



Photo by Nighat Khurshid

The Environmental Practitioner

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In this first issue of TEP for 2013, we hear about the framework for EIANZ STEPS and knowledge-sharing between GBRMPA and Defence for the improved environmental management of the Great Barrier Reef Marine Park. We also get updates on the new EIANZ student award, various environmental standards, and the Certified Land Management system for primary producers.



**BUSINESS AS USUAL
IS NOT AN OPTION**
EIANZ CONFERENCE 2013 MELBOURNE

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Photo by Helen Monks

Editorial

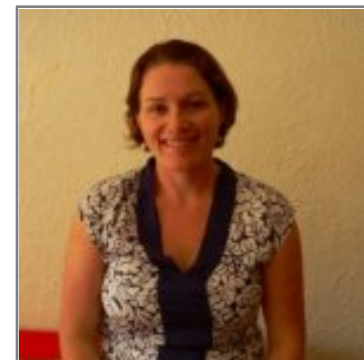
Dear Environmental Practitioners,

Welcome to the first issue of TEP for 2013. Thank you to all those who have contributed photos, articles and reports for this issue. Apologies if your contribution did not flow into the final product, unfortunately it is not possible to include all.

It's been a difficult six months for many environmental sectors, with the folding of some companies, contraction and cancellation of major development and resource projects, and the shelving of other projects until the outcome of the next Federal election is known. Some sectors in some states have suffered reduction in government funding, ongoing redundancies and/or a reduction in job security. It is disappointing to see experience and talent unutilised, or under-utilised. Not (ironically) unlike the theme of the 2013 EIANZ conference... 'adaptation' and 'innovation' may unfortunately be the key, until the sector shifts again.

In February I had the opportunity to attend the Taylor and Francis Journal Publishing Roundtable in Sydney, representing the Institute's journal AJEM. Approximately 40 participants from the many science and humanities journals published by TandF gathered to hear about trends and challenges for research publication in the next decade. It was good to hear about the new offerings from TandF, and challenges

faced by other journals. The veritable explosion of research (including environmental research) from south-east Asia and, in particular, China, formed the basis of some good discussion. AJEM editors and the Institute look forward to growing the reach and impact of AJEM, and our partnership with TandF continues to deliver in these respects.



The closing date for the June newsletter is 31 May 2013, so please send your submissions to communications-editor@eianz.org by then. For the next issue I would be particularly keen to receive more member snapshots, so keep them rolling in! Also if you have any feedback on TEP, or any ideas regarding content or presentation, then please feel free to send them through to the email. The TEP is prepared by members, for members...so therefore... members come have your say!

Take care
Bec McIntyre MEIANZ
EIANZ Communications Editor

From the President's Desk

EIANZ Professional Development Activities

We're in March 2013, and the year is now well and truly underway. It's been a busy time for the EIANZ with the delivery of many professional development activities across the Institute. In the past month or so your Institute has delivered:

- Auckland - a first NZ National Symposium. The event focused on 'Excellence in Environmental Practice – Raising the Bar'
- Bathurst, NSW – a regional event entitled 'Environment and Sustainability in the Central West – Where to from here?'
- Sydney – a mentoring breakfast for early career professionals, and a Positive Environmental Practice (PEP) talk – 'Building Resilience in our Communities'
- Hobart - a seminar on 'Environmental Consulting and the Law – Contaminated Land and Groundwater: requirements and practice'
- Brisbane – a seminar on 'Environmental Performance - It's the outcome that matters'
- Adelaide – a seminar on '35 Years of Environmental Consulting – Grassroots to Global Issues'
- Melbourne – the Victorian Division's annual members networking event
- Canberra – a seminar on 'Strategic Environmental Assessments'
- Brisbane, Sydney, Melbourne and Perth - training in the Commonwealth's Biodiversity Offsets Policy.

Our members have also had access to training in advanced stakeholder engagement (via Twyfords in multiple locations), and to discussions with industry leaders on Communicating Marine Conservation (via the Australian Committee for IUCN – Sydney). My thanks go to the various members of our Divisions and the NZ Chapter for their work in delivering these events for our members.

They are great examples of the support that the Institute provides to its members, and of the partnerships (private, public and NGO sectors) that we have forged to extend that support beyond our own direct efforts. I encourage members to track the availability of continuing professional development events offered by the EIANZ throughout the year.

As a member, you have access to all these events at member rates. While it's not always easy to attend events away from your home base, the availability of initiatives elsewhere offers a potentially interesting focus for work-related travel and can provide members with the means to extend their professional networks to other regions and their associated markets.

The EIANZ Conference 2013 Melbourne

The date, venue and theme for the EIANZ's 2013 Annual Conference have all been set. This year we'll be in Melbourne on 23 and 24 October 2013. The Conference Organising Committee has chosen a challenging theme:

Adapt-Innovate-Advocate: Business as usual is not an option!



From the President's Desk *ctd...*

The Conference Call for Papers has been launched (see: www.eianz.org). I encourage members to take up the opportunity to share with colleagues the lessons they have learned through their work. Please plan to join us in October for what will be another exceptional event in the EIANZ calendar.

Code of Ethics and Professional Conduct

At the 2012 AGM, the EIANZ membership adopted an updated Code of Ethics and Professional Conduct. I've mentioned this before, and once again I would encourage members to take some time to review the updated Code. As a member, you have undertaken to abide by the provisions of the Code, and it stands at the heart of what it means to be a professional environmental practitioner.

Over the past month I have attended several events, most recently the EIANZ National Symposium in New Zealand, where the value to members of the Code of Ethics and Professional Conduct has been strongly endorsed. It underpins our members' capacity to deliver objective and unbiased professional advice, and it provides colleagues and clients an attestation as to the *bona fides* of practitioners who are members. The EIANZ website includes a one page downloadable electronic version of the Code, which can be printed at A4 or A3 size for framing and display in your workplace.

Looking ahead

While the above activities take place, your Council is continuing its work to build the Institute, and continue its work, in an evolving and, at times, rapidly changing world. Last year we finalised a Corporate Plan for the period 2012-2015.

That Plan includes challenging aspirations for industry leadership, improvements to our member services and support, and for membership growth. Your Council is now planning for the next financial year - investing in continuing professional development, delivery of training in support of our Code of Ethics, increasing the flow of resources to our Divisions, and improving our communications with members. We're also looking to identify the critical strategic directions that the EIANZ should be pursuing as it moves into its next 25 years of work.

On behalf of the Institute's Council, let me again extend a collective thanks to members for their ongoing support of the Institute. I'd also like to express particular thanks to those members who contribute through the Institute's Divisions and Committees. We are still a largely volunteer supported organisation. We do have aspirations, and some plans, to extend the support provided to our volunteer base.

Indeed this will be an imperative as we continue to grow. However, we will continue to rely on the contribution of members to support our activities. I encourage those of you who see value in your membership, to contribute in whatever way you can, to the joint effort of growing the profession, the Institute and the support it provides to practitioners.

Michael Chilcott
President



**BUSINESS AS USUAL
IS NOT AN OPTION**
EIANZ CONFERENCE MELBOURNE **23
24
OCT
2013**

The Environment Institute of Australia and New Zealand Annual Conference will be held at the RACV Club in the heart of Melbourne over Wednesday 23 and Thursday 24 October 2013

THE CONFERENCE THEMES FOR 2013 ARE ...

Adapt: Resilient communities through better environmental practice

How do we adapt our practice to meet changing demands? How do communities build resilience through better environmental practice?

Innovate: Big, bold solutions

What are the big issues facing our profession and communities? How are they being tackled? This stream is a chance to be challenged by new ideas. To question what works and what doesn't and how these solutions can be applied more broadly.

Advocate: Shape the debate

How can we be heard and shape the debate? How do we advocate for better environmental practice in business, social and political spheres? What are the collaborations and partnerships that result in best practice?

Call for Papers is now open! [Read more...](#)



Photo by Nighat Khurshid

Standards for Environmental Attributes in Building Products - Update

Australia is poised to have its first standard for the environment. It will cover the environmental attributes of design, materials and products in the building sector. It takes the shape of a suite of eco-labelling standards set firmly on a foundation of Life Cycle Assessment. To enable this to get underway, the scope is confined to the natural environment at this stage. It has taken the drafting committee (PP-20) more than three years to draft the technical and green aspects, and social aspects of sustainability are outside the current scope.

Until now, Australia did not have a national system to ensure there is consistent assessment, reporting and rating of environmental attributes in the building products sector and this has led to confusion and inconsistency. It is devaluing eco-labelling in the Australian context.

The December 2012 issue of TEP gave some background about how this suite of standards evolved in 'Scientific Evidence versus Public Opinion'. This foreshadowed one particular problem about whether to use weightings to determine which environmental impacts are the most significant. This was not resolved before the standards went out for public review and remains one of the most difficult questions to solve. Publication was last month, February 2013, when these draft standards were opened for public comment as the National Standards NS 11000 series. They are available on the 'National Standards Pty Ltd' website where interested people can register (free) to download the documents: www.NationalStandards.com.au/draftdocuments.

The closing date for feedback is 30 April 2013 and there is a specific form to do so. While comment on all the provisions of these documents is welcome, the Committee requests professionals to make specific comment on the following:

- The appropriateness of product categories as currently determined in NS 11001 Labelling and declaration of environmental attributes of building products - Building construction elements and product categories. *Too broad, narrow or just right?*
- The specification of environmental impact category weighting factors (see Clause 3.5 and NS 11002 Labelling and declaration of environmental attributes of building products - Environmental impact categories). *Should a value judgement be inside a standard or outside in the implementation phase?*
- The need for any additional requirements for first and second party verification / certification. *How do we protect the good intent of the standard from subversion & charlatanism?*
- The need for requirements for verification of design tool conformance in this Standard (requirements in addition to NS 11500 Labelling and declaration of environmental attributes of building products - Design assessment tools for product selection - General requirements). *Is it too technical, prescriptive, narrow or potentially unfair to other methodologies?*



Photo by Nighat Khurshid

Environmental Standards for Building ctd...

Now it's your turn to help sort out the difficult and unresolved issues. The PP-20 Committee responsible for drafting the standards has consulted widely at a very big round table. There are two EIANZ members participating on the Committee: Amy Luscombe (NSW Division President) is the Project Manager, and Suzanne Little represents EIANZ. However it is feedback and discussion among professionals like you that will get this draft to the status of our first Australian Standard for the environment so we can see it adopted and used.

Suzanne Little Member of National Standards Committee PP-20
(Environmental Performance of Building Products in Australia)

suegailittle@gmail.com

Contact National Standards Pty Ltd on (02) 9886 0233 or latest news on
www.nationalstandards.com.au

Standards Update – EMS

ISO 14001 EMS - Requirements and *ISO 14004 – Principles*, are currently undergoing a revision, and at a recent meeting in Sweden it was agreed to publish a first Committee Draft of 14001 for comment in early March 2013 with comments closing by early May. Copyright limitations inhibit circulation of the CD beyond Standards Australia Committee Members however those wishing to obtain further information can contact the Institutes' Australian representative on the National Standards Committee for further information on
mail@ateg.com.au.

Stan Rodgers

New EIANZ Student Award

The EIANZ Students and Early Careers Committee (SECC) are excited to announce the unveiling of the new EIANZ student award in 2013. Presently, EIANZ divisions across Australia and New Zealand each have their own student awards, which are awarded based on different criteria. The new award has been developed in recognition of the need to create a consistent award across all divisions and chapters from which an overall winner can be chosen.

The award was drafted after extensive consultation with all EIANZ divisions and a review of other national and international student awards. The SECC believe that the EIANZ student award will encourage and reward students for excellence in the environment and sustainability fields.

EIANZ realizes the importance for students to gain valuable practical experience alongside their studies and this is recognized by the equal emphasis on academic achievement and extracurricular environmental work in the award criteria. Award winners will be provided with opportunities to meet future employers and key industry players at EIANZ events. The first international winner will be presented their award at the 2013 EIANZ National Conference in Melbourne. Full details will be released after the upcoming EIANZ SECC face-to-face meeting in Brisbane in early March. Watch this space!

Memento Hudson
SECC Chair



Photo by Bec McIntyre

SEQ New Recruitment Service

SEQ often get enquiries from student and associate members of the EIANZ looking for help in getting their first professional job. If you have an opening for a new graduate, or are prepared to accept a referral from the SEQ Division, please send your contact information by email to seq@eianz.org with the words "Prospective Employment Opportunity" in the header and a brief description of the opportunity in the body of the email.

If you are a student or associate member of the EIANZ looking for an employment opportunity, please send your contact information by email to seq@eianz.org with the words "Seeking Employment Opportunity" in the header and brief details about yourself, your qualifications and experience and the kind of job you are seeking in the body of the email.

This is a simple service and the EIANZ SEQ Division gives no commitment that participating in this way is a guarantee of employment. Looking for that first job is a challenge. Networking is always a good avenue for finding out what opportunities are around. So keep an eye out for the SEQ Division's quiz nights and networking events!

EIANZ Auckland Symposium

The NZ Chapter of EIANZ hosted its first national event in Auckland on 22 March 2013. The symposium "*Excellence in Environmental Practice – Raising the Standard*" was held over one full day at the Beca House conference facilities in Auckland.

The symposium comprised talks by leading practitioners and industry experts who have significant involvement in New Zealand's environmental sector. This presented an exciting opportunity for those involved in the industry to expand their knowledge across a broad range of key areas, network with fellow professionals and learn about future directions in the industry.

Craig Redmond

Canterbury's Changing Times

The Canterbury branch of EIANZ has had a shaky few years (pun intended). With sights set on the rebuild of the greatest province on earth, local members of the Institute have been providing their time and expertise to participate in reshaping the city and its hinterland. Pene Ferguson kicked the year off with a call to get involved, and it was pleasing to see a number of members participating in a land use recovery workshop on February 15th focussed on the four pillars of sustainability: social, cultural, environmental, and economic. Let's hope this is one of many more opportunities that our members can assist in assuring a "Greater" Christchurch.

Craig Redmond



Photo by Lawrence Mason

GBRMPA and Defence Work Strategically on Environmental Management

by Adam Smith, Mark Read, Col Limpus, Julia Bowett, Lloyd Woodford

The Great Barrier Reef Marine Park Authority (GBRMPA) and Queensland Government work cooperatively with a range of stakeholders to protect and sustainably manage the values of the GBR Marine Park. The GBRMPA undertakes continual strategic planning with Defence to address the environmental issues and impacts on marine habitats and animals that may occur during Defence training activities in Shoalwater Bay, Cowley Beach and Halifax Bay.

The annual GBRMPA and Defence meeting in February 2013 was an excellent opportunity for senior managers and field staff to exchange information on environmental research, issues, policy and major training exercises. An excellent presentation on turtle and dugong research in Shoalwater Bay by Dr Col Limpus from DEHP indicated that green turtles fitted with satellite transmitters exhibited clearly-defined home ranges, making regular movements with the tides to exploit intertidal and sub-tidal seagrasses (Figure 1).

Dugongs fitted with satellite transmitters, however, exhibited a range of movements, with some animals being reasonably sedentary, while others made larger movements out of the bay and northwards towards seagrass meadows (Figure 2). Col's team also completed a health assessment of the green turtles on the western side of Shoalwater Bay, and found the majority were in good condition but that none of the adults had been able to accumulate sufficient fat reserves to undertake breeding migrations.

Determining the health status of green turtles and dugongs in this foraging area and the spatial requirements of a sub-sample of these animals is important to inform Marine Park and protected species management and feed directly into environmental planning for any future Defence exercises, such as the Talisman Sabre series. Developing a collaborative relationship between Marine Park and protected species managers and Defence, as a key user of the Shoalwater Bay Military Training Area, and conducting targeted management-related research and monitoring, are ideal mechanisms for ensuring evidence-based decisions are made to inform future management.



Photo 1. Defence staff learning about John Brewer Reef (Photo by David Wachenfeld GBRMPA)



Photo 2. Defence and Marine Park staff discussing the use and values of Rattlesnake Island. (Photo by David Wachenfeld GBRMPA)



Photo by Lawrence Mason

GBRMPA and Defence *ctd....*

GBRMPA and Defence staff work cooperatively at a number of levels to maintain an effective and open partnership approach. A field trip to Rattlesnake Island and John Brewer Reef investigated Defence Practice Areas, sites of potential unexploded ordnance and associated remediation actions and the biodiversity of the GBR (Photos 1 and 2). A staff secondment program has been particularly useful to ensure cross-training and exchange of knowledge on critical environmental impact assessment tools such as risk assessment and strategic assessments.

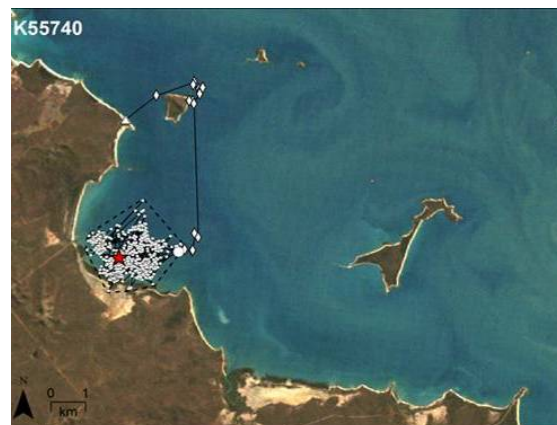


Figure 1. Movement patterns for adult female green turtle K55740 captured near McDonald Point, Shoalwater Bay, determined using satellite telemetry.

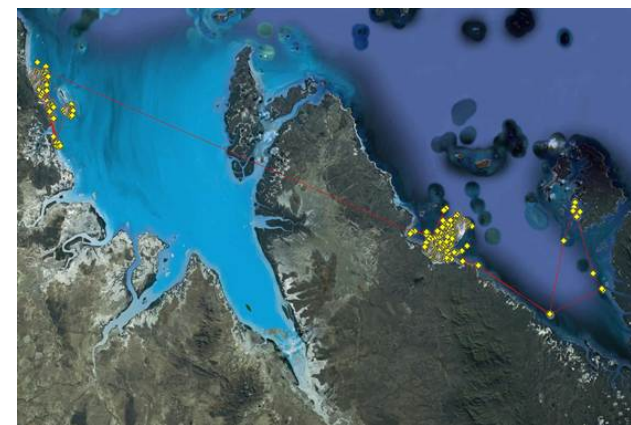


Figure 2. Movement patterns for a dugong captured near McDonald Point, Shoalwater Bay, determined using satellite telemetry.



Future joint environmental management priorities for GBRMPA and Defence include research on green turtles and dugongs in Shoalwater Bay to investigate any impacts from training activities, supervision of major Defence exercises within the Marine Park, assessment of greenhouse gas emissions for Defence training, risk assessment of World War II unexploded ordnance on reef sites and reviewing and updating a strategic environmental assessment of Defence activities in the Great Barrier Reef World Heritage Area.

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South East Queensland Division (EIANZ-SEQ)



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DATE: THURSDAY 9TH MAY 2013

TIME: 9:00am to 5:00pm

(Registration from 8:30am and Networking drinks from 5:00pm – 6:00pm)

VENUE: Novotel Brisbane – 200 Creek Street, Brisbane



Please e-mail your completed registration form no later than **Monday 6 May 2013** to: seq@eianz.org or
alternatively Fax 07 5429 8486 | Post Danielle Bolton, EIANZ-SEQ, Suite 105, 1B/192 Ann Street BRISBANE
QLD 4000.

For further information, please don't hesitate to contact Danielle Bolton on 07 5429 8480.

A tax invoice will be supplied upon receipt of your registration. ABN: 11 897 117 481

More information, including the schedule for the event, can be found [here](#)

Understanding EIANZ's STEPS Program

by Nicole Brown

About EIANZ STEPS

A key goal of EIANZ is the training and professional development of environmental practitioners. In response, the EIANZ is introducing an exciting initiative called Staged Training for Environmental Professionals, or "EIANZ STEPS", to support and develop individuals through the early part of their career so they can obtain the proficiencies needed to become skilled and ethical practitioners. This initiative will support professionals who wish to further their career in the environmental sector but do not yet have the experience required to become a Certified Environmental Practitioner (CEnvP) or other specialist certification. It is initially aimed at those in the first five years of their environment career.

STEPS will provide a pathway for early career environmental practitioners to achieve certification as a CEnvP, to improve their career opportunities and accelerate their professional development. The program will also assist employers, agencies and the community identify skilled practitioners. EIANZ STEPS will also provide pathways for more senior practitioners who wish to upgrade their skills to meet the requirements for specialist certification, currently Impact Assessment or Ecologist.

STEPS will provide participants with a structured learning and development program. This will involve assessing the skills of participants against a set of core proficiencies and selecting and developing training programs that fill identified skill gaps. Training will be facilitated by accredited training or education providers, experienced

environmental professionals and organisations including EIANZ. Over the course of their program, participants will receive guidance and support from experienced environmental practitioners. At the end of the STEPS program participants will be assessed to examine their understanding and application of training outcomes.

For STEPS to be a success it must meet the needs of emerging professionals, the environment sector, industry and government. It must also be recognised and supported as a program that operates ethically, efficiently and effectively in line with credible professional development approaches used by other industry sectors.

EIANZ STEPS Program Overview

A proficiency framework is the foundation of EIANZ STEPS. The framework outlines the core proficiencies needed by early career environmental professionals to do their jobs well and training and development options to build these. The core proficiencies are divided into two groups, enabling and environmental and will include the following proficiency areas:

- Environmental awareness
- Environmental ethics
- Policy & planning
- Analysis & risk assessment
- Decision making
- Professional practice
- Communication

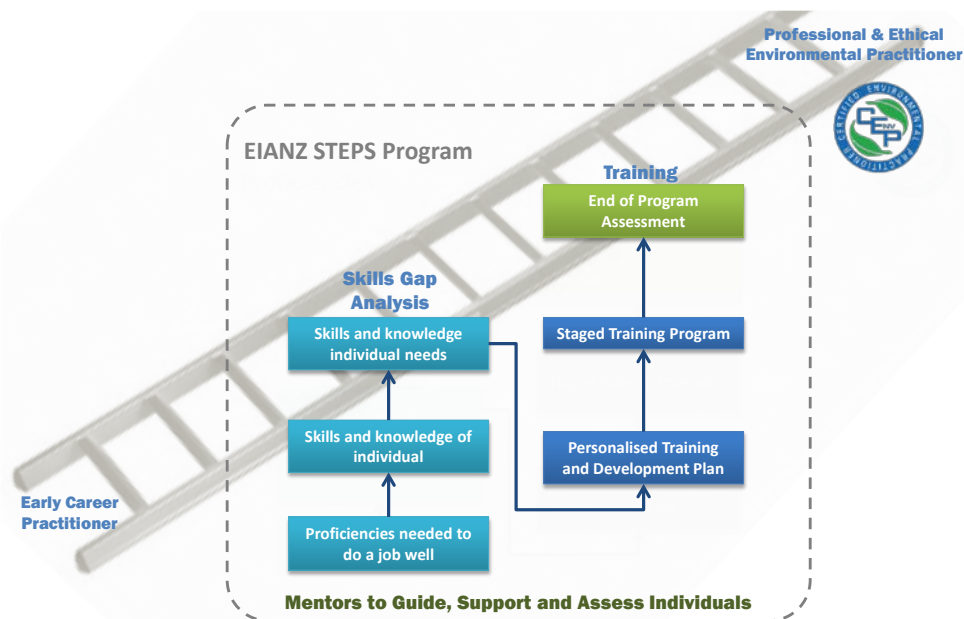
STEPS ctd...

The focus of the framework is to bridge the skills gap between what is learned at university and the expectations and needs of workplaces. In this way training modules will generally focus on giving participants practical toolkits, processes, procedures and guidelines that they can use to make sound decisions and deliver targeted outcomes in a focussed and useful way. Participants will have access to toolkits via the EIANZ STEPS website and can discuss and resolve problems, issues and opportunities amongst each other using dedicated on line forums (e.g. Wiki based, LinkedIn, social media). Mentors will also provide time to help participants use their toolkits and reach their learning outcomes in a productive way.

Training modules may also feature interactive workshops and group simulations which will explore case studies based on real workplace situations. In this way EIANZ STEPS participants build skills they can directly use at work.

Delivery of Training and Mentoring

Once the training needs of EIANZ STEPS participants have been assessed appropriate training modules to fill skill gaps will be identified and developed. Training will be facilitated by accredited training or education providers, experienced environmental professionals and organisations including EIANZ. Training will be provided in a variety of ways including face to face sessions, seminars, workshops and online learning. The EIANZ STEPS team is currently identifying and evaluating training partners and delivery options.



Support and Feedback from EIANZ members

EIANZ members are in a key position to help shape and support the design and implementation of a credible and targeted program. With this in mind EIANZ is now surveying all its members to get their views as well as ideas on how to make EIANZ STEPS a success. The information provided by EIANZ members will be used to improve and enhance the EIANZ STEPS program. If you would like more information please contact Nicole Brown, Program Manager EIANZ STEPS, at steps@cenvp.org.

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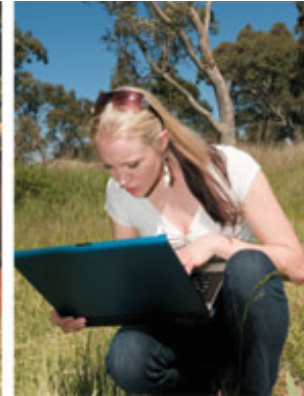
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Certify the Whole Farm, not just the Product

by Suzanne Little

Since Australian customers realised that there is an ethical dimension to food, they have been deluged with schemes to endorse food products. Recent decades have spawned Organic, Fair Trade, Marine Stewardship, Forest Stewardship, Rainforest Alliance and Free Range labels attached to a plethora of stock on supermarkets shelves and in corner stores.

These labels have alerted public awareness to what goes on during food processing and in supply chains. The previous benchmark for food, fibre and groceries was the quality and consistency of the product. Now, this is considered 'a given' and we have entered an era of concern for humane treatment of animals and demand for provision of goods produced and supplied without environmental damage. It's not unusual for customers to want both reduced price and heightened ideals at the same time, but an erstwhile difficulty remains: how can a buyer feel confident about the veracity of all these advertisements, claims and labels?

Environmental practitioners have known about consumer demand for an undamaged environment for a long time, but we are not alone in understanding this driver. Another concerned group has been watching and waiting quietly in the back country. These people know about the issues of degraded land and animal welfare better than any city consumer. They are farmers.

Ten years ago, a small group of landholders decided they would devise a way of improving the management of natural resources and animal welfare. These 'early adopters' formed the Australian Land Management Group (ALMG) with the intention of developing a methodology that would 'verify' food for the consumer.

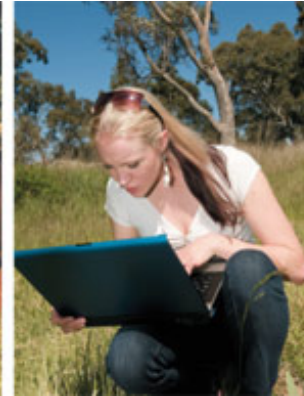
Their point of difference was that they had to keep their farms profitable while improving the land around them.

They had no choice but to do both at the same time. They designed their own Certified Land Management system and insisted that the whole farm property be involved, audited and certified. Their system complies with internationally recognised standards, with additions to improve local relevance.

This approach solved one of the main flaws that has characterised food labels and claims to-date by moving past the 'single category' issue of other schemes. The Certified Land Management system does not limit its focus to only water, land, pollution or soil - as if these can exist in isolation. Nor does this type of certification separate different products (such as eggs, pork, meat, limes and bananas) as if a property sends only one product to market.

Probably the most distinguishing aspect of the Certified Land Management system is that it creates a trust line between rural communities and urban customers via the certifying symbol. It verifies a good environment and humane treatment of animals at the farm source. Everyone can feel comfortable about where the food comes from.

In February 2013, the landholders in the ALMG sensed that it was time to convene another forum. They chose their stronghold in southern inland Queensland. This is cattle country, so instead of calling it a forum, they held a 'Muster'. Seventy landholders and environmental specialists arrived to hear the message in Mitchell, Queensland.



Certify the Whole Farm *ctd....*

"We need to learn from our recent history. In all the hype about increasing global demand for food and food security we lose sight of the fact that it is farm profitability and the effective use of hard-earned taxpayer dollars that will drive increased food and fibre production," said the CEO of ALMG, Tony Gleeson, in his presentation.

ABC filmed some of the speakers during the two-day Muster, particularly advocates from the WWF and the RSPCA who came along to talk in support of the environmental and social aspects of Certified Land Management. ABC Rural Radio did interviews and broadcast them on the first day. By Friday, the regional newspaper, Western Star, put the Muster on its front page. The following Sunday, 24 February, Landline showed a segment on ABC 1 television featuring Certified Land Management at the Mitchell Muster.

This overnight attention has been a long time coming to four of the original landholders who put decades of operational practice into this concept. The momentum started with Tony, Jock, Nelson and Geoff. Tony Gleeson runs the ALM Group from his grazing property in NSW. He was Chief of Staff for the Australian Minister for Primary Industries & Energy in the 1980s. Jock Douglas was the inaugural Chair of ALMG and awarded an Officer of the Order of Australia for 'service to primary industry and to conservation'. He produces desert limes and beef cattle near Roma in Queensland. Nelson Quinn has just stepped down as ALMG Chair after many years of voluntary service. He was active in Landcare before his involvement with Certified Land Management. He is a sheep, cattle and olive producer on his property near Canberra, ACT.

The fourth founder is Geoff Penton who has been on the ALMG Board since it started. He played a key role in the formation of the Landcare Queensland, which he currently chairs. He is also CEO of the Queensland Murray Darling Committee. Geoff grew up on his family's farm before completing a degree in agricultural systems.

These men do not fit the stereotype of environmental advocates and would not characterise themselves as environmentalists. They are landholders first, who happen to do good environmental practice. Also they are comfortable with generational change and have recently invited more directors onto their Board. The newcomers, predominantly, are younger, tech-savvy and female.

In the best tradition of pioneers, Tony, Jock, Nelson and Geoff are steering the herd from the back now, keeping an eye on the track ahead and bringing new hands into line. For the environment profession and EIANZ - which are relatively new on the scene - we are lucky to have grass-root, original thinkers like these custodians of the land to guide us in what we listen to, see and do for the environment.

Suzanne Little

See the website: <http://www.almg.org.au>

Hear the radio interview:

<http://www.abc.net.au/rural/qld/content/2013/02/s3693929.htm>



Photo by Lindi Bowen

Member Snapshot – *Fiona Bengtsson*

Quals:

Bachelor of Environmental Management (Hons) (expected completion July 2013)

What do you do?

I tend to gravitate towards land and waterway rehabilitation projects that also have a strong people focus. For a change, I am currently researching the habitat of mahogany gliders to better understand management of their habitat in the face of development impacts. Fortunately, I like ecology work and still get to liaise with project partners. And I'm looking for other opportunities...

How did you get there?

My interest began at the grassroots end, initiating and coordinating conservation projects as a concerned citizen and Nature Refuge landholder. I was invited to join natural resource management body SEQ Catchments as a community liaison person and things took off from there. I built my skills and experience alongside external study for my degree. My research project was started on the basis of another invitation.

Best aspects of your work?

Lots - having the opportunity to see some amazing parts of the country, opportunities to make a difference, being challenged and meeting some very energetic and inspiring people.

Biggest environmental concern?

That sustainable environmental stewardship is considered an add-on rather than an integral part of our lives, both in business and at home

How and why did you get involved with EIANZ?

I was looking for professional development opportunities. EIANZ was recommended to me by a consultant who I was working with at the time.



Member Snapshot – *Lilian De Torres*

Quals:

Master of Engineering- Chem. (Research), Central Queensland University.

What do you do?

Environmental Engineer for CQG Consulting Group.

How did you get there?

After almost three years of working with the State Government as an environmental regulator, I decided to try environmental consulting.

Best aspects of your work?

In the consulting world, you get involved with a variety of significant projects from time to time with different industries. One day I am doing environmental audits, the next day I am writing a draft chapter for an EIS, the next I am writing a ministerial report on ongoing studies of sea grasses, shorebirds and marine mega-fauna, the next day I am doing water and soil sampling etc. etc... There is always the opportunity to learn, give advice to industry and be a contributor in making our environment sustainable for the future.

How and why did you get involved with EIANZ?

CQG Consulting encourages and supports the membership of its employees in reputable organizations like EIANZ.



Biggest environmental concern?

Currently for me, it is the protection of Australia's Great Barrier Reef (GBR) from the current construction and operation of massive industries, since I am one of the local residents living in the GBR regional area.

Photo by Lindi Bowen

New Members

Division	Category	First Name	Last Name
ACT	STUDENT	Nighat	Khurshid
FNQ	FULL MEMBER	Amy Louise	Lockyer
FNQ	FULL MEMBER	Maree	Arnold
FNQ	FULL MEMBER	Ron	Billyard
FNQ	FULL MEMBER	Paul	Tett
NSW	FULL MEMBER	Jane	Murray
NSW	STUDENT	Elizabeth	Buchan
NSW	FULL MEMBER	Tony	Coyle
NSW	FULL MEMBER	Althea	Kannane
NSW	FULL MEMBER	Michael	Hughes
NSW	FULL MEMBER	Sarath Kumarasiri	Matararachchi
NSW	FULL MEMBER	Aleks	Todoroski
NSW	STUDENT	Daniel	Sloane
NSW	STUDENT	Warwick	Goodsell
NSW	FULL MEMBER	Anthony	Richard
NSW	ASSOCIATE	Emily	Strautins
NSW	ASSOCIATE	Eloise	Doyle
NSW	FULL MEMBER	Lara	Hess
NSW	FULL MEMBER	Stephen	Bragg
NSW	STUDENT	Crystal	Harris
NSW	STUDENT	Vaughan	Telfer
NSW	STUDENT	Tom	Mallet
NSW	STUDENT	Deniz	Ortac
NSW	STUDENT	Ashe	Earl-Peacock
NT	FULL MEMBER	Bryan	McDonald
NZ	FULL MEMBER	Natalie	James
NZ	FULL MEMBER	Sandra Louise	Edwards
NZ	FULL MEMBER	Micah Jane	Butt
NZ	FULL MEMBER	Graham	Ussher

Division	Category	First Name	Last Name
NZ	FULL MEMBER	Rhian	Tough
NZ	FULL MEMBER	Lisa	Bond
NZ	FULL MEMBER	Jenny	Vince
NZ	ASSOCIATE	Isolbel	Oldfield
NZ	FULL MEMBER	Kristy	Hall
NZ	ASSOCIATE	Mark David	Stephens
NZ	FULL MEMBER	Gregory	Beck
SA	FULL MEMBER	Irma	Gerridzen
SEQ	STUDENT	Mick	Holland
SEQ	FULL MEMBER	Paul	Watt
SEQ	FULL MEMBER	Alisha	Christie
SEQ	FULL MEMBER	Marian	Camilleri
SEQ	FULL MEMBER	Brendan	Lee
SEQ	FULL MEMBER	Janine	Woods
SEQ	STUDENT	Wayne	Marshall
SEQ	ASSOCIATE	Lorena	Fuenzalida
SEQ	FULL MEMBER	Mitchell	Bird
SEQ	FULL MEMBER	Paul	Finn
SEQ	FULL MEMBER	Charles	Renold
SEQ	ASSOCIATE	Maulik	Bapodara
SEQ	FULL MEMBER	Erin	Woods
SEQ	FULL MEMBER	Paul Joseph	Barfield
SEQ	FULL MEMBER	Grant	Phillips
SEQ	FULL MEMBER	Chris	Shaw
SEQ	FULL MEMBER	Lachlan Douglas	McQuire
SEQ	FULL MEMBER	Kennedy John	Delaney
SEQ	FULL MEMBER	Chris	Walker
SEQ	FULL MEMBER	Sean	Murphy
SEQ	FULL MEMBER	Husaini	Samion
SEQ	FULL MEMBER	Lisette	Collins

Division	Category	First Name	Last Name
SEQ	FULL MEMBER	Greg	Ford
SEQ	STUDENT	Jodie	Moffatt
SEQ	FULL MEMBER	Sam	Carey
SEQ	STUDENT	Emma	Brown
SEQ	FULL MEMBER	Morne	van Zyl
SEQ	STUDENT	Olga	Kislyakova
SEQ	FULL MEMBER	Paul	Viskovich
SEQ	FULL MEMBER	Pamela	Johnson
SEQ	FULL MEMBER	Nikki	O'Donnell
SEQ	FULL MEMBER	Juan	Mato
SEQ	FULL MEMBER	Michael	Hague
SEQ	STUDENT	Clair	Evans
VIC	FULL MEMBER	Tara	Horsnell
VIC	FULL MEMBER	Brendan	Morse
VIC	FULL MEMBER	Alan	Watson
VIC	FULL MEMBER	Mark	Easton
VIC	FULL MEMBER	Katia	Rinaldi
VIC	FULL MEMBER	Ritsuko	Maeda
VIC	FULL MEMBER	Stuart	Graham
VIC	FULL MEMBER	Kieran	Power
VIC	FULL MEMBER	Ewa	Madon
VIC	FULL MEMBER	Mark	Beaufoy
VIC	FULL MEMBER	Samantha	Lee
VIC	STUDENT	Confidence	Chakauya
WA	FULL MEMBER	Anthony	Doyle
WA	FULL MEMBER	David	Harman
WA	FULL MEMBER	Claudio	Del Deo
WA	FULL MEMBER	Nyamdorj	Barnuud
WA	STUDENT	Christine	Kershaw



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- **Michael Long**, Head of Environment Australia, Lend Lease
- **Marcus Ray**, Executive Director of Assessment Systems and General Counsel, Department of Planning and Infrastructure
- **Brendon Baker**, Principal Manager Planning Approvals, North West Rail Link integrated Project Team
- **Kalair Conaghan**, Senior Environmental Scientist, CQG Consulting
- **Dr Adam Smith**, Director Environmental Assessment and Management, Great Barrier Reef Marine Park Authority (GBRMPA)
- **Peter Briggs**, Partner, Herbert Smith Freehills
- **Tiffany Thomson**, Vice President Australia, Environment Institute of Australia and New Zealand

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Photo by Lindi Bowen

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