Capability Statement

The Far North’s Leading Indigenous Civil, Landscaping, Construction and Facilities Maintenance Contractor

Building Great Projects and Great People
Our Vision
Bama Services is widely recognised as the number one Indigenous owned business and leading Indigenous employer across civil engineering, construction and facilities maintenance services throughout Queensland.

Our Mission
To give Indigenous people the capability to participate in the real economy, thereby empowering them to be active agents in their own development.

Our Commitment

We value people and safety above all else
We care for our environment
We strive to deliver projects professionally to a high standard on time and on budget
We provide employment and health and wellbeing support to our Indigenous team members
We work as a team and as individuals are respectful to our colleagues and our clients
We conduct ourselves in a fair, ethical and honest way
We seek to continuously improve all aspects of our business
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Our Story

Bama Services is a leading Indigenous civil, construction and landscaping services contractor.

We attribute our success in the market place to our service based culture and steadfast commitment to delivering high quality, work on time and on budget. Our repeat clientele is testament to this, comprising Federal, State and Local Government agencies as well and private and non for profit organisations.

Established in 2010 as a small construction and landscaping business, “Bama has expanded to civil, construction, facilities maintenance, and environmental services.”

Our teams service clients and projects throughout northern Australia. It’s our people that clearly differentiates Bama Services.

We invest in the skills and personal growth of team members as a means of developing a robust and sustainable enterprise.

The majority of our employees have long term tenure and staff turnover is very low. This provides continuity in relationships with our clients and consistency in delivery across the business.

Bama cultivates strong relationships with Indigenous groups to optimise opportunities for local people and our clients.
The strong and exciting growth of our civil, construction and landscaping business has been built on a foundation of consistently delivering work of the highest standard, and providing value for money.

Building Construction

- Building construction
- New domestic and commercial builds
- Building maintenance services
- Manufacture and installation of shade structures
- Installation of kit homes

Civil Construction

- Road construction
- Road maintenance
- Earthworks
- Concrete works
- Drainage
- Water and sewerage
- Bridges

Landscaping Construction

- Residential and commercial design
- Residential and commercial construction
- Garden maintenance
Bama acknowledges and respects the culture and history of the Traditional Owners of the lands in which we operate and thank them for the opportunity to work on their country.

Safety, Environment, and Quality.

The highest priority is placed on the health, safety and wellbeing of our people, contractors and members of the public. We strive to achieve our goal of zero safety incidents, creating a healthy workplace with minimum exposure to physical hazards.

Bama is intensely aware of our environmental responsibilities at every work site and are committed to sustaining and protecting these important elements through defined management objectives and targets.

Bama continually strives to ensure that our delivery, performance and the quality of work is at the highest standards in the industry. To achieve this goal we have implemented an Integrated Management System with formal processes and procedures that ensure our projects are delivered to the highest possible standards of safety, environmental and quality management. Our systems are regularly audited and our culture of continuous improvement ensures that we remain at the forefront of the industry.
The health and wellbeing of our team members, and their families, is of paramount importance as we endeavour to maintain a robust and highly skilled workforce.

Many of our Indigenous team members have grown up in difficult circumstances and face ongoing challenges. Bama Services provides a whole-person support system to help individuals grow positively through tough circumstances.

Our Support and Wellbeing Manager coordinates dedicated support services including a case managed approach addressing primary medical, nutrition, addiction, mental health, legal, social and vocational training needs.
The commercial activities undertaken by Bama Services enable the company to fund and progress its social responsibilities agenda which ultimately entails providing sustainable employment opportunities in a holistically supportive environment.
A Career

At Bama we invest in our people and watch them grow.

Career paths are encouraged at entry level through our structured Wellbeing and Support Programme, designed to attract Indigenous men and women from Cape York, to trainee and apprenticeship positions, who are committed to building a career in the commercial sector of our industry.

Formal training plans are implemented to assist both individual and organisational goals, and our formal performance management system helps identify gaps, recognise performance and reward achievement.

Equally important, our open and inclusive culture encourages staff to grow with the organisation. We place a high priority on the retention and development of our people, and enjoy a low employee turnover rate.
The workforce comprises a group of highly motivated and fit young Indigenous men and women from Cape York who have completed their qualifications in their field or are currently in training.

Since inception Bama Services has provided full-time employment and training to 65 crew members.

Most team members reside permanently in Cairns and others orbit to Cairns to gain experience and qualifications before returning to their home communities.
Board of Directors

An advisory board of Indigenous and non-Indigenous members, all leaders in their fields of speciality, oversees the strategic business operations of Bama Services:

DAVID STEWART  B.Sc, B.E, FIEAust, FTSE, MAICD
Chairman
David is a civil engineer with 35 years’ experience managing operations in the construction and mining industry, throughout Australia internationally. He was previously Chief Executive Officer and Managing Director of Leighton Holdings Limited, the parent company of one of Australia’s major project development and contracting organisations. David provides invaluable advice, guidance and contacts to Bama Services; and his experience and expertise is second to none.

RICHIE AH MAT
Director
Richard (Richie) Ah Mat was born on Thursday Island in the Torres Strait. His mother is a Wuthathi woman and his father was a Yupungathi man. Richie worked for Comalco for 27 years and was the first Aboriginal man to hold the position of President of a Construction Forestry Mining Energy Union Lodge. Richie is the Chairman of the Cape York Land Council, a non-executive director of Cape York Partnership and a member of the Prime Minister’s Indigenous Advisory Council.

ADAM DUNN
Executive General Manager
Adam is a management professional with extensive experience in the construction industry and residential both high and low rise, commercial, government, aged care, educational projects, rail and mining infrastructure. Adam holds a QBCC Open Builders Licence, an Open Project Management Licence and is a member of the Australian Institute of Project Management.
DUNCAN MURRAY
Director
Duncan is CEO of Cape York Partnership and former investment banker and lawyer, but for the majority of his career has been a CEO and COO lead operator in the public and private sectors, as well as the private equity and not-for-profit industry. He has occupied senior executive roles for more than a decade.

FIONA JOSE
Director
Fiona is an Indigenous woman and General Manager of Cape York Partnership. She is a business manager whose experience spans education, employment, aviation, and Indigenous leadership development sectors. At Cape York Partnership she is responsible for policy and design, and the direction and implementation of key areas such as leadership development, employment, and Cape York on-ground operations. Fiona’s homelands are Cape York and Torres Strait.
What our people say

“We do everything from our hearts.”
– Travis Waia

“I like working at Bama Services, because all the guys get on well together and the company tries its hardest to look after employees.”
– Jias Mitchell

“I like learning new skills, working with the crew, and travelling all around the Cape to do jobs.”
– Ashley Pearson

“I now have a range of skills that will provide me with a platform to develop a career in the Indigenous welfare sector.”
– Kayla Mallie

“The best part of the job? Seeing the end product.”
– Andrew Manantan

“The crew gets along really well. We’re hard workers.”
– Luke Woibo

“We take pride in what we do.”
– Travis Waia
Partner with us

Building and Construction
- Commercial and domestic
- Building maintenance
- Kit installation
- Regional public services
- FNQ Indigenous organisations
- Renovations

Facilities and Asset Maintenance
- Equipment sourcing and installation
- On-site long-term facilities maintenance
- 24/7 emergency call out services
- Contract labour

Landscape Maintenance and Construction
- Estates, University grounds and resorts, public and private
- Planting, garden bed, and water course
- Construction
- Bridges
- Retaining walls
- Timber structures
- Paved, or concrete driveways
- Main road corridors
- Rail infrastructure corridors
- Easements
- Parks and gardens

Civil Construction
- Site remediation
- Subdivision construction
- Pavements and hardstands
- Dam construction
- Road maintenance
- Road construction
- Cattle grid installation

FAR NORTH’S LEADING INDIGENOUS BUILDING, CIVIL & LANDSCAPE CONTRACTOR

Safe | Competent | Indigenous Owned | Scalable | Competitive