

The Environmental Practitioner

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Photo by Steve Cupitt (RPS)

In this Edition

- ✦ Editorial
- ✦ From the President: The opportunity to be recognised as a professional Environmental Practitioner
- ✦ News, Views, Articles and Updates
 - The challenges of opening as “one-stop shop”
 - The Carbon Tax – where to from here?
 - EIANZ provides a practitioner perspective to WWF
 - MOU with IAIA
 - Out for comment
- ✦ Event Reports
- ✦ EIANZ Excellence Awards
- ✦ Out and about among the membership
- ✦ New and returning members
- ✦ Students and Young Professionals – Career Paths
- ✦ Introducing EIANZ General Manager
- ✦ Executive Directory



Photo: Night-time View of Floriade 2013 (Nighat Khurshid)

Editorial

Welcome to the first edition of the Environmental Practitioner for 2014. Let me introduce myself as the new Communications Editor, Claire Gronow. I've taken over from Bec McIntyre and hope I can maintain the excellent standards. Thanks Bec for all your efforts.

I am really excited about this role, because of the opportunities to communicate with members, as you are, after all, the lifeblood of the Institute. In fact, without members, EIANZ does not exist.

People join EIANZ for all sorts of reasons. For me, the most important benefit has been the opportunity to become involved with Institute activities and meet lots of great people along the way. I find I always have something in common with other members, as we all share a passion for protecting the environment through best practice. How great to combine professional development with networking, staying up to date with things and hanging out with my friends and peers.

But I also hear people asking why they should join EIANZ, particularly the old "what's in it for me"? I'm going to shamelessly misquote John F Kennedy and reply "ask not what your Institute can do for you, but what you can do for your Institute". Seriously, and simply, members who get involved in Institute activities get the most out of it.

There are a number of ways that you can get involved:

- Simply attend professional development events and networking events in your Chapter or Division. Benefits include contribution to your professional development and, if you are certified, CPD points, as well as the opportunity to meet fellow environmental professionals and stay abreast of current issues (and gossip).

- Assist with organising events in your Chapter or Division. Events can take many forms, from full day forums with multiple speakers to a single speaker presenting over a breakfast or lunch. Topics are very wide ranging. Contact the Professional Development Coordinator or President, Vice President, Secretary or any committee member that you may know. Contact details are provided at <http://www.eianz.org/aboutus/divisions-branches>.
- Assist with preparing responses on behalf of EIANZ to draft legislation, policies, strategies and plans. As the major body representing environmental professionals in Australia and New Zealand, EIANZ seeks to engage with statutory authorities to promote best environmental practice and achievement of sustainable outcomes. This is a great way to debate the big issues with your peers and stay informed. Contact your Chapter/Division committee to discuss how you might contribute.
- If you are a student or young professional, watch out for targeted events in your Chapter/Division. If there's nothing on in your Chapter or Division, offer to help organise something.
- Become involved in a "Special Interest Section" (SIS). The SISs work on promoting good practice and formulating Institute policy in particular areas. At present, there are SISs for ecology, climate change and impact assessment (see <http://www.eianz.org/aboutus/special-interest-sections>)
- Send me interesting articles and news for inclusion in the Environmental Practitioner communications-editor@eianz.org

I hope I have inspired you to make the most of the opportunities offered by membership and look forward to meeting more of you, through the Environmental Practitioner and at EIANZ events.

Claire Gronow FEIANZ, CEnvP



The Opportunity to be recognised as a professional Environmental Practitioner

I recently drove from Brisbane to Adelaide, being reminded along the way of the variability of the Australian landscape and the impacts of human activities. Driving out of Brisbane I passed through the road works that are re-shaping the crossing of the Toowoomba Range so as to carry the increasing vehicular traffic servicing the emerging gas industry in Queensland. Environmental practitioners work for the major construction companies undertaking these works. As I drove on I passed through the afternoon band of thunderstorms that develop each day and bring hail, flash flooding, and strong winds that wreak havoc to crops, infrastructure and the natural environment. Environmental practitioners work for disaster mitigation and local government organisations.

I drove south through "The Pilliga" where there are coal seam gas wells being developed, sometimes with poor environmental practices that end in litigation by the regulatory authorities. Then on past the Warrumbungle National Park, still recovering from wild fires that destroyed habitat and property. Further on I drove across the increasingly arid plains of western New South Wales where I was struck by the number of feral goats, a legacy from the early miners who depended on them as a source of milk and meat, little realising what a destructive influence on the landscape that they would become. I passed the increasing numbers of cattle in the 'long paddock', as the drought really begins to bite further north; and the emus that are gathering in larger flocks as they too move in search of food and water. Environmental practitioners work for and advise Australia's national park and land management organisations.

In Broken Hill I marvelled at the legacy of a great mining venture that is inseparably connected to Australia's mining history.

A city that is also inseparably connected to the South Australian city of Port Pirie and the lead smelter that brought issues of lead contamination to that community and the health of its children. Environmental practitioners work for or give advice to resource extraction processing companies.

Further on in South Australia I pass one of Australia's largest wind farms; reported to be generating 10% of South Australia's power needs; a reminder that energy policy choices are a significant part of the global and national environmental policy debate. Environmental practitioners work for or give advice to energy generation and distribution companies, and governments that determine the policy settings.

A little further and the bare hills around the town of Burra are a stark reminder that mining in the last century consumed the timber for pit props and boiler fuel. Contemporary awareness of the importance of vegetation as a stabiliser of the landscape and the foundation of biodiversity and ecosystem resilience has seen new policies emerge. Environmental practitioners have forged the policies that protect vegetation from clearing.

Nearing Adelaide I pass the Roseworthy Campus of the University of Adelaide. This institution has played a vital part in the education of land managers in Australia for well over a hundred years, and now numbers two EIANZ presidents among its graduates. Our academic institutions are the training grounds for tomorrow's environmental practitioners and essential contributors to the research on which good practice environmental management is built. Environmental practitioners teach in these institutions.

The EIANZ draws its membership from a broad church of environmental practitioners – botanists, zoologists, ecologists, agricultural, environmental, and soil scientists, environmental and social impact assessors, environmental engineers and planners, environmental policy makers and environmental regulators. While in Adelaide, I reflect on all the things that I have seen; how environmental practitioners are vital contributors to the management of the Australian and New Zealand landscapes, and what the EIANZ needs to be in the future to support these professionals in their chosen vocations. So what are some of the key challenges for the EIANZ in supporting the professional careers of this diverse and widely dispersed group of individuals?

As governments look to streamline and reduce their commitment to environmental regulation, there has never been a more important time for the EIANZ to step forward with arrangements through which all environmental practitioners can achieve professional recognition, and exercise more influence over what is good practice environmental management. The EIANZ must evolve professional membership arrangements that ensure that its members undertake continuing professional development and practice in accordance with the EIANZ *Code of Ethics and Professional Conduct*. It needs to encourage governments, industry and the community to recognise that professional membership of the EIANZ can be an appropriate standard for the preparation, review and certification of professional work by environmental practitioners. It needs to recognise excellence in good practice environmental management and hold its membership accountable where there is poor practice.

The EIANZ Council has over the last year discussed a vision and strategy for the organisation through which the EIANZ will, by the end of this decade, be recognised for its ability to accredit the proficiency of environmental practitioners, hold them accountable to standards, and support their career development; and add value to the development of environmental policy and practice.

Key elements of the strategy include a more effective organisational structure for the governance of the EIANZ; membership arrangements that recognise the proficiency of members from students to certified environmental practitioners and encourage practice in accordance with the EIANZ *Code of Ethics and Professional Conduct*; Staged

Training for Environmental Professionals (STEPS) as a pathway to professional levels of membership; establishing strategic partnerships with tertiary institutions to ensure that courses lead to professional levels of membership; developing and promoting reference standards and position statements on good practice environmental management; and encouraging governments and industry to voluntarily recognise the value of professional membership of the EIANZ as a basis for certification of the standard of environmental management practice in legislation and contractual arrangements.

There are exciting opportunities for the EIANZ to be the organisation that supports the careers of all environmental practitioners, to be the professional association of choice for the women and men who work in all those many aspects of environmental management that I observed on my trip to Adelaide. This is just the beginning of a journey about which you will hear more over the coming year.

Our most urgent need is to grow our membership base. The potential membership exceeds the present membership many times over. Let me challenge you all over the first three months of 2014, to go and find just one lapsed or new member, a friend or colleague, and help them sign on as members of the EIANZ, joining us on the road toward the recognition of their importance in the community as a professional environmental practitioner. Share with them a powerful story from your own experience about why they too should be proud to say that they are a member of the EIANZ and a professionally recognised environmental practitioner.

Jon Womersley FEIANZ

President

Environment Institute of Australia and New Zealand

December 2013

With acknowledgement to Aldo Leopold, "A Sand County Almanac: And Sketches Here and There", 1949

News, Views, Articles and Updates

The Challenges of opening a “one-stop shop”

Editor's note: EIANZ supports amendments to environmental assessment and approval processes that improve efficiency and effectiveness, provided that best practice is maintained and the assessment and approval processes lead to environmentally sustainable outcomes. The proposed “assessment bilaterals” and “approval bilaterals” provide a significant opportunity to improve both the efficiency and standard of environmental assessments and approvals, with ultimate benefits to the environmental outcomes that can be achieved.

From Lachlan Wilkinson, FEIANZ, CEnvP IA Specialist

Slashing red tape and increasing jobs and investment, whilst maintaining environmental standards, sounds like the panacea for Australia's environmental impact assessment regime. The Commonwealth Government proposes to achieve this through a “one-stop shop” where states and territories will assess and approve proposals under the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act). MOUs are now in place with most States with deadlines for the new bilaterals as early as September 2014. What does this mean and is it achievable?

Below are answers to some frequently asked questions. These reflect my own view and not necessarily an EIANZ position.

What are bilateral agreements?

A “one-stop shop” depends on the Commonwealth Government entering into a bilateral agreement with the respective state/territory. Bilateral agreements under the EPBC Act allow the Australian Government to ‘accredit’ a particular state/territory process for assessment or approval purposes. Assessment bilateral agreements are in place with each state and territory except NSW where the agreement is being revised. The processes accredited have generally been the environmental impact statement or equivalent process.

Under an assessment bilateral agreement, if a proposed action is being assessed by the state/territory under an accredited process, it will not require separate assessment under the EPBC Act. Instead, at the conclusion of the process, the state/territory will provide the Commonwealth Minister for the Environment with its assessment report. The Commonwealth Minister will use this to make an assessment decision, separate to that of the state/territory decision.

If a proposed action is covered by an approval bilateral agreement, it will be assessed and an approval decision made by the state/territory under the accredited process. No further approval will be required from the Commonwealth Minister under the EPBC Act.

Can approval bilateral agreements be in place in 12 months?

It is salutary to look at experience with assessment bilateral agreements. While some states readily took up the opportunity to enter into agreements, others were more reluctant. The last of the assessment bilateral agreements was signed nine years after the EPBC Act came into force. The agreements only cover the major project environmental impact assessment processes in each state/territory. The Productivity Commission in its Major Project Development Assessment Processes – Research Report (November 2013) noted that, from 2000 – 2012, approximately 20 per cent of EPBC Act assessments were made under bilateral agreements.

This figure is skewed by the delays in finalising bilateral agreements and a better guide is to also consider the number of proposals assessed by an accredited process on a case by case basis. This raises the figure to 34 per cent. In 2012-13, 27 per cent of proposals requiring EPBC Act approval were being assessed under an accredited state/territory process.

Projects that are not assessed under a bilateral agreement include a range of smaller projects that do not trigger environmental impact assessment under State processes, as well as projects that trigger certain provisions of the EPBC Act that do not qualify for bilateral assessment.

Given these figures, achieving complete coverage of proposals through approval bilateral agreements seems somewhat ambitious.

Furthermore, the Commonwealth Minister for the Environment cannot enter into a bilateral agreement without being satisfied about a number of things specified in Chapter 3 of the EPBC Act. For example, the provisions of the agreement cannot be inconsistent with Australia's obligations under the World Heritage, Ramsar and Biodiversity conventions. These, and other requirements, were developed into a ['Draft Framework of Standards for Accreditation of Environmental Approvals'](#) by the former Australian Government in July 2012, and these standards are likely to form the basis for current negotiations.

Meeting these standards is no simple matter, particularly given that a number of states have recently reduced the size of their public sector workforce including in areas that administer environmental impact assessments and approvals. This becomes even more challenging if approval bilateral agreements are to extend beyond the impact assessment processes currently accredited, and cover the range of smaller actions that are assessed under State and local government planning laws. Achieving 100 per cent coverage would require accreditation of not just a range of state/territory processes, but also local government processes.

Alternatively, if approval bilateral agreements accredit the impact assessment processes currently included in assessment agreements, but not the planning processes through which smaller proposals are assessed, the outcome would be states/territories approving major projects, but the Commonwealth Minister being left with EPBC Act approval of more minor projects that do not trigger state/territory impact assessment processes.

Environmental assessment is a science based process that enables informed decisions to be made on whether to approve a proposal.

Decision making takes account of economic and social matters. Both the Hawke Review of the EPBC Act and the Productivity Commission Research Report noted the lack of an analytical basis for making decisions about the trade-offs between the three pillars of sustainability. The Productivity Commission called for practical guidance and tools to assist decision makers to incorporate ESD into decision making. This would seem an issue requiring further attention before approval bilateral agreements are finalised.

Another key issue may be the matter of the states and territories having the legal basis to assess matters protected under the EPBC Act. States and territories have limited jurisdiction over Commonwealth land and Commonwealth agencies. They do not have jurisdiction over the Commonwealth marine area. The threatened species and communities list in the EPBC Act is not harmonised with state/territory lists, meaning that threatened species legislation in a state or territory may not actually cover an EPBC Act listed species or community. Similar issues may apply in some states/territories to World Heritage and National Heritage lists. Some of these problems are not insurmountable, given sufficient time. It is likely the Commonwealth Government will need to retain assessment and approval responsibility for some matters such as the Commonwealth marine area.

Finally, the EPBC Act prevents an approval bilateral agreement applying to the new water trigger for coal mines and coal seam gas proposals, as well as actions that trigger for the Great Barrier Reef Marine Park. These make up a significant number of the proposals that require EPBC Act approval in Queensland.

In 2012, the Council of Australian Governments agreed to fast-track development of approval bilateral agreements. The Productivity Commission in its Research Report noted:

... the negotiations subsequently broke down for a range of reasons, including community concerns about how environmental standards would be maintained and the accreditation standards themselves. An overly ambitious timetable arguably did not make it any easier.

Can approval bilateral agreements ever be in place?

With the exception of the jurisdictional areas noted above, the answer is probably yes. Having the Commonwealth Government run a parallel impact assessment and approval system is inefficient and not necessarily effective. Logic suggests it is better to have a single process and do it well. The question is how to get there.

The Productivity Commission, in the report referred to above, argued for a staged approach presenting a 'five point plan towards bilateral approval agreements'. This involved increasing the number of state/territory processes accredited in assessment bilateral agreements; progressing bilateral approval agreements on less environmentally sensitive issues where there is better information about impacts, such as actions in urban environments; strengthening state/territory approval processes; and the Council of Australian Governments publishing a reform timetable and monitoring and reporting on progress.

Such an approach appears sensible but is likely to require longer to implement than the current deadlines would allow. The timetable needs to set out the reforms needed to legislation, policies and practices in each state/territory setting out a roadmap towards a one-stop shop. As a further step, strategic assessments can also be used to reduce the need for individual project approvals. The Productivity Commission Research Report noted the strategic assessment of Melbourne's Urban Growth Boundary 'removed the need for referral of approximately 252 individual projects over the life of the approved program, and also reduced monitoring and compliance costs for those individual projects'.

A "one-stop shop" will require reform across all three levels of government. It will need government commitment, leadership and some effective carrots and sticks. If implemented well, it could have flow-on benefits resulting in improved environmental assessment and approval across all projects, not just those that trigger the EPBC Act. EIANZ has a role in ensuring the process reflects good environmental practice and does not just become an exercise in reducing "green tape".

References

Department of Sustainability, Environment, Water, Population and Communities 2012, Annual Report 2012-13, Commonwealth of Australia, Canberra.

Hawke, A 2009, The Australian Environment Act – Report of the Independent Review of the Environment Protection and Biodiversity Conservation Act 1999, Commonwealth of Australia, Canberra.

Productivity Commission 2013, *Major Project Development Assessment Processes*, Research Report, Canberra.

More information on the bilateral agreements is available at
<http://www.environment.gov.au/topics/about-us/legislation/environment-protection-and-biodiversity-conservation-act-1999/one-stop>



The Carbon tax – Where to from here?

From Mark Williamson, ACT President, MEIANZ

It is business as usual for the Clean Energy Regulator (CER) in Canberra as it continues to administer the carbon tax, National Greenhouse and Energy Reporting scheme (NGERS) and the Renewable Energy Target (RET).

The Government's repeal legislation for the carbon tax proposes to end accrual of carbon tax liability at the end of the current financial year i.e. 30 June 2014. This still leaves the following acquittal milestones for carbon tax liable entities as well as the CER:

- 1 February 2014 – final surrender period for the 2012/13 financial year
- 15 June 2014 – provisional surrender period (75% of liability) for the 2013/14 financial year
- 1 February 2015 – final surrender period for the 2013/14 financial year

The repeal legislation still provides for the CER to be able to pursue any unpaid liabilities after 1 February 2015. Circa \$4.9 Billion of liability (99.74%) was acquitted on time for the first provisional surrender period which ended on 15 June 2013.

The Government proposes its Direct Action plan to replace the carbon tax. Terms of Reference have been released for the Emissions Reduction Fund. A green paper on the Emissions Reduction Fund has been released for public comment and is available here: <http://www.environment.gov.au/topics/cleaner-environment/clean-air/emissions-reduction-fund/green-paper>. Comments are due on 21 February 2014.

The Government has also indicated there will be a review of the RET. NGERs has had bi-partisan support since the Act received Royal Assent in late 2007.

The policy arena for clean energy and reduction of greenhouse gas emissions is likely to be dynamic for some time.



Photo: Illawarra Fly Tree Top Walk (Nighat Khurshid)

EIANZ provides a practitioner perspective to WWF

From: Lachlan Wilkinson, FEIANZ, CEnvP IA Specialist, Chair Impact Assessment Special Interest Section

With a “one-stop shop” for impact assessment and approvals high on the Commonwealth Government’s agenda, WWF Australia sought advice from EIANZ practitioners to help inform their policy. Both organisations have a shared interest in improving standards and outcomes in the impact assessment process, and achieving efficiencies where this may be possible. A small group of experienced impact assessment practitioners from EIANZ participated in a one day ‘think-tank’ in Sydney with WWF staff and a very productive exchange of views resulted. For WWF, it was a chance to hear from consultants and former government regulators about the practical challenges of impact assessment and in moving to a “one-stop shop”. WWF will now consider its position to feed into relevant submission and public comment processes.

For the EIANZ attendees, it was a great opportunity to have a discussion around best practice in impact assessment. Combined with the work the South-east Queensland Division has recently undertaken on defining best practice, the EIANZ is now well placed to further develop and finalise its own policy on impact assessment and contribute to the debate on the use of approvals bilateral agreements between the Commonwealth and state/territory governments.

EIANZ is apolitical and focused on promoting good environmental practice. It is pleasing that a non-government organisation has recognised the expertise that exists within EIANZ and sought to be well informed in developing its policy position. As the leading association for environmental practitioners in Australia and New Zealand, EIANZ should be the first port of call for any organisation seeking professional, competent and ethical advice on environmental matters.

EIANZ signs MOU with International Association of Impact Assessment

The International Association for Impact Assessment (IAIA) is the leading global network on best practice in the use of impact assessment for informed decision making regarding policies, programs, plans and projects. Through its activities, IAIA provides the international forum for advancing innovation and communication of best practice in all forms of impact assessment to further the development of global capacity in impact assessment. The agreement:

- Cements a cooperative and collaborative relationship between IAIA and EIANZ to promote and enhance the quality of impact assessment and encourage communication and knowledge exchange between members of the two organisations
- Allows IAIA members to participate in the EIANZ Impact Assessment SIS.

EIANZ also has strategic alliances with the following organisations that have similar roles in terms of representing professionals:

- ECO Canada
- Society for the Environment
- National Environmental Law Association
- New Zealand Association for Impact Assessment
- The Safety Institute of Australia
- The Society for Sustainability and Environmental Engineering
- The Australasian Land and Groundwater Association.

More information is available at <http://www.eianz.org/aboutus/institute-alliances>.

Out for Comment

- The New Zealand Parliamentary Commissioner for the Environment released a report last week on the relationship of land use and water quality <http://www.pce.parliament.nz/media/media-releases/large-scale-change-in-land-use-putting-pressure-on-water-quality-environment-commissioner/>. The report is particularly relevant given the continuing trend toward converting dry land farming to irrigated farming. The report has implications for how land use will be managed to mitigate the risks identified in the report.
- The New Zealand Government is currently consulting on amendments to the National Policy Statement for Freshwater Management. While the changes will, in the first instance, affect regional councils and their plans and policies, it will also affect local councils and communities through the changes that will be required to those regional plans and policies. The link is <http://www.mfe.govt.nz/issues/water/freshwater/nps-freshwater-management-amendment-proposals.html> and submissions close on Submissions close at 5pm, Tuesday 4 February 2014.
- In Australia, a green paper on the Emissions Reduction Fund has been released for public comment and is available here: <http://www.environment.gov.au/topics/cleaner-environment/clean-air/emissions-reduction-fund/green-paper>. Comments are due on 21 February 2014.
- The Australian government has also released for comment draft reports on a strategic assessment of the Great Barrier Reef <http://www.reefhaveyoursay.com.au/>. Comments are due on 31 January 2014 and Claire Gronow (cgronow@ashenv.com) and Nikki O'Donnell (nikki.odonnell@amec.com) are coordinating comments on behalf of EIANZ.

- Notices of intent to develop draft bilateral agreements have been signed with all States and Territories and further information is available here <http://www.environment.gov.au/topics/about-us/legislation/environment-protection-and-biodiversity-conservation-act-1999/one-stop>. Revisions to existing bilateral agreements and new draft bilateral agreements are expected to be released for comment over the next 12 months. The SEQ Division submitted comments on amendments to the existing bilateral agreement which are available here <http://www.eianz.org/aboutus/policy-submissions-2>. This submission may be relevant to other Australian divisions as well.
- An Ecosystem Science Long Term Plan is being developed. Information on how to become involved, including an on-line survey and town hall meetings commencing in February 2014 is available here <http://www.ecosystemscienceplan.org.au/>

Please also check with your individual Chapters or Divisions for local news on legislation, policies and reports and to find out if the chapter or division is planning to submit comments. Also, feel free to contact your Chapter or Division if you are aware of a draft document that EIANZ might wish to submit comments on.

Recently released

The 2013 edition of 'Environment at a Glance,' a compilation of key environmental indicators published by the Organisation for Economic Co-operation and Development (OECD), shows that progress has been made in some areas such as air pollution, transport and biodiversity protection, but underlines that more work is required to protect and sustainably use natural resources. <http://uncsd.iisd.org/news/oecd-releases-2013-edition-of-environment-at-a-glance/>

Event Reports

Professional development activities are a cornerstone of EIANZ's contribution to achieving the highest standards of environmental practice. Reports of some recent events are provided below.

For information on upcoming events, please see <http://www.eianz.org/eventsplus>

You can also contact the professional development coordinator in your Chapter or Division if you are seeking information on professional development activities, or interested in assisting in organising an event.

Far North Queensland perspective on the 2013 EIANZ conference in Melbourne, 23 & 24 October

From Olivia Gourley MEIANZ, FNQ

It was with great pleasure that I was able to attend my third consecutive EIANZ conference held in Melbourne this year. Having flown from Townsville I was with three EIANZ members who also call north Queensland home including Kim Wright, Nicole Bradley and Alistair Buchan. All of us currently, and Nicole until recently, are members of the FNQ committee. We are all excited about FNQ hosting the conference in 2017 and next year Hobart, then Perth 2015 and over the Tasman to Wellington in 2016.

The 2013 Annual Conference Organising Committee - Elizabeth, Paul, Iyla, Martin, Simon and Mark - excelled at delivering a very successful conference that addressed adaption, innovation and advocacy topics for the environment professions. The centrally located RACV club proved a modern and effective venue with views of inner Melbourne and beyond from the 17th floor plenary room.

The conference started with the news that Michael Chilcott's last duties as President would be to chair the conference and which he did with his, what will be much missed, passionate and energetic style. After two years, the baton was now handed to Jon Womersley who has taken on this challenge with the same passion for the Institute.

I was yet again impressed and inspired by the diverse professional knowledge, experience and skill of members of the Institute – the majority of sessions are given by Members of EIANZ – so much so that it makes it very difficult to choose which out of the four sessions that are run concurrently to attend. And in some ways a relief that the four Keynote Plenary sessions require no decision to be made.

From my perspective as a practitioner in biodiversity offsets in North Queensland, it is good to learn how other States have been grappling with the challenges, and how different organisations have adapted and come up with innovative programs. The Yarra Ranges Biodiversity Offset Program (Joanna Lebbink unfortunately was ill and could not present her session) shows how the local council's approach is to proactively pool offsets into larger local areas to achieve better environmental outcomes and offset sites are selected strategically to provide habitat for threatened species and connectivity with areas of high ecological significance. The Trust for Nature in Victoria has found a niche to provide a strategic approach in the environmental market for identifying native vegetation offsets on private land.

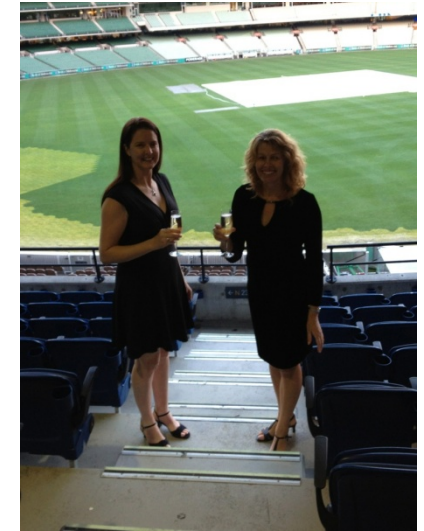
And on a different level, EIANZ itself, through the organisation called Climate Friendly, went one step further and has offset the outstanding 69.4 tonnes of CO₂ emissions associated with the conference by supporting the Tamil Nadu Wind Farm Project in India.

From Queensland, Alistair Buchan spoke about the strategic plan renewal and incorporation of climate change considerations into the Natural Resource Management body - NQ Dry Tropics for the Burdekin region. And Claire Gronow gave a revealing insight into Ecological Impact Assessment (EIA) in Queensland, especially in relation to the shortcomings of EIA in dealing with strategic issues and cumulative impacts. As well, Claire received the Certified Environmental Practitioner of the Year award for her extensive contributions to environmental practice. Claire is also talking over the role of communications editor after a great contribution by Bec McIntyre.

The Awards Dinner at the AFL Members Dining Room, MCG was a merry occasion with great efforts all round rewarded and celebrated and continuing into the night to Melbourne's pub scene for some.



Olivia Gourlay, Kim Wright and Jon Miller



Nicole Brown and Olivia Gourley

Overall, it was clearly felt that as a group of professionals representing aspects of business, government, NGOs, universities, and the judiciary, the uncertainty of policy and rapid regulatory change as well as economic pressures and social media advances confront us all, at many levels and from all directions. I for one drew strength from this conference and meeting with so many generous and talented people, who, although are working for different organisations, are in some way or other caring for Australia and New Zealand's natural environment. I encourage everyone to think about attending next year's conference in Tasmania for what I consider to be a great way to meet our fellow professionals over an intellectual and fun couple of days.

New insights on the theme “Adapt, Innovate, Advocate”

Simon Leverton, MEIANZ, CEnvP, Conference Organising Committee

The message of the first speaker Tim Low, that we need to communicate to the wider audience with absolute integrity, whilst accepting that the dimensions and complexity of a problem may lead to this occasional not happening was a critical insight to me. Science is imperfect, as are its practitioners, but has good mechanisms for self-correction. More strength to the CEnvP program and ethical practice espoused by both the CEnvP program and EIANZ generally is needed to support this.

Another key message was the strong need for EIANZ to advocate to the broader community the need and urgency for effective sustainable practices. This could be done by strongly promoting innovative work that some of our members are engaged in, in a range of fora (our website, press releases, newsletters, representation in external bodies).

Plenty of fun in the Bay of Plenty

The Bay of Plenty group held a pub quiz as a joint networking event for EIANZ and New Zealand Coastal Society (NZCS) at Brew Bar in Tauranga which is famous for its craft beers. Delicious nibbles were provided jointly by EIANZ and NZCS. We had attendees from Boffa Miskell, Beca, Tonkin & Taylor, Aurecon, and University of Waikato – approximately 15 people divided into three teams. It was a great opportunity to catch up with everyone just before Christmas. One of our teams won the pub quiz – largely thanks to the brains of an intern working at Beca for the summer! Several members of the winning team celebrated a couple of weeks later spending the \$100 bar tab that they won on lunch. A great time was had by all!

Environmental Management – From Pit to Port

From Tatia Zubrinich – Forum Chair

On Tuesday 15 October the EIANZ SEQ Division held a full day forum themed; *Environmental Management – From Pit to Port*, exploring the impacts and management of a diverse range of development activities related to mining, gas fields, pipelines, roads, railways and ports.

The presenters investigated broad, sometimes controversial aspects of the topic. The first session discussed the ‘state of play’ within our industry and how it is changing as a result of the current economic climate, as well as the shift in the type of work required for environmental projects, particularly now the major projects are in general being finalised and moving into operational stage. A change in emphasis of skill sets is resulting within the industry.

Several presentations discussed current environmental management and approvals requirements within Queensland. Also outlined was the key challenges and the innovations that have led to industry improvements, as well as how projects could be streamlined technically, financially and in terms of the time taken to achieve the approval requirements. It was evidenced in several presentations that studies (particularly EISs) are frequently presenting data and recommendations that are disparate in nature even in similar or same study areas. The lack of compulsory and central storage of project data, and the lack of data sharing between projects were the primary reasons for this.

A robust debate ensued the formal presentations. A key point that dominated the debate was the need for information portals/technical studies repository in order to more effectively and accurately undertake consulting type studies. The key outcomes of the forum have been raised with the SEQ Division Committee for further consideration.

Formal presentations are available at <http://www.eianz.org/aboutus/past-events-3>

Changing Biodiversity Legislation – Qld

The SEQ Division ran a fantastic breakfast seminar on December 12th, with over 100 environmental practitioners attending this sold out event. The seminar was run to give practitioners and proponents information on recent and proposed changes to biodiversity related legislation and policy within Queensland. James Coutts (The Executive Director of Department of State Development, Infrastructure and Planning) kicked off the morning with a presentation on Queensland's overarching planning reforms and how they relate to biodiversity management. He described the structure and function of the recently introduced State Planning Policy (SPP), State Development Assessment Provisions (SDAP) as well as interrelationships with the Vegetation Management Act 1999 (VM Act). His presentation also explained the drivers for planning reform, which included supporting the Government's 'four pillar economy' paradigm, reducing red tape, and making Queensland's planning system less complicated.

Jackie McKeay then presented on the proposed changes to the protected plants framework under the Nature Conservation Act 1992. Jackie is a Nature Conservation Services Manager at the Department of Environment and Heritage Protection and is one of the key government staff involved in formulating and managing the proposed changes to the act. As the consultation period for the proposed changes was still in effect on the day, Jackie presented with the aim of gaining feedback from practitioners and proponents. She explained that the future framework was required as the current system was viewed as being out of date, was considered confusing and burdensome, and had poor compliance and poor on-ground outcomes for protected plants. To overcome the deficiencies in the current system, she explained that the permits and licencing system would be simplified and a risk based approach would underlay the new framework. This was likely to be based on requirements for ecological surveys where there is a perceived high risk of impacting endangered, vulnerable or near threatened (EVNT) plant species.

Steve Jarman and Matt Davis, both Ecologists at Arup, then spoke about the application of these changes from a practitioner (i.e. consultant) perspective and critiqued of how the changes support conservation of biodiversity. Matt Davis expanded on what James had outlined by providing more detail on the recent changes to the VM Act. Matt discussed the history of the VM Act, the new clearing purpose related to irrigated high value agricultural clearing, and the practical application of Module 8 of the SDAP compared to the now superseded Regional Vegetation Management Codes. Based on an assessment of the new and superseded frameworks, Matt outlined that the framework had a similar process for navigating exemptions and codes, appeared to place more reliance on vegetation offsets, and may have some reduced conservation outcomes due to exemptions and less stringent codes.

Steve Jarman then demonstrated how the proposed changes to the protected plants framework (outlined by Jackie) could be interpreted and applied by practitioners. He presented several case studies that outlined the process for understanding when permits would be required. He explained the importance of understanding the exemptions, knowing how to obtain and interpret the proposed 'Trigger Maps', the importance of knowing when ecological surveys would be required and what guidelines applied, and how to apply for a permit if one was required. Steven also critiqued the proposed framework and outlined that the changes were likely to result in a simpler, cheaper and more efficient process overall. Despite these benefits however, he presented evidence as to why a survey and permit system based on existing EVNT plant records posed risk to the conservation of EVNT species.

Extra thanks to Steve for pulling this together!!

Presentations are available at <http://www.eianz.org/aboutus/past-events-3/vegmanchanges>

EIANZ Excellence Awards – 2013

Simon Molesworth Award for outstanding contribution to EIANZ at an Institute Level - Professor Helen Ross

Helen Ross joined the Environment Institute on the 1st of June 1988 and was upgraded to status of Fellow in May 2013. From 1993 to 2004, Helen was the Associate Editor of the Australasian Journal of Environmental Management (AJEM). In 2004, she became Editor in conjunction with Bill Carter from the University of the Sunshine Coast.

In addition to her extensive work for the Institute with the AJEM, Helen has attended and presented at many SEQ Events and EIANZ Conferences including 2011 and 2013. In 2011, Helen was a member of the program committee for the EIANZ Conference. She is a prolific writer and has a love of teaching, writing and helping to develop the next chapter of Environmental Professionals.

Mary Lou Morris Award for Outstanding Contribution to EIANZ at Divisional Level - Tom Davies

Tom Davies has been a member of the EIANZ for over 8 years. During this time, he has delivered an outstanding contribution to the NSW Division. Tom joined the Divisional committee in 2006 and in 2008, and took over the reins as President, leading the committee to develop some hallmark EIANZ NSW brands and research. He is currently Chair of the Climate Change Special Interest Section.

Tom worked tirelessly to develop the "Learning to Adapt" climate change adaptation brand which now has backing from the NSW Government and is taking EIANZ professional development to the next level through training initiatives. Among other initiatives, Tom led or contributed to the "Evolution or Revolution" initiative which saw the NSW Division undertake research on the new wave of the Green Collar Worker and a high calibre Earth Hour Ball at the Taronga Zoo.

Tor Hundloe Award for Young Environmental Practitioner of the Year - Elizabeth Buchan

Elizabeth Buchan is a young environmental professional making positive contribution in both a professional and voluntary capacity. Elizabeth is making valuable contributions to the EIANZ as secretary of the ACT division and as the ACT member of the Student and Early Careers committee. In this role she has reached out to students through new events to assist them to enter the environmental sector. Elizabeth has also been involved in a number of organisations volunteering her time to work on climate change issues in Australia and globally and developing programs to assist other youth to become involved.

Elizabeth is the first Australian member of 'CliMates', a global student network researching and advocating innovative solutions to climate change. She is also the Youth Non-Governmental Organisation representative to the UNFCCC's fourth meeting of the Adaptation Committee (Fiji) and has made significant contributions to the United Nations Framework Convention on Climate Change.

Eric Anderson Award for the Best Article 2013 - Australasian Journal of Environmental Management - Graeme Pearman

Graeme is principal of Pearman Consulting Pty Ltd. His article "A commentary on the climate change issue", AJEM 19:3, 144-163 was adjudged the best of the year by a panel of 4 journal reviewers. The article was described as "*a thought provoking essay with a very neat and concise introduction to the science and an excellent connection to human behaviour and institutions. It enables the reader to engage with the problem in a highly original way.*"

EIANZ Corporate Award for Excellence in Professional Practice (Small Company) - Edge Environment

Edge Environment was established in 2008 born out of a fundamental principle to conduct pioneering projects that contribute towards bettering environmental outcomes. A tenet of Edge Environment is to catalyse change with scientific integrity. A core aspect of their work has been contributing to the Life Cycle Assessment agenda. Life Cycle Assessment is a tool that provides for excellence in environmental decision-making. Edge Environment work across sectors and borders to harmonise and implement life cycle thinking.

EIANZ Corporate Award for Excellence in Professional Practice (Large Company) - Sydney Catchment Authority

The role of the Sydney Catchment Authority (SCA) is to capture, store and supply quality raw water to more than 4.5 million people in greater Sydney, the Blue Mountains, Shoalhaven, Illawarra, Goulburn and the Southern Highlands from a water catchment that covers almost 16,000 square kilometres across 15 local government areas. The Authority won the award for their project entitled '*Designing and Installing On-Site Wastewater Systems*'. The Award was accepted by Greg Greene.

Certified Environmental Practitioner of the Year – Claire Gronow

Claire is an environmental scientist with 24 years professional experience. She is a highly dedicated and ethical practitioner in the fields of environmental impact assessment and management and is a strong role model for other Environmental Practitioners.

Claire is a Fellow of EIANZ and has contributed to EIANZ in a number of ways, including as a Divisional President. Through her involvement in EIANZ, she contributes to excellence in environmental practice through chairing assessment panels for CEnvP applicants, convening and presenting at EIANZ forums on best practice in environmental impact assessment and environmental management and leading groups of professionals in examining best practice in environmental impact

assessment. Claire is a regular presenter and invited speaker at international and national conferences and seminars.

In her professional activities, Claire leads by example, upholding technical and ethical standards in all instances. Claire also mentors junior professionals and co-convenes a networking group of small environmental consultancies.

Claire is a CEnvP also a member of the International Association for Impact Assessment (IAIA). Claire remains abreast of current best practice by participating in conferences and seminars, interacting with peers through EIANZ and undertaking independent reading and research.



2013 Award Winners - Tom Davies, Elizabeth Buchan, Greg Greene, Helen Ross, Claire Gronow and Graeme Pearman

Out and about among the membership

EIANZ Member Snapshot - Fiona Gilbert

Qualifications: Bachelor of Arts and Bachelor of Science (1st Class Honours) (Monash University)

Master of Environment (University of Melbourne/Southern Cross University)

I've also recently become a Certified Environmental Practitioner through the EIANZ scheme.

What do you do? I am a Senior Environmental Scientist with consulting firm BMT WBM. I specialise in aquatic ecology and work mainly on freshwater ecological studies, condition assessments, environmental impact assessments, and water quality and biotic monitoring projects.

How did you get there? I always had a passion for science and the natural environment, but when I graduated I wasn't fully aware of the job options available to me. After a couple of years in a somewhat related field I was fortunate enough to be find a position at BMT WBM as an Environmental Scientist with the Ecology and Environmental Management group. I worked for six years with BMT WBM in Melbourne before transferring to the company's head office in Brisbane in 2012.

What is your biggest environmental concern? I have a strong personal interest and professional focus on aquatic environments. I worry that our freshwater systems, in particular, cannot cope with the strain of continued and increasing impacts from urban, agricultural and industrial land development.



Fiona in her natural habitat

Best aspects of your work? I love the variety of my work. I have the opportunity to spend plenty of time in the field, and have enjoyed getting out and seeing some amazing parts of Australia as well as Papua New Guinea. I also enjoy the office based aspects of my work; the data analysis and reporting aspects of our projects, as well as interacting with clients and other internal staff. I enjoy working with clients who are interested in seeing good environmental outcomes and feeling like I can contribute something positive in that way. I also love the scientific and technical challenges that are involved in trying to solve problems and answer questions about our complex natural systems.

How and why did you get involved with EIANZ? I first became involved in EIANZ after attending an EIANZ conference about 5 years ago. I really enjoyed the conference and enjoyed the feeling of being part of, and connected to, a network of like-minded professionals in the industry. Since then I have become an EIANZ member and recently completed my CEnvP accreditation.

EIANZ Member Snapshot - Alicia Tepe

Qualifications: Bachelor of Environmental Science (Environmental Management) (2007)

Postgraduate Certificate of Environment (2009)

Master of Urban Planning (2012) – current

What do you do? I am a postgraduate student undertaking the Master of Urban Planning by coursework at the University of Melbourne.

My specializations are in Environmental Planning (Bushfire Risk & Planning) and (Sustainability Education). I am interested in urban and corporate sustainability and currently doing an internship at the United Nations Association of Australia, Victorian Division this year. I help out a small team on sustainability leadership programs and initiatives.

How did you get there? Master of Urban Planning? A lot of hard work, many sacrifices and a substantial amount of coffee.

After completing my Postgraduate Certificate in Environment, I got some work as a research assistant on climate change impacts at the university with a professor in atmospheric sciences, this project lasted up to a year.



Then in 2008 the global financial crisis hit and it was very difficult to find work. I was making plans on going back to do further studies but it was difficult to stay healthy and fit, have financial stability and study at the same time. I decided to undertake a big challenge and get my fitness professional qualification. Community health has been a long-term interest and so I seized this opportunity in time to work in this industry. I was able to have some income whilst studying. Inevitably the by-products of doing so kept me healthy too.

What is your biggest environmental concern? Climate Change Impacts on Victorian communities and the environment. My main area of concern is bushfire threat caused by extreme weather events. I believe proper management and planning can help lessen the impacts on communities living in regional Victoria especially in bushfire prone areas. It may decrease urban residential areas vulnerability in some instances. Although we don't have the power to change 'climate change' in the short term, the decisions we make could be changed in the short term. Some decisions may be to build or not build in certain areas or upgrade existing properties to bushfire resilience standards and this is where planning system shows up.

Secondly sustainability education is one of the most important phenomenon of our time. Getting the message across, making the most of what we have, adopting change behaviours, and the habits and attitudes gained during primary and secondary education is critical.

EIANZ Member Snapshot - Greg Ford

Qualifications: B. App. Sc. (Biol.); Grad. Dip. Resource Management

What do you do? Director and Principal Ecologist at Balance! Environmental, a Toowoomba-based consultancy specializing in bat echolocation call analysis and rural/regional biodiversity planning, assessment and monitoring.

How did you get there? Commenced professional life (in 1989) as a rangeland management technician and pasture agronomist, working in the NT arid zone and Old dry tropics; but after five years being a 'grass-doctor', pursued my passion for wildlife and conservation with several roles in Qld Dept. Environment & Heritage. Early contributions to national and state Directories of Important Wetlands were followed by work in several bioregional-scale fauna survey programs, which stirred my interest in microbat ecology and conservation. This led to a couple of years research on microbat ecology in semi-arid southern Qld for an (incomplete) MSc, during which the financial imperative to support a young family saw me embark on the embryonic bat call analysis consultancy that has grown to provide about 70% of my annual workload in 2012-13. Throughout the 2000's I worked in Landcare and Regional NRM as an ecologist and extensionist, with a focus on rural community capacity building and planning to integrate nature conservation from paddock to farm to catchment scales. I started *Balance! Environmental* in 2010, after a brief stint in a mid-size consultancy firm.

What is your biggest environmental concern? Ongoing loss and fragmentation of habitats in regional areas, particularly in those regions where the push for resource extraction (especially CSG and coal mines) is putting considerable pressure on already stressed ecosystems.

Best aspects of your work? The bat call analysis work keeps me involved in state-of-the-science developments and research through advising on and providing analysis for a huge range of EIS and academic research projects.

But the greatest pleasure I find is in learning from and sharing ecological knowledge with rural land managers who have a much greater understanding of the complex workings of our natural ecosystems than they are given credit for.

How and why did you get involved with EIANZ? I have followed the EIANZ for a number of years through colleagues who are members and via the LinkedIn group and was impressed with the breadth of membership, networking possibilities and resources available. As an independent consultant, membership provides obvious benefits, especially in relation to the professional development opportunities offered to members and the CEnvP program.



Greg and "Friend"

New and returning members – September-December 2013

Welcome to:

New South Wales

Amy Nelson
Shaun Taylor
Katherine Hayward
Bradley Searle
Andre Smit
Greg Stratton
Nicola Weimann
Chris McEvoy
Jason Coghlan
William Greene
Charissa Allan
Susan Barnes
Kristy Sawtell
Lara Trimming
Chris Thomas
Richard Hayes
Laura Besley
Yvonne Manock
Peter O'Dwyer
Damon Roddis
Erica van den Honert
Jonas Ball
Cassy Baxter
Angelique Easton
Ross Sharrock

Western Australia

Adam Buckeridge
Jonathan Majer
Kimberley Flowerdew
Ryan Munro
Rick Dolling

Northern Territory

Craig Smith
Paul Davey
Andrew Buick

Australian Capital Territory:

Marwan El Hassan
Ramanan Parameswaran
Peter Hemphill
Nathaniel O'Rourke
Sarah Sharp
Jim Donaldson

Far North Queensland

Jonathon Pascoe
Emma Cornish
Elizabeth Clarke
Trevor Gilbert
Alisia Bean
Vanessa Walker

South Australia

Leigh Gapp
Tahlia Martin
Jo-Anna Skewes
Rachel Farrugia
Shen Mann
Victor Andres Arias Espana
Vitalis Ejiugwuebo

New Zealand

Jake Barker
Kelly Taylor
Shane Orchard
Justine Quinn
Chris Millar
Cameron Burton
Ange Van Der Laan
Richard Howard
Gareth Taylor
Christopher Gibbons
Alison Adams-Smith
David Dangerfield

Tasmania

Vanessa Mann
Josie Kelman
Karen Dick
Caitlin Jackson

Victoria

Jill Bunnell
Michael Carthew
Mary Vanselow
William Parker
Tanya Anstey
Marcus Dessewffy
Allan Klindworth
Stephen Jenkins
Jon Miller
Alex Patterson
Kathryn Tinker
Belinda Hewitt
Bonnie Lessels

South-East Queensland

Lemuel Cabahug
Margot Drewe
Cindy Fenton
Farzad Namdarian
Bernice Ng
Emily Scott
Susan Scott
Karen Shears
Lara Coutts
Rebecca Powlett
Morgan Walker
Will Kemp
James Purtill
Robert Walker
Thomas Cobban
Kymberley Jones
Jamie Tan
Danielle Bolton
Adrian White
Catherine Pienaar
Jason Richard
Patricia Routley
Eduardo Viso
Drew Watson
Melissa Williams
Ngairie McGaw
Matthew Weatherby
Dean Chaloner
Melissa Langridge
Steven Sherrington
John Wood
Sharna Bourke
Julie Schubert
Simon Burrell
Andrew Daniel

Catherine De Voil
Mohammad Hassani
Arthur Knight
Ryan Pane
Stephanie Prior
Alex Clarke
Latham Andrews
Andrew Franks
Peter Gehrke
Kylie Holmes
Emma Janson
Philip MacDonald
Melanie Meatheringham
Timothy Murphy
Mick Smith
Delyth Toghil
Ben White
Peter Whittle
Simon Young Berryman
Brendan Massy

Students and Young Professionals

From Pukekohe to Pohnpei – the imperfect career path

From Pene Ferguson, MEIANZ, CEnvP

I started my environmental career ‘dipping bores’ in Wellington, gauging rivers in the Wairarapa and reading water meters in Pukekohe. I now regularly travel to remote or fragile states such as Kiribati and Pohnpei, as a contract environmental specialist with the World Bank. What happened in between is a mix of serendipity and hard slog.

When students and graduates angst over their first job I tell them that it doesn’t really matter where you start, just get amongst it and do a good job. If you set some goals, work hard, learn from your peers and mentors and take any and all opportunities that are presented, then your career will open up in front of you. And I reckon a career is built on relationships as much as it is built on technical expertise and experience. A good relationship with your peers, industry gurus, managers, clients, or regulators will always take you further than just a list of skills on a CV.

I’ve learnt it pays to focus on both. And finally, while I’m not one for serious goal setting and visualisation, along the way I have kept a focus on what I want to achieve and what I enjoy doing, and that has helped me to make the most of opportunities, and to push outside the comfort zone.

The hard slog I refer to is not just the late nights at the office, but also getting out of my comfort zone to market and build business as a consultant, and facing up to my (many!) stuff ups. Serendipity is about the opportunities I was given – my first overseas project, a business card handed to the right person, a client referral, all of these small and unrelated moments have seen my career develop from Regional Council field work, to Environmental Impact Assessment and sustainability consulting in NZ to now working to improve the environmental performance of infrastructure projects across South East Asia and the Pacific.



Pene travelled by motorbike to a remote hydropower site in West Java

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Module E: Risk Based Site Assessment 10 - 12 September

Module F: Remediation Principles and Closure 5 – 7 November

- Contact: marea.martlew@uts.edu.au

Introducing EIANZ General Manager – Ms Jacqui White



EIANZ has appointed Ms Jacqui White to the position of EIANZ General Manager. Jacqui will be joining the EIANZ on the 3 February 2014 at a pivotal point in its evolution to the professional association for all Australian and New Zealand environmental

practitioners.

Jacqui will bring to the EIANZ experience in the development of not for profit organisations, and organisational change management activities in Melbourne Water, the Office of Living Victoria and the Victorian Country Fire Authority. Jacqui was responsible for evolving the 'Clearwater' Program of the Municipal Association of Victoria from a one year grant project to an independent self-funded capacity building initiative for sustainable water management.

Her early career involved assignments in New South Wales dealing with education about storm water management for Crookwell Shire, and as a natural resource planning advisor with the Yass Landcare Network.

In 2005 Jacqui was awarded the inaugural Brian Robinson Fellowship by the Brian Robinson Foundation. She used this \$30,000 award to lead a 12 month action-learning research initiative, engaging ten young professionals from across Australia and New Zealand. The research focussed on opportunities for accelerating the development of emerging leaders in the water industry as a basis for fast-tracking the implementation of sustainable water management practices. One of the enduring outcomes of this research project is the investment by the water industry in further research and a bi-annual study tour program as part of the National Urban Water Governance Program at Monash University. Jacqui is a graduate of Deakin University with a Bachelor of Applied Science (Environmental Management). She is an alumni of *Women on Boards™* having completed the Next Generation of Corporate Female Leaders Program, a high level learning and development program for women in key management or executive roles.

Jacqui's personal interest in the environment is seen in activities such as hiking in the 'High Country', camping in East Gippsland, and kayaking in Tasmania. In the summer of 1998/99 she was an expedition assistant on the Australian Geographic expedition to Antarctica. In a different field, she is an accredited member of the National Referee Panel for Basketball Australia, a role she has had for the past 10 years.

I know that you will all be keen to work with Jacqui as she finds her feet in this new role. In a formal sense she reports directly to the EIANZ President, to implement the directions set by the Executive Committee and Council. As President, I am looking forward to working with Jacqui as together we develop a performance and development plan that will allow her to know that she is making the best use of her skills, knowledge and experience, and is being supported by the EIANZ leadership team, of which the recipients of this email are all part, in meeting the expectations of the EIANZ.

Jon Womersley FEIANZ
President

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STEPS Coordinator	Nicole Brown

Special Interest Sections	
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Ecology	Vacant
Climate Change	Tom Davies

Central Office	
General Manager	Jacquie White (from 03/02/2014)
Operations Manager	Anne Young
Membership Administrator	Danielle Bolton

Contact details are on the EIANZ website