

evolution

OUR TEAM

Evolution is led by a management team with over 100 years of collective traffic control experience, many of whom have been with us since the industry was born.



John Macnamara
Group Chief Operating Officer

John has over 25 years' experience in construction in various industry sectors across all states and territories. John has spent the last 10 years in senior HSE management positions in

the civil and maintenance area in both the resource and urban development.

An active member of the safety Institute of Australia John is a passionate advocate of practical realistic risk mitigation through interdependent human behaviours and positive decision making.

Accountable for influencing and managing peoples behaviours within the business to achieve a zero harm culture including provision of advice to and mentoring and coaching of business Management Team, integration and implementation of Evolution Group Holdings Management System within clients management systems nationally and in New Zealand, and maintaining and strengthening relationships with stakeholders and regulatory bodies.



Suandi Halim
Group Financial Controller

Andi is an experienced Chartered Accountant with a demonstrated history of working in the accounting industry in both public and commercial practices.

His experience in accounting and finance roles spans a broad range of industries including traffic management, construction, mining and energy, manufacturing, pharmaceutical, retail, investment fund and project management, and cultures (Australia, USA, UK, Middle East and Asia).

He is valued for his strength in commercial awareness and business acumen; process improvement; strong technical substance; excellent analysis skills; confidence to challenge, and; corroborate assertions. Andi's role oversees the accounting and finance functions ensuring that the Group comply with all statutory compliance requirements as well as providing a financial insight to the board for strategic direction.



Todd Stubbings
Group Human Resources Manager

As one of the newest members of our leadership team, Todd brings over 20 years' HR leadership and strategic management experience across labour and service-related sectors, including

construction.

His track record in change management, organisational risk mitigation and enhancing workplace cultures and capability, will ensure the Evolution Group's human resources and industrial relations approach is enabling strategic and operational growth and performance across Australia and New Zealand.

Todd is passionate about improving the overall 'horsepower' and capability depth of an organisation, as well as engendering a mindset of cost consciousness across all levels of a business. He is an advocate for mentoring support and competency development frameworks as a way of ensuring effective succession planning through company change and growth.



Andrew Baxter
Group Fleet & Logistics Manager

Andrew joined the Evolution Group in June 2018 and brings with his vast experience within the Fleet and Logistics industry.

Andrew is an experienced National Fleet & Logistics Manager, having managed fleet for various large national contracting business over the past seven years. Andrew has proven to comfortably manage fleet portfolios of 1000+ items (Heavy & Light vehicles) spread nationwide. Combining 10 years as a trade qualified Diesel Technician Andrew is also highly skilled in project and operations management with a total of nine years managing multiple large-scale contracts across two states and 140+ staff.

With his broad industry knowledge, our clients can be assured of Evolution fleets ongoing high standard of maintenance is met, all compliance and safety aspects are achieved, and that state and national legislation's are managed.



Jasmine Quinn
National Payroll & Accounts Manager

Jasmine's role oversees the functions of the Billing and Payroll departments and combines accountability under the one role. She brings with her over 10 years of high volume payroll

experience in aligned industries of Labour-hire, Mining/resources and Group Training Organisations.

Jasmine is overtly familiar with our governing IR instrument/award and has worked with multiple EBA's across many disciplines in the construction sector. Her previous roles have also seen her manage multiple functions including significant exposure to invoicing within the labour-hire entity. Jasmine's role will focus on aligning administrative support on a geographical basis by having an



Ben Spletter
National Civil Maintenance Manager

Ben joined the Evolution team in 2016. He is a strategic thinker who has demonstrated extensive experience in project team building, contributing to a one team value proposition aiding the delivery of quality project management and business development infused with a strong focus on risk management, compliance and safety. Ben has 17 years' experience in the Construction Industry, where he commenced as a Civil Labourer. Upon completion of a Civil Engineering Associate Degree, career advancements saw him progress to Project Management roles (both in the Government and Private Sector).

During his time at Evolution, Ben has assisted in the Capability and Geographical Growth and Development of the Civil Maintenance business.

Administration team focusing on a State (or States) and aligned to the respective General Manager for those regions.



Julian Ford
National Traffic Manager

As the National Traffic Manager, Julian drives the national delivery of client relationship management that encompasses the diverse business sectors of Evolution.

Originally from the UK, Julian moved to Australia in 2006 after spending 25 years in the Royal Navy. Julian has spent the past 12 years in Traffic Management and brings a wealth of experience including managing such high profile projects as Northern Busway Alliance, Airport Link, Ipswich/Logan Interchange, Logan Motorway upgrade, RAMC (Leighton Boral Amy JV) and Gateway Upgrade North.

Julian brings a strong process driven and client centric ethic to Traffic Management service delivery. He is a very motivated individual with a strong belief in exceptional customer service and the value this brings to a company.



John DeGraaf
National Technical Manager

John's strong interpersonal skills, flexible attitude and open management style allow him to effectively undertake the diverse requirements of his role as National Technical Manager. His sharp attention to detail enables him to troubleshoot complex problems and situations, and offer constructive solutions and remedies.

John has a comprehensive knowledge and experience of traffic control practices, including traffic management, traffic operations and design, so is well qualified to deliver expert training in this area. He also provides Level 2 Traffic Management Training (Implementing a traffic guidance scheme) and develops and delivers Attenuator training.

He is practiced in recruitment, selection and assessment of staff, and providing guidance and training to help staff work with client infrastructures when commencing new projects. John also ensures safety protocols are in place onsite, and carries out audits of construction and maintenance sites, as well as implements any legislated changes to procedures and equipment.

In addition, John provides support for traffic control training at Evolution's RTO facilities and supports staff in developing their skills and qualifications.



Danielle Lambert
RTO Operations Manager

Danielle is the newest member to our senior leadership team and is responsible for the management of the operations of our RTO business unit.

Danielle has a background initially in accounting and holds a Bachelor of Business with an Accounting major. Danielle also has 13 years experience in management, having managed large retail stores and also nine years as State Manager for a corporate training organisation. Danielle is a team player and is all about achieving goals as a group, believing people and culture are just as important as the product we deliver.

Culminating in the successful delivery of several large, multi-million dollar, sub-contract packages across NSW, QLD, VIC and TAS.



Nick Watson
National Planning & Projects Manager

Nick is the National Planning & Projects Manager for the Evolution Group Australia, he oversees all plans & permit teams nationally. Nick brings his wealth of knowledge backed up by 13 years in the traffic management industry.

Nick commenced work with Evolution in 2007 as a Traffic Controller and has seen his career progress over the years to management. Nick is trained in Traffic Management Implementation and Traffic Management Design, he has successfully completed numerous qualifications including Certificates in Leadership, First Aid, and Business.

Nick's passion, drive and attention to detail has over the years created an industry leading department, making him an integral part, in what is an ever-changing space.

On a personal level Nick volunteers extensively with Scouts Australia, giving up his time to ensure the next generation has the opportunity to form a strong moral compass and the ability to implement positive change around them.



Renee Weeks
National Compliance Manager

Renee joined the Evolution team as a Permits Coordinator with the Planning and Permits Team. In this role Renee was responsible for the coordination of all State, Local and QPS Permit applications and tracking. Renee then moved onto the HSEQ team as the Quality Assurance Systems Coordinator for Australia and New Zealand.

Renee's responsibilities in this role was the management of our ISO certification, management and control of all business documents and the management of our electronic integrated management system (IMS). This system connects all departments of Evolution from the National Support Office in Brisbane to the front line field staff across Australian and New Zealand. Renee successfully implemented the Lucidity IMS platform across the entire business which has increased productivity and reporting capability across the group.

Recently Renee has joined our Business Development Team as the National Compliance Manager where her responsibilities include the management of the Business Development Team who coordinate all tender, bid, estimate and contract submissions across all our business units, which also includes all pre-qualifications and compliance management.

Evolution's management team is supported by a highly experienced and independent board of directors and operate in accordance with corporate governance standards of a listed company.

Take comfort in knowing we have the scale and resources to meet any of your requirements in a safe and reliable manner. We are available 24/7.

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