



South Australian Mining and METS Sector

Hiring Intentions Insights, Q4 FY24-25

Introduction

RESA's Hiring Intentions report highlights real-time employment activity based on jobs for South Australian residents advertised in the Resources and Energy sectors. Although job ad data does not provide an accurate indicator of actual jobs, it does provide insights into demand, growth and shortages at the occupation and sector levels.

Job Opportunity Trends

What is happening now?

RESA's Hiring Intentions data indicates **696 job advertisements** have been placed in **213 companies** for the SA resources and energy sector in Q4 FY2024-25.

This is the **lowest level of jobs advertised** for this period **since 2020** and represents a **4% fall** in vacancy activity level against the same period last year.

Industry Activity

Commodity prices have shifted from Q3 FY24-25 to the end of Q4 FY24-25. Iron ore fell by 7.9% while uranium increased by 22%, gold by 5.6% and iron ore by 0.02%.

The highest number of vacancies in Q4 FY24-25 were listed by BHP, Nyrstar Port Pirie, GFG Alliance, Agile Mining Services, Yurta Yarla Services Pty Ltd, Savannah Energy Services, Goodline, Byrnecut Group and Qube.

Vacancy activity appears to be driven by new contractor activity, planned shut maintenance programs, industry turnover and attrition along with continued demand for industry specific specialised roles across all areas of operations.

GFG Alliance administrators have demonstrated a focus on trade and maintenance roles to maintain current operations and a commitment to trade

apprentices with the commencement of recruitment for the expanded 2026 apprenticeship program.

Mining and mineral processing operations have also commenced graduate and internship program recruitment in Q4,

In Q4 vacancy activity continues to focus on the Adelaide region (55%), however 48% of these positions were in roles that would normally be performed in the region of operations outside of metropolitan Adelaide.

The top ten occupations in demand in Q3 FY24-25 were:

1. Operator/Mobile Plant Operator
2. Diesel Fitter / Diesel Mechanic
3. Health and Safety Advisor
4. Boilermaker / Welder
5. Drill Fitter
6. Graduates / Interns
7. Well Site Operator
8. Project Manager
9. Emergency Services Operator
10. Driller

The top 3 Engineering occupations in demand were:

1. Project Manager
2. Mining Engineer
3. Electrical Engineer



696 Jobs Advertised
in **213** companies



4% fall in vacancy activity
level compared to Q4 FY23-
24



Trades and Operators
51% of vacancies

Contact Us

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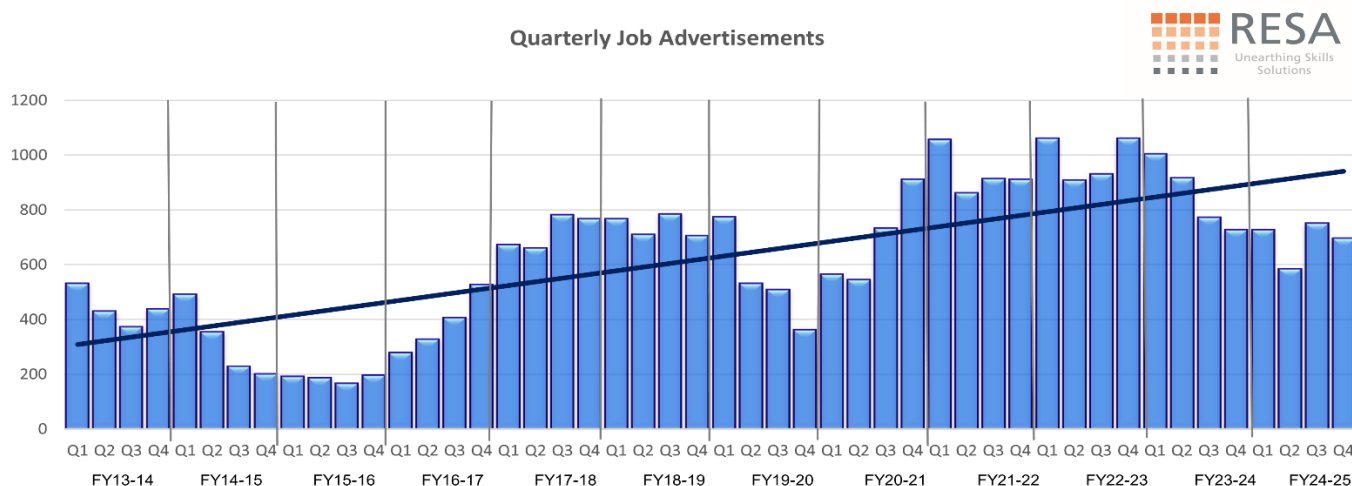
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Hiring Intentions Data – Q4 FY24-25




Mining and energy vacancy activity highlights **diversity of job opportunities** across the sector.

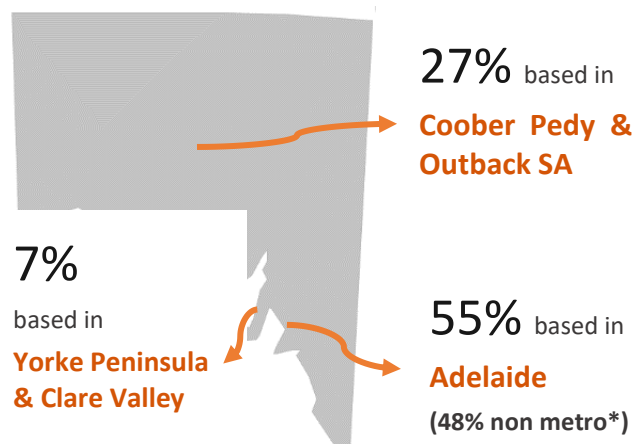
Top 3 Advertised Roles

 **47%**
Trades and Operators

 **30%**
Professionals

 **13%**
Supervisor/Managers

Regional Distribution



*Job vacancies identified as **non-metro** includes occupations managed from a metropolitan location but usually undertaken in a non-metropolitan region. Eg: campsite services, drilling and blasting, exploration/field services, geoscience/surveying, dump truck operators.

Regional Distribution

The distribution of vacancies across the State in Q4 has seen the proportion of Adelaide vacancies remain steady at 55%, with a 3% fall in Coober Pedy & Outback vacancies (27%). Yorke Peninsula & Clare Valley vacancies were stable (7%) and Whyalla & Eyre Peninsula increased to 6% total vacancies. While Adelaide advertised jobs represented 55% of the total, 48% were for occupations likely to be undertaken in regional SA where operational are based.

The Challenge of External Demand

There were 25 vacancies (not included in total) identified for positions requiring relocation, a ratio of 1:34, with one vacancy potentially drawing SA talent interstate for every 36 vacancies for South Australians, in addition to 8 interstate/international FIFO listings from South Australia. Demand is predominantly for maintenance and engineering roles.

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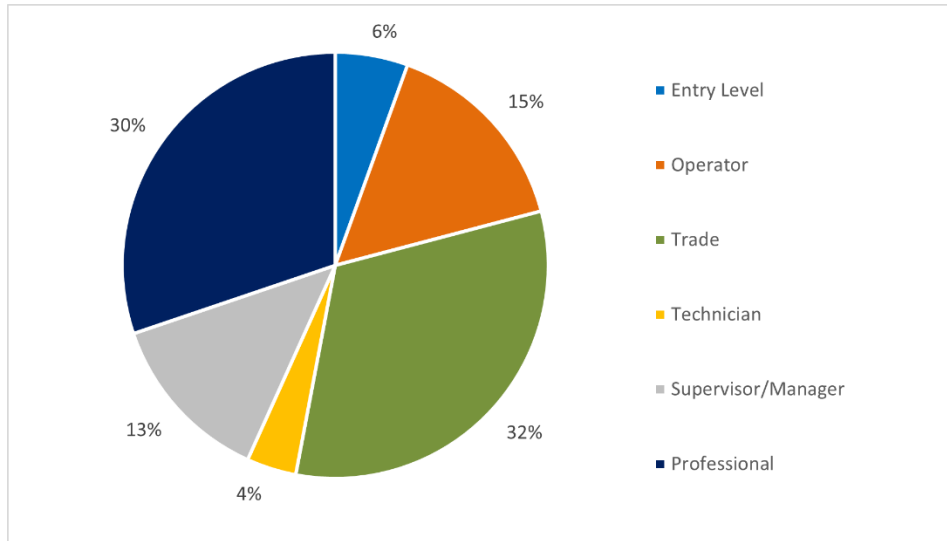
Hiring Intentions Data – Q4 FY24-25

Occupational Demand

Vacancy Distribution

The distribution of the level of jobs shifted slightly in Q4 with **Trade** job advertisements decreasing to **32%** of total jobs, followed by **Professional** occupations (**30%**). **Trade** occupations in highest demand included **Heavy Diesel Fitters/Mechanical Fitters, Boilermaker /Welders, Drill Fitters** and **Auto Electricians**. Professional occupations in highest demand included **HSE Advisors, Project Managers** and **Emergency Services personnel**.

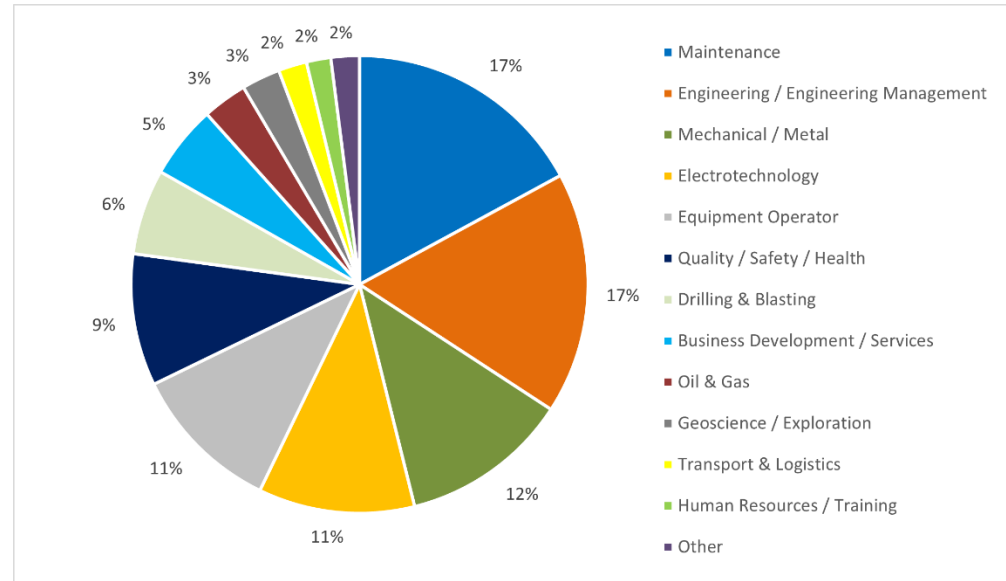
Q4 FY24-25 Vacancy Distribution - Occupation Level



Q4 FY24-25 Vacancy Distribution Occupation Level represents % of total job advertisements that fall into the Occupation Level classification indicated based on the minimum entry requirements and characteristics of the occupation.

The distribution of vacancies across sectors has seen a shift in Q4 with equal demand of Engineering/Engineering Management and Maintenance sector roles (17%). **Mechanical / Metal** roles made up 12% of vacancies, **Electrotechnology** and **Equipment Operator** roles each represented 11% of vacancies listed. Demand for occupations in Quality Safety & Health (9%), Drilling & Blasting (6%), Business Development/Services (5%), **Oil & Gas** and **Geoscience / Exploration** (3%), **Transport & Logistics** and **Human Resources / Training** both 2% and **Other** occupations (2% including *Camp Site Services, Chemical Processing, Civil Construction, Environmental* roles) remained consistent.

Q4 FY24-25 Vacancy Distribution – Sector



Q4 FY24-25 Vacancy Distribution – Sector represents % of jobs advertised that fall into the occupational sector categories identified. This is determined by the job role rather than the field of operation of the organisation.

Disclaimer: This report is based on publicly available company, industry and vacancy information. All reasonable care has been taken in the preparation and compilation of the report. It is provided in good faith for general information only and does not purport to be professional advice. No warranty, express or implied, is given as to the completeness, correctness, accuracy, reliability or currency of this material.