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 **KEANE**

Keane Consulting's Take on Building a Stronger Defence Team



Defending Australia

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The recent announcement from Defence Minister Richard Marles regarding a surge in Defence spending signifies a significant commitment to bolstering Australia's national security. This increase isn't just a short-term fix; it reflects a steadfast dedication to long-term investment in defence and military capability. Beyond acquiring advanced equipment, there's a focused effort to nurture domestic industry, ensuring sustainable growth in sovereign capability.

Recognizing the pivotal role of industry support, Australia emphasizes collaboration to enhance its defence prowess. There's a pragmatic approach to managing costs, particularly in handling contracted workforces, striking a balance between efficiency and expenditure. This approach, along with the two-year review, will see improved Defence capability outcomes.

The evolving landscape necessitates comprehensive resourcing plans covering various sectors. From space exploration to cybersecurity, the government acknowledges the diverse expertise required, blending the efforts of the Australian Defence Force, public servants, industry, and specialist contracted workforce. This underscores the continued demand for skilled project professionals and technical experts, whose expertise is essential in navigating complex projects and ensuring optimal outcomes. In our opinion, although the National Defence Strategy and Integrated Investment Plan is not supported by the current Defence contractor policy, we do acknowledge and support the overall focus on building capacity in Defence's overall workforce.

Australia's defence strategy goes beyond military might; it also prioritizes the welfare of its personnel and their families. Investments in psycho-social support, training, and retention initiatives demonstrate a commitment not only to national security but also to the well-being of those serving. This is an important, strategic, high-profile acknowledgement by Defence that investing in their people will improve their entire workforce attraction and retention.

By aligning resourcing plans with the multifaceted needs of its defence programs, Australia aims to deliver cost-effective solutions without compromising efficacy. This strategic approach benefits taxpayers and acknowledges the evolving nature of modern warfare, necessitating adaptability and agility in resource allocation.

Keane Consulting remains confident that a skilled contingent workforce remains key to the success of these initiatives, and we are growing our team across the country to help attract and retain the skills needed by Defence over the next decades. As contractors, now is the time to continue to quietly go about our job, deliver quality outcomes, and prove our worth as highly skilled professionals.



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