

Cru Software CEO Jason Cameron Wins Second Consecutive 'Most Influential CEO' Award for Workforce Compliance Innovation

Cru Software helps mining and energy companies validate worker readiness before mobilisation, improving safety, compliance visibility and operational efficiency

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[Jason Cameron](#), CEO of Cru Software, has been named [Most Influential CEO 2026](#) – Workforce Compliance Solutions by CEO Monthly, marking his second consecutive year receiving the prestigious industry honour.



Jason Cameron, CEO, Cru Software

The award recognises Cameron's leading work in workforce compliance automation, particularly his company's impact on safety-critical industries including mining, oil & gas, and energy. Under his leadership, Cru Software has developed solutions that help organisations reduce compliance risks while improving operational efficiency and workforce safety.

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Jason Cameron, CEO, Cru Software

"This recognition reflects our team's relentless focus on solving real-world compliance challenges," said Cameron. "In high-risk environments, compliance isn't just about checking boxes – it's about creating intelligent alert systems that empower companies to make informed, timely decisions that protect their workforce."

Proven Industry Impact

Cameron's leadership has driven measurable outcomes for clients across Australia's resource sector. In one recent case study, a Hunter Valley mining contractor reduced missed flights by 59 per cent over 12 months – from 346 incidents to 143 through improved workforce visibility and

real-time compliance monitoring. The same client also reduced interstate travel costs by 27 per cent by leveraging better home location data and resource allocation intelligence.

"Rostering best practice today is about far more than filling shifts," Cameron explains. "In heavy industry, the real challenge is knowing whether a worker is genuinely ready to go to site. That means understanding worker availability, validating the layers of compliance that sit across customers, sites, roles and projects, managing fatigue exposure, and ensuring the right people are mobilised safely and on time. When organisations gain visibility across those layers simultaneously, rostering becomes a strategic control point for safety, site readiness and operational confidence."

Multi-Layered Compliance Engine

Cru Software's approach to workforce compliance centres on a multi-layered validation framework designed to confirm worker readiness before mobilisation.

- At the organisational level, customer-specific compliance rules reflect each company's internal policies, contractual obligations and regulatory requirements.
- These are combined with site-level validation, where location-specific inductions, competencies and safety standards must be satisfied before a worker can be assigned.
- Additional controls operate at the role and position level, ensuring that workers hold the appropriate licences, qualifications and competencies required for the work being undertaken.
- Project-level validation provides a further layer, aligning workforce requirements with the specific standards and certifications required for individual projects, shuts and site work.
- Worker readiness is then assessed in real time through the monitoring of certification validity, training status, fatigue exposure and other compliance indicators.

Together, these layers provide operations, planning and mobilisation teams with visibility of workforce readiness prior to mobilisation, supporting safer deployment decisions across complex, compliance-driven environments.

This validation framework provides real-time alerts for potential compliance issues before workers are mobilised to site. By automatically checking site, role and certification requirements, the system gives planning, compliance and mobilisation teams clearer visibility of workforce readiness and reduces the risk of manual oversight in safety-critical environments.

Cameron said the growing complexity of workforce compliance across projects, shuts and multi-site operations is forcing many resource companies to rethink how workforce readiness is managed.

"In heavy industry, the margin for error is very small. Organisations need to know with confidence that workers arriving on site are compliant, rested and qualified for the work they are about to perform. That expectation is driving a shift away from manual processes toward systems that can validate workforce readiness in real time."

The back-to-back recognition underscores Cru Software's growing influence in an industry facing increasing regulatory complexity and heightened safety standards. With a new Mackay office opened in 2025 and continued investment in Central Queensland operations, the company is expanding its footprint across Australia's key resource regions.

About Cru Software

Cru Software delivers workforce compliance and automation solutions for industries where safety and regulatory adherence are paramount. The company serves clients across mining, oil & gas, engineering services, and utilities sectors throughout Australia, helping organisations maximise operational efficiency while maintaining the highest safety standards.

www.crusoftware.com

About [CRU Rostering](#)

Time-saving, intelligent, automated rostering software that can manage workers from anywhere. Rapidly create rosters in minutes. With CRU Rostering organisations can manage an entire workforce roster from a single platform, no matter where workers are located. CRU Rostering helps the most complex businesses simplify the rostering process and focus on growth.

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