



AUSTRALIAN
INSTITUTE OF
MINE SURVEYORS

AIMS GENDER DIVERSITY SCHOLARSHIP SUMMARY 2020

GLENCORE-TIM UNDERHILL GENDER DIVERSITY SCHOLARSHIP IN MINE SURVEYING

AWARD VALUE

- The bursari will have a maximum value of \$5,000
- The successful applicant/s may be offered professional work experience as mutually arranged.

SOURCE OF FUNDS

Glencore - Mount Isa Mines

NATURE

- Duration of Award: 1 year
- Year Awarded: 2020
- Number of Scholarships Available: Two: \$5,000 each, paid in two instalments, \$2,500 at completion of semester 1 and \$2,500 at completion of semester 2.

PURPOSE

1. Develop an integrated strategy offering a mechanism to attract, recruit, retain and develop women at all levels of the organisation within the resource and mining sector.
2. Promote the economic and social benefits of gender diversity, equality and actively encouraging business to embrace these changes to recruit and retain women.
3. To support female students commencing or continuing study in the area of spatial science technology.



ENQUIRY AND APPLICATION SUBMISSION

JULIA REYNOLDS

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CLOSING DATE

20th MARCH 2020

- Applications must be received by the closing date and in writing along with the CV.
- Female applicants only.



CRITERIA FOR SELECTION

INDUSTRY PERSPECTIVE

Both Glencore and AIMS recognise the benefits of increasing representation and retention of women in non-traditional roles in the mining and resource sector.

ELIGIBILITY

APPLICANTS MUST:

- ✓ Be female.
- ✓ Be an Australian citizen or have permanent resident status.
- ✓ Commence or continue their studies in an Associate Degree of Spatial Science, Bachelor of Spatial Science Technology or Bachelor of Spatial Science (Honours) at an Australian university or an Advanced Diploma of Surveying from North Metropolitan TAFE, Western Australia.
- ✓ Be enrolled in a minimum of 3 study units in each of Semester 1 and Semester 2 of each year of the bursary.
- ✓ Be studying on-campus.

APPLICANTS MUST SUBMIT A PERSONAL STATEMENT INDICATING:

- Why they would like to work in the mining industry.
- How the bursary will assist them to achieve their future career plans.
- How they would plan to be an advocate for gender diversity in the mine surveying field.
- How they would be an ambassador for Glencore and AIMS.
- Provide evidence of academic achievement e.g. high school report card or post-secondary academic history, as applicable.
- Have a high level of academic achievement.

FURTHER CONDITIONS REGARDING THE AWARDING OF THE SCHOLARSHIP:

- Will be available to receive the scholarship award at AIMS National conference August 2020.
- The awardee must be willing to complete vacation work as mutually agreed during study breaks at a Glencore operation in North Queensland.
- This is paid vacation work, where accommodation and flights will be provided.
- Will act as a strong ambassador for Glencore and AIMS.

Glencore may invite awardees to attend any events as a representative of our organisations if appropriate in the future. The awardees will be assigned a mentor by the AIMS Board.

RECIPIENT CONDITIONS:

- The duration of the bursary is for one year.
- Recipients may be asked to participate in focus group research.
- **THE BURSARY WILL BE FORFEITED IF THE RECIPIENT:**
 - Reduces their enrolment to below 3 study units or changes their mode of study from on-campus to external, unless exceptional circumstances prevent studying a minimum of 3 study units.
 - Defers their program of study.
 - Takes more than 12 months Leave of Absence.
 - Fails to maintain a pass grade average.
 - Changes their program outside of spatial science technology.
- The bursary is not transferable to other students in any circumstances.
- AIMS reserve the right to alter the conditions of the bursary based upon exceptional circumstances.

SELECTION PROCEDURE, SELECTION PANEL & APPLICANT OUTCOME

- Applications received by AIMS from various educational institutes will be assessed for suitability.
- AIMS will determine the most suitable applicant.
- AIMS will obtain Glencore's approval of selected applicant/s prior to notifying applicant that they are successful.

MONETARY ARRANGEMENTS: STUDENT

- The bursary will be paid by AIMS directly to recipient via EFT into the recipients account.
- Payment will be subject to satisfactory progress in the recipient's study program and continued enrolment in their program. In the event the recipient does not continue to meet the Program's eligibility criteria and conditions, recipients may be required to show cause why the bursary should not be cancelled.





ABOUT

GLENCORE- MOUNT ISA MINE

At Mount Isa Mines we operate two separate mining and processing streams, Zinc and Copper, to deliver natural resources that have enduring roles in society. With a legacy greater than 90 years we are home to one of the largest Zinc resource bases and the biggest underground network of mines in the world.

Our Zinc assets in and around Mount Isa consist of the George Fisher underground mine, Black Star Open Cut mine and Lady Loretta underground mine, a zinc-lead concentrator and filter plant, lead smelter, and supporting services.

In the Community, Mount Isa Mines is a major employer, active customer, avid supporter of local initiatives and a responsible environmental manager. Mount Isa Mines is one of Australia's oldest, largest and most complex mining operations; and has been the catalyst for Mount Isa growth and prosperity.

At an economic level, our business is significant both for Queensland, and globally, as a producer of metals vital to industry worldwide.

AIMS

AIMS provides professional representation to government, industry and educational organisations on mine surveying issues around Australia through promoting the practice and science of mine surveying. AIMS membership is comprised of Registered and Authorised Mine Surveyors from the coal and metalliferous industries, assistant surveyors, surveying students and retired surveyors.

MINE SURVEYING

Mine surveying is a specialist area of surveying involving the measurement, representation and management of data associated with a mining operation.

Mine Surveyors are responsible for guiding and controlling the location where mining occurs. They apply their specialised skills in dynamic and diverse environments, to accurately and efficiently plan and measure the location of mining in three dimensions to produce operational and statutory mine plans, using the latest in global navigation satellite systems (GPS), automated surveying technology and computer aided drafting.

Mine Surveyors are employed in open cut (surface) and underground mines in both the coal and metalliferous industries and also assist in mine planning, exploration and in securing and renewing mining approvals.

Mine Surveyors are required to be accredited (Registered and/or Authorised) to carry out mining surveys. This process involves obtaining practical mine surveying experience after completing tertiary education and the preparation of a number of specialized mining projects to demonstrate competency.



TIMOTHY REGINALD UNDERHILL

Was born on 26 December 1954 in Lusaka, Zambia.

Tim's mother Jo took a big step in 1985 by immigrating to Australia and currently resides in Brisbane. In 1995, Tim and his family decided to follow in his mother's footsteps and join her in Australia by immigrating to Brisbane.

Tim successfully secured a job at Mount Isa Mines in August 2000.

He was employed as a Mine Surveyor and felt he had finally found his purpose professionally. In 2004, Tim was promoted to the position of Senior Mine Surveyor with George Fisher Mine, a position he held with pride and dedication before his sad passing in July 2014. Tim was a well-respected member with the Australian Institute of Mine Surveyors had been made Fellow with the AIMS in 2015.