



MEET SOFIA PEMBROKE

Human Resources Officer

Bachelor of Business / Bachelor of Behavioural Science (Psychology)

Tell us about your journey

I started at Pembroke with a 12-week internship in my final year of university. I was studying a double degree in Business and Behavioural Science (Psychology), and while I already had another part-time job in my field, the experience I gained during my short time at Pembroke completely won me over. When I was offered a full-time graduate position in HR, it was an opportunity I couldn't say no to.

What drives you to do this work?

Throughout my studies the organisational development side of human resources intrigued me. Seeing how you can utilise your workforce to grow a company from A to B using existing skills but also creating new value and roles to take businesses to the next level. Being a part of creating an environment where everyone is happy and wants to come to work is exciting. Creating a culture that drives positive change is our goal.

What's a challenge that shaped your journey?

Being new to both the workforce and the mining industry was a challenge. While everyone starts somewhere, I've had to learn to back myself in a new environment and team. Small wins while completing my internship have made me more determined and given me the courage needed to speak up and voice my opinions.

What's the best thing about your team and workplace?

The small but mighty people and culture team that operates within Pembroke is the best. Whilst we all have different operating styles, we are able to play to our strengths in order to achieve measurable results. I feel both supported and inspired by my superiors. Their expertise and knowledge are not something I take for granted.

What has this career made possible for you?

My career has turned my passion into something real and given me financial stability. It's opened up a career path in the resources sector that I hadn't imagined before, one that continues to grow and evolve with me. I have a deep sense of fulfilment, believe in myself more, and know the work I do goes beyond my role which pushes me further each day.

What excites you about the future?

During my internship I researched and recommended a new parental leave policy. After starting full-time, we rolled it out and the feedback has been so positive. These small wins have shown me that being part of a progressive business where I can help improve people's experiences excites me about what's to come. It's motivating to think about the impact I can continue to have.

What does 'Shape Our Future' mean to you?

'Shape Our Future' means recognising that every action no matter how small, has the potential to influence meaningful change. While the world may feel big, we can all contribute to shaping what comes next. I find this concept motivating. It reminds me that the decisions I make, the tasks I complete, and the perspectives I share can impact the overall direction of a team, a project, or even a business. It encourages me to speak up, share ideas, and stay engaged because you never know which moment or insight might help shape the future in a positive way.

Your message to future students

The resources sector is unique in that it offers opportunities for so many different skill sets – engineering, environmental science, finance, HR, marketing, logistics and more are all needed to keep things running. It's okay to be unsure about your future, but you'll know when something's right – trust your gut and don't settle until you find it. To feel pressure is a privilege; it means something is expected of you. I think this quote can be applied in all aspects of life; home, work, friendships and relationships. It makes me strive to be better each day and helps me reframe situations so I'm able to deal with them better.