

# Backgrounder

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## About Beca

Established in 1918, Beca is an engineering and related services consultancy with offices across the Asia-Pacific region. Beca's 2,500 employees are centred around hubs in Australia, Singapore and New Zealand, with headquarters located in Auckland.

Beca operates across a range of business sectors, including buildings, water, power, public sector, industrial and transportation. The consultancy offers planning, project management, engineering, architecture, applied technologies, cost management and valuation services.

Beca also consults on systems engineering, IT project management and business solutions, and has developed a number of software and simulation products. This capability has earned Beca commissions in a number of sectors including ports and defence.

Beca counts among its clients some of Australasia's largest infrastructure providers, including SP AusNet, Transpower, the New Zealand Transport Agency, VicRoads, Coliban Water and Watercare.

In China, Australia and New Zealand, Beca has assisted some of the region's largest manufacturers of food and beverage products, building breweries, cold storage and food processing plants for over forty years.

Beca's industrial clients are at the forefront of energy generation and transmission in New Zealand, delivering alternative energy sources such as wind farms, hydro dams and transmission stations.

Beca Buildings has delivered large-scale projects in Asia that contribute to the development and use of environmentally sustainable design (ESD). An example of this is Singapore's Zero Energy Building, a retrofitted office complex which aims to generate as much energy from renewable sources as it uses, leading to net zero energy consumption.

Beca has provided design for a number of prominent structures, including the Macau Tower, SkyPark at Marina Bay Sands, Otira Viaduct and Auckland's Sky Tower.

## Ownership model

Beca is owned entirely by its staff, and for nearly three decades Beca's employee-owned model has proven to be an enduring point of difference for the company. Shareholding is offered to selected individuals at all levels, including non-engineering staff - criteria include contribution to the business and length of service. The current shareholder scheme was developed in the 1980s by Sir Ron Carter and Chief Financial Officer Chye Heng.

## History

Beca was founded at the end of the First World War, when Arthur Gray, a returning serviceman, opened an engineering practice in Auckland. Since then, records show a steady progression of growth, driven partly by two visionary thinkers: George Beca and Sir Ron Carter.

Pioneering design and innovative solutions quickly became the Beca trademark. For example, the new pavilion that was designed in the 1950s for Auckland's Ellerslie race course was one of the world's first structures to use tubular steel cantilever space frames anchored to a central core.

In the early 1960s George Beca began promoting engineers as principal advisors. Ultimately, that changed Beca's

profile from a structural and civil engineering company to a multidisciplinary consultancy. During the 1970s and 1980s Beca focused on expanding its international markets, establishing offices in Australia and South East Asia.

## Global reach

The business draws on skills from around the Beca Group, and in the spirit of "One Beca" regularly fields cross-border teams to provide clients with a higher level of technical expertise.

Beca people work on projects around the globe, from roading projects in Belize to runways in Papua New Guinea. From permanent offices in Shanghai, Beijing and Singapore, staff are deployed to a diversity of projects around Asia.

Beca's Singapore office opened in 1977 to support the evolving Buildings sector. Singapore is now the headquarters of Beca's Asia hub with over 400 employees in four countries providing project management and engineering consultancy services to commercial building developers, industrial and infrastructure clients.

The Melbourne office opened 40 years ago, and the business now has offices across Australia. With the strong track record in the food and beverage and water sectors, Beca Pty today has a growing profile in airports, planning, land transport, mining and project management.

## Awards

Beca's achievements have been recognised by a wide range of professional bodies from around the world. Among a wealth of accolades, awards have been received from the UK-based Institution of Structural Engineers, Singapore's Building and Construction Authority, the Project Management Institute of Australia and the Institution of Professional Engineers New Zealand.

Beca was named New Zealand's Most Reputable Organisation in 2011 by the Hay Group/Management magazine, New Zealand Company of the Year in the 2010 Deloitte Top 200 Awards, and International Business of the Year by New Zealand Trade and Enterprise in 2009.

## Joint Ventures

Joint ventures enable Beca and partners to more fully meet client needs in a global engineering market constrained by limited natural and human resources.

Formed in 1984, Beca AMEC is Beca's oldest partnership, specialising in the pulp and paper and mining and metals processing industries. Beca AMEC provides a rich bank of resources combining extensive international alliances with offices across Australia, New Zealand, Indonesia and New Caledonia.

In 1998 Beca began working with respected Fijian company Erasito Consultants Limited, and in 2004 the joint venture company Erasito Beca Consultants Limited was formed. Erasito has strong links with Fijian infrastructure projects through its understanding and experience in the local market.

CH2M Beca combines the in-depth local knowledge of Beca with specialist technical expertise from CH2M Hill International Limited, a leading environmental engineering firm in the United States.

Beca and Australian-based Clough AMEC, a leading provider of engineering-led asset support services, announced a strategic partnership in 2011 to offer integrated engineering services in the oil and gas industry through Clough AMEC Beca (CAB). The companies have joined forces to pursue brownfield engineering, procurement, construction and maintenance services.



**Richard Aitken**

**Group Chief Executive and Chairman - Beca Group Ltd.**

Richard Aitken is currently interim Chief Executive as well as Chairman of Beca Group.

Richard has been with Beca for over 40 years during which time he has fulfilled the chief executive role for over 15 years. He brings to the role his experience in running Beca businesses, engaging in Beca projects not only in NZ but also in the Pacific, Asia and Australia and playing a key role in growing Beca to the major consulting business it is today.



**Chye Heng**

**Chief Finance Officer/Head of Legal - Beca Group Ltd.**

Chye leads Beca's finance and legal teams globally, providing direction on the group's insurance, employee shareholding, pension plans, governance and corporate structure. In his 27 year tenure with Beca, Chye's strategic and forward thinking

has been instrumental in navigating Beca's significant growth.

Chye is a strong advocate of the accounting profession, including as a member of the University of Auckland Business School Advisory Board and councillor and past-president of the New Zealand Council of CPA Australia. He is also an active mentor both within and beyond Beca.



**Ian Bull**

**Managing Director – Beca Infrastructure Ltd.**

Ian Bull is an Executive Director of Beca Group Ltd. and Managing Director of Beca Infrastructure Ltd. in New Zealand, the company which focuses on the infrastructure markets

of Airports, Roads, Rail, Ports, Water and Environment and Land Development in New Zealand and the Pacific.

Ian acts as Beca Corporate Sponsor for our relationship with Auckland Airport and provides a strategic overview of all Beca's work for this client.



**David Carter**

**Group Director of Professional Excellence and Group Health & Safety Manager**

David leads Beca's drive for improved health and safety practice from the front. He also directs Beca's focus on professional excellence and systematic development of greater technical capability and the enhancement of technical career paths.

He sits on a number of boards including Beca Group Ltd., Beca AMEC and is chair of Beca Infrastructure Ltd. David's background is in geotechnical engineering and the commercial and design management of major projects. These have included the Viaduct Harbour development and Mangere Wastewater Plant in Auckland, and the Melbourne Airport widening. He is also Executive Director of Beca Group Ltd.



**Bob Durrant**

**Chairman - Beca Group Ltd.**

Robert (Bob) Durrant has broad commercial and project experience across a wide range of market sectors in developed and developing countries. A civil and structural engineer, he began his career

designing institutional and commercial buildings, followed by a period designing and project managing the delivery of a number of large industrial plants. In his most recent capacity as Managing Director, Beca International Holdings Ltd., Bob has played a significant role in Beca's growth in many of the Group's international markets.



**Mark Fleming**

**Group Director of Finance – Auckland**

Mark is Group Finance Director, overseeing Beca's finance strategy, treasury, shareholding, superannuation and finance systems across the group.

Mark has been with Beca since 1999 – when he joined as International Accounting Manager looking after the accounting for Beca's international operations. From there he moved into a broader finance and executive leadership role that has progressed as the Beca Group has grown and matured across the Asia-Pacific region.



**Greg Lowe**

**Managing Director – Beca Pty Ltd., Australia**

Greg is Managing Director of the Beca Group operating company in Australia, Beca Pty Ltd., based in Melbourne. He is responsible for leading and delivering strategy and operations, and diversifying the markets where Beca participates

on the east coast of Australia and extending the full range of Beca services to these markets.

Some highlights of his career so far include rigging design with Whitbread challenger 'Fisher and Paykel', managing MandE design for the ANZAC Ship Project and directing, leading and merging project/asset management companies.



**Don J Lyon**

**Managing Director – Beca Carter Hollings & Ferner Ltd.**

Don is a highly experienced project director who works closely with clients on business strategy, policy development and assessing the strategic impacts of statutory and regulatory issues

on project implementation. He has supported local and central government agencies throughout New Zealand and the South Pacific, and has been involved in many of New Zealand's large development, infrastructure and consenting projects. Don has specific expertise in strategic urban and coastal planning, project management and community consultation.



**Jim Salmon**

**Managing Director – Beca Asia Holdings Pte Ltd., Asia**

Since early 2011, Jim has been responsible for the management and strategic growth of our 500-strong Asia hub, focusing on buildings, industrial, infrastructure and project management sectors. His particular passion and experience is centred on collaboration,

relationships and building successful businesses in an international market environment.

Jim has 27 years' engineering experience in the project management, construction management and financing of major infrastructure and building projects throughout Asia, the Middle East and Australia. Before joining Beca, Jim was Executive General Manager for Transfield Services, covering Projects and Engineering in Australia and New Zealand.



**Stuart Waldon**

**Group Director of Human Resources, Sydney**

Stuart joined Beca in late 2010 as Group Director of Human Resources. Focusing on the group-wide people aspect of Beca, Stuart makes sure the activities of each HR team in Beca's three

hubs – Australia, New Zealand and Asia – are co-ordinated so Beca can meet its strategic goals.

At Beca he has been busy developing the Group HR strategy and Beca's competency framework, helping to align roles and processes across our international offices.



**Simon Walter**

**Group Director of Marketing – Auckland**

Simon has been with Beca for over 13 years, guiding the consultancy's growth into one of Asia-Pacific's most respected and largest multi-disciplinary organisations.

With a niche focus on sales and marketing for professional services firms, Simon's background includes working in environmental planning and construction consultancies in the UK. He is experienced in business planning and strategy development, communication planning and execution, public relations, competitive bidding, account management, strategic selling, branding and presentations.

