator — Multi-Project Operations

Why you suit it: You already own and manage a significant plant fleet — systematising its deployment is the next step.

What to develop: A plant register with certification tracking, utilisation reporting, and a simple deployment scheduling system.

10 Civil Training Site Supervisor / Mentoring Lead

Why you suit it: Trades-qualified, owner-operator, 13 years of site experience — you are a credible practical mentor in a sector that desperately needs them.

What to develop: Workplace trainer recognition (TAE skill set or Certificate IV TAE) and a relationship with a local RTO.

3. 10 SERVICE DIVERSIFICATION IDEAS**1 Annual Drainage Maintenance Contracts**

Justification: You already have the machines and the experience — this converts one-off project revenue into predictable recurring income.

Target client: Townsville City Council, NQ Water Infrastructure, rural councils.

2 Post-Wet Season Emergency Road Repairs

Justification: NQ wet seasons consistently create urgent repair work; contractors who are ready to mobilise in week one get the work.

Target client: TMR, Townsville City Council, Burdekin Shire Council.

3 Rural Property Earthworks — Dams, Levees, Access Tracks

Justification: Your grader, excavators, and trucks are already suited to this work; the NQ hinterland has consistent demand.

Target client: Rural landowners, pastoral stations, agricultural developers in the Burdekin and Charters Towers regions.

4 Commercial Site Preparation and Pad Construction

Justification: Strong pipeline of commercial development in Townsville — developers often need a reliable civil sub before the slab contractor arrives.

Target client: NQ commercial developers, industrial estate developers.

5 Dust Suppression Services — Water Truck Hire with Operator

Justification: You already own the water truck — this monetises downtime between your own project commitments.

Target client: Mining contractors, Tier 1 site operations, road construction projects.

6 Gravel Re-Sheeting and Access Track Maintenance

Justification: Your Mount Louisa track record is directly transferable; private clients in NQ have ongoing gravel road needs.

Target client: Pastoral stations, mining access road operators, private subdivisions.

7 Kerb and Gutter Subgrade Preparation

Justification: You delivered this at Bohle Plains — it's a separable scope that concrete crews often need done before they arrive.

Target client: Civil developers, subdivision builders, concrete subcontractors needing a prepared platform.

8 Earthworks for Residential Subdivisions — Smaller Developers

Justification: Your Bohle Plains credentials give you credibility in this market with developers who are one tier below the corporate players.

Target client: Small-to-mid NQ residential developers, regional town subdivision projects.

9 Compaction Testing Coordination

Justification: Clients want one less thing to organise — bundling compaction coordination into your scope adds value with minimal capital investment.

Target client: Any civil project client requiring 98% MDD compaction certification.

10 Site Induction and Safety Documentation Preparation

Justification: You've built this capability for yourself — other small NQ operators will pay for it, especially as Tier 1 documentation requirements increase.

Target client: Small civil and earthmoving operators in the Townsville and Burdekin region.

4. 10 BUSINESS MODEL EXTENSIONS**1 Annual Council Maintenance Retainer**

Converts project-based revenue into a reliable baseline that smooths cash flow across the year. Townsville City Council and Burdekin Shire both have ongoing road maintenance requirements — your existing delivery record with TCC is the entry point.

2 Supplier Panel Placement — Haughton Pipeline

A single panel placement puts you in front of multiple Tier 1 head contractors bidding on the same \$40B+ pipeline. The Burdekin and Lower Haughton Corridor is your geographic sweet spot — you are already positioned for this, you just need the documentation to match.

3 Plant Hire — Individual Machine Days

Your plant fleet is a depreciating asset whether it works or not — hired out with an operator, it generates direct revenue with low marginal cost. Strong demand for short-term plant hire across NQ construction and mining without the lead time of interstate hire companies.

4 Operated Labour Hire — Civil Operators

Your workforce is already certified and site-ready — this allows you to deploy people when project gaps arise rather than standing them down. Tier 1 projects consistently need certified local operators at short notice; FIFO operators carry a premium most head contractors want to avoid.

5 Joint Venture — Complementary NQ Civil Contractor

Expands your tender scope without capital investment — you bring earthworks and plant, your JV partner brings their capability. Many mid-size NQ infrastructure packages require multiple civil disciplines; a JV structure lets two small operators compete for work neither could win alone.

6 Training Site Partnership — CDD / RTO

Generates a training fee income stream and positions you as a recognised employer of trainees — which some government contracts actively credit. NQ has a persistent shortage of trades-qualified civil operators; a business that develops local talent has a genuine competitive advantage.

7 Civil Consulting — Developer Day Rate

Your site knowledge and local delivery experience is worth money to developers who don't want to pay engineering firm rates for practical earthworks advice. Small-to-mid NQ developers frequently over-engineer solutions because they don't have a practical civil voice in the room early enough.

8 Emergency Works Retainer — Wet Season Readiness

A retainer fee covers your mobilisation costs and secures the relationship before the emergency happens. NQ's wet season reliably creates urgent repair work — clients who have a trusted contractor on retainer avoid the scramble after every flood event.

9 Subcontractor Network — Structured Referral Model

Allows you to bid on larger packages by brokering work to trusted operators — and earns a margin or referral fee without capital. Head contractors prefer dealing with a single point of contact for civil packages; a structured subcontractor network makes you that contact.

10 Capability Statement Subscription — NQ Contractor Community

You've built this documentation for Redstone Civil — packaged up, it has direct value for the dozens of sole operators and small NQ contractors who need it but can't build it themselves. The CDD training program already creates demand for this; your lived experience as an NQ contractor gives it credibility that a generic template provider can't match.

Next step: Take items 1–3 from the Business Model Extensions and map them against your 12-month Houghton Pipeline panel goal — they're the three highest-leverage moves you can make right now without adding overhead.

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PART

Business Growth Roadmap

Civil Works Superintendent — Tier 1 Projects | Mark Redstone | June 2026

1. EDUCATION AND CERTIFICATION NEEDS

Priority order — highest impact first

1 Certificate IV in Work Health and Safety (BSB41419)

Why: Non-negotiable for Tier 1 superintendent recognition. Procurement teams check this before they check anything else.**Provider:** TAFE Queensland (Townsville campus) or Blackwater Training (online, RTO-recognised)**Cost:** \$1,500–\$2,500 | **Time:** 6–12 months part-time | **Urgency:** Start within 30 days

2 BSB50820 Diploma of Project Management (or BSB40920 Certificate IV)

Why: Gives you formal credentials to back what you already do — scheduling, resource coordination, client reporting. Tier 1 procurement managers recognise this qualification.**Provider:** TAFE Queensland or Builders Academy Australia (online, self-paced)**Cost:** \$2,000–\$4,500 | **Time:** 12–18 months part-time | **Urgency:** Enrol within 90 days

3 Tier 1 ITP and Quality Systems Awareness (ISO 9001 foundation)

Why: Inspection and Test Plans, hold points, and NCR processes are the documentation language of every Tier 1 site. You need to speak it fluently.**Provider:** SAI Global short course (online) or Master Builders Queensland (MBQ) introductory quality module**Cost:** \$300–\$800 | **Time:** 1–2 days | **Urgency:** Complete within 60 days

4 Tier 1 Prequalification — QBCC Contractor Licence Review

Why: Confirm your current QBCC licence category covers the superintendent scope you're targeting. If it doesn't, the upgrade path is longer than you think — start now.**Provider:** QBCC directly (qbcc.qld.gov.au) | **Cost:** \$0 (assessment) + upgrade fees if required | **Urgency:** Do this week

5 First Aid + CPR Renewal (if not current)

Why: Required on all Tier 1 sites. A lapsed cert is an embarrassing rejection.**Provider:** St John Ambulance Townsville | **Cost:** ~\$150 | **Urgency:** Check currency now; renew if within 6 months of expiry

2. MARKET RESEARCH NEEDS

Demand signals — where to look:

- **QTenders (qtenders.gov.au):** Search "civil earthworks superintendent," "site superintendent," and "civil package management" — note which Tier 1 contractors are consistently winning NQ infrastructure packages and what their subcontractor requirements specify.
- **Haughton River Floodplain project updates:** Monitor via NQ Water Infrastructure Corp and TMR project registers. The superintendent demand will track directly to package award timelines.
- **LinkedIn:** Search "civil superintendent Townsville" and "site superintendent NQ" — identify who holds these roles at BMD, Fulton Hogan NQ, McConnell Dowell, and John Holland in the region. This tells you who you're competing with and

- who you'd be working alongside.

Competitor landscape:

- Most civil superintendents on NQ Tier 1 projects are either FIFO from Brisbane/SE QLD or ex-council workers promoted laterally. Very few are owner-operators with your depth of practical delivery experience. That is your gap to own.
- Check LinkedIn for "superintendent" + "Townsville" or "North Queensland" — profile them honestly. Where do they have gaps? (Typically: wet season practical knowledge, owned plant experience, small business commercial awareness.)

Pricing benchmarks:

- Civil superintendent day rates in NQ currently sit at \$750–\$1,200/day (dry hire equivalent — operator only, no plant).
- A superintendent engaged under a formal services agreement with a Tier 1 for a 6–12 month package is typically \$1,000–\$1,400/day.
- Source: Seek.com.au salary insights, Hays Construction & Property NQ salary guide (published annually), and direct conversations with Tier 1 procurement contacts.

Procurement patterns to understand:

- Tier 1s typically appoint superintendents 4–8 weeks before mobilisation — not on the day.
- The procurement trigger is usually when a subcontract package is awarded and the Tier 1 needs a named site supervisor on the subcontractor's safety plan.
- This means you need to be in conversation *before* the package is awarded — not after.

Project pipeline to monitor:

- Haughton River Floodplain (multiple civil packages, 2026–2029)
- Bruce Highway upgrade corridor (TMR, ongoing)
- Port of Townsville Channel Capacity Upgrade (marine-adjacent civil)
- Townsville City Deal infrastructure commitments
- Resource: Infrastructure Pipeline Register (ipaustralia.gov.au) and Queensland Major Projects Register

3. ACTIVITIES TO COMPLETE

Priority order — start here

1 Get your WHS documentation audit-ready (Week 1–2)

Pull together every SWMS, site induction, and safety record you have. Gap-assess against a Tier 1 contractor's typical subcontractor safety audit checklist (BMD and Fulton Hogan both publish their supplier requirements — download them). Fix the gaps before you approach anyone.

Enables: Passing the first gate in every Tier 1 prequalification process.

2 Register on CQMS Raize and Avetta (Week 2–3)

These are the two dominant prequalification platforms used by Tier 1 contractors in NQ. Your profile here is checked before your phone call is returned.

Enables: Getting onto approved supplier lists for McConnell Dowell, BMD, Fulton Hogan, and John Holland.

3 Build your Superintendent capability statement (Week 3–4)

A single-page document — separate from your business capability statement — that positions Mark Redstone as a named civil superintendent. Include: qualifications, site hours, project delivery record, plant experience, and a two-sentence personal statement.

Enables: Having something concrete to leave behind or email after every conversation.

4 Complete the ISO 9001 / ITP awareness short course (Month 2)

Do this before you approach Tier 1 procurement contacts. You need to be able to discuss ITPs, hold points, and NCR processes in conversation without bluffing.

Enables: Credibility in your first superintendent-level conversations with Tier 1 site managers.

5 Enrol in Certificate IV WHS (Month 1)

You don't need to complete it before you start conversations — but being enrolled signals intent and gives you a completion date to reference.

Enables: Tier 1 safety compliance gate; required for most formal superintendent appointments.

6 Shadow or observe a Tier 1 site operation (Month 2–3)

Arrange a site visit — even informally — on an active Tier 1 infrastructure project in NQ. You want to see how their daily site diary, safety reporting, and subcontractor coordination actually runs from the head contractor's side.

Enables: Understanding the documentation rhythm and reporting cadence you'll need to match.

7 Enrol in Certificate IV / Diploma Project Management (Month 2–3)

Begin the qualification — even one unit — to get the credential in progress. You'll use the coursework directly in the next superintendent role you take.

Enables: Formal qualification to cite in your capability statement within 12 months.

8 Identify and approach one Tier 1 contact for a direct conversation (Month 3)

This isn't a cold pitch. It's a 20-minute conversation with a regional contracts manager or procurement officer at one of your target organisations — BMD, Fulton Hogan NQ, or McConnell Dowell — to understand what they look for in a civil superintendent and where their upcoming packages sit.

Enables: Real market intelligence and a relationship before you need a job.

4. OUTREACH TO PERFORM**Tier 1 Procurement Contacts — target these organisations first:**

- **BMD Constructions NQ** — Regional Procurement Manager (Townsville office). BMD is actively delivering in your geography and has a history of using local NQ subcontractors.
- **Fulton Hogan NQ** — Contracts Administrator or Regional Manager. Fulton Hogan has repeat council and highway work in Townsville and surrounds.
- **McConnell Dowell** — NQ Project Director or Senior Project Manager for any active Haughton corridor packages.
- **John Holland NQ** — Regional Procurement or HR for site operations roles.

Industry Organisations — attend and engage:

- **Master Builders Queensland (MBQ) — Townsville branch:** They run regular events, tender workshops, and procurement panels where Tier 1 project managers attend. Show up.
- **Townsville Enterprise Limited:** Economic development arm with infrastructure sector briefings. Get on their event list.
- **CCIQ (Chamber of Commerce and Industry Queensland):** Relevant for business development, less so for site-level Tier 1 access — but useful for government procurement education.

How to approach:

- Don't cold-email a generic intro. Use LinkedIn to connect first, reference a specific project they've recently completed in NQ, and ask for 20 minutes to understand their subcontractor and site leadership requirements.

NQ-Specific Events to Attend:

- CCIQ NQ Business Breakfast series
- Master Builders NQ Awards (industry relationship event — not just for award nominees)
- Infrastructure Australia pipeline briefings when they run in Townsville

5. SYSTEMS AND PROCESSES TO SET UP

1 Site Diary and Daily Reporting System

Tier 1 superintendents are expected to produce a formatted daily site diary — weather, hours, resources on site, work completed, visitors, safety observations. Set this up now using a simple template. Tool: Procore (free trial) or a well-designed Word template.

2 ITP and Hold Point Register

Build a simple Excel-based ITP template for your three most common work types (bulk earthworks, drainage channel, road maintenance). Include: activity, test required, hold/witness point, sign-off authority, result. Tool: Excel or Google Sheets — free.

3 SWMS Library — Formatted and Version-Controlled

Create a master folder with current, version-controlled SWMS for every high-risk work type you perform. Each document needs: activity, hazards, controls, PPE, emergency procedure, review date, authorised signatures. Tool: Word templates stored in Google Drive.

4 Subcontractor and Plant Register

A simple spreadsheet tracking: subcontractor name, ABN, insurance expiry, licence category, SWMS status, induction completion. This is what a Tier 1 will ask to see when you're managing a package on their behalf. Tool: Excel or Google Sheets — free.

5 Project Reporting Template — Weekly Progress Report

One-page format: work completed this week, work planned next week, programme status (on/behind/ahead), safety incidents (nil or detail), variations, RFIs, issues log. Tier 1 project managers judge superintendent quality heavily on this document.

6 Financial Tracking — Package Cost vs. Budget

If you're managing a package on behalf of a Tier 1, you need to track labour, plant, and materials cost against allocated budget in real time — not at month end. Tool: Xero with project/job tracking module enabled.

7 Credentials and Compliance Folder — Digital

Create a single, organised Google Drive folder containing: QBCC licence, public liability certificate, workers comp certificate, WHS policy, subcontractor induction records, training certificates for all staff. Share the link with Tier 1 procurement on request.

6. PERFORMANCE MILESTONES — 30 / 90 / 180 / 365 DAYS

30 Days

Milestone 1: Prequalification platforms registered

Active profiles on CQMS Raize and Avetta with all mandatory fields complete and documents uploaded. Both profiles show "Active" or "Compliant" status. Success: you can send a Tier 1 procurement officer a link to your profile and it passes their initial check.

Milestone 2: QBCC licence category confirmed

Written confirmation from QBCC that your current licence covers civil superintendent scope, or a clear upgrade pathway identified. You have a written record — not just a phone call. No licence surprises when a Tier 1 runs their compliance check.

90 Days**Milestone 3: Certificate IV WHS enrolled and first unit submitted**

Enrolled in a nationally recognised Certificate IV WHS qualification and at least one assessment submitted. You can state your expected completion date in a Tier 1 conversation with credibility.

Milestone 4: Superintendent capability statement complete and in circulation

A polished one-page document positioning Mark Redstone as a civil superintendent, distributed to at least 3 Tier 1 contacts. At least one Tier 1 contact acknowledges receipt and asks a follow-up question.

180 Days**Milestone 5: First Tier 1 superintendent conversation completed**

A substantive conversation (phone or in person) with a project director, contracts manager, or senior site manager at a Tier 1 contractor about their upcoming NQ packages. A documented follow-up email exists after the conversation.

Milestone 6: ITP library and SWMS suite complete

Formatted ITP templates for your three core work types and a complete, version-controlled SWMS library covering all high-risk activities. Documents exist in a shared folder, current, signed, and dated. You could hand these to a Tier 1 QA manager tomorrow with no embarrassment.

365 Days**Milestone 7: First superintendent appointment secured**

At least one formal or informal superintendent appointment on a Tier 1 civil package — paid, documented, and referenced. Appointment letter, purchase order, or subcontract clause naming you as site superintendent. You have a recent Tier 1 reference you can use in future prequalification submissions.

Milestone 8: Haughton Pipeline supplier panel application submitted

Formal application submitted for at least one Haughton River Floodplain project supplier panel, with all documents complete. Application submission receipt and application reference number. You are in the panel assessment queue before the major earthworks packages go to market.

7. SOFT SKILLS TO DEVELOP**1 Structured Verbal Reporting**

Why it matters: Tier 1 project managers hold daily and weekly progress meetings. You need to brief concisely — issues, programme status, risks, next actions — without rambling or getting pulled into detail.

Development action: After every site day for the next 30 days, write a three-sentence verbal summary: what happened, what's the programme impact, what's the next action. Practice saying it out loud before a meeting.

2 Commercial Awareness — Reading a Contract

Why it matters: As a superintendent, you are responsible for calling and documenting variations, hold points, and scope changes. Missing a variation call costs money; making one without authority creates relationship damage.

Development action: Get a copy of a standard AS4000 or AS2124 construction contract. Read the superintendent duties clause — typically Clause 20. Ask your solicitor or CDD advisor to walk you through the practical implications in a 30-minute session.

3 Conflict De-escalation — Site Level

Why it matters: Superintendents sit between the head contractor's project manager and the subcontractor workforce. You will face scope disputes, programme pressure, and safety disagreements simultaneously.

Development action: Master Builders Queensland runs a short course on construction dispute resolution. Alternatively, a practical negotiation workshop (even a half-day course through CCIQ) gives you a framework for responding under pressure without escalating.

4 Written Communication — Project Documentation Quality

Why it matters: Your site diary, NCR records, and variation notices are legal documents. Tier 1 project managers judge your credibility heavily on how clearly and accurately you write.

Development action: Take three of your existing project diary entries and rewrite them using the format: date, weather, resources on site, work performed (scope reference), test results, visitors, issues/instructions given. Review the difference. Apply it daily.

5 Stakeholder Management — Managing Up

Why it matters: You're used to being the principal decision-maker on site. As a superintendent for a Tier 1, you are managing upward to a project director who may be office-based in Brisbane.

Development action: After each Tier 1 conversation, write a one-paragraph internal summary of what was discussed, what was agreed, and what you are responsible for actioning. This discipline protects you commercially and builds the habit.

8. TECHNICAL SKILLS TO DEVELOP

1 ITP Preparation and Management

Current gap: You deliver quality outcomes — but you likely manage quality informally rather than through a structured ITP with documented hold points and sign-off records.

How to close it: Build your first ITP for a bulk earthworks package using a Tier 1 template as the model. BMD and Fulton Hogan publish their ITP formats in subcontractor packs — request one through a procurement contact. Complete the SAI Global ISO 9001 foundation short course.

2 Primavera P6 or MS Project — Schedule Reading and Updating

Current gap: You run programmes in your head or on simple tools. Tier 1 projects use Primavera P6 or MS Project for programme management — you need to be able to read these, update your subcontract programme within them, and identify critical path impacts.

How to close it: MS Project is the accessible entry point. LinkedIn Learning has a solid 4-hour MS Project fundamentals course (~\$40/month subscription, cancel after one month). Focus on: reading a Gantt, updating progress percentages, identifying float.

3 Non-Conformance Report (NCR) Writing

Current gap: NCRs are formal quality records that document a departure from specification and the corrective action taken. Writing them poorly — or not at all — is a serious gap at Tier 1 level.

How to close it: Download a standard NCR template (available on the CIQS website or through a Tier 1 subcontractor pack). Write three practice NCRs based on hypothetical scenarios from your last three projects. Have someone familiar with Tier 1 quality systems review them.

4 Environmental Management — Basic Site Compliance

Current gap: NQ civil projects — especially drainage and floodplain work — attract environmental hold points around sediment control, waterway protection, and vegetation clearing approvals. As a superintendent, you are responsible for site compliance with the environmental management plan.

How to close it: Complete the IECA (International Erosion Control Association) Erosion and Sediment Control short course. It's online, practical, and directly relevant to your project types. NQ Resource: IECA Australia (ieca.org.au).

5 Prequalification Portal Navigation — CQMS Raize, Avetta, Vendor Panel

Current gap: You understand the concept but haven't operated these platforms at a superintendent level, where you may be managing subcontractor registrations beneath you.

How to close it: Register, complete your profile, and request a walkthrough from a CQMS Raize account manager (they provide these free to new registrants). NQ resource: cqmsraize.com.au; Avetta (avetta.com) — both have onboarding support.

9. NQ RESOURCES AND NETWORKS TO TRACK

Tender and Procurement Portals:

- **QTenders (qtenders.gov.au):** Queensland Government's primary tender portal. Set up keyword alerts for "civil superintendent," "earthworks," "civil construction NQ," and "Townsville." Free.
- **Austender (tenders.gov.au):** Federal government procurement. Relevant for NQWI and federally-funded infrastructure.
- **CQMS Raize (cqmsraize.com.au):** Tier 1 prequalification portal. BMD, Fulton Hogan, McConnell Dowell, and John Holland all use this. Registration is your front door.
- **Avetta (avetta.com):** Secondary prequalification platform. Some Tier 1 operators use this instead of or alongside CQMS Raize.
- **ProcureRight / VendorPanel:** Used by some Queensland local councils for subcontractor registration.

Industry Associations:

- **Master Builders Queensland — Townsville Branch (masterbuilders.com.au):** Monthly events, tender briefings, training, and direct access to Tier 1 project managers. \$600–\$900/year. Worth every cent for the relationship access alone.
- **CCIQ — NQ Region (cciq.com.au):** Government contract education, business development events, and occasional infrastructure pipeline briefings.
- **Townsville Enterprise Limited (townsvilleenterprise.com.au):** Economic development body with regular infrastructure pipeline updates, project briefings, and business networking events.
- **Civil Contractors Federation Queensland (ccfq.com.au):** Industry body specifically for civil contractors — training, advocacy, tender information. Consider membership.

Government and Project Pipeline Sources:

- **Queensland Major Infrastructure Pipeline (diti.qld.gov.au):** Updated quarterly — tracks active and upcoming state infrastructure projects by region and value.
- **Haughton River Floodplain Project (nqwater.com.au):** Monitor for supply chain engagement events, subcontractor briefings, and procurement milestones.
- **TMR — Department of Transport and Main Roads NQ Region (tmr.qld.gov.au):** Highway and road upgrade project schedules and contractor engagement notices.
- **Townsville City Council Procurement Portal (townsville.qld.gov.au):** Tender listings for council civil works — direct client and feeder relationship for Tier 1 work.

Training and Development Resources:

- **TAFE Queensland — Townsville (tafeqld.edu.au):** Certificate IV WHS, Certificate IV Project Management, civil construction short courses.
- **CDD — Consultancy Done Differently (consultancydd.com):** Your current training program; the relationships and frameworks from this program are directly applicable to your superintendent pathway.
- **SAI Global (saiglobal.com):** ISO 9001 awareness and ITP training (online, low cost).
- **LinkedIn Learning:** MS Project, project scheduling, construction management fundamentals.

Your first three actions this week:

1. Call QBCC and confirm your licence category scope for superintendent work.
2. Register on CQMS Raize — complete the full profile, don't leave fields blank.
3. Write your personal superintendent capability statement — one page, plain language, your project evidence, your qualifications, your availability.

The rest follows from these three.