

PRESIDENT'S ADDRESS



Greetings to all AIW Members

2021 feels like a long time ago but, unfortunately, the challenges of past year have followed us into the new year. 2022 is proving to be another tough year with a frenzy of jobs to catch up on, not to mention the lack of materials and labour. My message to our members is – work though this with a cool head so that you can come out the other end in good shape.

Workmanship - Expectation of AIW Members

It is a timely reminder that the AIW expects only the best in workmanship from its members, even under challenging circumstances. I understand that things can and do go wrong but, as a member of the Institute, your standards and attitude, must be a cut above the rest. The main consideration here is that

you always be ready and willing to take action to rectify your mistakes with good grace and within a reasonable time frame.

Most clients are reasonable and understand that mistakes happen and appreciate it when you show that you are willing to sort them out. Don't let the situation drag out because it can become toxic and that's when lawyers become involved, and we know where that ends up! My advice is to talk about fixing the problem early and provide a time frame to resolve the issue.

Local Meetings for Members

The AIW Committee this year is stronger than ever, with some very knowledgeable people on board. They are there to help, that is why they volunteered to be a committee member. So, if you need advice or assistance, reach out to them.

I'm asking each subcommittee to hold state meetings where members can attend and talk about what they are doing and generally "chew the fat" with fellow contractors/re-sellers/manufacturers/consultants and the like. Attending these meetings will expand your thinking on how and why you do what you do. Please get involved and contact your local subcommittee member and see what you can do to assist with a group meeting. Make contact and ask your question. You will get expert help or a relevant referral to another expert.

New Website

Last but not least, have you had a look at the new website? If you have not been to it yet, do yourself a favour and have a look. You will find a refreshed appearance and a more thorough range of resources.

See you at one of the meetings!

Cheers

Paul Evans
AIW PRESIDENT

Construction sector under pressure How to reduce 'domino effect' risk

Construction might be booming around the country, but beneath the surface there are undercurrents of uncertainty. The collapse of Australian construction industry firm Probuild and, most recently, Condev Constructions, has thrown the spotlight on the challenges being faced by the construction sector and the domino effect a company going into voluntary administration or liquidation can have on other firms, contractors, subcontractors and individuals.

"The exposure for other companies and individuals that have worked with and for Probuild and Condev could extend into many millions of dollars," says Gareth Gammon, Director of Insolvency Australia, the independent marketplace for insolvency services. "The collapses are devastating for many and are having widespread impact on small-to-medium companies in the construction sector. Not only that, but the economy will also take a hit.

"It's a domino effect. The construction market functions with teams of head contractors and subcontractors, which means that if the client or the head contractor collapses, subcontractors could also be affected. Outstanding balances for work in progress, time spent on projects and goods delivered on account could be at risk for numerous third parties. Access to and ownership of goods and machinery on site could also potentially be in dispute. Not only that, but invoices already settled by the company to their suppliers could also be subject to preference payment claims with sums having to be returned."

Mitchell Ball, Director of specialist insolvency firm Mackay Goodwin, says any subcontractors or suppliers who have been impacted are to assume the debt is uncollectable – and that it's important to assess their own businesses. "[My advice is to] immediately review your forecast and cashflow, which will allow you to

determine your own business viability. You should always get on the front foot and seek professional help," he says.

Challenges ahead

While Probuild and Condev are two of the most high profile collapses this year so far, 2022 has already seen a number of other construction and home building companies go into administration around the country. And the Housing Industry Association has stated the industry is in for a "very challenging" year, even though demand for new housing is still strong.

In a recent Probuild case study by CreditorWatch, James Flaherty, Convenor at Insolve, said "the Probuild collapse shows we are past the 'canary in the coal mine' stage of impending trouble in the sector. There will not only be a knock-on effect from other businesses being taken down by this collapse, but it's also indicative of a broader problem in the construction industry."

Says Mitchell Ball: "Many big construction companies and builders are currently facing similar issues to Probuild and Condev, which gives us reason to believe they won't be the only construction companies to go into administration or liquidation. The construction industry is facing an extensive list of challenges. Primarily due to COVID, they're facing supply chain issues and delays, labour shortages, a reduced number of projects, oppressive contracts and rising costs of materials. These challenges all contribute to significant liquidated damages."

It's a view echoed by Gammon: "All the issues being faced mean that margins will continue to be squeezed. It's going to be a tough year for many construction companies, subcontractors and suppliers, which is why it's important to take action to help mitigate any risks."

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Being on the front foot

When a business is placed in voluntary administration there are many moving parts, processes and procedures to follow, which is why it's crucial that company directors, subcontractors and suppliers take quick advice to protect their own position and develop a plan of action.

"We strongly believe in always getting on the front foot if you're ever uncertain of the future of your business. It is best to analyse the viability of the business and seek expert advice," says Ball.

Adds Gammon, "Insolvency professionals nationwide are best positioned to help those with exposure to navigate the maze and to make it through the challenges that arise from a company going into administration. And for any subbies, suppliers and creditors impacted by the Probuild and Condev collapses, it's equally as important to seek urgent advice from specialist insolvency professionals to understand their own exposure to the Probuild situation and develop a solution."



There are over 600 ASIC approved insolvency professionals in Australia, many of whom have specialist experience in the construction sector. "We strongly recommend any subbie or supplier who feels at risk should contact a qualified, authorised adviser immediately. Initial conversations are likely to be free and without obligation. Advice received could make a vital difference to their own business exposure," says Gammon.

Natasha Petrie, Director of [BRI Ferrier WA](#), provides 10 key tips on actions to take to prevent and/or minimise risk:

1. Don't panic.
2. Seek advice.
3. Be prepared to initiate a change.
4. Identify the problem – this will lead to the solution.
5. Understand your contractual obligations.
6. Review cashflow regularly.
7. Review liabilities regularly – remember the ATO is not your banker.
8. Stress test your business – work through a range of potential scenarios and be prepared for them.
9. Engage regularly with all parties associated with your business, this will create an understanding of circumstances.
10. Do a quick one page SWOT analysis.

"Most of the themes are re-occurring; it is about taking steps rather than doing nothing in the hope that it will go away" - Ms Petrie says.

Insolvency Australia is a free, independent marketplace that enables subcontractors, suppliers and individuals to search, compare and connect with advisers.
Go to www.insolvencyaustralia.com.au, email enquiries@insolvencyaustralia.com.au or call 1300 037 027.

Trade Credit Insurance: Secure your businesses growth in 2022

Privium Group was one of Australia's largest home builders turning over close to \$270M before their collapse late last year and Probuild was one of Australia's largest construction companies with approximately \$2Bn in turnover and \$5Bn of work in progress prior to their untimely demise in February. Probuild also had a large South African parent company, but they were not willing to provide any further support for the Australian entity. It would seem that no business is "too big to fail". See our claim statistics from January 2021 to February 2022.

With the well-publicised supply chain issues, staffing shortages and the impact of weather delays at this time of year, you would be concerned if you are in and around the building and construction industry. Keeping in mind as well that the ATO is now stepping up their debt collection on the back of the staggering tax debt that soared to \$61.4Bn in December.

So, the question must be asked, how well do you know your clients? They may be a sizeable business; they may have been around for a long time, and they may have survived the impact of this pandemic so far, but do you know how leveraged they are? How well will they cope should their bank or financier's support diminish or if the ATO call in their debt. No matter how well managed and how successful a business may be, cash flow and profitability can be significantly impacted should a major customer or a number of key customers fail to pay.

Trade Credit Insurance or "Debtor Insurance" protects your receivables against loss due to insolvency or non-payment. It ensures your invoices will be paid no matter what.

Your trade debtors both in Australia and overseas can be insured with cover extending to:

- Insolvency
- Protracted default (continued non-payment)
- Contract repudiation
- Political risks
- Policies can also cover supplier default and pre delivery risk.

- Put simply, Trade Credit Insurance helps protect any business who sells goods or services on credit against the risk of non-payment. Key features to note:
- Cover can be on domestic and overseas trade
- The policy can cover collection and legal costs
- Clients typically receive 90% back via an insurance claim

Trade Credit Insurance reduces and protects you from the risk of non-payment, providing market intelligence from global underwriters on both customers and prospects. It's not only about indemnifying against losses but also about offering credit terms to the right customers, enabling you to grow the business with confidence.

Consider this scenario, a business that loses \$150,000 as a result of non-payment, will have to sell another \$1,500,000 worth of goods at a 10% profit margin to recoup those losses. Trade credit insurance not only protects a business from the impact of a bad debt, but it gives directors and owners peace of mind that they will be protected and puts cash back in their pocket!

To take a proactive step in securing your trade in 2022, please reach out directly to discuss your options.

Mark Lathwell
Executive Manager
0417 008 061
Mark.lathwell@nci.com.au

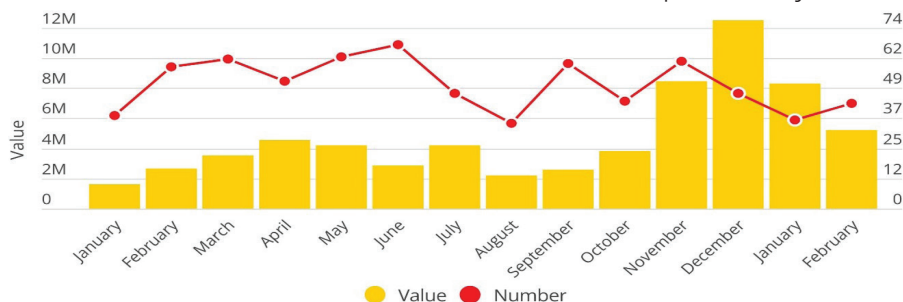


Figure 1: NCI Claims - Number and Value (2021 - 2022)

Profit: The One Number Business Owners MUST Stop Focusing On

When attempting to put a value on your business, it all comes down to this simple equation:

$$\text{Profit} \times \text{Multiple} = \text{Business Value}$$

This little calculation emphasizes profits, resulting in an increased effort to sell more and at higher prices. This approach increases revenues, but often only slightly.

In reality, cranking up the sales volume means you will spend a lot more time on the phone, on the road, and in face-to-face transactions. While this results in boosted sales, it also makes your life a little more complicated as all aspects of customer service will also increase. Pretty soon, you are going to feel like one day bleeds into the next. Burnout sets in, your mental and physical health may suffer, and these valuable business relationships may end up damaged in the end if you are unable to keep up with the demand.



The Other Side of The Equation: The Multiple

It's easy to focus your efforts on profits. It's what most people think of first. But focusing on your multiple is the smarter way to grow your company, **increase its value**, drive profit, and—perhaps most importantly—maintain your sanity and freedom.

So, what directs your multiple?

1. If you have a unique product or service, if you have an exclusive license, or if there is little competition in your niche, your business will be valued quite a lot higher.
2. **Business Runway.** Having a large share of a market might seem like an attractive attribute many buyers will see it as a negative as it may appear that you have already used up most of the available opportunities. Buyers want to know that there is still plenty of runway for growth ahead.
3. **Repeat Revenue.** Recurring revenue is highly beneficial from many angles, but most importantly, when you're looking to sell your business. Potential buyers need to know that your company will survive even if you're out of the picture.
4. **Profitability and Financials.** Good quality financials are essential. Any potential buyer or investor will value the state of your bookkeeping almost as much as they do your profits.
5. **You.** At the heart of every sale of every business is the **"you" factor**. Is your daily involvement critical to business continuity? To increase your multiple, your company needs to be able to run efficiently and independently without your constant input

Increase Your Multiple and Stop Focusing on Profits

(Anna Samios Blog : Scaling Up's Methodology)



TECHNICAL NEWS

Australian Standards update and new training course development

AS3740:2021

A revision of this standard was released on the 23rd of July 2021. This revision is the culmination of 18 months of work by the BD-038 committee which is made up of industry participants including a representative of the Australia Institute of Waterproofing (AIW).

The revision has looked to provide more clarity to the building industry by providing a document in line with current waterproofing practices and to provide a higher level of detail within the figures, additional information on levels of risk, clarification of some definitions and expansion of information on shower and bath scenarios.

Refer to Standards Australia

<https://www.standards.org.au>

These are also available at:

🔗 <https://infostore.saiglobal.com>

🔗 <https://www.techstreet.com>

AS4858:2004 and AS 4654.1:2012

Currently a proposal is being prepared to revise the standards dealing with material properties. The current versions are out of step with material suppliers' products and systems and does not cover some sheet materials which are now considered to be in common use.

AS4654.2:2012

A proposal is also currently being prepared to revise this standard dealing with the design and installation of waterproofing membranes. This standard is out of step with current material advancements or installation practices.

Moisture in Concrete Handbook

The AIW has been invited to participate in the development of a handbook dealing with the various methods in measuring moisture in concrete. The document would cover such items as various test methods and their use, concrete and its properties/relationship with moisture, elements that affect moisture in concrete, and overlay materials.

Training

Works are advancing on a new qualification for Design and Survey of Waterproofing. This qualification will assist students to apply knowledge of construction methods, compliance requirements and materials to provide waterproofing consultancy services. The course is intended to cover design, inspections, defect analysis and remedial solutions. The course is still in its development phase, and we will bring more news of its development over the coming months.

History of Remediation Durability Practices Pty Ltd and the making of the course Diploma of Remediation Practices

Remediation Durability Practices Pty Ltd was formed in 2021, and course development occurred with ASQA for course accreditation.

We are very excited to announce after 12 years in the making, the Diploma of Remediation Practices has successfully made stage 4 of the course accreditation process with ASQA the national regulator of Australia's vocational education and training sector.

The course has received an incredible amount of input, review, and support from a huge breadth of industry-leading stakeholders interested in improving the standard in the remedial building industry, including members of the Australian Institute of Waterproofing (AIW). We thank you for all your support and patience in this long journey.

It all began in 2009 when Waterstop Solutions' director Harold du Toit was invited as a guest speaker as a remedial specialist and project manager presenting to a cohort of mostly civil and structural engineers studying project management. After the event, Harold and lecturer Dr. Elaine Roberts discussed the lack of recognised training in the remedial sector and the course concept first formed.

Over the next few years, the two began canvassing the market for interest and support for such a course while building a framework of what such a course would look like. During this time builders including Hutchinson Builders & Abigroup and others expressed their interest alongside asset owners both public and private. Harold also contacted Chris Anderson (Waterstop Solutions Director since 2015), his major supplier. At the time he was working in a national role for a large international remedial material



manufacturer. Chris' response was something along the line of "You're onto something here. To date the industry has been relying upon PowerPoint presentations and BBQ training sessions on this topic. Tell me more."

Several further years passed by as they continued to collect data and feedback from the industry. They joined as co-owner during a restructure with Harold du Toit's specialist remedial contracting business Waterstop Solutions and became more closely involved in the course. Our cohort grew with educational consultant Dr. Heather McCosker-Howard while continuing to garner further support and input from industry stakeholders allowing us to considerably flesh out the course concept requirements to better meet the need of the industry.

Until finally in 2021 Remediation Durability Practices Pty Ltd was formed and course development occurred with ASQA for course accreditation.

Diploma of Remediation Practices

COURSE INTENT

- Investigate the structures site and surrounding environment using appropriate methodologies to determine the root cause of the current situation/problem in known or changing contexts.
- Develop a remediation project plan based on the client's decision from the client report recommended options.
- Substantiate/Justify the remediation project plan.
- Work collaboratively with advanced trades/ paraprofessional/ professionals in a team environment to achieve project objectives.
- Project manage self and supervise other team members during the implementation of the remediation project plan.
- Implement the Remediation Project Plan within their specialisation, including waterproofing, concrete, and fire.
- Evaluate the quality and outcomes of the remediation project.



UNIT DESCRIPTION

- Analyse pre-site information about the construction structure and site environment to assist in the development of a remediation plan.** This unit of competency describes the knowledge and skills required to examine the history of a structure on an existing construction site from the time of development and its surrounding environment, including changes across time. The goal is to undertake a precise evaluation to collect information that contributes to the identification and analysis of the impacts from environmental factors on the structure in preparation for the development of the remediation plan.
- Perform research and site investigation to analyse the root cause(s) of the problem.** This unit is designed to provide the learner with the knowledge

and skills to conduct an analysis of the root cause of the problem in a construction structure investigation.

- Develop solution(s) to remediate the root cause(s) of the problem.** This unit is designed to provide the learner with the knowledge and skill(s) to compare and contrast solutions, including a staged approach, applicable to remediation of a residential commercial, industrial, or civil structure.
- Develop a cost-benefit analysis of the remediation solution(s).** This unit is designed to provide the learner with the knowledge and skill(s) to create a cost-benefit analysis to justify the remediation of the problem(s) with a residential, commercial, industrial, or civil structure in a non-greenfield construction site.
- Develop a Client Report for the remediation process.** This unit is designed to provide the learner with the knowledge and skill(s) to use the analysis of the information collected regarding the problem requiring repair and/or remediation on a residential, commercial, industrial, or civil structure in a non-greenfield construction site. The learner will explore and document the costs and benefits of the various options available to address the problem. The results of the exploration will be a client report.

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6. Develop a project plan based on a Client Report.

This unit is designed to provide the learner with the knowledge and skill(s) to generate a project plan based on the information contained in a client remediation report and the option selection of the client. This plan must include a clear scope, budget, human resource, product, quality, and time specifications. It should also include the process for engaging additional specialist contractor(s), where necessary.

7. Demonstrate the implementation process of a remediation project.

This unit is designed to provide the learner with the knowledge and skill(s) to manage the remediation process in residential, commercial, industrial, or civil structures in a non-greenfield construction site as documented in the project plan. During this implementation, the learner will undertake inspections to track the following elements: scope, scheduling, budget, quality assurance, resource (people, plant, and consumables), communication and risk as established by the remediation plan.



8. Evaluate the planning and implementation of a remediation project.

This unit is designed to provide the learner with the knowledge and skill(s) to conduct a final inspection of the remediation project. This unit is designed to provide the learner with the knowledge and skill(s) to manage the remediation process in residential, commercial, industrial, or civil structures, in a non-greenfield construction site as documented in the project plan. During this implementation, the learner will undertake inspections to track the following elements: scope, scheduling, budget, quality assurance, resource (people, plant, and consumables), communication and risk as established by the remediation plan.

9. Differentiate and explain common and complex water-related defects in construction.

This unit is designed to provide the learner with the knowledge and skill(s) to compare and contrast common water-related problems in the construction industry and the damage requiring repair and/or remediation in a residential, commercial, industrial, or civil structure in a non-greenfield construction site.

10. Demonstrate Leak Sealing and Reverse Side Membrane according to Remediation Plan.

This unit is designed to provide the learner with the knowledge and

skill(s) to implement a remediation plan for either leak sealing systems or reverse membrane systems for water ingress and damage in structures a residential, commercial, industrial, or civil structure in a non-greenfield construction site.

11. Implement and manage the application of penetrative sealant systems.

This unit is designed to provide the learner with the knowledge and skill(s) to plan and implement the safe application of penetrative sealant systems for problems requiring remediation for which part, or the whole solution requires the application of such materials. This includes structures in residential, commercial, industrial, or civil structures in a non-greenfield construction site.

12. Plan and implement remediation to sub-terrain structures.

This unit is designed to provide the learner with the knowledge and skill(s) to plan and implement remediation strategies to repair sub-terrain structures as relevant in residential, commercial, industrial, or civil structures in a non-greenfield construction site.

Supplied by Waterstop Solutions Pty Ltd.

MEMBER PROFILE

LANDLAY NEWSLETTER ARTICLE

Company Overview

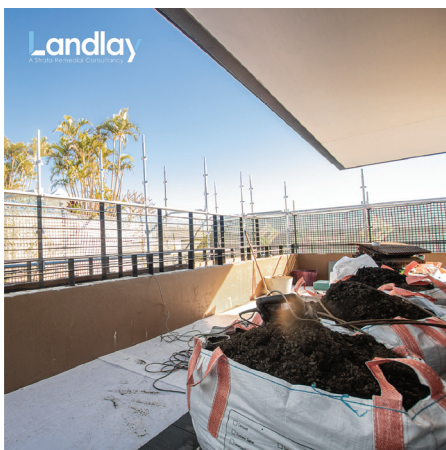
As an innovative and forward-thinking engineering firm, Landlay offers a complete range of consultancy services with a strong focus in the strata sector. Some of these services include project management, building diagnostics, waterproofing, expert witness, façade assessment (including rope access), and so much more. We aim to satisfy our clients' needs with practical expertise and in-depth technical knowledge to efficiently solve building issues and improve overall building performance.

Landlay is dedicated to maintaining the value of assets, offering a bespoke range of building engineering solutions and services to private building owners and

owner corporations across the residential and commercial building sector. Our firm is proud to have developed a solid reputation as a respected remedial consultancy

with a pro-active and result-driven team, who are experienced across all sectors of the building diagnostic and remedial engineering industry.

Landlay's operations is broken into specific teams focused on building diagnostics and remedial projects, and providing expert witness services for building defects and litigation proceedings. Waterproofing is a common item encountered across both divisions, where we are actively involving in identifying and rectifying waterproofing related issue.



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Standout Project/s

Over the past few years our team has had the opportunity to be involved in the design and supervision on a handful of major projects involving structural remediation and re-waterproofing works. Two particular projects, in Strathfield and Erskineville, stand out as the Client also took this opportunity to upgrade the building aesthetic which proved to be a very rewarding and worthwhile endeavor.



Figure 1.

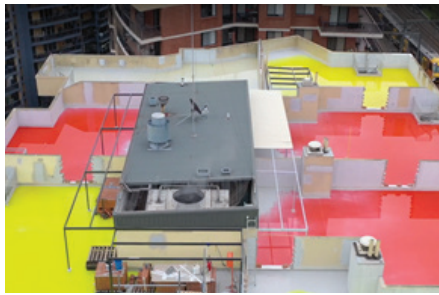


Figure 2.

“Our remedial building engineers are dedicated to looking after the needs of stakeholders and asset managers by evaluating and rectifying building and waterproofing defects, and ultimately to uphold property value and maintain client satisfaction”

– John Vikiarellis (Director)



Figure 3.



Figure 4.

We have many new and exciting upcoming projects throughout Greater Sydney aimed toward building remediation and general upgrades. These projects involve an assortment of façade repairs, concrete spalling, re-waterproofing works, heritage restoration, and complete building transformations.



WELCOME OUR NEWEST MEMBERS!

Aqua Seal

Blackwell Construction

Building & Legal Solutions

Drytech Solutions

Flatroof

Grouted

Holmesglen Institute - Building, Construction & Trades Faculty

Hydroworks WA Pty Ltd

Integri-test

Jerzyniak Consulting Pty Ltd

MEnD Consulting

NJK Consulting Engineers Pty Ltd

Property Care

Prosol

Re-Seal Bathrooms

Rope Access Technicians

Site Specific Project Services

The Shower Man Melbourne Pty Ltd

TJ Building Consultants

CAREER

Job opportunities at Waterstop Solutions in Brisbane and Sydney

Plumber, Carpenter and Skilled Labourer needed for immediate start in Brisbane and Sydney

- High-quality workmanship is our priority
- Be part of an inclusive and supportive team culture
- Join a well-established 100% Australian owned company

About Waterstop Solutions

Our diverse business provides building-related trade services including building works, maintenance, refurbishments, insurance, and defect repairs to a wide variety of government, residential and commercial clients.

Fantastic opportunities exist for an experienced:

- Plumber
- Carpenter, and
- Skilled Labourer to join the Waterstop

Solutions team at:

Head Office in Brendale, Brisbane, and in North Rocks, Sydney.

About The Roles

PLUMBER

We are looking for a Plumber with high-level plumbing maintenance skills in drainage coupled with an outstanding work ethic. This role will see you in charge of repairs, cleaning and replacement of stormwater pipes and gutters; erecting drain/trays; and performing drainage work around houses/buildings, whilst supervising skilled labourers.

Excellent communication and leadership skills are required.

Current trade license is desirable, but not essential. However, Waterstop Solutions is proud to have 100% of its full-time technical staff qualified or currently undertaking training. The successful applicant will be expected to obtain a license with assistance from Waterstop Solutions.

As a member of our highly collaborative team, you will be reporting to the Operations Manager. Your key responsibilities will include, but will not be limited to:

- Undertake urgent, routine and ad-hoc maintenance, repairs, inspections.
- Be able to conduct other small maintenance works outside the scope of plumbing.
- Running preventative maintenance and reactive maintenance tasks.
- Working in a team environment to complete all maintenance and minor project-related tasks.
- Utilise our project management system to retrieve work order details, produce photographic and written details at each job and enter all historical information within the system.
- General ad hoc duties as requested by the Operations Manager.
- Promote working in a team environment with colleagues.

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CARPENTER

We are looking for a skilled and conscientious Carpenter to carry out basic demolition of infrastructure frameworks, construction, and re-installation of demolished structural timbers in houses/buildings. This role will also see you supervising skilled labourers.

Excellent communication and leadership skills are required.

Current trade license is desirable, but not essential. However, Waterstop Solutions is proud to have 100% of its full-time technical staff qualified or currently undertaking training. The successful applicant will be expected to obtain a license with assistance from Waterstop Solutions.

As a member of our highly collaborative team, you will be reporting to the Operations Manager. Your key responsibilities will include, but will not be limited to:

- Undertake urgent, routine and ad-hoc maintenance, repairs, inspections.
- Be able to conduct other small maintenance works outside the scope of carpentry.
- Running preventative maintenance and reactive maintenance tasks.
- Working in a team environment to complete all maintenance and minor project-related tasks.
- Utilise our project management system to retrieve work order details, produce photographic and written details at each job and enter all historical information within the system.
- General ad hoc duties as requested by the Operations Manager.
- Promote working in a team environment colleagues.

We are HIRING
Brisbane and Sydney

PLUMBER
CARPENTER
SKILLED LABOURER

waterstopsolutions.com.au

Please send your CV and cover letter to:

Waterstop Solutions Pty Ltd

Brisbane office 07 3205 1899 joshua@wsqld.com.au	Sydney office 02 9346 8308 liam@wsnsw.com.au
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QBCC Lic. 1162603 NSW Builders Lic. 347295C

SKILLED LABOURER

We are looking for a skilled and dedicated labourer who has broad construction knowledge and experience. Alignment to our core values – including a thirst for knowledge and learning new skills – is essential. The successful applicant will be a motivated, result-focused problem solver who enjoys hands-on, physical work.

As a member of our highly collaborative team, you will be reporting to the Operations Manager. Your key responsibilities will include, but will not be limited to:

- Working in a team environment to complete all tasks.
- General ad hoc duties as requested by the Operations Manager.
- Promote working in a team environment with colleagues.



Eligibility requirements

- Own transport with unrestricted driver's license.
- Plumber and Carpenter: Current trade license is desirable, but not essential. However, it is essential that you are fully qualified and will obtain a license through the position.
- All final applicants will be asked to consent to police and health checks. Please note that people with police records are not automatically barred from applying for this position. Each application will be considered on its merits.
- To be eligible for employment, applicants must have the legal right to work in Australia.

About you

- Ready for an immediate start.
- Live locally to the Brendale or North Rocks Branch.
- Work well in a team as well as autonomously.
- Plumber and Carpenter: Experienced across all facets of residential plumbing / construction.
- Thorough and able to make reasoned decisions in a fast-paced environment.
- Ability to follow company procedures and policies including safety requirements.
- Highly organized and exceptional time management skills.
- Excellent listening skills with the ability to identify issues, solve problems logically and provide solutions
- Plumber and Carpenter: Exceptional verbal communication and business writing skills
- Computer literacy skills are important; you have the ability to use or learn how to use tablet-based software.
- Successful applicants will have values that align with our culture, clearly outlined in our culture Handbook, which is integral to our business operations.

If you are a great team player and you possess a strong commitment to meeting and exceeding customer expectations, we would love to hear from you.

What Waterstop Solutions can offer you

You will be a key member of an innovative and dynamic organisation that offers variety, challenge, and the opportunity to make an impact. Training will be provided and due to the diversity and growth of our organisation, this role could provide the foundation for career development within the organisation. A competitive remuneration package will be offered to the successful candidate.

To Apply

Please submit your resume and cover letter detailing why you are interested in joining our Team, how your values align with those of our organisation and how your knowledge and abilities meet the requirements of this role and the continual growth of Waterstop Solutions.

Brisbane, please submit your resume and cover letter to joshua@wsqld.com.au

Sydney, please submit your resume and cover letter to liam@wsnsw.com.au

PLEASE NOTE: Strictly no recruiters please. Due to the high volume of applications, only short-listed candidates will be contacted.

Waterstop Solutions Pty Ltd

QBCC Licence No: 1162603

NSW Builders Lic. 347295C

Website: <https://waterstopsolutions.com.au>

<https://waterstopsolutions.com.au/our-culture>



Waterstop Solutions
Quality Service, Quality Solutions



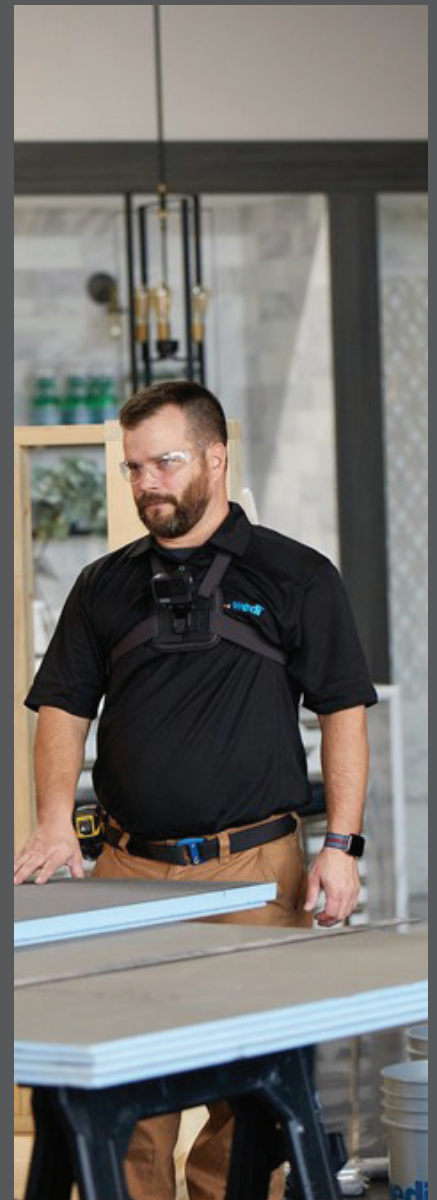
We are expanding our sales team!

We're looking to expand our Sales team for Melbourne and surroundings! We're looking for someone with experience in sales and tiling/flooring/carpentry.

- Preferable have background and experience in sales and construction
- (tile, flooring, renovation, general contracting, carpentry)
- Preferable already familiar with the wedi product
- Entrepreneurial spirit with excellent social skills
- Ability to provide in-person and virtual certification classes, product knowledge sessions and demonstrations
- Self-motivated and self-disciplined

For the full job description, please contact: Peter Beckmann at: peter.beckmann@wedi.com.au

or via phone: 0437 678 459





Waterproofing in 2022 and Beyond

The Best in the Industry – The Issues and Innovations

Event Summary

Waterproofing – Now & Beyond 2022 brings together three prominent waterproofing experts in one place. This half-day seminar provides an overview of the waterproofing industry's state-of-play – the issues, the insights and the innovations. Presentations will include current crises such as The Leaky Building Syndrome, define requirements for design, construction and remediation phases of a project, including a working knowledge of regulations and standards and offers a sneak peek into emerging digital technology that will revolutionise the industry. This event will be of interest to small or large construction/waterproofing business, contractors, product supplies, designers, project managers and inspectors. CPD points apply.

Essential Details

Venue	Rydges Parramatta, Triple Crown Ballroom 116 – 118 James Ruse Drive, Rosehill NSW 2142	Rydges Newcastle, Ballroom - Pre Foyer Cnr Wharf Road and Merewether Street Newcastle NSW 2300
Dates	Wednesday, 15th June 2022	Friday, 17th June 2022
Time	9:00 AM to 12:00 Pm	9:00 AM to 12:00 PM
Price	\$99 + GST	\$99 + GST

Our Speakers

Stan Giaouris

Principal Building Consultant, The Construction Adviser

David Preville

Founder and CEO of Waterproofing Integrity

Byron Landeryou

Founder and CEO of Waterproof Awareness and Industry Best Construction

Content Inclusions

Our speakers will share their expertise on these topics and much more –

- Design requirements for waterproofing and the Design and Building Practitioners Act
- Common waterproofing failure points from a design, workmanship and compliance standpoint.
- Australian Standards for waterproofing – which are applicable and how to apply them on-the-job.
- Australia and New Zealand's 'leaky building syndrome'. A look at the epidemic and its costs.
- Waterproofing defect identification quality control methods during the construction process.
- Warranties for builders/subcontractors – which ones to provide and warranty periods explained.
- Codemark – what is it and why it is crucial.
- Introduction to the Industry Best Construction digital Waterproofing compliance tool.

For further details regarding our speakers and content or to book visit Eventbrite (see link below).

Parramatta: <https://www.eventbrite.com.au/e/waterproofing-now-beyond-2022-tickets-294228905577->

Newcastle: <https://www.eventbrite.com.au/e/copy-of-waterproofing-now-beyond-2022-tickets-303295885157->

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