

# **CURRICULUM VITAE**

## **FOR**

# **JUDY ALEXANDER**

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**CONFIDENTIAL**

Current as at September 2023.

## General Information

**Name** Judy Alexander  
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**E-mail** judy@foresiconsulting.com.au

## Qualifications

- Certificate IV in Government Investigations  
2022 Australian Institute for Security and Investigation Training (AISIT)
- HBA Learning Centres  
2012 – 2014 Advanced Diploma of Occupational Health and Safety
- Institute of Foresters of Australia  
2011 - current Registered Professional Forester (General Practicing Forester with recognised skills in Forest Certification)
- Charles Sturt University, N.S.W  
1996 – 2000 Graduate Diploma of Applied Science (Parks, Recreation and Heritage);
- Australian National University, A.C.T.  
1994 - 1996 Bachelor of Science (Forestry);
- Canberra Institute of Technology, A.C.T.  
1993 Associate Diploma in Applied Science in Horticulture (Nursery); and
- Canberra Institute of Technology, A.C.T.  
1992 - 1993 Certificate in Applied Science in Horticulture (Landscape Construction).

## Key Skills

- High level communication skills – both written and verbal:
  - *Ability to produce high quality strategic and operational plans including maps;*
  - *Ability to ensure staff and contractors understand complex conditions;*
  - *Ability to prepare and deliver effective presentations and training;*
  - *Well developed negotiation, dispute and conflict resolution skills;*
  - *Good understanding of team dynamics and capacity to function effectively as part of a team;*
  - *Ability to communicate effectively with a wide range of stakeholders, green NGO's, regulatory authorities and external agencies.*
- Strong leadership skills and experience.
- Strong analytical and problem solving skills.
- Change management.
- Culture development.
- Strong and effective skills in the use of computer applications for the storage, retrieval, analysis, manipulation and reporting of data.
- Proficient in the Microsoft suite of products (Word, Excel, Access, Power Point, Outlook), GIS programs (Arc GIS, Map Info, IntraGIS) and GPS systems and associated software (Trimble Pro GPS and Garmin).
- Negotiation and influencing skills.
- Staff, contractor and consultant supervision and management skills.
- Self motivated, honest, thorough and strong attention to detail.
- Well organised, both personally and professionally.
- Strong work ethic, ability to work well under pressure.
- Ability to understand and implement complex on-ground prescriptions.
- Results orientated, ability to meet deadlines.
- Ability to work in a team or as an individual.

## Countries of work

- Australia
- China
- New Zealand

## Key areas of expertise

- Strategic, tactical and operational forest planning, supervision and management.
- Legislation identification and interpretation.
- Resource management planning – strategic and operational.
- Risk assessments.
- Budget development, management and reporting.
- Finance and Governance structures.
- Project management (including contract administration and management).
- Multiple-use forest management planning.
- Policy identification, analysis and development.
- Development of management practices and systems.
- Information analysis and report writing.
- Forest certification, OHS and environmental management systems. Identification and development of policies, procedures and standards to gain and maintain certification to the Sustainable Forest Management Standard (AS 4708) – formally the AFS, Forest Stewardship Council (FSC), Occupational Health and Safety Management System (AS 4801), Environmental Management System (ISO14001) and ForestFit.
- Systems:

| Type                                | Standard    | Qualification | Experience                           |
|-------------------------------------|-------------|---------------|--------------------------------------|
| OHS                                 | AS 4801     | Adv. Dip. OHS | Develop, implement, audit (23 years) |
| EMS                                 | ISO 14001   | Lead Auditor  | Develop, implement, audit (23 years) |
| Risk                                | ISO 31000   |               | Develop, implement, audit (23 years) |
| Quality                             | ISO 9001    | Lead Auditor  | Develop, implement, audit (23 years) |
| FSC                                 | FM, CoC, CW | Lead Auditor  | Develop, implement, audit (23 years) |
| PEFC                                | FM, CoC, TM | Lead Auditor  | Develop, implement, audit (23 years) |
| Sustainable Forest Management (AFS) | AS 4708     | Lead Auditor  | Develop, implement, audit (23 years) |
| Auditing                            | ISO 19011   | Lead Auditor  | Develop, implement, audit (23 years) |
| Life Cycle Assessments/Green Star   | ISO 14040   |               | Develop, implement (13 years)        |
| ForestFit                           |             | Lead Auditor  | Audit (12 months)                    |
| Aluminium Stewardship Initiative    |             | Lead Auditor  | In training                          |

- Auditing for:
  - Compliance with operational prescriptions, Codes of Practice and Safety standards;
  - Environmental outcomes and practices;
  - Prescription effectiveness;
  - Legal compliance;
  - Management Systems (e.g. Forest Stewardship Council Certification, Environmental Management System, Occupational Health and Safety Management System, Quality Management System and Sustainable Forest Management Standard).
- GIS and remote sensing (data acquisition, data maintenance, administration, data analysis, manipulation and map development).
- Environmental survey design.
- Vegetation mapping and assessment.
- Management of multiple use (mining, road construction, dam construction, electrical development, quarrying, tourism, chemical and explosive storage, agriculture, timber production, environmental and cultural values).
- Disturbance/recovery rehabilitation and remediation.
- Stakeholder relationship development and maintenance.
- Regulatory compliance.
- Policy and procedure development, quality control, monitoring and reporting.

## Employment History

### **Foresa Consulting Pty Ltd, Morwell, Victoria**

January 2012 – current, Managing Director

Managing a consulting business assisting forest growers/land managers with certification (FMS/EMS/OHS) issues, internal certification and operational auditing, forest/land management planning (strategic and operational) and operational supervision, GIS tasks (mapping, layer development and/or manipulation, analysis, modelling, training), environmental assessments, pre-sale due diligence assessments and OHS management. Land under management: 6,400 ha of eucalypt plantation. Contractors under management: 6 harvesting, 2 roading, 5 spraying/slashing/dozing/shooting and 1 koala surveyor. One full time employee.

Key clients/achievements:

- Hume Forests/Murray River Forests – Achievement of certification to AFS (AS 4708), internal auditing, represented Global Forest Partners on AFS Review Committee.
- Green Triangle Forest Products – Internal auditing, development system documentation and registers to ensure compliance with certification standards.
- Eco Timber Group – Green Tag eco-labelling certification for Tectonic flooring product. Building integrated EMS/OHSMS. Working towards achieving ISO 14040 (Life Cycle Assessment) Certification for Tectonic. Address OHS issues, assist with AFS/FSC CoC issues.
- Indufor Asia Pacific – Remote sensing (forest estate mapping) in China and New Zealand; due diligence on land purchase; field validations for valuations.
- GPFL – Internal AFS/FSC auditing, development of system documentation and registers to ensure compliance with certification standards.
- SFM Forest Products – Preparation of procedures for compliance with AFS/FSC Certification; FSC document preparation and review; development of CoC Manual and obtained CoC Certification; build Safety Management System.
- Midway Ltd – Plantation inspections, forest health surveys, operational supervision, planning fire preparedness operations, road work and harvest planning and supervision. Responsible for the management of their 6,100 ha eucalypt plantation estate in Gippsland.
- Agriwealth/Bristlecone/Foraust – Data acquisition, GIS data manipulation and cleaning, map production, API. Responsible for the management of their 1,130 ha eucalypt plantation estate in Gippsland. Establishment of pine plantations (converted from ex-Blue Gum plantations). Planning and managing roading and harvesting operations
- Wildlife Unlimited – Data acquisition, GIS set up, training provision, mapping, API.
- Forest Strategy - Data acquisition, GIS set up, training provision, mapping, API.
- John Moore - Data acquisition, GIS set up, training provision, mapping, API.
- Rainforest Alliance – FSC auditing (Forest Management, Chain of Custody, Controlled Wood).
- Forestry SA – Presentation of certification options, internal auditing, guidance on review of planning processes, development of Legal Register, development of Risk Register, AFS and Auditor Training, development of Internal Audit Procedure. Assistance with the management of HCV's and addressing outcomes from FSC audits.
- South Gippsland Shire Council – Code of Practice for Timber Production (2007 and 2014) audits.
- Southern Plantation Forests – Preparations for FSC Chain of Custody Certification.
- Omega Consulting – Due diligence of a particular forest grower on: certification, environmental management, forest management, IT, health and safety, HR and training and fire management.
- Macquarie Forestry Services – Mapping and field validation of fire damage; plan and carry out aerial spraying.
- DNV – FSC auditing (Chain of Custody, Controlled Wood), AFS Auditing (Forest Management, Chain of Custody), PEFC and ISO 14001 Auditing.
- Fire Risk Consultants – Mapping for BAL assessments and fuel reduction works (burning/slashing).
- SAI Global – AFS Auditing (Forest Management, Chain of Custody), PEFC and ISO 14001 Auditing.
- Global-Mark – FSC, PEFC and ForestFit Auditing.
- Liberation Trail Harvesting Contractor – Built Safety Management System.
- Lovell Harvesting, Harvesting Contractor – Built Safety Management System.
- Australian Paper – Planning and managing roading and harvesting operations.
- Warrawee Holdings – Built Safety Management System.
- LJB Transport and Earthmoving – Built Safety Management System.
- Great Northern Harvesting – Built and maintain Safety Management System.

- Green Fleet – Plan and carry out aerial spraying.
- Paton Helicopters – Spray plans.
- Monterey Logging - Built Safety Management System, prepare Timber Harvesting Plans.
- Clissold Excavating – Built Safety Management System.
- Plantation Harvesting/Leasons – Timber Harvesting Plans, tender documentation.
- Australian Blugum Plantations – Update FSC documentation, internal auditing.
- NF McDonnell and Sons – Management of FSC CoC and Controlled Wood Certification.
- SPE (Management) – Management of FSC CoC and Controlled Wood Certification.
- Restock – Management of FSC CoC Certification.
- Lakeside Packaging - Management of FSC CoC Certification.
- GJ Weck and Sons - Development of CoC Manual.
- Forestry Corporation NSW – Sustainable Forest Management Internal Auditing.
- Forest Products Commission, WA – Sustainable Forest Management Internal Auditing.
- Alpine MDF – Certification consultant and internal auditor.
- SCS Global Services – FSC, PEFC Auditing.
- SGS New Zealand – FSC, PEFC Auditing.
- Southern Pacific Fibre – Certification consultant, internal auditor, GIS Services and mapping.
- Sumitomo Forestry – Data acquisition, data analysis and modelling, land availability assessment tool.
- United Living – Preparation of FSC Certification Management System, certification obtained.
- Titan Access Floors – Preparation of FSC Certification Management System, certification obtained.
- Midway Tasmania – Certification consultant and internal auditor. Support on certification audit.
- Royal Musk – Preparation of FSC Certification Management System, certification obtained.
- Sutcliffe Trading - Preparation of FSC Certification Management System, certification obtained.
- Various Private Landholders – Timber Harvesting Plans.

### **Parks Victoria, Victoria**

#### December 2022 – Current, Regional Strategic Project Manager, Eastern Region

Responsible for the initiation of governance structures and regional involvement in the planning and delivery of \$102.43M worth of Parks tourism projects in Eastern Region.

Key duties:

- Setting up of governance structures for each project to ensure statutory and probity requirements are in place;
- Ensuring Eastern Region delivery staff needs are represented in the planning and delivery of the projects;
- Ensuring Traditional Owners are engaged in each and every project;
- Ensuring the scope of each project is correct and manageable moving forward;
- Ensuring a range of regulatory and statutory approvals are sought;
- Ensuring project management principles are in place and are complied with (including procurement);
- Ensuring Project Working Groups and Project Control Groups meet regularly and have the correct representation and meet the governance requirements;
- Management of project reporting requirements.

### **Department of Environment, Land, Water and Planning, Victoria**

#### December 2017 – October 2022, Manager Regulatory Operations, Gippsland

Responsible for the implementation of Gippsland's Regulatory Operations and Permissions Program. Scope of responsibility includes 1.632 M ha of State forest and up to 14 staff.

Key duties:

- Regulation of the Conservation Forests and Lands Act 1987, Sustainable Forest (Timber) Act 2004, Crown Land (Reserves) Act 1978, Forests Act 1958, Land Act, 1958, Land Conservation (Vehicle Control) Act 1972, Catchment and Land Protection Act 1994, Flora and Fauna Guarantee Act 1988, Wildlife Act 1975, Heritage Act 1995, National Parks Act 1975, Safety on Public Land Act 2004 and Environment Protection Act 1970.
- Conduct education and regulatory enforcement action on the legislation and regulations identified above.
- Ensure Authorised Officers comply with DELWP policies and procedures.
- Ensure Authorised Officers are trained and developed to ensure they operate at the highest standard.
- Ensure that all regulatory action meets the required points of proof.

- Case Management.
- Ensure that Forest and Wildlife Licenses and Permits/Permissions are issued in accordance with DELWP policies and procedures.

Major achievements:

- Change management through a “Clause 10” change process.
- Recruitment of the Gippsland Compliance Program Team.
- Planning and delivery of Operation Norwich.
- Management of two significant change processes.
- Delivery of the Drought Relief Program in the Wildlife Management space.
- Delivery of the Covid19 compliance program.
- Planning and delivery of the Raymond Island Koala Program.
- Skills development and enhancement of the Authorised Officer workforce.
- Increase in the number of active Authorised Officers within the Region.

May – June 2019 and September – January 2020, Acting District Manager, Macalister District, Gippsland

Responsible for the management of State forest within the Macalister Forest and Fire Operations District within DELWP. This includes the management of the road network, recreation sites network, pest and weeds program, compliance, forest management, fire season preparedness and response, planned burning program, the four offices and depots, stakeholder engagement, etc. Scope of responsibility is 700,000 ha of state forest, 85 staff, four fire towers, a rappel crew, 30 seasonal staff, a remote air base and remote area camp.

Key duties:

- Lead a diverse and effective team that is proactive, responsive and has a strong culture consistent with the department’s values and behaviours, including workplace safety.
- Deliver integrated forest and fire management services to a complex district through effective implementation of DELWP policies and procedures whilst maintaining strong relationships with partner agencies and the community.
- Manage all DELWP emergency management functions within the district including planned burning, hazard reduction, bushfire and all hazards responses as required, including professional and effective engagement with other relevant DELWP and external agencies within the region.
- Lead and maintain effective relationships with other DELWP businesses, partners, community and stakeholder groups, whilst effectively predicting and managing issues as they arise.
- Manage the Macalister District budget, ensuring compliance with the Finance Management Act, and DELWP policies and procedures for financial governance.
- Manage and provide integrated land management services across the forest estate, including conserving flora and fauna, protecting water catchments, providing timber for sustainable forestry, commercial and domestic firewood collection, protecting landscape, cultural, archaeological and historic values, and providing recreational and educational opportunities.
- Manage the delivery of government initiative such as Reducing Bushfire Risk, Safer Together and the Victorian Great Outdoors program.
- Implement environmental management systems to ensure forest and fire management activities are managed sustainably, and monitor the condition of forest resources.
- Actively participate and contribute to the regional Forests and Fire Management Team to build a well-integrated, community focussed business.

September 2014 – December 2017, Regional Forest Management and Roding Coordination, Gippsland

Responsible for managing DELWP’s Regional Forest Management and Roding Program for Gippsland. This includes management of the Regions recreation and events, utilisation on State forest, the compliance program, domestic firewood program, cultural heritage values, forest management plans and zoning system, district action plans, pest plants and animals, GIS, roding and forest recovery. Scope of responsibility includes 1.632 M ha of State forest and 14 staff.

Key duties:

- Ensure the Regional Forest Management Planning is delivered, including the amendments to the Forest Management Zoning System, preparation of the District Action Plans and preparation/endorsement of SMZ Plans.
- Ensure the Regional Forest Management Utilisation programs are managed to minimise land use conflicts, impacts on forest management values are managed and forest produce licences are issued where required. This includes the domestic firewood program, commercial timber production, seed collection, apiary, grazing and mineral exploration.

- Ensure Regional Pest Plant and Animal programs are delivered. This includes the Good Neighbour Program, managing invasive species and pest plants and animals on DELWP managed land.
- Ensure the Regional recreation assets are managed and recreation events are assessed in accordance with DELWP requirements.
- Ensure the Regions indigenous and non-indigenous cultural heritage assets are managed appropriately.
- Deliver the Regional compliance program to minimise the impact of illegal activities on Gippsland's State forest.
- Ensure that Gippsland has adequate strategic and operational spatial services, infrastructure and support to enable Regional business outcomes.
- Ensure that recovery programs are planned and implemented in accordance with legislative requirements and DELWP policies and procedures.
- Ensure the Regional Roding Program is delivered in accordance with budget and legislative requirements.
- Represent Gippsland on 11 Statewide Groups, including State Weeds and Pests, District Action Plan (Chair), Domestic Firewood, Forest Management Leadership Group, Fire Recovery, Cultural Heritage, Events on Public Land, Forest Management Planning, FOP Coordinators, Roads and Crossings and Native Vegetation Reforms.
- Level 2 Authorised Officer (authorised to carry OSDE).

Major achievements:

- Development of a Regional forest compliance program.
- Review of Gippsland Regional Recreational Assets and development of a draft Recreational Strategy.
- Purchase of \$2M worth of seed for fire recovery works across eastern Victoria.
- Development of a DAP Database, that is being adopted by other Regions.
- Development of a Compliance App to record compliance issues from the field.
- Development of forest management compliance program within the Region.
- Managed Regional Flood Recovery and set up Lancefield Recovery.
- Removal of 15 illegal structures across Latrobe District.

**Department of Environment and Primary Industries, Victoria**

June 2013 – September 2014, Manager, Forestry Services

Responsible for managing DEPI's Commercial Forestry activities across the State of Victoria. This included all of the planning and operational requirements. Scope of responsibility includes 90 licensee's and 10 staff across the State.

Key duties:

- Managing the DEPI commercial forestry operations across the State of Victoria.
- Ensuring the planning (strategic, tactical, operational) is carried out to ensure wood is available for all licensee's.
- Ensure plans and operations comply with legal and departmental requirements.
- Produce an annual Wood Utilisation Plan.
- Develop and implement a system for sustainable harvesting.
- Develop and implement a system for licensee performance monitoring.
- Develop and implement a forest management system capable of being certified to a forest certification scheme.
- Develop and manage the required commercial forestry spatial datasets.
- Identify additional markets for wood products in accordance with sustainable yield targets (including running tenders for wood products).
- Supervision of staff conducting on-ground works.
- Key point of contact for licensee's.

Major achievements:

- Commencement of strategic assessment of State forest with the view to identifying permanent operational boundaries.
- Publication of Wood Utilisation Plans.
- Commencement of commercial harvesting operations in Mt Cole.
- Commencement of commercial firewood harvesting operations in Gippsland.
- Tendering of wood products in Bendigo FMA, Mid Murray FMA, Horsham FMA and Mt Cole.
- Increase in wood sold in 2012/13 from 37,500 m<sup>3</sup> (77 licensee's) to 55,100m<sup>3</sup> (90 licensee's) in 2013/14.

- Development of a licensee performance monitoring system.
- Development of a number of commercial forestry spatial datasets.
- Commence development of procedures associated with a forest management system.
- Successful transfer of DEPI Forestry Services to VicForests through a Machinery of Government Change.

### **Hume Forests Ltd/Murray River Forests Pty Ltd, Tumut, New South Wales**

#### October 2009 – December 2011, Forest Systems Manager

Responsible for the development, documentation, implementation and management of the systems that support the businesses', in particular, the Forest Management System, GIS and resource management systems. Obtain certification to the AFS.

#### Key duties:

- Development of a Forest Management System, including the preparation of all systems and documentation that form part of the Forest Management System.
- Obtain AFS Certification for HFL and MRF.
- Operational plantation planning and supervision support.
- Provision of certification support to Green Triangle Forest Products (GTFP).
- Internal auditing for HFL/MRF and GTFP.
- Management of GIS, including the GFMIS.
- Development and rollout of the inventory program.
- Coordination and supply of information for the HFL and MRF Valuations.
- Native vegetation mapping and assessment.
- Stream condition assessments.
- Yield reconciliations.

#### Major achievements:

- Development of HFL/MRF Forest Management System and all associated documents and processes.
- Leadership and coordination of the close-out of the GTFP re-certification non-conformance.
- Migration of the HFL estate data into the GFMIS.
- Development and implementation of an ongoing inventory program.
- Development and implementation of a yield reconciliation process.
- Certification to the Australian Forestry Standard.

### **Forestry Tasmania, Hobart, Tasmania**

#### January 2004 – September 2009, Senior Forest Management Planner

Responsible for coordinating the implementation of forest management planning systems that deliver sustainable forest management objectives in a transparent and accountable manner, and provide policy support to the Forestry Tasmania General Management Team.

#### Key duties:

- coordinating the implementation and monitoring of the forest management decision classification zoning system (MDC) at a corporate level;
- management of the RFA/TCFA 5 yearly reviews;
- periodic management of Forestry Tasmania's EMS/FMS;
- development, preparation and publication of a ten-year, Statewide Forest Management Plan 2008-2017 (Sustainability Charter);
- review, analyse and comment on external reports, policies and codes that have an impact on Forestry Tasmania;
- prepare advice on codes of practice, policy, legislation changes, ministerial briefing notes and parliamentary enquiries;
- coordinate forest management planning systems and reporting processes;
- provide strategic conservation and special values management advise;
- development of internal policies, plans, procedures and systems to assist Forestry Tasmania in achieving commercial objectives, environmental policies and legislative compliance;
- assessment and approval of State forest Activity Assessments (EIA's) for activities in Reserves and not associated with Forest Practices Plans;

- management of multiple-use activities in association with forest management values (mining, road construction, dam developments, electrical installations, quarrying, tourism developments, chemical and explosive storage, agriculture);
- mineral exploration working group member, assessing mining applications and rehabilitation plans on sensitive lands and on State forest;
- represent Forestry Tasmania at various external, interagency meetings/forums/committees;
- internal audits of compliance with the Australian Forestry Standard (AS 4708), Environmental Management System (ISO14001) and Occupational Health and Safety Management System (AS 4801);
- presentations to various internal and external groups on sustainable forest management.

Major achievements:

- Collation and validation of data for, and production of the Forestry Tasmania Sustainability Indicators Report, 2003-2004 and 2004-2005.
- Production of the Forestry Tasmania Sustainable Forest Management Report, 2003-2004 and 2004-2005.
- Collation and validation of data for, and production of the District Forest Management Plan Reports, 2003-2004, 2004-2005, 2005-2006, 2006-2007 and 2007-2008.
- Successful resolution of issues presented at a number of RPDC Hearings.
- Development of guidelines for the management of Biodiversity Spines.
- Development of Standard Operating Procedures and guidelines for the management of activities not associated with Forest Practice Plans (State forest Activity Assessments).
- Development, preparation, publication of the Forestry Tasmania Forest Management Plan 2008-2017 (Sustainability Charter).
- Successful close out of a major non-conformance against ISO14001.

### **Hancock Victorian Plantations, Maryvale, Victoria (Grand Ridge Plantations)**

*October 2001 – January 2004 Stewardship Forester*

Responsible for the management of Stewardship projects and issues for Grand Ridge Plantations (GRP) including environmental (biodiversity) surveys, systems development, auditing of operations, assisting in preparation for FSC, auditing environmental outcomes and practices and strategic management planning across 130,000ha of plantation and native forests.

Key duties:

- management of all GRP Stewardship projects;
- development of over 20 GIS layers and associated databases;
- development and implementation of the coupe audit system and manage quarterly audit program;
- development of Company Best Management Practices and Corporate Documents;
- high level of involvement in the Forest Stewardship Council Certification process and assessment;
- writing the Strzelecki Management Plan;
- management of all flora and fauna research, surveys, documentation and issues;
- native vegetation management and mapping program;
- soil and water research, testing and mapping;
- mapping and management of cultural heritage sites, flora and fauna, mass movement, rainforest, EVC's, natural features and recreation sites;
- numerous large GIS analysis projects including modelling impact of area loss prescriptions and area loss associated with various management proposals;
- development of rehabilitation plans;
- key contact for stakeholders, Green NGO's, regulators, community and neighbours;
- supplied environmental and systems training to GRP staff;
- budget development and monitoring;
- supervision of all environmental research and post graduate studies; and
- member of 11 environmental/industry committees.

Major achievements:

- Creation of an operational audit system that was adopted without change by regulators – noted in FSC Assessment as unique in the world.
- Planned, tendered and manage various Threatened Species surveys

- Planned, tendered and manage Vegetation Mapping Program across the entire HVP Estate at 1:10,000 scale.
- Development of Company Best Management Practices and Corporate Documents, including:
  - ❑ *Auditing of Timber Harvesting and Site Preparation Operations;*
  - ❑ *Threatened Species Management;*
  - ❑ *Soil Sampling;*
  - ❑ *Roading Plan;*
  - ❑ *Rainforest identification, assessment and management; and*
  - ❑ *Complaints and compliments register.*
- Planning, researching and writing the Strzelecki Management Plan.
- Development of numerous GIS layers and databases from scratch and populating databases with records.
- Creating Slope Class Layers for the entire GRP Estate.
- Presented management paper at Australian Koala Foundation Conference, 2002.
- Providing training to GRP Staff in:
  - ❑ *Best Management Practices;*
  - ❑ *Forest Stewardship Management System ;*
  - ❑ *Flora and Fauna survey and identification;*
  - ❑ *Soil Sampling;*
  - ❑ *Map Info; and*
  - ❑ *Auditing of Timber Harvesting and Site Preparation Operations.*

October 2000 – October 2001 *Hardwood Plantation Manager*

Responsible for the management of 7,000 ha of hardwood plantation resource, including all administration, planning, implementing, marketing, budgeting, supervising and auditing of all hardwood plantation operations within the Zone. Also responsible for writing the Strzelecki Management Plan, including all research, strategic management planning and documentation and assisting in preparation for FSC.

Key duties:

- marketing, selling, distribution and grading of hardwood plantation (including customer liaison and contract negotiation);
- preparation of the hardwood plantation 5 year plan of operations;
- hardwood plantation volume and area reconciliation;
- site preparation and establishment of second rotation hardwood plantations;
- established numerous sawlog trials from which we established a new data dictionary for MARVL;
- preparation of timber harvesting plans and pre-harvest coupe marking;
- supervision of contractors;
- development and implementation of numerous new operational prescriptions in the management of the hardwood plantations;
- management of stakeholder issues;
- resolution of Victorian Civil and Administrative Tribunal (VCAT) actions;
- commenced work on Strzelecki Management Plan;
- budget development and monitoring;
- hazard and risk assessments;
- assisting in preparation of the Company for Forest Stewardship Council Certification; and
- supervision of pine harvesting (including cable) operations.

Major achievements:

- Sourcing of new sawlog markets for plantation hardwood at a time when there were no sawlog customers.
- Development and implementation of a range of new hardwood plantation operational prescriptions.
- Creation of a new MARVL data dictionary for hardwood plantations.
- Review of hardwood plantation assessment procedures.
- Established hardwood plantation sawlog trial.
- Became key stakeholder contact, rebuilding relationships.
- Speedy resolution to the VCAT actions against the Company.

**State Forests of New South Wales, Tumbarumba, New South Wales.**

May 2000 – October 2000      Operations and Forest Manager (term position)

1998 – October 2000      Harvest Planning Forester (permanent position)

## **Professional Training**

### **Management and Communication**

- Managing Staff, DEPI, 2013.
- Financial Governance, DEPI, 2013.
- Client Interaction and Defensive Tactics Level 2 (OC Spray, handcuffs, batons), DELWP, 2015 & 2016.
- Authorised Officer/Legal Training Level 1, DELWP, 2015.
- Community Service and Interaction Training, DELWP, 2016.
- SID and HERS Training, DELWP, 2016.
- Mention Court Prosecution Training, DELWP, 2016.
- Steve Griffiths High Performance Leadership Training, DELWP, 2018.
- Authentic Leadership, ANZOG, 2022.

### **Fire Control**

- AIIMS, DEPI, 2013.
- Basic Wildfire, DELWP, 2015.
- General Fire Fighter, DELWP, 2015.
- Mapping Officer, DELWP, 2016.
- Firearms Accreditation, DELWP, 2018.
- Fire Weather 1, DELWP, 2018.
- Wildlife Impacted by Fire, DELWP, 2019.
- Bushfire Investigator, DELWP, 2021.

### **Environmental/Systems**

- RABQSA – EM – Environmental Management Systems, SAI Global, 2008.
- RABQSA – AU; RABQSA – TL, SAI Global, 2008.
- BSB AUD 501A – Initiate a quality audit, SAI Global, 2008.
- BSB AUD 502A – Prepare to lead a quality audit, SAI Global, 2008.
- BSB AUD 503A – Lead a quality audit, SAI Global, 2008.
- BSB AUD 504A – Report on a quality audit, SAI Global, 2008.
- FSC Forest Management – Lead Auditor, Rainforest Alliance, 2012.
- FSC Chain of Custody – Lead Auditor, Rainforest Alliance, 2012.
- High Conservation Value Assessor Training, Astra Academy, 2017.
- PEFC Upgrade Training and Assessment, PEFC International, 2022.
- Regular calibration training as required by SAI Global, DNV GL and Global Mark.
- All FSC Exams undertaken and passed.
- ForestFit Training, Australian Forest Contractors Association, 2022

### **OH&S and Emergency Management**

- Leading Safety and Wellbeing, DELWP, 2015.
- First Aid, Level 2, St Johns, 2021.
- Mental Health and Wellbeing, DELWP, 2018.
- Health and Safety Representative Training (Legislated Role), Victorian Chamber of Commerce, 2021.

## **Relevant Professional Information**

- Victorian Drivers Licence, Current;
- Victorian Firearms Licence, Current;
- Voting member of the Institute of Foresters of Australia/Forestry Australia, 1996 - current;
- Board Member of Institute of Foresters of Australia/Forestry Australia, 2019-2020;
- Level 2, Authorised Officer, DELWP, 2015 – 2022;
- Member of Australian Forest Growers, 2011 – 2019.
- Board Member of Responsible Wood (AFS), 2017 – 2021.
- Board Member of Australian Forest Growers, 2014 – 2019.
- Member of FSC Australia, 2012 – current.

## **Referees**

Available on request.