



## MEET GERARD

Recruitment Advisor

***“There is a good vibe to the office, and you can see we are doing good things. How can you not be happy in a place that feels like we are winning?”***

*Continued:* Generally, the interviews I remember is where I felt the candidate and the hiring manager clicked and overall, both parties felt like it was the right role.

### **What is your name and job title?**

My name is Gerard Lance, and I am a Recruitment Advisor for Ramelius, working in the head office. I like to think I am the first impression for many and the start of an enjoyable and rewarding employment journey.

### **What led you into recruitment and what is it about your role that brings you fulfilment?**

I started my career in spray painting & panel beating but after 10 years and working in the Automotive, Industrial and Marine industry, I knew I wanted a change. I tried my hand in sales and business development and completed a Diploma in Marketing. Unfortunately, Covid struck, and I found myself out of a job.

I have always wanted to give recruitment a try. I feel it blends my communication and relationship-building skills with my ability to think creatively and bring diverse perspectives to the hiring process. That was over four years ago, and I can honestly say, I love my job. It has provided me with a creative outlet, and I find it extremely rewarding. Nothing is more amazing than seeing someone come through the recruitment process, join the business, and thrive in the role.

### **What type of work environment do you like best?**

The environment I have now, the team and whole corporate office is very friendly and open to having a chat but at the same time we get the work done. When there is a need to have a discussion or pivot our approach, the business and people are open and respond well.

There is a good vibe to the office, and you can see we are doing good things. How can you not be happy in a place that feels like we are winning.

### **What’s the most surprising thing you have heard in an interview which you’ve never forgotten?**

By the time we interview we have already conducted some screening, so it is very rare that anything surprising pops up.

### **Tell me about a time when you were part of a team that was fun to work with. How did you balance productivity and fun with your co-workers?**

I know it may be hard to believe, but HR can be a lot of fun and my current team do make my job very enjoyable. They are great to bounce ideas off or assist with any questions and are always open to hear my funny stories, which may not be that funny.

I think a good team are mature enough to know a line between having a fun chat and completing work. If the works gets done, why can’t we have fun whilst doing it, and it’s even better when we have some lollies to share.

### **How would you pitch Ramelius to a friend?**

We are a Gold mining company that is big, but not too big, small, but not too small. They know your name and there is room to grow. People say hello to you and are very genuine.

It is a company that does what it says, we don’t like to sit still and are always looking at the next thing. Site accommodation is very good, and the people onsite are friendly. The company is not afraid to spend money on the long-term solution instead of waste it on the short-term gains.

### **What does a typical day in the office look like for you?**

A day can be quite varied and sometimes very heavy on the admin side. It generally includes liaising with hiring managers for recruitment of their roles, creating adverts, CV screening, phone screening and interviewing. Then we get to the exciting part, which is the compliance of a candidate through the onboarding process. Once complete, I chase a few signatures to present the candidate with an offer. Once they have signed, we move onto the mobilisation process.

Beyond the technical aspects of recruitment, I place a strong emphasis on candidate experience. Recognising that each interaction with a candidate shapes the company brand, I ensure that the recruitment journey is not just a process but a positive and engaging experience for every individual involved.

**When did you first start work in the WA mining sector and what initially drew you to this industry?**

My first time in mining was back in 2008 working for a painting contractor in Perth, going to a variety of sites to complete works on their plant or machinery. I finished my apprenticeship, turned 18 and wanted to make some money. I started doing one week of work onsite then back in the Perth workshop, then back onsite the week after. Eventually I moved into a leading hand role which took me all over Australia for work, which ranged from one week to two months at a time. I always liked mining and felt comfortable in the setting, but after meeting my partner, I decided Perth was where I wanted to be.

**Is there anything you find to be sometimes challenging about conducting interviews, or just about recruitment in general?**

Interviews can be a lot of fun even though many people feel it can be awkward. I like to think of an interview as the first step where a company gets to meet you and you can meet the company, it sets up an expectation for the rest of the process and is important to make everyone feel comfortable.

The biggest hurdles tend to be internet connection issues or struggling to find the office, people going on tangents or one-word answers or never showing up. I have seen candidates who I know are great at their job, not be able to sell themselves very well. I can't say too much as even I was late to my own interview. Thankfully, the team was very understanding.

**What would be the best interview advice you could give to someone new to the industry and wanting to make a fantastic impression?**

There is no secret to a great interview technique, besides be yourself, answer questions clearly and give examples (ideally more than one) and research the company before interviewing.

An interview is an opportunity for a candidate to see inside the business, who the hiring manager is and the role requirements and challenges. In turn, it is an opportunity for us to get to know the candidate's skillset, personality, and ambitions.

**What is something most people wouldn't know about the process of recruitment?**

I think a lot of people think it is just sticking up an advert, interview a few people, get their compliance done and offer a contract. Simple, right!

Unfortunately, it is not always that easy. You need to navigate between availability and timeframes while managing the expectations of many different people, through a process, to get someone onsite. There are many moving pieces to align for everything to run smoothly with no hiccups.

**Off the Record:****What are you passionate about when you're not at work?**

I'm a passionate FC Barcelona fan with a bunch of memorabilia and signed shirts at home. I follow the English Premier League and La Liga Football leagues and play with a group of friends once a week. I play video games, PS5 or Nintendo. In Summer I enjoy the beach and in Winter I go hiking. I have recently got the running bug after competing in the HBF Run for a Reason and my new goal is to get 12km complete in under one hour, but I still have some work to do. Besides that, I catch up with friends and enjoy life, travel, long walks on the beach, sipping on cocktails...

**If you were stuck on a deserted island (and had all the food, water and shelter you needed) what three personal items would you bring?**

- 1) **A multi-tool:** A high-quality multi-tool, like a Swiss army knife or a Leatherman, would be incredibly useful. These tools typically include a knife, pliers, screwdrivers, scissors, and more, providing a wide range of functions for tasks like building, repairing, and crafting.
- 2) **A satellite phone or emergency beacon:** A satellite phone or a personal locator beacon (PLB) could be a crucial item for communication or signalling for rescue. Even though survival is ensured, getting off the island and back to civilization would likely be a priority.
- 3) **Wilson Volleyball:** For mental stimulation and emotional well-being. Having a good friend or companion could be invaluable and provide entertainment, knowledge, and a sense of normalcy in an otherwise isolated situation. Wilson got me through Covid.

These items combine practicality with mental well-being, ensuring both survival and a semblance of comfort and connection to the world beyond the island.

**What was the last gift you gave someone?**

This article.