

**Simon Rorke**  
**Email: simon060965@gmail.com**  
**Phone: 0432130169**

**Experienced Manager and Leader with diverse experience in People Management, Hospitality, Recruitment, Operations, Security, and Law Enforcement; Ready for New Challenges.**

## **EXPERIENCE SUMMARY**

### **Director and Manager - PeopleSelect Pty Ltd**

- Professional Services Sydney, New South Wales
- Recruitment and Human Resources Consultancy Business
- Talent Acquisition, People and Performance and Business Operations responsibilities
- Business Development
- HR Consultant
- Operations Advisor
- Organisational change.

### **National Security and Risk Manager – Brinks Australia Pty Ltd**

- National Security and Risk Management, Australia and Pacific region
- Secure logistics with international operations
- Security and Risk Management, Compliance, Audit, Senior Management
- Business Development
- Internal Investigations

### **Specialist Investigator – NSW Environment Protection Authority**

- Government Environmental Regulator
- Specialist Investigations and Legal Prosecutions of Environmental matters
- High level investigations, Management, Compliance, Audit and Legal prosecutions
- Project Management of Environmental Crime Investigative software and Training

### **Detective/Surveillance Operative /Police Officer – NSW Police Force**

- Government Law Enforcement Agency
- Investigation and Prosecution of Criminal matters – Designated Detective (Highest Level)
- High level surveillance operations – trained by MI5 operatives and Federal Police (Highest Level)
- Protracted and Complex Investigations, People Management, Crisis Management.

## **EXPERIENCE & ACHIEVEMENTS**

**PEOPLESELECT PTY LTD: Sydney, NSW**

## **Manager**

Managing the complete P&L operations of a boutique recruitment company. Identifying market share, gauging market dynamics and trends for the growth of the business. Established healthy business relations with clients & external associates for securing repeat business & long-term customer loyalty. Strategy planning for enhancing brand image, acceptability and positioning, resulting in increased sales and consistent growth in business opportunities. Promoted a culture that reflects the organization's values, encourage good performance, and reward productivity. Contributed strategic and operational inputs across all functional domains to maximize operational efficiency.

### *Projects & Accomplishments:*

- Led the development and management of startup recruitment agency in Sydney region with turnover of over \$1 million in first year of operation.
- Secured major contracts with government and publicly listed companies.
- Developed and sustained a healthy Temporary Staffing division in response to demand.
- Selected through tender by RailCorp (Transport NSW) labour supply panel as official recruitment partner.
- Developed for my business clients a 'People and Performance Management Policy and Procedure' handbook.
- Key decision maker as a part of a collective of Accountants and Financial and Insurance advisors.

### **BRINKS AUSTRALIA PTY LTD:** Sydney, NSW National Security & Risk Manager

Hired to provide advice to CEO, General Manager, State Security Managers and Branch Managers on matters of security and risk management in the context of operations and procedures as a part of the senior management team. Directed and led investigations of accidents, thefts, property loss and unlawful activities. Developed, implemented and manage effective programs that promoted a safe and secure workplace for employees, customers, facilities, equipment and information. Conducted loss control surveys to determine potential hazards and risk factors to be considered in risk selection. Maintained security infrastructure for facilities and transportation devices and vehicles. Led Business Continuity for operational security functions across the organisation. Developed strategies to manage threats which included uncertainties with negative consequences. Increased Security and Risk team including introduction of workplace Champions.

### *Projects & Accomplishments:*

- Facilitated decisions relating to risk and security within the company. Authority for changes to risk or security policy or operating procedures including domestic and international airport operations.
- Prepared and managed risk and security budget along with annual insurance renewal submission. Reviewed P&L every fortnight at senior management meetings.
- Conducted audits on all facilities, operations, third party sites to ensure compliance and adherence to OHS, internal policy, licensing and regulations applicable to operations within our framework.
- Increased safety standards across all operations including transport and facilities; reduced instances of in-house theft and on-street robberies through introduction of new and innovative operations.
- Member of major tender team for National accounts.
- Representative for the company on security and risk industry panels.
- Project managed ground up development of Armoured Truck Fleet, scoping, tender commission, review, budgets, negotiation, engineering and manufacture engagement and management.
- Conducted Risk Management Surveys across Australia, Canada, New Zealand, Samoa and

Tahiti of Brinks Facilities, Banks, Commercial Premises, Sub Contractor Operations, and Gold Mines.

- Achieved reductions to workers compensation premiums through reduced incidents of robbery and workplace injury. Reduced internal thefts through tighter controls and security.
- Managed Risk register across project management, security, public health and safety, insurance, transport and facilities

#### **NSW ENVIRONMENT PROTECTION AUTHORITY: Sydney, NSW**

##### **Specialist Investigator (Legal Branch)**

Specialist Investigator in large government department responsible for investigation of major environmental crime matters and pollution incidents. Led the development and operations of technical surveillance arm of the Specialist Investigations Unit. Monitored and audited all businesses in NSW that operated under the relevant legislation for compliance. Issued and served notices under relevant Environmental Legislation (POEO).

##### *Projects & Accomplishments:*

- Obtained, examined and analysed evidence - documentary, expert and physical – to Supreme Court Prosecution
- Audit and compliance monitoring of major corporations leading to increased environmental standards.
- Developed and project managed the design and implementation of the Specialist Investigations Management System (SIMS) across the compliance and investigations units of the organization.
- Provided regular reporting to senior management on the status of investigations and provided advice to the Legal Branch with regard to options for investigative process and the likely success or otherwise of those options.
- Key member of the team of three NSW Police officers selected to develop the Specialist Investigations Unit. Investigated and prosecuted a number of large-scale criminal matters.
- Assisted to deliver ‘investigations’ training across the organisation.
- Established the Technical Investigations ‘arm’ of the Unit and in doing so increased the evidence gathering capacity of the organisation to a respectable level.

#### **NSW POLICE FORCE: Sydney, NSW**

##### **Detective, Surveillance Operative and General Duties Policing**

Responsibilities included the investigation of any criminal activity in assigned area. Investigated matters working at Local Area Commands, Homicide and Armed Robbery Squads, Surveillance Unit and Organised Crime Command.

General Policing duties including dealing with hostile and agitated persons; grieving people; critical incidents and community forums.

Prepared reports and conducted interviews of suspects, witnesses and victims.

Managed teams of Police performing operational duties.

### **EDUCATION & TRAINING**

- Bachelor of Policing Charles Sturt University

- Advanced Diploma in Security Risk Management
- Cert IV in Investigation Services
- Cert IV Workplace Assessment and Training
- Cert II in Security (Guarding)
- NSW Police Detectives Course