

Table 1 Profile of interviewees

	JD1	JD2	JD3	JD4	JD5	JD6
Years of experience	22 years	16 years	22 years	4.5 years	26 years	24 years
Job category	Management	Senior Management	Senior Management	Management	Senior Management	Senior Management
Job title	Knowledge Manager	Director of SH&E	Former Director	Diversity and Social Program Manager	Technical Director	Project Manager
First role in construction	No	No	No	Yes	No	No