

**JAMES CHAPMAN, DIRECTOR**

James is a co-founder and Director of Oyster Consulting. Prior to this, James worked with Normandy Mining, at the time, the largest gold mining company in Australia. James was General Manager of Shared Services, leading the design and implementation of a shared services centre across the Group.

James received a MEng from Curtin University, graduating as one of the top students. James studied Engineering at the University of South Australia, graduating with an honours degree.

James' experience in industry spans over fifteen years. He worked in an operations role as an Engineer for the start up of Placer Pacific's Big Bell Mine, before joining CRA's Advanced Technology Development Group. As a Senior Engineer, James specialised in process improvement in areas such as drill and blast optimisation, geomechanics and core production systems.

At Hamersley Iron, James worked in strategic planning with a focus on resource and reserve optimisation, and as Manager Operations Analysis he implemented a new five year business planning process. He has been the project manager and change manager for a major SAP implementation. He was also instrumental in the design and establishment of shared services centres for several large resource companies. James' expertise lies in navigating the complex softer areas and ensuring the technical solutions work and benefits are realised. His involvement has been as a General Manager leading the change internally and has provided external consulting support to many other implementations across Australia and overseas.

More recently James has been involved in the project management of a large business improvement program achieving a 40% cost reduction and 5% increase in revenue across the entire value chain of a large mining, processing and smelting business. This complex project, involving a team of 45, provided a significant challenge balancing a complex analytical process, stakeholder management and organisational change management initiatives.

James' main areas of interest and capability are around the analysis and strategies for improvement in large organisations, and the program management of major change programs.

As James spends a significant time overseas and away from home his main personal interests involve anything that includes his wife, children and the outdoors. James has a very wide knowledge of Australian wines and greatly enjoys sharing this and contents with friends.

**QUALIFICATIONS**

- Degree(Hons), Mining Engineering
- Masters Degree, Engineering

**CAREER EXPERIENCE**

- Normandy Mining
- Hamersley Iron
- CRA
- Placer Dome

**EXPERTISE**

- Business Process Improvement
- Operational strategy and excellence
- Program/Project Management
- Change Management
- Services Optimisation and positioning
- Measurement and Reporting
- General Management