



## 2014 GOLD RHINO WINNER EMS Group



### **EMS Group is a perfect example of the saying 'the sky is the limit if you invest in Dubbo.'**

Established just five years ago by locally raised Tom Cavanagh, the Dubbo-based business won last year's prestigious Gold Rhino award and today employs some 40 people who provide services Australia-wide.

Mr Cavanagh said he has had a passion for EMS since it was first established in March 2010.

"Having been born and raised in Dubbo, I wanted to move home and raise my children (twins) here with my beautiful wife, Amber," he said.

Servicing four of the region's top 10 key sectors – mining, agriculture, civil construction and earthmoving, and the public service – the EMS Group management team includes General Manager Warwick Arndell and Workshop Manager Peter Edwards. A staff of some 40 people work across five service areas: workshop repairs, labour hire, machinery hire, sales, and parts (sales, exchange or wrecking).

Mr Cavanagh said he was committed to building EMS to be a sustainable, enjoyable, successful business for all that work in the business. He therefore emphasises a lot of his time on building and maintaining a strong culture at work.

Capitalising on Dubbo's growing reputation as a mining hub, Mr Cavanagh said servicing the mining industry - not only in our growing region, but nationally and internationally – saw EMS Group's experience and expertise complementary to the quality service, products and equipment it offered.

"Dubbo is centrally positioned as a regional hub for the mining industry, with mining and exploration projects both established and emerging, affluent in the region," he said. "With new developments at Toongi and Tomingley, as well as sites throughout the Central and Far West of NSW, EMS is located in a geographical centre of such growth."



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Mr Cavanagh said Dubbo was an ideal location for a broad range of businesses to grow and develop. "There are multiple opportunities at the moment with regards to new projects: Tomingley Gold Mine, the Zirconia Project at Toongi, and the Melbourne to Brisbane freight line...this is on top of an already existing strong industry base," he said.

Mr Cavanagh said one of the business's secrets to success was sourcing great staff, and then keeping them happy. "A good example is Warwick Arndell who has worked in the heavy diesel industry for the past 25 years," Mr Cavanagh said. "Warwick joined the EMS Group four years ago as workshop supervisor. "Today he is the General Manager, and he has played a key role in building up the workshop from two to eight fitters over the past four years – and growing."

Mr Ardnell said: "We are very selective of our staff, ensuring that they are the right guys for the job, all with their own specialised area. Working well in a team environment as well as being able to give first class customer service is the secret to our success."

Mr Cavanagh said he really enjoyed being able to employ so many local people and helping the community grow. "The business community working together is a vital ingredient in the success of any individual business, which is why we are committed to social sustainability from a community's and social point of view," he said. "This includes training youth, supporting local business and local initiatives. We also enjoy sponsoring and donating to a number of charities and sporting events."

**Mr Cavanagh said the best advice he's ever been given was 'lead by example'. He believes anyone considering a business opportunity should 'do their homework' and 'never stop looking for improvements.'**

Mr Cavanagh said winning a Gold Rhino in 2014 after five years training was a major achievement for the EMS Group team. "We are looking forward to sponsoring the Rhinos this year, in the 20th year of the Awards," he said.

"We are supporting the Young Business Executive Category and looking forward to seeing who we will pass on the Gold Rhino to."