1st Choice People

INFRASTRUCTURE CONSULTING | CAPABILITY STATEMENT

Tender Strategy & Writing · Industrial Relations · Social Impact (Social Procurement) · People & Project Advisory

Established in 2014, 1st Choice People provides specialist consulting for Australian infrastructure and construction contractors, combining major tender experience with senior leadership of people, industrial and social procurement functions on live projects.

Core services

Tender Strategy & Writing — Social Procurement Commitment Proposals, Fair Jobs Code plans, HR and IR management plans, workforce development, Indigenous engagement plans and integrated tender documentation.

Industrial Relations — Industrial strategy, enterprise and greenfields agreements, Fair Work Commission matters, subcontractor compliance and workforce risk.

Social Impact (Social Procurement) — Aboriginal employment, social procurement commitments, subcontractor engagement, support for new starters and performance reporting on live projects.

People & Project Advisory — Senior people leadership, workforce planning, mobilisation and demobilisation, HR systems and business improvement. Specialist recruitment where it supports project requirements.

Selected project results

• South Road Superway: more than $1.2m saved through labour hire contract renegotiations.

• EastLink: more than $900k recovered from an incorrectly applied labour hire contract; 600+ staff redeployed.

• Sugarloaf Pipeline: 180 blue-collar workers recruited in three months.

• North Western Program Alliance: GM People and Performance on a $2bn+ program.

Recent tenders

Go Places Melbourne MR5 Rail Refranchising (2026); Queensland water infrastructure tender (2026); Northern Water (2025); FCC / Gamuda joint venture tender (2024); MR5 Melbourne Tram Franchise (2023).

Leadership

Led by Michael Howden, whose career spans more than 20 years in senior people, industrial relations and project leadership roles across Australian infrastructure.

Contact: mhowden@1stchoicepeople.com.au | 0431 377 767 | ABN 95 603 363 506 | www.1stchoicepeople.com.au