

CIVIK

Capability Statement





About Civik

We provide quality infrastructure services, while creating meaningful employment pathways for young people facing barriers to work.

Civik is a purpose-driven contractor operating across telecommunications, power, water, and gas. Our services include horizontal directional drilling, hydro excavation, conduit installation, pit remediation, reinstatement, and service locating. We get the job done safely, efficiently, and to the standard Tier 1 clients expect.

As a social enterprise, Civik is built around a simple belief: no one should be locked out of opportunity.

We provide young people with employment, skills development, and support to transition into long-term careers—without compromising on quality or delivery.

Currently operating in Townsville and Melbourne, Civik's crew includes more than 10 skilled civil construction professionals, alongside trainees, support staff, and a dedicated HSE officer.

We're growing fast—and proving that great infrastructure work and real social impact can go hand in hand.

Our impact so far

	Trainees	Exits	Transitions into employment
2023	11	2	1
2024	9	1	5
Total	20	3	6



85% Male
15% Female

We’re committed to balancing the gender gap in construction and actively supporting more women to join the industry.



\$526,734
award wages paid (inc super)



12,853
hours of training delivered



30
staff onboarded



9
driver licences obtained



210,000
kilometers of Far North QLD NBN infrastructure upgraded

Why choose Civik?

High-performance delivery, real social impact.

When you choose Civik, you get a trusted infrastructure partner that delivers industry-standard quality—while creating meaningful employment opportunities for young people facing barriers to work.

We're not a labour hire agency. We're a purpose-built contractor that trains, supports, and transitions young people into long-term careers—without compromising on delivery, safety, or performance.

We're proving that doing great work and doing good can happen at the same time. Every trench we dig and conduit we install helps someone step into a better future.



Capability you can count on

Civik consistently delivers high-quality civil works across telco, power, water, and gas. Our crews are confident, compliant, and trained to meet Tier 1 safety and delivery standards.



Social impact that's real, not rhetorical

Every project supports someone's future. We provide structured employment, skills development, and mentoring that helps young people build a new pathway—often for the first time.



ESG outcomes without the compromise

Partnering with Civik means meeting your social procurement, local content, and Indigenous participation targets—with no drop in capability or professionalism.



Flexible, solutions-focused delivery

We take a collaborative, client-first approach to every job — tailoring solutions and ensuring every project is delivered safely, efficiently, and to spec.



Locations

Our teams operate locally from Townsville and Melbourne, enabling faster mobilisation and regionally-led delivery.

Queensland

We operate from a 1,000sqm hardstand site, equipped with a diverse range of plant and equipment, landscaping materials, office facilities, and a team of skilled professionals.



Victoria

In late 2024, Civik established a Melbourne site and now provides horizontal directional drilling and utility services to tier-one contractors.



Services

Civik provides a wide range of infrastructure services. Our skilled team delivers safe, reliable, and efficient solutions to meet your project needs.

Hydro excavation



- Trenching
- Potholing
- Excavation in confined spaces
- Debris removal
- Tree root management
- Light pole footing excavation
- Underground utility exposure
- Pit dewatering
- Cleaning Gross Pollutant Traps (GPTs)

Underground service locating



- Electrical line locating
- Communication cable locating
- Water pipe locating
- Sewer line locating
- Gas line locating
- Fibre optic cable locating
- Identifying abandoned utilities
- Depth measurement of utilities
- Mapping and marking utilities

Utilities upgrade



- Network infrastructure upgrades
- Installation of ducts
- Signal testing and verification
- Fault finding and repairs
- Project management for telecommunications upgrades

Facilities maintenance



- Routine maintenance
- High pressure hose cleaning
- ACM Removal (Non-Friable)
- Concrete cutting and reinstatement
- Building repairs and upgrades
- Groundskeeping
- Safety inspections and compliance
- Emergency repairs and response

Concrete reinstatement



- Concrete cutting and breakout
- Restoring damaged or worn-out footpaths
- Crack filling and sealing
- Small concrete pouring jobs
- Concrete resurfacing
- Post-work reinstatement
- Trip hazard removal

Horizontal Directional Drilling



- Install Underground Utilities
- Minimise surface disruption
- Cross challenging terrain
- Precise installation
- Specialised mobilisation
- Support for complex projects

Plant & Equipment

Civik offers a fleet of top-quality equipment, including utes, trailers, hydro excavators, and tippers. Our reliable and well-maintained equipment ensures your projects are completed efficiently and safely.

Vacuum excavator truck



6300L unit
2020 Hino 500 Series
Efficient and safe
Ideal for non-destructive digging

Trailer vacuum excavator



1000L capacity
Ring-O-Matic 275 VX
Excels in tight spaces
Ideal for potholing and flushing

Light trucks



515 City Crew Cabs
6-seat capacity
4m by 3m tray
Custom-fitout

Utes



2WD and 4WD utes
Dropside trays
Ideal for diverse project needs

Tippers



FUSO 615 CityDiesel T2 Tipper

Ideal for construction and excavation projects

Horizontal directional drill



2011 Vermeer D20x22-11
Includes Digtrak - Falcon F2 locator

Accreditation

Our team holds the following accreditations and regularly undergoes training and upskilling to stay at the forefront of industry standards. We can tailor our training and accreditation requirements to meet the specific needs of any project, ensuring we deliver the highest level of expertise and safety.

Provide First Aid	HLTAID011
Provide Cardiopulmonary Resuscitation	HLTAID009
Remove Non-Friable Asbestos	CPCCDE3014
Supervise Asbestos Removal	CPCCDE4008
Implement Traffic Management Plans	RIIWH302E
Identify, locate and protect underground services	RIICCM202E
Optical Fibre Jointing and Splicing	nbn™ skill 13
Work safely at heights	RIIWH304E
White Card	CPCCDE3014
Enter and work in confined spaces	RIIOHS202A
Asbestos removal licence and insurance - B class	RIIWH302E
Labour hire licence	RIICCM202E
NBN eNable	
HR Truck Licence	

Awards

Our industry awards reflect our focus on diversity, inclusion, and delivering measurable social impact across our projects and partnerships.



Winner

2024 ACOMM Awards

Civik received the 2024 ACOMM Award for Diversity and Inclusion, in partnership with Ventia. This prestigious recognition, awarded by the Communications Alliance Ltd, celebrates our commitment to excellence in Australia's telecommunications sector.



Winner

2024 Faculty Awards of Excellence

Civik received the Diversity and Inclusion Project of the Year at the Faculty Awards of Excellence in partnership with Ventia. The award highlights our ability to create innovative solutions that address industry challenges while promoting diversity and inclusion.



Featured Project

NBN® Fibre Upgrade Project

We are leading the NBN® Fibre Upgrade project in Northern Queensland, mobilising teams in Cairns and Townsville. In partnership with Ventia, we developed a program to train young people facing employment barriers, equipping them with the skills needed for the telecommunications sector.

By upskilling our team and expanding our fleet with more plant and equipment, we've significantly boosted productivity. As a result, Civik has become one of the largest telecommunications providers in North Queensland.

“Working with Civik has helped us address labour shortages while adding diversity to our workforce. It's a great outcome.”

— **Sam Evans**, Ventia Senior Project Director, NBN N2P



Watch Video

Our leadership team

Our team is diverse and experienced, bringing together a range of skills across the social enterprise, telecommunications and construction sectors.



Simon Holloway
CEO

Simon is an experienced leader in civil infrastructure and telecommunications, known for delivering major rollout projects and driving continuous improvement. As Civik's new CEO, he brings a strong commitment to the mission of creating meaningful employment pathways for young people facing barriers to work.



Tristan Black
National Ops Manager

Tristan has over 15 years of experience in the civil construction industry, progressing from a labourer to the owner of Baw Baw Civil, a business he led for four years. He joins Civik as National Operations Manager and is excited to work closely with the company's dedicated teams.



Belinda Black
Project Coordinator

Former public servant turned civil construction pro. After co-owning Baw Baw Civil for four years, Belinda has joined Civik as Project Coordinator, bringing practical know-how and a sharp eye for details to every project.



David Wood
SHEQ & Compliance Administrator

Previously a Civil Engineer and Program Manager with 24 years' experience in Telecommunications. I have worked in Australia and overseas, in roles representing client, carriers, equipment vendors and suppliers on wireless and fibre deployment projects.

Our Values

Quality

Safety

Community

Fair Go

Our Social Impact

Civik is Social Traders certified, ensuring we deliver real social impact by creating meaningful jobs for those facing barriers to employment. Partner with us to support a business dedicated to positive community change.



Business for good



Civik delivers high- quality infrastructure, while building futures from the ground up. Partner with us to get the job done right and create real impact along the way.

Simon Holloway

CEO

P: 0418 519 994

E: simon@civikgroup.com

ABN: 97 633 090 963

