



Capability Statement

**Community
Cultural
Specialists**

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🏠 marketplace.service.gov.au/supplier/3395

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Acknowledgement of Country

Bullroarers acknowledge the Traditional Owners of Country throughout Australia and recognise their enduring connection to land, waters and culture. We pay our respects to their Elders past, present and emerging.



01.

**About
Bullroarers**

About Us

Bullroarers are an Indigenous Australian and veteran owned company providing government and corporate clientele with community, cultural and specialist services.



Bullroarers turns meaningful insights and our lived experience into tangible Indigenous Engagement Strategies (IES) for our clients to implement and improve their knowledge and engagement with Australia's First People. We are dedicated to promoting greater understanding of Australia's Traditional Landowners through our community, cultural, and specialist services, so that you can effectively, respectfully and collaboratively work towards common goals and aspirations.

Operating nationally, we offer solutions across three key areas: **Community, Cultural** and **Specialist** services. Our services encompass Cultural, Situational and Environmental Awareness Workshops, Heritage Advisory, Early Works Support, Supply Chain Tender Assistance, Indigenous Engagement Strategies, Reconciliation Action Plans and Specialist Services including security management and government investigations.

Utilising our Directors and Principals extensive government, military, law enforcement and commercial experience, we provide clients with practical solutions for engaging with Australia's First Nations communities. As a Supply Nation Registered company, we are focussed on creating sustainable employment outcomes and assisting clients in meeting Indigenous Procurement Policy (IPP) targets.

**We are
Supply Nation
Registered**

**We are
Veteran
Owned**

**We are Prime
Minister and
Cabinet Accredited**

Our Values



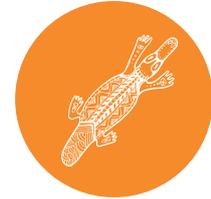
Deeds not words

- A military creed which means actions speak louder than words.
- We believe in assisting our clients with implementing practical solutions.



The more you know, the less you need

- An Australian Aboriginal saying passed down throughout the ages.
- We are passionate about Indigenous Australian Culture and sharing our insights to increase parity.



Bunji

- The Aboriginal word for friend.
- This word encapsulates our desire to create a long-term strategic relationship with you.

“Here in Australia, we’re fortunate enough to have one of the richest and oldest continuing cultures in the world. This is something we should all be proud of and celebrate.”

Professor Tom Calma – Co-Chair of Reconciliation Australia



Our Team

Since being founded in 2020, Bullroarers has helped a range of Traditional Landowner Groups, clients and Australia's First Peoples achieve tangible community, cultural and specialist outcomes.

The company was founded out of the friendship of two men, Neal and David who both have a passion for serving Australia. Bullroarers helps integrate Indigenous Australian's rich heritage into organisations operating within the defence and national security sector.



Cornelius (Neal) McGarrity is a proud Indigenous Biripi-Dunghutti man with a strong career spent serving community and country. He has continually served his country, first as a member of the Australian Army where he operated overseas in support of wider international task forces, before providing specialist services as a NSW Police Officer. Throughout his 30+ year career, Neal has been instrumental in championing several landmark reforms for corporate and government clients, including delivering Cultural, Situational and Environmental Awareness workshops to industry leaders, implementing an umbrella corporate WHS management system for a large government department, and leading a security team responsible for protecting a government embassy.

NEAL McGARRITY

Co-Founder and Director



Since co-founding Bullroarers, Neal has used his excellent communication skills to act as a central point of contact for clients, coordinator of projects, conduct geospatial reconnaissance activities and provide community and cultural insights. In his spare time, Neal continues to serve his country as a Military Police Officer with the Army Reserves, and manages the Angel Feather Foundation, a charity which he created to provide support to those dealing with terminal and life-threatening illnesses - testament to his work ethic and "deeds not words" ethos.

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DAVID JAM

Co-Founder and Director

David Jam is a business executive and entrepreneur who has spent his career supporting the defence and national security sector. It is this experience which fostered a specific interest in supporting veterans and transitioning ADF members, Australia's First People and all Australian security cleared personnel. He has used his domestic and international executive experience to provide innovative workforce, training and employment programs to government departments and corporates globally.

David has dedicated his time to support the men and women who serve, secure and protect our country. He has built trusted relationships with stakeholders across government, defence, the national intelligence community, corporates, academia and training organisations. His multidisciplinary businesses are trusted to provide these areas with recruitment, personnel contracting, workforce planning, training and other niche security cleared services. Having founded Vertical Scope Group and the award winning WorkPath Australia program, he is proud to have co-founded Bullroarers Australia with Neal to increase parity and training and employment opportunities for Australia's First Peoples.



EDWIN JAMES (JIM) MI MI

Chief Cultural Ambassador

Edwin James (Jim) Mi Mi is a proud Indigenous Wakka Wakka man born and raised in Gayndah, QLD. Jim has spent his life proudly representing his community and country, first as a Warrant Officer Class Two in the Royal Australian Infantry Corp and then as a Community and Cultural Ambassador for a range of tier 1 organisations following his retirement from the military. Since leaving the ADF, Jim has worked with Bullroarers to execute some of Australia's largest community and cultural projects, including serving as the lead Ambassador for early works, acting as the interface for clients and Traditional Owner Groups, identifying artifacts of cultural significance, conducting escort services and Landowner negotiations.

His connection to Bullroarers stems from his longstanding friendship with Neal, with both men serving together as part of Operation Solace, supporting the United Nations with humanitarian operations in Somalia. When Bullroarers was founded, Neal knew that it would be the perfect vehicle for Jim to share his passion for Indigenous Australian's with clients.

Jim's passion for support the Wakka Wakka community and Indigenous Australians endures through his development of Remote Indigenous Veteran Environmental Ranger programs, promoting and implementing Indigenous Engagement Strategies with local councils and clients and through his mentoring of emerging Indigenous leaders.



What is a Bullroarer?



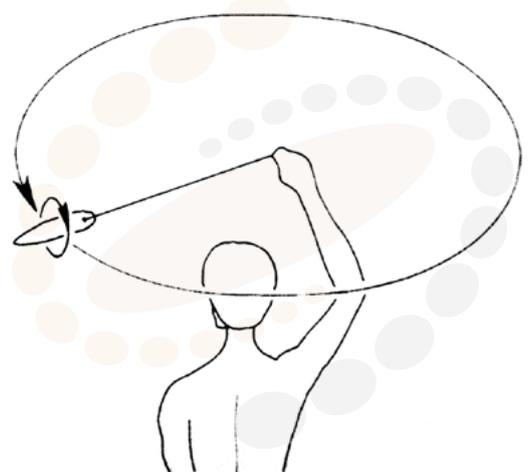
Bullroarer

noun

A sacred object used in Australian Aboriginal religious ceremonies, consisting of a piece of wood attached to a string, whirled round to produce a roaring noise.

The bullroarer is an ancient ritual musical instrument and a device historically used for communicating over great distances. We use the bullroarer as our symbol to reflect that we seek to improve clients understanding of Indigenous Australian community, culture and provide practical solutions for bringing all Australians together.

To the Australian Aboriginal the bullroarer is believed to be the voice of great ancestral spirits. The bullroarer, a sacred object which was hidden from sight and used only during initiation rites and other important ceremonies. Only men who were fully initiated were allowed to use them; only the wisest men were able to understand what the voice of the bullroarer said. At the time of initiation, the candidate left the women's part of the camp when he heard the bullroarers wailing in the distance.



02.

***Services and
Capability***

Services Overview

Bullroarers offer a range of Community, Cultural and Specialist services to help clients gain a deeper and more meaningful understanding of Australia's First People and how they can not only “bridge the gap”, but genuinely “fill it”.

I Community

“Paths are made by walking” Australian Aboriginal Proverb

Our Community Services assist clients in undertaking the necessary steps prior to embarking on a larger project. Typically these services are referred to as “early works” and range from Indigenous Land Planning to Development Assessments and the creation of Indigenous Engagement Strategies.

Heritage Advisory

- Our Senior Ambassador and Advisors work with our clients to provide Indigenous Engagement Strategy (IES) consultancy services, stakeholder engagement, Traditional Landowner negotiation, escort services, and protocol enforcement.
- We have extensive experience with Traditional Owner Group and Elder engagement to assist with the delivery of projects on Traditional Custodian Lands.
- We offer a One to Three team model to suit a variety of difference projects and ensure governance, risk and compliance, infield safety, first aid, and administrative support.

Geospatial Reconnaissance

- Bullroarers utilise our investigation and intelligence experience to assist clients with Land Access Services, including the identification of landholder contacts, negotiation of fieldwork activities, providing ongoing communication and issue resolution with landholders.
- We also work with technical staff to resolve cultural knowledge gaps, ensure adequate records are maintained and work with other land authorities to ensure consistent access throughout a project's duration.



IVAN WELLINGTON

Wandian Wandian

Elder of Dharawal Peoples

Bullroarers Capability Statement

Remote Indigenous Veteran Environmental Ranger Services (RIVERS)

- Indigenous Ranger Programs have created more than 2100 jobs for Australia's First People and assisted Aboriginal and Torres Strait Islander's find meaningful employment and manage our vast lands and seas.
- The Bullroarers Australia RIVERS Program, is designed to address the needs of government and community needs to establish successful ranger services in the traditional custodians of the land, whilst meeting employment and cultural challenges.
- Our program provides a structured framework for cultural practices like inclusive hunting, vermin control, propagation and food foraging to occur while developing the next generation of Indigenous Australian stewardships.

Project Consultancy

- Bullroarers Australia provide end-to-end project consultancy services, to assist clients in conducting Indigenous Land Planning and Development Assessments.
- This service includes surveying a proposed project site, advising clients on Aboriginal Heritage Permits, identifying Indigenous Artefacts, repatriation services and developing risk management plans to further client's projects in a way which is consistent with Aboriginal community and cultural expectations.
- Our Indigenous Ambassador and Advisors specialise in identifying, meeting and engaging with Traditional Land-Owners and Tribal Elders to understand and identify community needs.
- We assist clients in negotiating and interpreting matters of significance between Traditional Land-Owners and we can review and suggest culturally accepted solutions.



I Cultural

“Our purpose here is to observe, to learn, to grow, to love.” Australian Aboriginal Proverb

“We have our eye on the same destination – a sustainable future where Indigenous people are recognized for their wisdom and honoured for their culture” Kirstie Parker , Board Member for Reconciliation Australia

Our services are designed to give clients valuable insights into Australia’s First People and assist them in taking meaningful steps to engage effectively with Indigenous Australians. We strive to enable clients to make culturally informed decisions on a day-to-day basis, resulting in better outcomes for all stakeholders.

Situational, Environmental Workshops

- Our workshops are designed to challenge the leadership teams and address real, perceived or ingrained barriers which may impact an effective Indigenous Engagement Strategy.
- Throughout the workshop will examine an organisations internal culture and which factors can be influenced to positively impact Indigenous engagement. A certificate of completion will be provided to all participants.
- These services are a precursor for future activities between both organisations, including but not limited to Reconciliation Action Plan support

Induction Programs

- Bullroarers Induction Programs are designed to increase new employees understanding of Indigenous Australian culture.
- These services involve employees participating in a tailored half-day cultural awareness workshop.
- The workshop includes briefing personnel on cultural protocols and customs and the existing Indigenous Engagement Strategies within the client’s organisation.
- All participants receive a certificate of completion.



Bullroarers Capability Statement

Reconciliation Action Plans (RAP)

- A RAP is a strategic document that supports your organisation's business plan.
- Our team are experts at working with clients to assist them with developing and articulating practical actions which will drive reconciliation both internally and externally.
- This Service involves a 4 Step Process: *Conception, Creation, Adoption & Implementation, Reconciliation*

Training & Professional Development

- Bullroarers work with Indigenous Australian, veteran run Registered Training Organisations (RTOs) to offer training and development, certifications and accreditations, to clients.
- Our leadership team are qualified instructors and qualified to offer various certifications and a suite of courses in conjunction with our RTO partners.



| Specialist

Duty and Honour – The Royal Australian Infantry Corps motto

Bullroarers leadership team have extensive experience operating within the defence and national security sector which we now offer to clients that require niche and specialist services on an 'as required' basis. With over 30 years' experience, our team continue to serve our sovereign industrial capability by supporting organisations with everything from code of conduct and supply chain investigations to security management services for Australia's critical infrastructure.

Investigations

- We are fully licenced and accredited to undertake corporate and government investigations, possessing a Security Master, Commercial and Private Inquiry (CAPI) Agent licenses (mutual recognition), Certificate IV in Government Investigations, and a team of over 40+ government accredited and licenced investigators.
- Our Director, Neal regularly provides investigation services as part of his ADF service and our team have been successfully listed across multiple panels, tenders, and corporate projects including a nationwide Sports Integrity Australia code of conduct review.
- Many of our personnel have inter-agency investigative experience and hold government accreditations and high-level security clearances. This means we have the capability to assist clients with end-to-end covert and overt investigations.

Security Management

- Operating nationally, we have been trusted to support, train, and resource the most secure corporate and government sites in Australia including the Joint Defence Facility Pine Gap (JDFPG).
- Our security management services utilise our 30+ years' experience working with (and in) the ADF, Law Enforcement and the Security Industry, making us the reliable choice for any client in need of quality security services.
- We utilise a security cleared, veteran and ex-law enforcement team for all of our security services.

Indigenous Australian Professional Upskilling

- WorkPath is an award winning training and employment program which offers Indigenous Australian's professional upskilling opportunities and career pathways across the corporate and government sector.
- Bullroarers assist WorkPath in developing individual, tailor made career development and placements which are then organised in conjunction with WorkPath to assist organisations in achieving parity, ensure affirmative measures are taken to foster culturally inclusive recruitment and help clients meet Indigenous Australian employment targets.



03.

**Key
Projects**

Key Projects

| Community & Culture

Our team have provided community and cultural services for a number of key defence projects. One of these was a large heritage advisory project to support the development of a new ADF base development in Townsville which required Bullroarers to identify and classify sites of cultural significance, complete topographical and aerial surveys, and negotiate land access with Traditional Owners.

Department of Defence

| Geospatial Reconnaissance

We utilise our investigations and intelligence experience to assist clients with Land Access Services. In 2021, Bullroarers assisted Geoscience Australia in identifying and negotiating fieldwork activities with Traditional Landowners for over 105 Great Artisan Basin (GAB) water bore sites. This involved working with technical staff to ensure Geoscience Australia could complete data acquisition activities and place their equipment at key sites within the Surat and Eromanga Basin's.

Geoscience Australia

| Security Management

The Bullroarers team have extensive security management experience, primarily in supporting government including the defence and national security sector. Our previous security work has included providing personal and site protection for dignitaries, VIP's, Parliamentarians and government locations. Nationally, we have direct access to 268 security guards across Australia, including 50 in ACT and 56 Sydney.

| Situational, Environmental and Employee Awareness

Bullroarers Australia have conducted Cultural, Situational and Environmental workshops for leading security, safety and training providers, including ISEC. We worked with ISEC to challenge their leadership team's understanding of Traditional Owners and provided a detailed understanding of Indigenous history, a breakdown of cultural differences and tangible strategies to achieve parity within their organisation. The day was highlighted by a traditional smoking ceremony and a 'bush tucker' themed lunch with esteemed Elder Uncle Ivan.

| Investigations & Intelligence

Our multi-disciplinary investigative team comprises over 70 experienced, qualified Investigators who are based across Australia, with members in every state and territory. Our investigative personnel have conducted domestic and international investigations for a variety of government and corporate clients, including Australian Criminal Intelligence Commission, Australian Federal Police, Queensland Department of Education, Australian Defence Force Investigative Service, Australian Border Force, Australian Sports Authority, Australian Taxation Department, Department of Immigration and Border Protection, and Department of Public Prosecutions.

SPORT INTEGRITY AUSTRALIA

A person is standing on the edge of a large, flat rock formation that juts out over a deep valley. The person is silhouetted against the bright, hazy sky. The valley below is filled with rolling hills and dense green vegetation. The entire scene is bathed in a warm, golden-orange light, suggesting either sunrise or sunset. The overall mood is one of vastness and contemplation.

04.

***Accreditations,
Qualifications
& Standards***

Accreditations

We are a proud Supply Nation registered, highly accredited, Indigenous Australian, veteran run company.

Bullroarers possess multiple security, investigations and training qualifications which give our clients the confidence that we will utilise reputable operating practices and transparent services.



Supply Nation
Registered



100% Australian
Owned



Master Security Licence
Sub-class ME (NSW with
ACT mutual recognition)



- Class 1A Unarmed Guard Licence (NSW/ACT)
- Class 1C Crowd Controller Security Licence (NSW/ACT)
- Class 2A, 2B, 2C and 2D Security Guard Licence (NSW/ACT)

Qualifications

Our team is highly qualified and possess extensive law enforcement, defence, risk management and security experience.

They possess the following qualifications:

Government

- ✓ Certificate IV in Government Project Management
- ✓ Certificate in Professional Negotiation & Influencing
- ✓ Certificate III in Clerical and Personnel Administration
- ✓ Graduate Certificate in Management



Qualifications

Law Enforcement & Security

- ✓ Australian Federal Police Search & Seizure Accreditation
- ✓ Australian Federal Police Evidentiary & Court Procedures Accreditation
- ✓ Bachelor of Behavioural Science (Psychology)
- ✓ Bachelor of Law
- ✓ Certificate in Critical Incident Management
- ✓ Certificate IV Security Management
- ✓ Diploma of Government (Security and Risk Management)
- ✓ Diploma of Government (Security)
- ✓ Diploma of Government (WH&S)
- ✓ Diploma of Public Safety (Emergency Management Response)
- ✓ Diploma of Security Engineering
- ✓ Diploma of Security and Risk Management
- ✓ Diploma of Occupational Safety & Health
- ✓ Diploma of Public Safety
- ✓ Diploma of Legal Practice
- ✓ Diploma of Security & Risk Management
- ✓ Graduate Diploma in Legal Practice
- ✓ Hostage Crisis Negotiation Training
- ✓ Graduate Certificate in Police Management
- ✓ Master Security License
- ✓ Masters of Policing
- ✓ Unrestricted Legal Practicing Certificate

Investigations

- ✓ Certificate IV in Government Investigations
- ✓ Diploma of Government (Fraud Control)
- ✓ Diploma of Government (Investigation)
- ✓ Certificate IV in Investigations & Fraud Control
- ✓ Certificate in Forensic Examination
- ✓ Certificate IV Government (Investigations)
- ✓ Certificate IV Workplace Assessment and Training
- ✓ Diploma in Government (Investigations)
- ✓ Diploma of Policing (Investigators)
- ✓ Electronic Surveillance Training
- ✓ Graduate Certificate in Forensic Examination
- ✓ Leadership in Government – Managing Conflict Accreditation
- ✓ Masters of Investigations



Standards & Affiliations

As a highly compliant organisation, we have implemented and are affiliated with the following:

Standards



Australian Government

- Australian Government Investigations Standards (AGIS)
 - Australian Privacy Principles
- Australian Public Service Commission Handling Misconduct Guide
- Commonwealth Fraud Control Framework
- Defence Accountable Authority Instructions
 - Public Interest Disclosure Act 2013 (Cth)
 - Public Governance, Performance and Accountability Act 2013 (Cth)



Fair Work Ombudsmen Diversity and Discrimination Course



United Nations Office of Audit and Investigations Guidelines



- AS ISO 31000:2018 Risk Management
- AS4804:2001 Occupational Health & Safety Management Systems

Affiliations





05.

***Get in
Contact***

Key Contacts

Principals



Neal McGarrity

Co-Founder and Director

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Edwin James (Jim) Mi Mi

Chief Cultural Ambassador

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Avenues of Engagement



Available on Supply Nation:

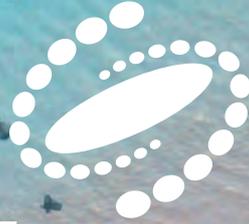
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**Digital
Marketplace**

[dta](https://dta.gov.au)

Invite Bullroarers via the Digital Marketplace:

marketplace.service.gov.au/supplier/3395



Bullroarers

Calling All Australians

 0466 377 119  info@bullroarers.com.au  bullroarers.com.au

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