

2024 - 2025

ANNUAL REPORT

THE ENVIRONMENT INSTITUTE
OF AUSTRALIA AND NEW ZEALAND



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Environment Institute
of Australia and
New Zealand

About EIANZ

The Environment Institute of Australia and New Zealand (EIANZ) is Australasia's leading body for environmental professionals. As part of a global network of more than 100,000 environmental practitioners, our members are at the forefront of issues such as biodiversity, climate change, nature positive and the clean energy transition. We represent around 4,000 members and certified environmental practitioners from across our region who come from a diverse range of technical professions including scientists, policymakers, engineers, lawyers and economists.

The Institute provides professional development to environmental practitioners, advocates for sound environmental policy, and sets the standards for ethical practice. We are also responsible for the leading environmental certification scheme in Australasia, the Certified Environmental Practitioner (CEnvP) Scheme, and the Qualifications Accreditation Scheme, which ensures the education of future environmental practitioners aligns with the knowledge, skills, and ethical standards of the environment profession.

As a member-led organisation, the Institute is governed by an elected volunteer Board and Advisory Council. The Institute comprises two Chapters (Australia and New Zealand), and divisions in each Australian state and territory, with Queensland divided into South East Queensland and Far North Queensland. The New Zealand Chapter has branches in the major centres of Auckland, Wellington and Christchurch, a branch that covers the Manawātū area, and a further branch covering the Marlborough and Tasman area known as Top of the South.



Environment Institute
of Australia and
New Zealand Inc.



EIANZ acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and ongoing custodians of Australia, and Māori as the tangata whenua of Aotearoa New Zealand.

EIANZ recognises the important contribution Indigenous Peoples' knowledge and values make to achieving effective environmental management practices.





TABLE OF CONTENTS

A Message from the President	4
A Message from the CEO	6
By the Numbers	8
Key Performance Indicators	9
Membership by the Numbers	13
EIANZ Communication	14
Financial Snapshot	15
Around the Institute	16
Events	17
Policy and Engagement	22
Certified Environmental Practitioner (CEnvP) Scheme	24
Special Interest Section (SIS) reports	28
Chapter and Division reports	31
Australasian Journal of Environmental Management	38
Celebrating our Members	40
In Pictures	44
Our Governance	46

A MESSAGE FROM THE PRESIDENT



A DECADE OF COLLECTIVE ACHIEVEMENT

As I reflect on the past 12 months and my final year as EIANZ President, I am struck by how far we have come together. Having reached the set limits of two terms as President and 10 years on the Board, I will be stepping down following the 2025 AGM. What an extraordinary privilege it has been to witness and contribute to the Institute's remarkable transformation during a period of unprecedented growth.

Over the past decade, EIANZ has evolved into the pre-eminent organisation representing environmental professionals through the collective efforts of our entire community. The achievements we celebrate today – record membership growth, strengthened global partnerships, and an elevated voice in government policy – belong to all of us: our dedicated volunteers, staff, and members who define what this essential profession represents.

BUILDING OUR STRATEGIC FOUNDATION

Having spent a decade on the Board, I can report that achievements such as financial stability, growing membership numbers and asserting influence do not happen organically but occur as a result of careful planning and extensive collaboration. We invested considerable collective effort in defining our organisational identity, articulating clear priorities and developing a strategic framework to realise our vision.

The Institute's strategic direction crystallised through an inclusive process that engaged our entire community in developing our Mission, Vision and Values. It took some healthy debate and an iterative process to define and refine those qualities EIANZ wished to preserve and promote, but together we got there. Our Mission, *'to connect and support environmental practitioners to promote a sustainable future'*, along with our four-part Vision and three Values of Excellence, Ethics and Engagement, became the foundation of our strategic planning process, sharpening the Institute's focus on initiatives and delivery, as well as ensuring sound financial management and best-practice internal processes. It was this process that helped guide our post-COVID growth.

GOVERNANCE EXCELLENCE AND MODERNISATION

Implementing financial reforms, updating governance arrangements to suit our growing Institute, and modernising practices were key achievements of recent years. Dr Mark Breitfuss FEIANZ CEnvP-IA led crucial by-law reforms, while centralising financial processes and reducing the administrative burden on our volunteer committees. These reforms led to volunteers having more time to do what they do best – growing the Institute through effective advocacy and being a true voice for the profession.

EIANZ's Indigenous Engagement Working Group and others championed the comprehensive revision of our Code of Ethics and Professional Conduct to recognise Indigenous knowledge, values and rights – an important acknowledgement that reflects the evolving understanding of environmental stewardship within our profession – after which Paul Keighley FEIANZ CEnvP led the extensive consultation process to update our Rules of Association. This comprehensive review process engaged our membership in modernising our governance framework to reflect current operational realities, with the proposed updates to be presented for member approval to ensure the Institute remains well-governed and responsive to member needs.

Over the past several years, important structural changes enabled us to improve governance processes and reduce organisational risk. The restructure of the CEnvP Scheme involved revising Institute By-Law 16, which governs our Certified Environmental Practitioner (CEnvP) Scheme, and refocusing the Certification Board's remit on certification and improvement. Bringing the CEnvP Program and the EIANZ Central Office teams together increased efficiency and collaboration across our governance processes, while reducing duplication and costs across the program.

Strategic reforms in staffing led to the appointment of a Chief Executive Officer and dedicated in-house resources in communication and governance, which have strategically elevated the Institute's profile and capability.

PROFESSIONAL RECOGNITION AND GROWTH

Our efforts to enhance professional recognition have paid dividends – EIANZ's certified practitioner community continues to flourish, reaching a record 1,353 CEnvPs, with 7.4% growth while maintaining excellent retention rates, clearly illustrating the value of certification for practitioners, industry and regulators.

The leadership of Fiona Gainsford FEIANZ CEnvP-IA + REAP was instrumental in achieving a big win for the Institute: the acceptance of the CEnvP Scheme by the NSW Government as a preferred pathway for Registered Environmental Assessment Practitioners (REAP), which is now a subset specialisation of CEnvP – Impact Assessment. This recognition has positioned the Institute to enhance relationships with regulators across Australia and Aotearoa New Zealand, and has showcased the importance of certification within the environment profession.

One of the CEnvP Scheme's more recent achievements was the successful redesign and relaunch of the Scheme's Climate Change Specialist Certification, thanks to the outstanding work of the Climate Change Special Interest Section.

MEMBER VALUE AND INSTITUTIONAL ADAPTABILITY

Our refocused events strategy has proven its effectiveness, demonstrating the Institute's remarkable adaptability. The massive growth of webinars during COVID, driven by the vision of Di Buchan HLMEIANZ CEnvP (Alumni) and our collective response to the changing reality of the pandemic, became both a key source of member value and a permanent staple of the Institute's member offer.

This innovation, combined with our expanded suite of marquee events (increasing from one to five, annually), delivered exceptional results. The full program of symposia, webinars and workshops attracted more than 9,000 registrations last year, with exceptionally high satisfaction ratings, representing 77% growth across the reporting period.

Credit must go to the Divisions, Special Interest Sections and Technical Committees for creating an engaging program of events, and to our Central Office staff for seamless delivery across all formats.

POLICY LEADERSHIP AND GROWING INFLUENCE

Improvements in our working processes and governance have supported our ability to become a more outward-looking organisation, bolstering our advocacy efforts to position EIANZ as a trusted voice in environmental policy. The driving leadership of Dr Neil Marshman FEIANZ of the Policy and Standards Committee has been instrumental in delivering a host of policy submissions in several key areas, including Nature Repair Market submissions, our Industry White Paper ahead of the Global Nature Positive Summit, and our submission on Aotearoa New Zealand's 2035 international climate change target. Several of our position statements were also updated, including those related to natural disaster resilience and climate change.

As part of our continuing and expanding advocacy efforts, we met with various ministers and shadow ministers, as well as with senior executives in environmental planning departments, at both state and federal levels, across Australia and Aotearoa New Zealand. Importantly, we were invited to contribute to closed-door consultations on national environmental law reform, with Carolyn Cameron FEIANZ, Dr Ailsa Kerswell FEIANZ and Naomi Maxwell MEIANZ representing the Institute in these crucial discussions. The efforts of Andrew Morison FEIANZ contributed to securing the Institute's opportunity to send a delegation to the federal government's Global Nature Positive Summit. Both invitations came due to the growing influence of the Institute on environmental policy.

The reporting year saw the inaugural Fellows Think Tank, an initiative that provided an opportunity for the Institute's most accomplished members to come together, share their expertise and help shape the organisation's future direction. This session formed a building block towards the development of EIANZ's 2025 Industry Election Statement. Distributing the Statement to all federal candidates generated more than 50 responses and multiple ministerial meetings.

STRATEGIC PARTNERSHIPS AND GLOBAL REACH

Forming alliances with like-minded organisations in Australasia and overseas remains a strategic area of activity and focus. Our partnerships have continued to expand our sphere of influence to more than 100,000 practitioners, while delivering additional value to our members.

In 2024–25 we formalised our partnership with the Australasian Environmental Law Enforcement and Regulators neTwork (AELERT) and strengthened our relationship with the International Union for Conservation of Nature (IUCN), attending IUCN events and co-sponsoring four papers designed to advance environmental protection. EIANZ Secretary Fiona Gainsford FEIANZ CEnvP + REAP and Ecology Section Chair Kelly Matthews MEIANZ represented the Institute at the IUCN Oceania Regional Conservation Forum in Fiji, emblematic of our closer relationship with this vital international organisation.

Our partnerships with the International Society of Sustainability Professionals (ISSP) and the UK's Institute of Environmental Management and Assessment (IEMA) created new opportunities for knowledge exchange across both organisations.

In recent years we've also formed strategic partnerships with the Secretariat of the Pacific Regional Environment Programme (SPREP), the International Association for Impact Assessment (IAIA), the Australasian Land & Groundwater Association (ALGA), the National Environmental Law Association (NELA), the New Zealand Association for Impact Assessment (NZAIA) and Accounting for Nature (AfN).

These agreements have created valuable opportunities for cross-organisational networking and knowledge exchange at Institute, Section and Division levels. Appointing a dedicated champion to each partnership has contributed to early positive outcomes and has ensured these partnerships deliver maximum value to our members.

LOOKING FORWARD

As my tenure concludes, I am proud that the structures we have collectively put in place around governance, engagement, advocacy, membership and professional development have strengthened the Institute's solid foundations and positioned us well for what comes next. Looking ahead, we will continue to implement the Strategic Plan 2024–27, providing clear organisational direction and opportunities for growth. I am also excited to report that planning has commenced for our 40th anniversary celebrations in 2027.

GRATITUDE AND RECOGNITION

Finally, there are many people to thank for their support during this transformative decade. First, the countless volunteers who contribute to our position statements, legislative and policy responses and events. Your efforts and expertise ensure the EIANZ remains a recognised leader for the environment profession.

There are too many individuals who ought to be thanked, but I must acknowledge the unwavering dedication of Jon Womersley HLMEIANZ CEnvP and Dr Alan Chenoweth HLMEIANZ CEnvP, whose guidance and mentoring throughout this journey have been invaluable. My fellow Board members, past and present, always created a strong, strategic team that helped make my tenure both personally and professionally rewarding. I thank each of them for always bringing their best, along with a healthy sense of humour.

The Institute's future is in excellent hands, and I am confident it will continue to thrive and lead our profession in addressing the critical environmental challenges ahead. EIANZ has an important part to play *to connect and support environmental practitioners to promote a sustainable future*, and I wish you all luck and laughter for the next chapter.



Vicki Brady FEIANZ CEnvP
President

A MESSAGE FROM THE CEO



THE POWER OF COLLABORATION

Collaboration has always been at the heart of EIANZ, but the 2024–25 financial year showcased its true power to transform both immediate member experience and long-term institutional strength. This year we achieved remarkable operational success together – from record event participation to substantial membership growth – while simultaneously investing in strategic initiatives that will serve the profession into the future. This is only possible when diverse expertise unites around shared purpose.

DELIVERING EXCEPTIONAL VALUE

Our commitment to member value delivered remarkable results this year. Event registrations surged from 5,549 to 9,847 – a 77% growth that significantly exceeded our target of 6,100. This achievement reflects not just increased demand, but our enhanced ability to deliver relevant, high-quality professional development opportunities when and where our members need them.

We successfully delivered four marquee events including the flagship Biodiversity Offsets Conference, Impact Assessment Symposium, and EIANZ Annual Conference, each showcasing the depth of expertise within our community. Complementing these headline events, we developed new ongoing training programs in artificial intelligence, environmental leadership, and geographic information systems (GIS) – areas where our members told us they needed enhanced capability.

This operational excellence translated directly into financial strength, with total revenue reaching \$2.58m, substantially exceeding our \$2.00m target. More importantly, this growth was driven by genuine member engagement rather than fee increases, demonstrating that our value proposition resonates strongly with the profession.

Our membership responded accordingly, growing 15% to 2,511 members, substantially surpassing our target of 2,395. Perhaps most significantly, we improved our retention rate by 6% – a clear indicator that members increasingly see tangible value in their EIANZ membership.

BUILDING PROFESSIONAL EXCELLENCE AND RECOGNITION

Our certification and accreditation programs continued their strong trajectory, with CEnvP certification growing 7.4% to 1,353 certified practitioners. This year's launch of our re-designed Climate Change Specialist certification addresses the urgent need for specialised expertise in this critical area, positioning our members at the forefront of climate-related environmental practice.

We achieved remarkable growth in our Qualification Accreditation Scheme, with accredited degrees more than doubling to eight. The successful rollout of the QAS Student Membership program to all accredited courses attracted 102 new members, creating a clear pathway from education to professional practice.

We have initiated important conversations with multiple jurisdictions about expanding requirements for certified practitioners to undertake work on high-risk environmental projects. These discussions with regulatory authorities represent a significant step toward broader recognition of professional certification as essential for protecting environmental outcomes. We also enhanced support systems for certification registrars and assessment panels, further ensuring consistency and quality across our processes.

EIANZ demonstrated our unwavering commitment to professional standards by strengthening disciplinary committee processes, handling four disciplinary matters over the 12 months with rigour and fairness. Our Code of Ethics and Professional Conduct – and our commitment to upholding it – underpins the trust that regulators and industry place in our members and certified professionals, and remains the cornerstone of our organisation's integrity.

Significant progress was also made on organisational systems and processes. The SharePoint system rollout was completed, improving volunteer collaboration and data security while helping to professionalise our data management capabilities.

INVESTING IN OUR FUTURE

While delivering immediate value, we simultaneously invested in initiatives that will strengthen the Institute into the future. The completion of our comprehensive member survey, with 579 respondents, provided unprecedented insight into member needs and priorities.

This consultation directly informed our strategic direction and demonstrated our commitment to member-driven decision making.

Building stronger relationships with government agencies – including the Department of Climate Change, Energy, the Environment and Water (DCCEEW), planning authorities and EPAs across the country – positions us as the authoritative voice in environmental policy development. These relationships, cultivated through consistent engagement and demonstrated expertise, create opportunities for our members to influence the regulatory environment in which they practise while elevating our profile and furthering opportunities for the certification scheme.

We enhanced our industry partnerships by deepening connections between our respective specialist groups, expanding our sphere of influence and creating new opportunities for professional development and career advancement for our members.

Our governance foundations were strengthened through the completion of stage one of our financial reform project, which significantly improved systems efficiency while paving the way for far greater transparency and responsiveness for volunteers.

We developed a multi-year events calendar, providing certainty and strategic planning capability that benefits both our volunteers and members. The advanced planning for our new membership CRM system, with vendor shortlisting completed, represents a significant investment in systems that will deliver better service and more personalised member experiences, while significantly improving organisational efficiency. We strengthened connections between volunteer groups, knowing that our distributed leadership model requires intentional coordination and communication. Our volunteers drive our Institute, and supporting their collaboration amplifies our collective impact.

Our substantial growth in social media presence across all platforms strengthened our professional community reach, ensuring that EIANZ expertise and opportunities are visible to the broader environmental profession.

COLLABORATIVE LEADERSHIP

This year's achievements were made possible through the collaborative spirit that defines our Institute. I have had the pleasure of working closely and collaboratively with our Board, whose strategic guidance enabled both our operational success and our future-focused investments.

I'm grateful for the trust placed in my leadership to navigate between present needs and future opportunities. Seeing our diverse community unite around shared professional values while supporting individual career growth reinforces why environmental professionals choose to build their careers with EIANZ.

THE ROAD AHEAD

The 2024–25 financial year exemplified strategic leadership through collaboration. By delivering exceptional immediate value while investing in foundational capabilities, we demonstrated that member service and long-term sustainability are not competing priorities – they are complementary strategies that reinforce each other.

Our improved retention rates, growing membership, and strengthened government relationships reflect an Institute that members trust and that government values. Our enhanced programs, expanded CPD offerings, and robust financial position create the platform for continued professional leadership.

As we move forward, our collaborative foundation positions us to meet emerging challenges with confidence and to seize new opportunities with the full strength of our professional community. The power of collaboration – between staff and volunteers, between Institute leadership and members, between our organisation and the broader environmental profession – remains our greatest strategic advantage.

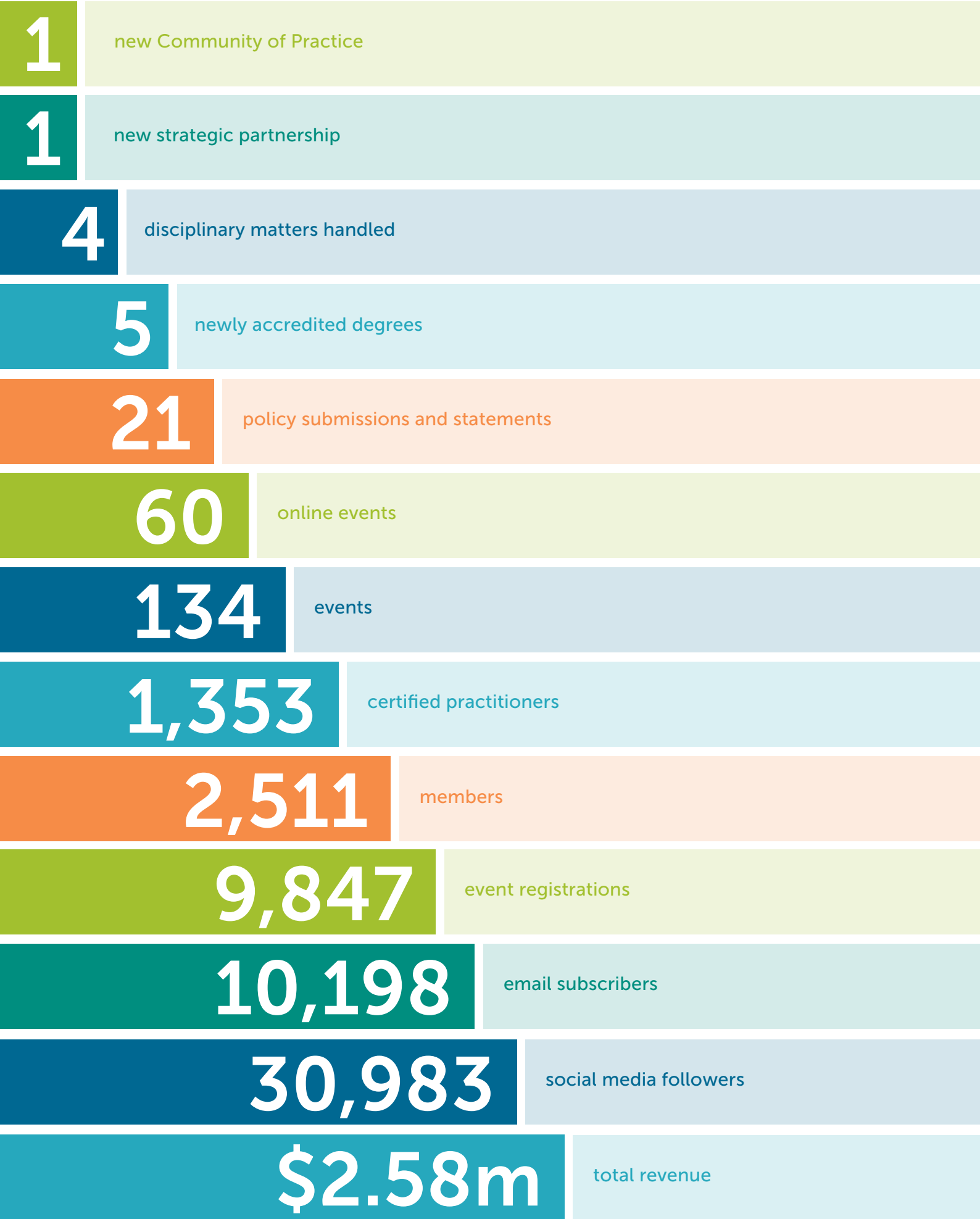
The future we are building together is one where environmental professionals have the recognition, the tools, and the influence they need to address our most pressing environmental challenges. This year's achievements bring that future closer to reality.



Jonathon Miller
Chief Executive Officer



BY THE NUMBERS





KEY PERFORMANCE INDICATORS

KEY PERFORMANCE INDICATORS

The 2024–2025 financial year was the second instance of reporting on our progress towards the goals outlined in EIANZ’s Strategic Plan 2024–27. Developed after considerable member consultation, the plan provides expanded and more meaningful metrics to better track progress towards our objectives.

The past financial year has been a successful one for the Institute, marked by significant growth in membership (15.2%), and healthy growth (7.4%) in certified practitioner numbers. The number of degrees recognised by the Accreditation Board has also increased markedly, from three to eight.

Multiple factors contributed to the robust result, but our strategic focus and a sharpening of the member proposition were undeniable components. We’ve leaned into the fact that membership growth is closely tied to the quality and quantity of events. A strong and expanded in-person and online event program resulted in 77% growth in attendees, an astonishing result.

Australasian Journal of Environmental Management Co-Editors Dr Oliver Fritsch and Dr Animesh Kumar Gain were at the helm of the journal for their second year, which was also the journal’s 30th anniversary. Strong results were achieved, with downloads increased by 41% and citations by 36% – metrics that reflect an overall rise in readership and relevance.

Stage one of our financial reform project was completed, markedly improving efficiency and reducing the administrative burden on volunteers.

Improvements in efficiency, increased membership and impressive conference attendance led to an excellent revenue result and delivery of a \$570,000 surplus. This will allow us to further invest in member benefit and modernisation, such as the digital transformation initiative being rolled out in the coming financial year.

VALUE FOR MEMBERS AND PRACTITIONERS

OBJECTIVES

- Delivering, promoting and supporting high-quality, diverse professional development events and activities that meet industry demand
- Delivering effective and valued schemes for certification of practitioners and accreditation of qualifications
- Ensuring that membership and certification categories provide relevance and value for practitioners at all stages of their careers
- Building better collaboration across the profession

Targets	Metrics	2024/25	2023/24
Increase participation in professional development, networking and mentoring activities	Event registration numbers	9,847 (+77%)	5,549
Increase membership, certification and accreditation numbers	Number of members, certified practitioners and accredited university courses	2,511 members (+15.2%) 1,353 CEnvPs (+7.4%) 8 QAS Degrees (+160%)	2,180 members 1,260 CEnvPs 3 QAS Degrees
Develop and implement a multi-year plan for major events	Multi-year plan is developed, kept up-to-date and used by the Institute	Calendar rolled out, including Annual Conference to 2027	Calendar mapped from July 2023 to December 2024, allowing thematic co-ordination across marquee events
Establish an integrated system for members and certified practitioners to record their professional development	A user-friendly system to record professional development is operational	CPD recording system improvement scheduled for 2025–26	Limited system, with plans for further development

KEY PERFORMANCE INDICATORS continued

RESPECTED AND TRUSTED VOICE FOR THE PROFESSION

OBJECTIVES

- Contributing to shaping environmental laws, policies and guidelines
- Being widely recognised as the primary voice for the environment profession
- Advocating for the better incorporation of Indigenous knowledge into environmental policy and practice
- Demonstrating leadership in ethical environmental practice

Targets	Metrics	2024/25	2023/24
Increase the Institute’s representation on external advisory groups	Number of Institute representatives on advisory groups	Register in use and baseline established	Register established to form a baseline
Increase the provision of clear and concise policy submissions and position statements	Number of submissions and position statements produced	- 3 position statements updated - 3 communiqués delivered - Federal election statement delivered - 14 policy submissions recorded - Total of 21 (-12%)	- 3 Position Statements (new or updated) - 21 policy submissions - Institute-wide Total of 24
Increase awareness and incorporation of Indigenous knowledge, and of ethical environmental practice	Number of professional development sessions about incorporation of Indigenous knowledge into practice, and about ethical environmental practice	- Baseline established - Indigenous and ethics subject matter included in each marquee event and seven webinars held	- 10 professional development sessions - 8 on Indigenous knowledge - 2 on ethics
Monitor the recognition of ‘suitably qualified practitioners’ in law, policy, guidance and contracts	Create and maintain a published register of instances of inclusion of ‘suitably qualified practitioners’	Register completed, to be published in 2025–26	Register established, further research yet to commence
Increase readership of, and engagement with, the Institute’s Journal, communications and publications	- Journal readership and citation metrics - Social media and email metrics	- Social followers: 31,983 (+13.2%) - Email subscribers: 10,198 (-0.03%) - AJEM Citations: 1.5 (JCR impact factor) (+36.4%) - AJEM Downloads: 92,755 (+41.3%)	- Social followers: 28,261 - Email subscribers: 10,243 - AJEM Citations: 1.1 (JCR impact factor) - AJEM Downloads: 65,635

KEY PERFORMANCE INDICATORS continued

STRONG AND SUSTAINABLE INSTITUTE

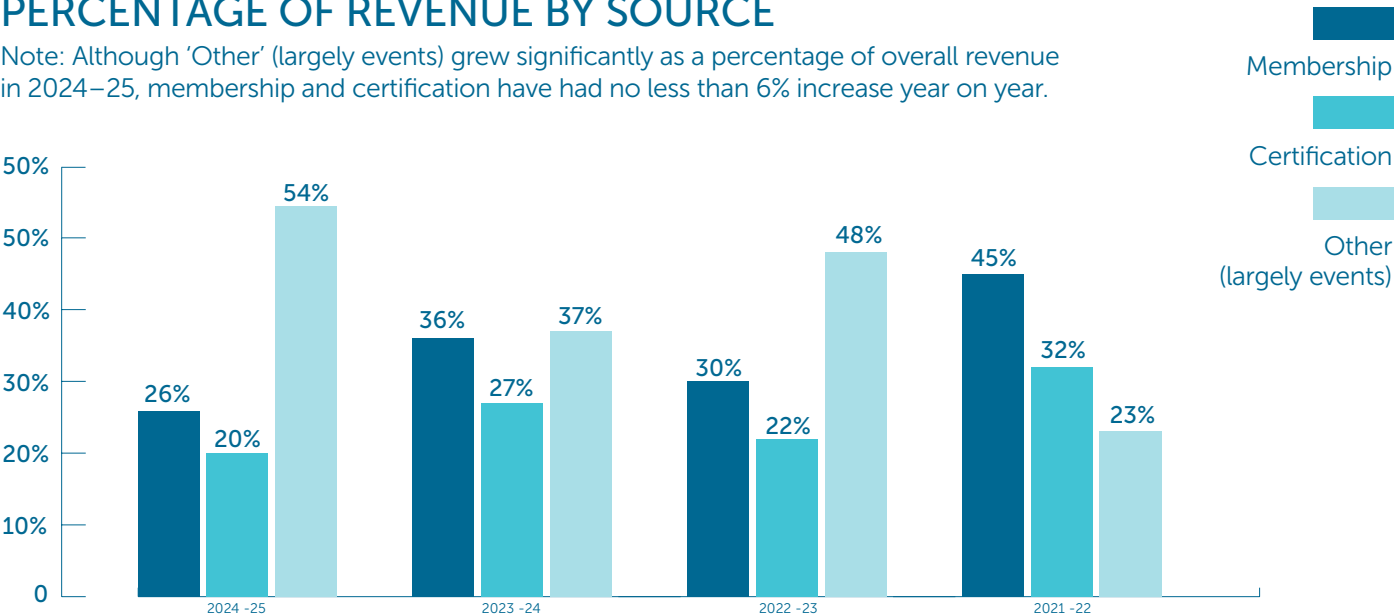
OBJECTIVES

- Implementing a financial strategy and resourcing plan to support the delivery of this strategic plan
- Ensuring our governance and systems are contemporary and able to adapt
- Making volunteer time more effective, enjoyable, valued and rewarding

Targets	Metrics	2024/25	2023/24
Consolidate finances across all business units	Delivery of a financial reform initiative	Stage one financial reform completed	Situation analysis completed
Reduce volunteer time for administrative tasks by increasing support provided to volunteers in key areas	<div><div>- Provision of additional volunteer support by staff</div><div>- Systems improvement to reduce administration</div></div>	<div><div>- Teams extension added, with roll-out investigated</div><div>- CRM Planning completed and providers shortlisted, Salesforce project integrated</div><div>- 25 templates available and in use</div></div>	<div><div>- Governance/Projects and Communication/Engagement roles filled to undertake work previously conducted by volunteers</div><div>- Salesforce in development</div><div>- SharePoint rolled out</div></div>
Increase and diversify revenue	Total revenue and balance of revenue sources	<div><div>- \$2.58m total revenue</div><div>- 54% from events and minor sources</div><div>- 26% from membership</div><div>- 20% from certification</div></div>	<div><div>- \$1.84m total revenue</div><div>- 36% from membership</div><div>- 27% from certification</div><div>- 37% from events and minor sources</div></div>
Complete and implement reviews of key governance documents	Completion of the By-Law Review	<div><div>- Re-wrote By-law 6 – Board Elections, By-law 9 – Fellowship and Honorary Membership, and By-law 17 – Qualifications Accreditation Scheme</div><div>- Three By-laws remaining for 2025–26</div></div>	<div><div>- Repealed and replaced By-laws 7 and 7a – Membership</div><div>- Rewrote By-law 16 - CEnvP Scheme</div></div>
Establish succession plans across the Institute	Succession planning guidance is developed	Further succession planning scheduled for 2025–26	Additional Terms of Reference and volunteer position descriptions developed, further work yet to commence

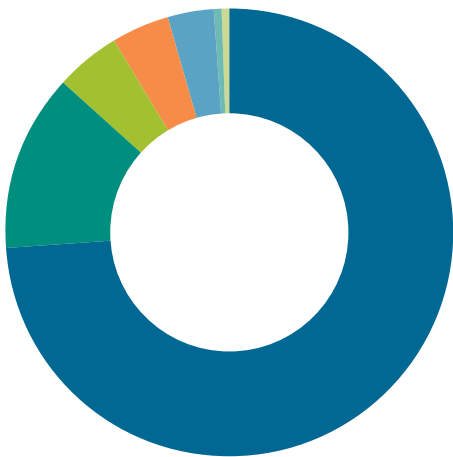
PERCENTAGE OF REVENUE BY SOURCE

Note: Although ‘Other’ (largely events) grew significantly as a percentage of overall revenue in 2024–25, membership and certification have had no less than 6% increase year on year.

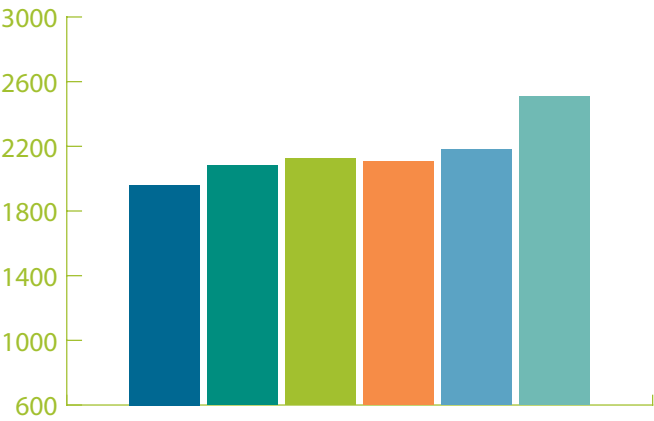
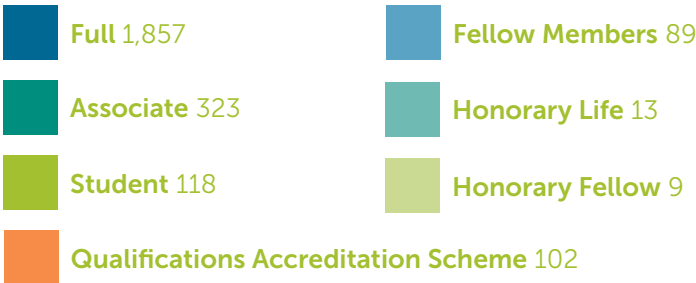


MEMBERSHIP BY THE NUMBERS

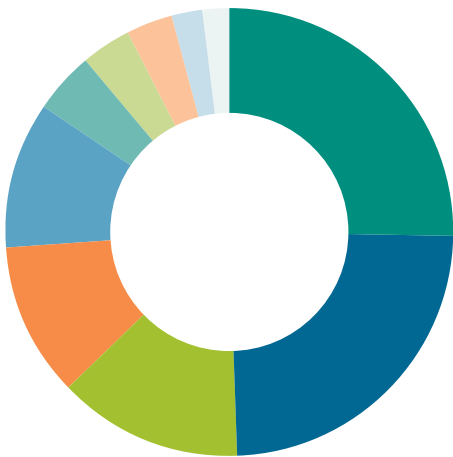
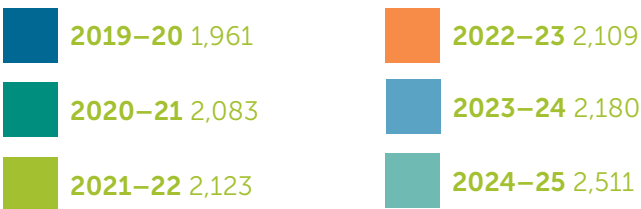
2,511 MEMBERS
15.18% INCREASE ON JUNE 2024



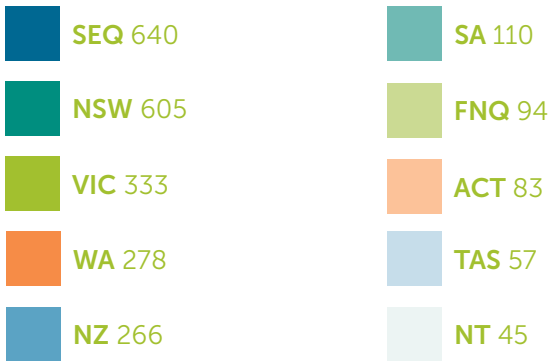
Membership by category



Membership over time



Membership by division





EIANZ

COMMUNICATION



LINKEDIN

2024 – 25
FOLLOWERS 21.4K (+10.3%)
ENGAGEMENT RATE 11.15% (+134%)



X (TWITTER)

2024 – 25
FOLLOWERS 1.3K (-0.14%)
ENGAGEMENT RATE 6.39% (+38%)



FACEBOOK

2024 – 25
FOLLOWERS 2.9K (+3.6%)
ENGAGEMENT RATE 4.55% (+23%)



INSTAGRAM

2024 – 25
FOLLOWERS 680 (+10.7%)
ENGAGEMENT RATE 5.78%



CEnvP LINKEDIN

2024 – 25
FOLLOWERS 4,678 (+15.6%)
ENGAGEMENT RATE 5.39%



INSTITUTE INSIDER

2024 – 25
OPEN RATE 51%

FINANCIAL SNAPSHOT

The 2024–25 financial year delivered a substantial surplus – while not the key objective, it was a remarkable outcome that reflects strong member engagement, dedicated volunteer effort, and careful financial management. This surplus was primarily driven by exceptional participation rates and operational efficiencies rather than by pricing strategies.

Revenue performance exceeded budget significantly across multiple streams. The most notable variance came from event revenue, driven by record attendance at conferences and exceptional uptake of our substantially expanded webinar program offered at nominal cost. Our ability to deliver such a high number of professional development opportunities throughout the year resulted in participation levels that demonstrated the profession’s commitment to continuous learning.

Membership revenue considerably exceeded budget through strong membership growth and improved retention rates, suggesting members continue to find significant value in their EIANZ membership. Our academic journal outperformed budget expectations through enhanced publishing methods and increased download rates, while sponsorship exceeded projections as partners recognised the value of engaging with our growing and active membership base.

Prudent management of our reserves delivered interest income well above budget, ensuring our equity works effectively to support the Institute’s mission. These positive variances across diverse revenue streams demonstrate progress toward reducing reliance on any single income source while maintaining accessibility for members.

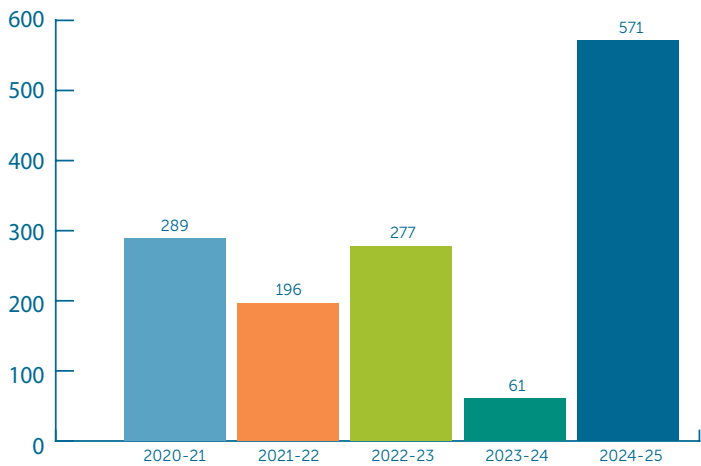
On the expenditure side, we achieved considerable budget savings in our digital transformation program by conducting CRM scoping work internally rather than through external consultants, with vendor payments deferred to next financial year. Additional savings in professional services fees reflected improved internal capabilities and more efficient processes across consulting and accounting requirements.

This financial performance has further strengthened our balance sheet, with members’ equity now at record levels. This positions EIANZ to continue investing in critical infrastructure and members’ services, including our new CRM system and expanded professional development programs, while maintaining prudent reserves to ensure long-term sustainability.

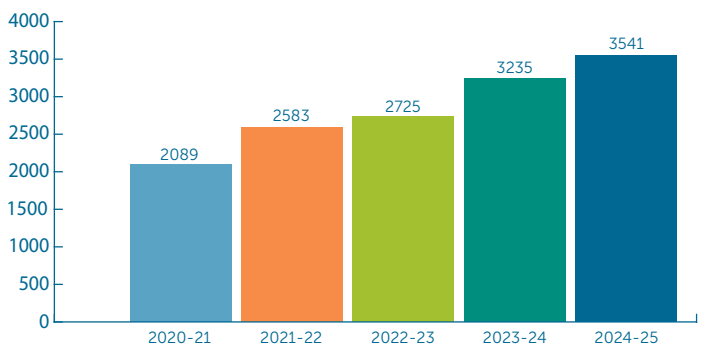
Importantly, this surplus was not our objective but rather the fortunate outcome of exceptional member engagement and operational efficiency. It provides the financial foundation to accelerate strategic initiatives that will enhance member value, strengthen professional recognition, and ensure EIANZ continues supporting environmental practice standards across Australia and Aotearoa New Zealand. Our commitment remains to thoughtfully reinvest these funds into programs and services that directly benefit our members and advance the environmental profession.

EIANZ’s full 2024-25 financial statements are available [here](#), for submission to members at the 2025 AGM.

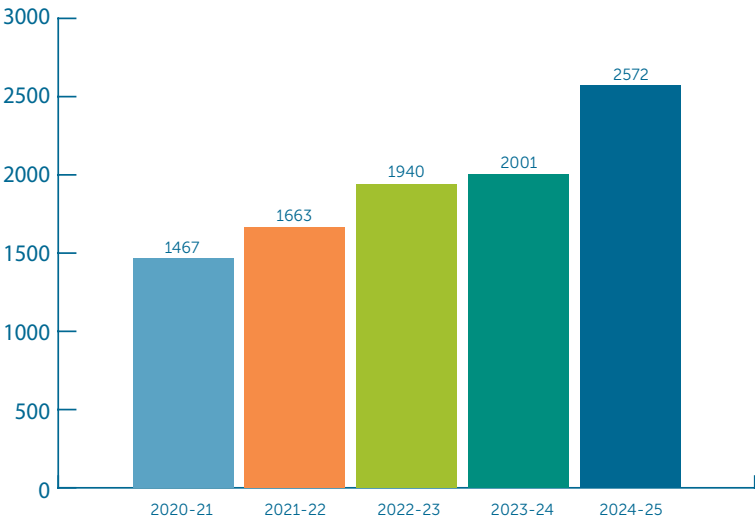
Surplus (\$000s)



Total Assets (\$000s)



Members’ Equity (\$000s)





AROUND THE
INSTITUTE

ANNUAL CONFERENCE

In November, Sydney hosted the EIANZ Annual Conference, which brought together the various cohorts and communities within the Institute around the timely theme of *Moving beyond transition*.

Progress in science is so often incremental, cautious, iterative, methodical. Yet with the environment profession experiencing considerable change in a relatively short amount of the time, the annual Institute gathering explored: What's coming next?

The three-day event featured two days of sessions and multiple streams on subjects such as improving social and environmental impact assessment, approaches to nature positive and beyond, evolving the environment profession, innovations in technology, and emerging technical challenges.

Uncle Brendan Kerin offered the Welcome to Country on day one, and the opening presentation on day two by Liz Clarke emphasised the importance of inclusion and diversity.

Keynote speakers Dr Sandra Peter and Dr Kai Riemer from the University of Sydney described a sustainable future shaped by artificial intelligence (AI). Getting AI right, they said, requires appropriate governance, standards, training and auditing. As ever-more tasks are sought for AI to solve, it is consuming vast amounts of electricity. Delegates heard that by 2030 AI will use 25% of the current power supply.

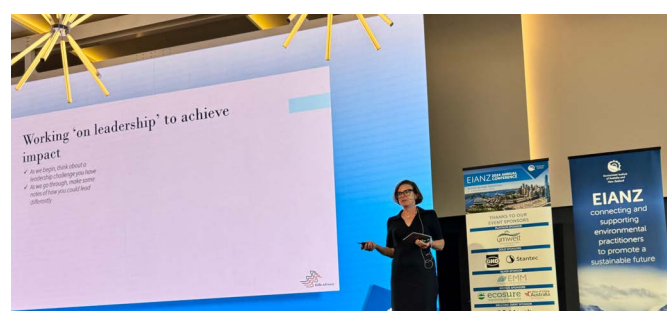
Professor Stuart White's keynote presentation explored the concept of 'backcasting' as a means for charting the way forward. Starting by defining a desirable future, this method suggests policies and programs to action in the present to ensure that the specified future unfolds. Imagining a perspective from 2050, Professor White defined what must be put in place to establish a safe operating space for humanity and our planet.

The keynote address from Lucy Sharman, Bradfield Development Authority Director of Sustainability, was another day one highlight.

Notable at the Annual Conference was the presence of environmental practitioners from SPREP (the Secretariat of the Regional Pacific Environment Program), EIANZ's partner organisation that manages and protects the Pacific's environment and natural resources.

On the final day of the conference, delegates had the option of taking field trips to a cultural heritage walk at Barangaroo and sustainability experience at Callan Park, or to Mount Annan cultural burn site and Western Sydney International.

Delegates reported that the key benefit of attending the Annual Conference was their enhanced understanding of areas of environmental practice adjacent to their own.



THEMES EXPLORED AT THE 2024 ANNUAL CONFERENCE:

- The impact of AI in the environment profession's work
- Using systems thinking in the realms of environmental policy and practice
- Developments in environmental and social impact assessment
- Approaches to nature-positive futures, particularly in urban environments
- The evolution of the environmental profession, with an emphasis on its structure and its role as advocate for sound environmental practice and outcomes.

IMPACT ASSESSMENT SYMPOSIUM

In August, EIANZ's annual Impact Assessment Symposium drew 230 practitioners to Brisbane to discuss the role of impact assessment in the transition to a nature-positive and socially responsible clean economy.

Nature positive and clean economy goals can, and do, come into conflict. The former deals with halting and reversing the loss of nature; the latter is about moving towards a low-carbon economy. Meeting the second objective, however, requires investment in infrastructure, such as transmission lines, wind and solar farms, and expanded mineral mining.

THE POTENTIAL FOR TENSION

Lachlan Wilkinson FEIANZ is Chair of the Institute's Impact Assessment Special Interest Section (SIS), which presented the event.

He summarised: 'Symposium delegates heard about the potential for tension between the need for a fast transition to a clean energy network, and biodiversity conservation, community interests, cultural heritage and other values.

'However, there is a way forward through strategic environmental assessments and regional planning, more robust impact assessments, and improved community engagement.'

The Symposium kicked off with a conversation, *The Great Debate: Energy Transition, Nature Positive and Impact Assessment: Cases for and Against Change*. During the debate, experienced impact assessors Jamie McMahon FEIANZ and Jack Krohn FEIANZ facilitated a vigorous exchange exploring the pros and cons of thinking differently about IA in relation to the energy transition, taking into account renewable generation, transmission and mining of essential minerals.

Day one of the symposium followed, with sessions exploring community involvement, the limitations of project assessments, and regional approaches. Day two provided delegates with the opportunity to hear sessions across three concurrent sessions on topics such as offshore challenges, managing the transition, regulation, regional challenges, and social impact assessments.

NAVIGATING A MAZE

Symposium delegates heard that the transition to a clean-energy, nature-positive economy requires navigating a maze of potential conflicts and long-term benefits. How can we best manage the approach to achieve global goals and minimise impacts on the environment and affected communities? The symposium's analysis of this question will inform

better practice and improved IA processes and public policy, which are crucial for achieving the balance of environmental protection with sustainable development.

The two-day symposium was well received, with 87 per cent of attendees declaring it would help them do their job better through improved knowledge and understanding, with around 90 per cent rating it symposium positively or very positively. Ideation for the 2025 Impact Assessment Symposium began almost immediately, with the dedicated committee eager to continue their important work.

'There is a way forward through strategic environmental assessments and regional planning, more robust impact assessments, and improved community engagement'



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EMM
creating opportunities

ecosure
improving ecosystems

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NATURE POSITIVE CITIES ONLINE SYMPOSIUM

EIANZ's new Nature Positive Cities Community of Practice presented the second iteration of the Nature Positive Cities Symposium as an online event to maximise accessibility and engagement. Running over three consecutive Thursdays in May and June, the virtual Symposium built on the momentum of the inaugural event held face to face in Sydney in 2024. Day one of the symposium was about measuring the impact of nature positive using various metrics and methods, while day two was dedicated to operations, and day three offered a global perspective.

URBAN IMPACT

Titled *Measuring Urban Nature Positive Impact: Metrics, Methods, and Meaning*, day one's session explored practical approaches to measuring ecological improvements beyond basic tree counts and canopy cover.

Kylie Galway MEIANZ facilitated an analysis and aimed to debunk the myth that development is at the expense of the environment. Dr Jeremy Cheesman examined the essentials metrics to measure the extent and condition of urban ecosystem assets, and Professor Martine Maron explained the BirdHealth Index, a metric that captures the condition of entire bird communities.

Professor Hugh Possingham HFEIANZ underlined the importance of having clear and quantifiable objectives, a theory of change, and metrics to assess progress towards those objectives.

Director of Australian Research Data Commons (ARDC) Hugh Holewa expanded on FAIR datasets, and Professor Nicholas Williams introduced a research partnership with MetroTrains that is in the process of creating 3Ha of Victorian volcanic plains native grassland to improve the connectivity of existing remnants in urban habitats.

FROM CONCEPT TO URBAN REALITY

Day two's focus was directed towards *Operationalising Nature Positive Principles: From Concept to Urban Reality*. This three-hour session was designed to bridge the gap between vision and implementation, with a panel of cross-disciplinary experts sharing tested strategies for integrating ecological considerations into urban planning, design and policy. Panel experts included representatives from academia, consultancies, NGOs, and peak bodies.

GLOBAL PERSPECTIVES

Coinciding with World Environment Day, day three concluded the online symposium with *Global Perspectives: Nature Positive Cities Worldwide*. This presented initiatives from various regions, comparing approaches and exploring how these contrast with Australian contexts. Day three speakers provided perspectives from New Zealand, Peru, Singapore, the US and Fiji, with Nick Thomas FEIANZ providing an Australian comparison.

Perhaps E. O. Wilson's quote provided by Biophilic Design Community founder Alexandra Bowen best summed up the Symposium's intent: 'Nature holds the key to our aesthetic, intellectual, cognitive and even spiritual satisfaction.'

Although nature might hold the key to creating healthy cities, the overarching message from the symposium was that strategy and intent are also pivotal for integrating ecological considerations into policy, planning and design.



NATIONAL BIODIVERSITY OFFSETS CONFERENCE 3.0

In July, EIANZ held the National Biodiversity Offsets Conference 3.0, providing an essential forum to unpack the latest developments in biodiversity offsets and related legislation, policy and delivery. The theme for the three-day event was *From offsetting to nature positive*, aligning with the Commonwealth's nature positive agenda in advance of the Global Nature Positive Summit in November.

Held in Canberra and attended by around 400 environmental professionals, the event explored advances and concerns with existing offset frameworks, delivery mechanisms, and how these connect with the evolving nature positive agenda.

The opening keynote speaker was renowned Professor Graeme Samuel AC, in fireside chat mode with Clayton Utz Partner Nick Thomas FEIANZ. Other keynote speakers were the University of Queensland's Professor Hugh Possingham HFEIANZ and Professor Martine Maron, consultant Zoe Whitton from Pollination, and Anthony Lean, Secretary of the NSW Department of Climate Change, Energy, the Environment and Water.

'Offsets at the moment result in net losses,' said Professor Maron. 'Getting up to scratch will be hard work. To get them to align with nature positive will be harder still.'

Professor Possingham said the process to reach nature positive will not be without cost. If we're serious about reaching the ambitious goal, he said, we must do target-based offsetting, invest \$5 billion annually, encourage philanthropy and business, and both tighten and enforce legislation.

Day one concluded with a poster session showing the latest research in line with the conference's themes. Day two was divided into two concurrent sessions: Policy and Delivery, and Environmental Accounting.

'Getting up to scratch will be hard work. To get them to align with nature positive will be harder still'

The conference program culminated on day three in an interactive workshop that drew on the views of all delegates, who travelled from across Australasia to represent the cross-section of disciplines necessary for analysing the intersection of biodiversity offsets and nature positive.

Participants were polled via a series of questions. Overwhelmingly, they said the primary goal for biodiversity management should be nature positive, seen as critical to reverse biodiversity decline. Yet 99 per cent of participants believed current policy settings of 'no net loss' are insufficient to achieve nature positive.

When asked to rank which of the key messages from the conference were most important, attendees said investment should be guided by a conservation strategy and sound science. More investment in protection and restoration is needed, and of course, the metrics need to be right, with a clear baseline for both biodiversity and nature positive projects.

Delegates said the best way forward was to increase



NATIONAL BIODIVERSITY OFFSETS CONFERENCE 3.0 continued

restoration activities, improve provisions for protection of nature in development and agricultural regulations, and lift recruitment of skilled individuals to the industry.

The conference also featured a dinner at the National Museum of Australia, showcasing a fascinating keynote by Chadden Hunter, producer of multiple award-winning documentaries including *Planet Earth II*.

Chair of the conference committee, David Francis FEIANZ CEnvP, said biodiversity offsetting is an important tool in addressing ecologically sustainable development and, if delivered to the highest standard, will contribute to building a nature-positive future.

David summarised: 'The event highlighted the role of EIANZ in bringing together multiple disciplines participating in the complicated and ever-evolving biodiversity offsets "industry", which now involves

annual transactions in the tens of millions of dollars. The significant role of EIANZ in promoting sound practice, legislative reform and ethical delivery in biodiversity offsets and nature-positive projects was evident at the third National Biodiversity Offsets Conference, one of the most successful events I've attended during my time as an environmental practitioner.'



WEBINAR PROGRAM

In response to member survey outcomes and in line with our strategic plan, EIANZ is dedicated to expanding online CPD opportunities.

In 2024–25 we grew the program to 60 online events (webinars, hybrid and workshop series) covering the broad scope of the environment profession. These included professional development workshops, conferences, and timely updates about a variety of factors impacting the profession – from artificial intelligence to essential briefings on legislation updates.

Proving immensely popular again were our four-day workshops run by Dr Glenn Brown on using 'Organised Reasoning'™ to produce more effective impact assessments. In 2024–25 there were 11 booked-out workshops, which are designed to help arrange thinking and arguments, and to present clearer written cases.

The Institute also expanded into offering in-demand training opportunities, in response to member feedback. New training offerings included practical strategies for environmental professionals in the

emerging AI landscape, in leadership, and how to refine QGIS technical skills.

Other popular online events included an exploration of new ESG mandatory reporting requirements and their impact on the profession, and another providing guidance for early career professionals navigating the environmental job market.

A series of webinars about wind farms and the impact on bat and avian populations also proved popular and is continuing.

Yet the most attended online event for the year was hosted by the FNQ Division. Presented by Professor Nathan Brooks-English, it explored how to determine the date of significant trees in cultural, historic and management contexts, attracting more than 500 practitioners to join the session.

Expect an expanded and engaging webinar program from the Institute in 2025–26.

POLICY & ENGAGEMENT

Throughout 2024–25 the collective membership regularly engaged with government departments, regulatory bodies, senior administrators and legislators in matters that touched on a broad swath of issues relevant to EIANZ members.

In this way, when legislation relevant to the profession does come to pass, it does so having benefitted from the Institute's expertise, experience and commitment, reflecting the respect with which our members are held in various jurisdictions. Below is a sample of submissions the Institute made in 2024–25.

NATURE POSITIVE

In July 2024, EIANZ made its submission to the Senate Inquiry into the Nature Positive (Environment Protection Australia) Bill 2024 and other related Bills.

Broadly, EIANZ welcomed the establishment of Environment Protection Australia and Environment Information Australia, suggesting that both agencies will have an important role to play in the transition to nature positive.

However, the Institute warned that these new entities can only be effective if they are adequately resourced and supported by reforms to the EPBC Act.

'In order for their work to be meaningful, it is crucial that the Government proceed with the third stage of the nature positive reforms, which involves reforms to the Act and development of National Environmental Standards as recommended by the Samuel Review,' the EIANZ submission said, noting that the government's stated aim to halt decline and repair nature requires a 'bold and holistic approach to nature positive that has not yet been captured by reform proposals'.

We recommended that the government be guided by nature-positive principles in drafting its current and future legislation. The Institute also stressed that it is vital that nature positive reforms are in line with Australia's international obligations under the UN Convention on Biodiversity.

Looking ahead, EIANZ called on the government to set a firm timeline for the crucial third stage of its reforms for the Nature Positive Plan.

BIODIVERSITY OFFSETS

In August 2024, on behalf of EIANZ, the NSW Division – working with the Biodiversity Centre of Practice – offered feedback to the NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW) about the Biodiversity Offsets Scheme Code of Conduct. In writing to NSW DCCEEW, EIANZ was broadly supportive of strengthening the Code, which seeks to facilitate best practice within the Biodiversity Offsets Scheme (BOS).

The Institute provided high-level feedback and more detailed responses. In the former category, there was commentary about clarifying the Code's overarching purpose, language, framing, perceived and actual conflicts of interest, application, and a request for guidance on how to educate clients on the BOS process – something that EIANZ can assist with or facilitate.

INTERNATIONAL CLIMATE CHANGE TARGET

In November, the Climate Change Special Interest Section made a submission on Aotearoa New Zealand's (NZ) 2035 international climate change target. This was delivered in the form of a response to the Climate Change Commission's release of advice on the level of domestic emissions reductions that could be achieved as part of the second nationally determined contribution (NDC2).

Generally, EIANZ supported the advice, describing it as 'robust and comprehensive'. The Institute also offered feedback around priorities; the factors in NZ's economic outlook that should be considered when setting NDC2; deciding a 'fair share' for NZ to contribute; and achieving reductions.

'The advice is not solely focused on carbon reduction but considers both the wider impacts or "co-benefits" of reduction, such as the health benefits of the electrification of transport, and that impacts of change will be greater for low-income households,' EIANZ's Climate Change Special Interest Section wrote in the submission.

EIANZ recommended that the Government align with the Global Stocktake recommendations; represent NZ's highest possible ambition in light of national circumstances; and ensure there is a clear path for delivering the target.

In setting the NDC2 target, the Institute said nothing less than the 'long-term social and economic costs of

climate change and failing to transition our economy' should be considered. According to our submission, setting an ambitious NDC2 meant Aotearoa New Zealand embracing a role of influence on the global stage, and of leading by example.

'If NZ shirks its responsibilities in this area, implicit permission is given to other nations to do the same,' the submission said.

BIODIVERSITY IN SOUTH AUSTRALIA (SA)

In February, EIANZ's South Australian Division made a submission regarding the state's Draft Biodiversity Bill, a pivotal piece of legislation for the region.

'Biodiversity loss is a critical issue facing South Australia and it must be urgently addressed,' the EIANZ SA Division wrote in a letter to the SA Department of Environment and Water. 'Evidence suggests that pressures on

biodiversity are increasing despite the investments in management. The 2020 Samuel Review of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) found that significant reform of national environment legislation is required to arrest the damage being done.

'This report indicates that SA, if anything, is lagging in biodiversity performance, hence it is important that this new state legislation clearly specifies the biodiversity priority and objectives going forward. The proposed Act and its subsequent implementation resourcing clearly needs to have standing with respect to all other development legislation.'

Commentary on the draft Bill was provided via comprehensive answers to a wide-ranging survey.

Influencing policy decisions in line with EIANZ's Vision, Mission and Values will continue to be an important area of focus for the Institute in the year ahead.

SUBMISSIONS

The Institute made numerous submissions and representations across the year, including:

Date	Policy Submission	Prepared by
May-25	<u>Submission to Approvals Fast Track Taskforce</u>	NT Division
Apr-25	<u>SEA CoP submission to the UN Office of the High Commissioner Special Rapporteur Environmental impact assessments, strategic environmental impact assessments and the right to a clean, healthy and sustainable environment</u>	Strategic Environmental Assessment CoP
Feb-25	<u>EIANZ-SA Division submission to South Australia's Draft Biodiversity Bill</u>	SA Division
Jan-25	<u>Submission on consultation draft of Territory Coordinator Bill</u>	NT Division
Nov-24	<u>Submission on Aotearoa New Zealand's 2035 international climate change target</u>	Climate Change SIS
Oct-24	<u>Submission on the Proposed Nature Repair Method: Replanting Native Forest and Woodland Ecosystems</u>	EIANZ
Oct-24	<u>Submission on the Proposed Nature Repair Method: Outline of the Biodiversity Assessment Instrument</u>	EIANZ
Oct-24	<u>Submission on IPART Discussion Paper on Monitoring the NSW Biodiversity Credits Market</u>	Biodiversity Offsets CoP
Sep-24	<u>Submission on the QLD Biodiversity Strategy Consultation Performance Framework</u>	SEQ Division
Aug-24	<u>EIANZ Feedback on Biodiversity Offsets Scheme Code of Conduct</u>	Biodiversity Offsets CoP
Aug-24	<u>Submission on Aotearoa New Zealand's Emissions Reduction Plan</u>	NSW Division Climate Change SIS
Jul-24	<u>Submission on standard conditions and risk criteria</u>	NT Division
Jul-24	<u>Submission on the DRAFT National Roadmap for protecting and conserving 30% of Australia's land by 2030</u>	Ecology SIS and IEWG
Jul-24	<u>Submission to Senate Inquiry into The Nature Positive (Environment Protection Australia) Bill 2024 [Provisions] and other related Bills</u>	EIANZ

For the full list of EIANZ submissions, see <https://www.eianz.org/news-publications/policy-submissions>



CERTIFIED ENVIRONMENTAL PRACTITIONER SCHEME (CEnvP)

The CEnvP Scheme achieved another year of robust growth, certifying 123 new practitioners and receiving 135 applications in 2024–25. This brought the total number of certified practitioners to 1,353, representing a 7.38% increase from the previous year.

Retention rates remained consistently high, with 97% of practitioners maintaining their certification after the annual renewal and recertification period. This outcome reflects both the value that practitioners place on certification and the effective support provided by the Program Team and volunteers. Forty per cent of certified practitioners also held Full or Fellow membership of the Institute, highlighting the integration of certification within the broader EIANZ framework.

CLIMATE CHANGE SPECIALIST CERTIFICATION

In February, the Scheme launched its re-engineered Climate Change Specialist (CEnvP-CC) certification. Developed through extensive industry and government consultation, the certification is aligned with international regulatory frameworks such as the Task Force on Climate-Related Financial Disclosures (TCFD). It provides assurance of professional expertise in climate risk assessment, adaptation, and mitigation. The relaunch positions certified practitioners to lead in delivering transparent, compliant, and impactful climate assessments across industries.

CONTINUOUS IMPROVEMENT

The Scheme underwent a comprehensive compliance audit against ISO/IEC 17024:2012, the international standard for organisations that certify professionals. The audit confirmed ongoing alignment with the standard, with clear evidence of compliance across policies and procedures. Improvements were also introduced to enhance practitioner and applicant experience. These included updated guidance materials and the introduction of detailed reports to support communication and transparency across the volunteer

network and wider stakeholder community. Clarity, engagement and continuous improvement remain focal points for the Scheme.

CELEBRATING 20 YEARS

The Scheme celebrated its 20th anniversary this year. Established in 2005, it was among the first programs of its kind in the world, and has grown into Australasia's leading certifying body for environmental and social practitioners. Since its inception, seven specialist certifications have been introduced, including the relaunched Climate Change Specialist certification.

Reflecting on the Scheme's origins, Nigel Murphy HLMEIANZ CEnvP, the foundation Certification Board Chair, said: 'The CEnvP Scheme was built by people with a vision to improve environmental practice and ethics within the profession. It wasn't an elaborate program with a lot of government funding; it was driven by volunteers, people who cared about the profession. That's what has driven it and keeps driving it.'

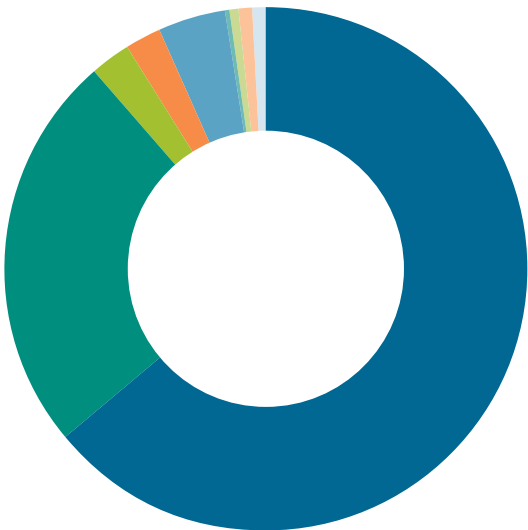
Hugh Lavery AM FEIANZ, the first Certified Environmental Practitioner, also reflected: 'In the early days of my career, environmental practitioners were quite isolated and spent a lot of time out in the field, without a central body. The Scheme and the Institute have played a key role in developing environmental practice in our region.'

Institute President Vicki Brady FEIANZ CEnvP stated: 'Governments, regulators and employers look to the Scheme to provide assurance that environmental practitioners are suitably qualified and experienced, something that has never been more important.'

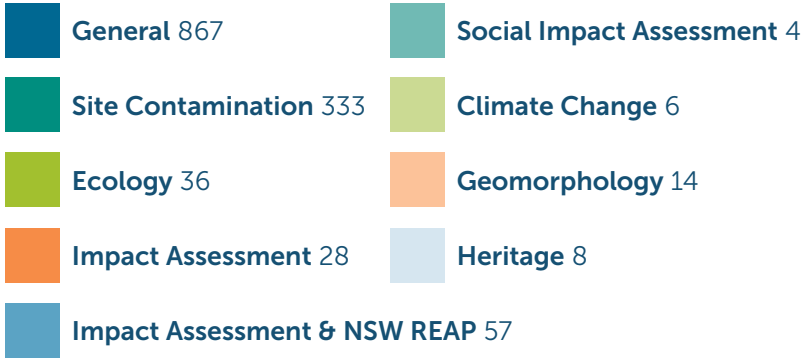
VOLUNTARY CONTRIBUTION

The Scheme continues to rely on the contribution of hundreds of volunteers each year, including members of the Certification Board, Specialist Environmental Advisory Committees, Registrars and interview panellists. Their expertise and commitment are fundamental to maintaining rigorous standards and advancing the Scheme's success.

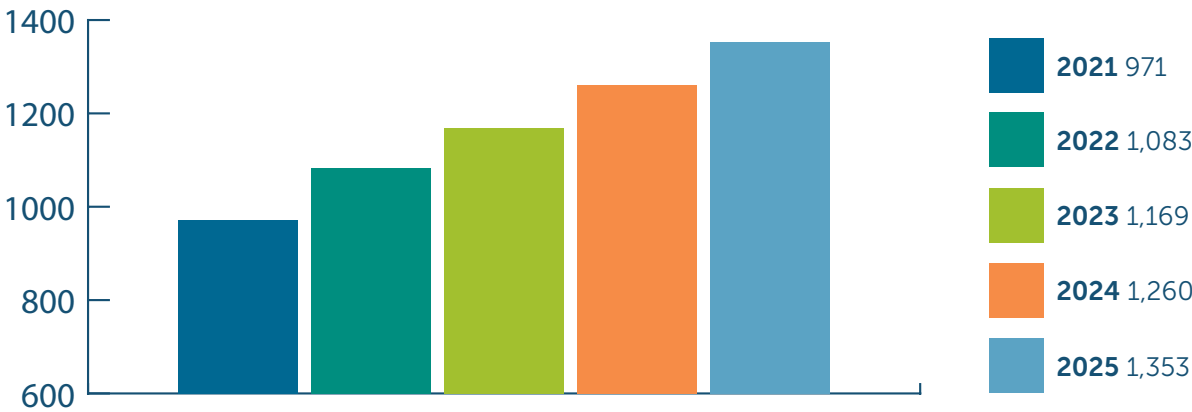
CEnvP BY THE NUMBERS



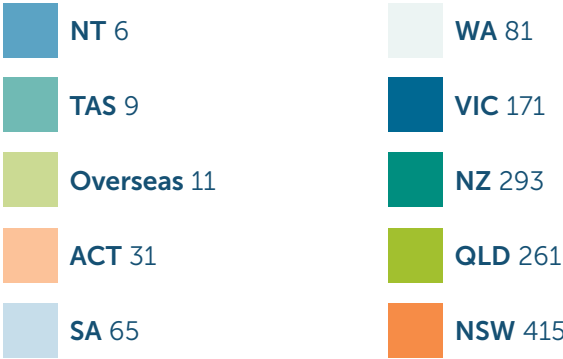
CEnvPs by specialisation



CEnvPs over time



CEnvPs by location



CEnvP SCHEME SERVICE AWARD

The CEnvP Scheme Service Award celebrates the exceptional volunteer contribution individuals have made to the Scheme. Warren Pump FEIANZ CEnvP-SC and Joanne Flint FEIANZ CEnvP earned recognition in 2024–25.



WARREN PUMP FEIANZ CENVP-SC

Warren Pump's nomination for the CEnvP Service Award referenced the valuable advice and support provided during the Scheme's transition period, which resulted from changes to the governing By-law in early 2024. Warren's contribution was significant in minimising any disruptions to the certification of environmental practitioners and in ensuring that a representative and well-balanced Certification Board was appointed. He subsequently continued to support the Scheme during the transition period in the role of Special Advisor.

Warren's highly valued contributions in operations, technical matters and in governance and strategy throughout his time as a member of the Certification Board (2019–2024) were also cited in the nomination.

As well as being a member of the Certification Board's Marketing & Communications Sub-committee, Warren was a key advisor in planning for a successful program of activities over an extended period. He represented the CEnvP Scheme at several conferences.

Warren commented: 'I find it quite humbling to be recognised by my peers for my contributions to the Certification Scheme. There are hundreds of volunteers from all parts of ANZ who generously give their time to maintaining and growing the Scheme. EIANZ does a fabulous job to recognise the invaluable contribution of these practitioners.'



JOANNE FLINT FEIANZ CENVP

With a distinguished career spanning more than three decades, Joanne Flint has worked nationally in engineering, consulting and management roles, focusing on sustainability and providing strategic and risk management advice and services. She has served on the CEnvP Board since 2019.

The nomination citing Joanne for a CEnvP Service Award referenced her unwavering dedication and commitment during the transition period of the Certification Board's reform, with her efforts described as 'pivotal' and 'remarkable'. Her continuing commitment to the Scheme's success ensured a seamless transition, which the nomination said would not have been possible without her assistance and efforts.

Joanne made herself available to the CEnvP team during a critical phase while the new Certification Board was established despite considerable demands and responsibilities with her own consultancy.

QUALIFICATIONS ACCREDITATION SCHEME (QAS)

The Qualifications Accreditation Scheme (QAS) plays a vital role in ensuring that environmental graduates enter the profession with the knowledge, skills, and ethical standards required to practise competently.

QAS Board Chair Jon Womersley HLMEIANZ CEnvP noted that accreditation of qualifications assures the quality and relevance of the education received by those entering the environment profession. Key considerations for accreditation are knowledge, skills, ethical standards, and the career-readiness of graduates.

During the reporting year significant progress was made:

- The Bachelor of Environmental Science (Honours) at the University of Canterbury had its period of accreditation reviewed and extended by a year.
- The Bachelor of Environment and Society at RMIT University was reviewed and its accreditation continued under the updated title of Bachelor of Sustainability and Environment.
- Deakin University's application for accreditation of five qualifications was finalised, with accreditation of the Bachelor of Environmental Science and Sustainability, Bachelor of Environmental Science (Wildlife and Conservation Biology), Graduate Diploma of Sustainability, Master of Sustainability, and Master of Sustainability (Professional).

These accreditations increased the number of EIANZ-recognised qualifications from three to eight.

To support students, free EIANZ Student Memberships are available to those enrolled in accredited degrees. Rolled out throughout 2024, this initiative has been particularly successful in Victoria, where student memberships more than doubled in 2024–25.

The QAS Accreditation Board also met with universities in Greater Sydney during EIANZ's Governance Day to discuss the value of accreditation in preparing students for professional practice.

Ongoing engagement continued with the Australian Council of Environmental Deans and Directors, including discussion of work-integrated learning (WIL) as a component of environmental education.

In partnership with the EIANZ Board, the QAS Accreditation Board revised the governing By-law for the Scheme to ensure consistency with broader Institute governance.

INDIGENOUS ENGAGEMENT WORKING GROUP (IEWG)

The Indigenous Engagement Working Group (IEWG) was established in 2019 to advance the Institute's commitment to recognising First Nations rights and culture, valuing traditional knowledge, and promoting opportunities for Indigenous participation.

A key milestone was the development of EIANZ's 2022 Reconciliation Action Plan (RAP), which provided a framework for action over its two-year term. Although applicable only within Australia, it shaped much of the Institute's recent work on Indigenous engagement.

In 2024–25, the IEWG met five times and expanded its dialogue by including representatives from the Heritage Special Interest Section and the Social Impact Assessment Community of Practice. This collaboration has strengthened connections between groups engaged in Indigenous rights, cultural values and participation.

Following the expiry of the 'Reflect' RAP in late 2024, the IEWG presented several options to the Advisory Council and Board. After consultation, the Board resolved in February 2025 not to proceed with the next stage of the RAP process and instead focus on other areas of value. The Institute will, however, continue to uphold the commitments set out in the 2022 RAP, particularly in relation to Indigenous engagement and recognition of traditional knowledge.

During the year, the IEWG reviewed policies and position statements, explored new ways to engage with Indigenous practitioners and organisations, and proposed a member survey to better understand professional development needs in this area. The IEWG also contributed to the Institute's 2025 Federal Election Statement, advocating for government action on international agreements concerning intangible cultural heritage, Free Prior and Informed Consent (FPIC), and traditional knowledge.

The IEWG played an active role in member engagement through articles in the *Institute Insider*, activities during NAIDOC Week, National Reconciliation Week and Matariki, and contributions to the annual conference program. On the international stage, Co-Chair Alan Chenoweth HLMEIANZ CEnvP represented the group in updating the International Association for Impact Assessment (IAIA) guidelines on Indigenous Peoples and Traditional Knowledge (SP9).

An aerial photograph of a landscape featuring a multi-lane road with several cars, a winding path, a small pond, and rows of young trees planted in a field. The background shows rolling hills under a clear sky.

SPECIAL INTEREST SECTION (SIS) REPORTS

CLIMATE CHANGE SIS

The Climate Change SIS continued to play an active role in supporting practitioners to address the climate challenge. Monthly meetings were well attended, fostering professional capacity, supporting members, and maintaining the vibrancy of the Section.

A major milestone was the redesign and relaunch of the Certified Environmental Practitioner (CEnvP) Climate Change Specialist certification. Developed through demand- and supply-side market research in Australia and Aotearoa New Zealand, this update strengthened requirements in climate risk assessment and management. The Section worked closely with the EIANZ and CEnvP Certification Boards to secure approval, and contributed to establishing a new Specialist Environmental Advisory Committee (SEAC) chaired by Tom Davies FEIANZ. The contributions of Tom, Bronwyn Dwyer MEIANZ and Nic Conland MEIANZ were central to this work.

The Climate Change SIS hosted webinars on adaptation planning and on the United Nations 28th Climate Conference of Parties (COP28) held in Dubai, which was attended by EIANZ International Affairs Ambassador Simon Molesworth AO KC HLMEIANZ CEnvP.

The Section provided policy recommendations to both the Aotearoa New Zealand and Australian governments on national emission targets, including input into EIANZ's Election Statement in the lead-up to the May 2025 Australian federal election.

Collaboration with the Heritage SIS strengthened cultural heritage content in the Institute's Climate Change Position Statement.

The SIS continued to build connections externally, engaging with the National Environmental Law Association's climate committee through reciprocal meeting attendance.

Looking ahead, the Section will track national and global climate developments while strengthening ties with members, Divisions and other Special Interest Sections.

ECOLOGY SIS

The Ecology Special Interest Section (SIS) played a significant role this year in advancing public policy and environmental governance, and in supporting the Institute's strategic priorities. The Section made several important submissions, including a comprehensive response to the five-year review of the *NSW Biodiversity Conservation Act*. This submission provided practical recommendations to strengthen the Biodiversity Offsets Scheme and streamline assessment processes.

The SIS helped shape the Institute's 'Nature Positive Plan 2024' and supported strategic deliberations through the Advisory Council.

Input was also provided into the Institute's response to the Senate Inquiry on Red Imported Fire Ants, ensuring ecological expertise is embedded across policy domains.

Section Chair Kelly Matthews MEIANZ CEnvP and Deputy Chair Nelson Wills MEIANZ CEnvP represented the Institute on the Department of Climate Change, Energy, the Environment and Water (DCCEEW) Environmental Consultants Working Group, which convened twice during the year.

Within the membership, the SIS continued to foster and support the Communities of Practice (CoPs) it hosts, including groups focused on biodiversity offsets, ecology and transportation, and nature positive cities.

The recently activated Australasian Network for Ecology and Transportation (ANET) Community of Practice added further momentum to the Section, co-producing a symposium on using technology to reduce wildlife-vehicle collisions with Transport for New South Wales (TfNSW).

Building on the success of the Nature Positive Cities Symposium in Sydney, the SIS supported the establishment of EIANZ's new Nature Positive Cities CoP to bring together ecologists, architects, planners, engineers, local government and allied professionals. Its mandate includes embedding nature in urban planning and design, incorporating First Nations knowledge into practice, and advancing knowledge-sharing, professional development and advocacy for nature-positive urban outcomes.

Other event highlights included three well-attended webinars examining the impacts of wind farms on bat populations, launching a continuing series.

The Section also worked with EIANZ's New Zealand Chapter to review and finalise updated Ecological Impact Assessment Guidelines for Aotearoa New Zealand. A follow-up workshop in Auckland will further explore the key recommendations.

Reflecting on the year, SIS Chair Kelly Matthews highlighted a tangible shift in industry mindset: 'The transition from reactive mitigation to genuinely nature-positive design and planning was inspiring. The Nature Positive Cities Symposium showed how ecological principles can shape future-ready cities and re-centre biodiversity in urban policy – a refreshing, forward-looking focus.'

ENVIRONMENTAL ACCOUNTING SIS

The Environmental Accounting Special Interest Section (SIS) focused its work in 2024–25 on strengthening professional frameworks and contributing to Institute advocacy.

At the National Biodiversity Offsets Conference 3.0, the Section delivered a session examining key standards and frameworks for environmental accounting, showcased applied examples – many involving First Nations perspectives – and key considerations around market structures and signals. It also hosted a panel exploring investment considerations.

The SIS also supported Institute policy work by contributing to the submission made to the Senate inquiry on nature positive laws, informed by reporting requirements of the newly formed Environment Information Australia (EIA). The Section authored feedback on the EIA's proposed remit, highlighting the disparity between the scope of data and information covered by the national environmental standards – considered to be quite limited – and the EIA's broader measuring and reporting requirements.

In the year ahead, the SIS will build on insights from its SIS member survey into competencies, qualifications and training, which confirmed the discipline is evolving quickly. Strong member interest was identified in natural capital accounting, circular economy principles, and sustainability reporting.

Planned initiatives include a white paper on competencies, qualifications and training; a follow-up survey; and development of a training course in partnership with a registered training organisation.

The Section also intends to convene a one-day event exploring ways to integrate traditional ecological knowledge with western science.

HERITAGE SIS

The Heritage Special Interest Section (SIS) focused its activities in 2024–25 on three guiding principles: growing membership by promoting EIANZ to the heritage community, raising awareness of heritage as an integral part of environmental practice, and contributing to Institute policy and legislative submissions.

In May, the Section hosted a webinar on practical archaeological conservation, featuring Director of Endangered Heritage, Victoria Pearce MEIANZ CEnvP-HER. The session introduced methods of archaeological conservation and examined how limited budgets affect the preservation and interpretation of finds. Victoria challenged practitioners to reflect on whether current practice does enough to protect the integrity of discovered objects, noting that while offshore digs typically require onsite conservators and conservation plans, no such requirements exist in Australia.

The Section also promoted other webinars relevant to heritage professionals, such as *How old is that tree? Dating significant trees in cultural, historic and management contexts*. These activities expanded connections across existing heritage networks and helped to strengthen the visibility of heritage within the Institute.

Section Chair Vanessa Hardy MEIANZ underlined the progress made in raising the profile of heritage across the Institute. The Section worked closely with the Indigenous Engagement Working Group, the Environmental Accounting SIS, and other groups to support cross-disciplinary collaboration. The Heritage SIS also contributed to submissions and Position Statements, including on nature positive and climate change, ensuring heritage considerations were recognised in policy discussions.

Improved communication across EIANZ over the past two years has facilitated greater integration across the organisation. Requests for advice and collaboration have also increased, reflecting a broader recognition that effective environmental management requires heritage perspectives.

The Heritage SIS would like to thank outgoing committee members Dr Mary-Jean Sutton MEIANZ CEnvP-HER, Dr MacLaren North MEIANZ CEnvP-HER, Cameron Harvey and Renee Regal MEIANZ for their contributions.

IMPACT ASSESSMENT SIS

The Impact Assessment Special Interest Section (IA SIS) enjoyed a productive year, with the annual Impact Assessment Symposium held in Brisbane in August a notable feature on the calendar.

The event delivered crucial insights into the role of impact assessment in the transition towards a nature- and socially-positive and clean economy. Organisers invited the event's delegates to explore, workshop and debate key elements of practice and policy within this context.

The Social Impact Assessment (SIA) Community of Practice (CoP) gained momentum, hosting practitioner and networking events in Sydney, Newcastle, Perth and Brisbane. These sessions focused on methodological and ethical issues in SIA practice. With the growth of the CoP, there has also been a noticeable increase in SIA abstracts submitted for EIANZ symposiums and the Annual Conference.

Leadership transitioned in the Strategic Environmental Assessment (SEA) CoP, with inaugural convenor Carolyn Cameron FEIANZ stepping down after 10 years and Dr Ailsa Kerswell FEIANZ taking on the role. The Institute thanks Carolyn for guiding the CoP into the dynamic group it is today.

As part of the EIANZ 2024 Impact Assessment Symposium, the SEA CoP convened a day-long session on regional planning, with follow-up workshops and sessions planned.

The SEA CoP also engaged with the Commonwealth Department of Climate Change, Energy, the Environment and Water (DCCEEW) on reforms to the *Environment Protection and Biodiversity Conservation Act 1999*, and wrote to the new Environment Minister, Senator Murray Watt, offering its expertise.

The SEA CoP also contributed internationally, making a submission to the UN Human Rights Special Rapporteur on impact assessment and the right to a clean, healthy and sustainable environment.

In 2024–2025 SEA CoP membership grew across regions and sectors.

Organised Reasoning™ workshops delivered by Dr Glenn Brown remained in high demand and continued to receive excellent feedback.

A working group was formed to develop new training in environmental impact assessment, and another to draft updated guidance on good practice. Online training in *Meaningful public participation and impact assessment* is scheduled to commence in late 2025.

CHAPTER & DIVISION REPORTS

AUSTRALIAN CAPITAL TERRITORY (ACT) DIVISION

The ACT Division had a strong year in 2024–25, delivering a varied program of events that engaged members and the broader environmental community.

The Division's popular quarterly networking drinks became a regular fixture, providing important opportunities for environmental professionals in Canberra to meet face to face, exchange ideas, and discuss emerging issues. Environmental professionals from outside of the Institute are also welcome to attend, reflecting the Division's role as a hub for practitioners in the nation's capital.

A highlight from the ACT Division's 2024–25 calendar was a Q&A held with the ACT Environment Protection Agency (EPA). More than 40 practitioners participated in discussions with senior EPA representatives, including Senior Director Dr Su Wild-River, gaining insights into contamination, biodiversity, and the ACT's environmental challenges.

Another highlight was an event focused on Canberra Light Rail Stage 2A, which also attracted more than 40 participants. Presentations from Canberra Metro, AECOM, Major Projects Canberra and Geosyntec Consultants explored lessons learnt and environmental considerations in major infrastructure planning and delivery.

The Division contributed actively to EIANZ's broader policy and advocacy efforts. ACT members Carolyn Cameron FEIANZ and Naomi Maxwell MEIANZ provided significant expert advice on proposed reforms to federal environmental legislation, representing the Institute in this important work. Richard Sharp FEIANZ CEnVP also represented the Division at regular DCCEEW Working Group meetings and was the key driver of the inaugural Insects in Crisis Symposium held in July 2025.

Membership grew to 83, reinforcing the Division's stable position and ability to influence. Looking ahead, the Division will continue to engage with the ACT Nature Conservation Strategy and provide members with meaningful opportunities to connect, learn and contribute.



FAR NORTH QUEENSLAND (FNQ) DIVISION

The small but dedicated Far North Queensland (FNQ) Division committee worked hard to provide value for its 94 members, focusing on consolidation, with membership remaining stable.

To serve members spread across a large and remote region, the Division continued with its series of free online events called Lunch Bites. These short, informal middle-of-the-day webinars are designed around convenience and engagement, and in the second year of the initiative, members continued to embrace it.

A highlight of the program was hosted by Dr Nathan Brooks-English from Central Queensland University entitled *Carbon Dating of Tree Rings*.

Held in late June, the half-day seminar in Mackay *Environmental Insights from Central Queensland* was attended by 30 environmental professionals. Guest speakers from North Queensland Bulk Ports, Mackay Regional Council, Aurecon and Pioneer Catchment Landcare explored a variety of topics. Key themes included traditional owner leadership in approval processes, new erosion and sediment control practices such as high-efficiency sediment basins, and Landcare's passion for propagating rare flora.

Attendees were delighted with the local content, the small amount of workday time it consumed, and the opportunity to contribute as well as network.

A series of half-day seminars across FNQ are subsequently planned for the coming year.

Looking ahead, the FNQ Committee plans to expand the seminar model, providing further opportunities for environmental professionals to meet locally rather than in state capitals, and is seeking new members to join the three-person committee to collaborate on an exciting year ahead.

The Division remains committed to delivering relevant, accessible, and high-quality opportunities for environmental practitioners across the region.

NORTHERN TERRITORY (NT) DIVISION

The Northern Territory (NT) Division had another successful year, marked by strong engagement, high-impact events, and significant input to policy and regulatory processes. Led by Division President Jeff Richardson FEIANZ, the committee maintained its focus on advancing professional practice and supporting members.

A highlight for the year was a presentation by Joni Woollard, Director Mining Remediation at the Department of Industry, Tourism and Trade, who spoke about legacy mines in the NT and the work of the Legacy Mines Unit. This event attracted 330 registrations from across Australia and New Zealand, exceeding expectations.

Another major presentation featured Kylie Welch, Development Manager – Environment at SunCable, who provided an update on the large-scale renewable energy project planned for the NT. The project proposes to develop the world's largest renewable energy generation and battery storage precinct, and a 5,000km high-voltage direct-current (HVDC) system to deliver up to 6GW of 24/7 green electricity to industrial customers in Darwin and Singapore. Her talk provided valuable insight into the complex approvals process for this globally significant development. The presentation was followed by the NT Division's annual Christmas networking event.

In line with its ongoing commitment to policy engagement on behalf of practitioners, the NT Division developed three formal submissions to the State Government.

The response to the draft Risk Criteria and Standard Conditions for Mining Exploration and Extractives was broadly supportive, with several suggestions for improvement. The criteria and conditions have now been adopted and EIANZ invited to provide further feedback on implementation.

Feedback on the Territory Coordinator Bill highlighted the need for transparency and public assurance that regulatory processes remain robust, particularly in light of community concerns about potential overreach and weakened environmental safeguards.

A submission to the Approvals Fast Track Taskforce explored opportunities for more efficient processes while emphasising the importance of properly resourced and effective regulation.

These submissions built on the Division's record of more than 20 submissions over the past decade.

The Division continued to support the next generation of practitioners by sponsoring the Award for Outstanding Academic Achievement in Environmental Planning and Policy at Charles Darwin University.

Looking ahead, the NT Division will engage with the new NT Government to ensure sound and effective environmental policy and regulation, promoting clarity and certainty for both project proponents and the community.

NEW ZEALAND (NZ) CHAPTER

The past year has been one of growth and consolidation for the New Zealand Chapter. The committee began the term with only President Connor Whiteley MEIANZ and Ex-Officio EIANZ Vice President (NZ) Dr Ian Boothroyd FEIANZ in officer roles. A full contingent was soon appointed, strengthening governance and improving delivery across member priorities.

Two highlights stand out for the year. The first is the outstanding work of the Students and Early Careers team, which has consistently exceeded expectations. The team's energy, creativity, and ability to deliver engaging events and networking opportunities has been inspiring. The contribution of the Division's younger members substantially strengthens the Chapter's overall impact.

The second major achievement concerns the Chapter's policy submission work. With New Zealand experiencing an intense year of policy change, the Committee dedicated considerable effort to coordinating, drafting, and delivering submissions on key Bills, legislation, and consultations. This work has established the Chapter as a credible and respected voice with government, while ensuring members' expertise is effectively represented in decisions affecting the environmental sector.

The adoption of online platforms has shifted policy submission engagement into the virtual space, enabling broader national participation and allowing Institute members to contribute effectively to a wide range of New Zealand policy submissions.

The Chapter benefitted from excellent service across its committee structure. Hillary Johnston MEIANZ provided outstanding work as Secretary before stepping down, while Craig Redmond MEIANZ offered strong support as Vice President. Megan Baddiley MEIANZ expertly managed the Chapter's finances, and Claire Webb MEIANZ played a crucial role in liaising with the Department of Conservation and progressing revisions to EIANZ's Impact Assessment Guidelines. Dr Boothroyd continued to serve as an invaluable link to the EIANZ Board, ensuring New Zealand perspectives were consistently represented.

The contributions of committee members Trent Bell MEIANZ, Rob van de Munckhof MEIANZ and Jane Andrews MEIANZ proved invaluable. The Students and Early Careers portfolio successfully transitioned from Kimberley D'Souza MEIANZ to Amanda Good MEIANZ, who has brought considerable energy and commitment

to the role. The result has been five in-person events across both islands, including quizzes, career networking sessions, and professional skills workshops.

For the first time in several years, the Chapter participated in both Waikato University and University of Auckland Careers Days, directly engaging with students and promoting EIANZ as a professional home for future environmental practitioners.

Several webinars were delivered, with the most popular covering water quality standards. Auckland Council Lead Water Scientist Dr Jenni Gadd presented on the latest updates to the chronic copper and zinc default guideline values for the Australian and New Zealand Guidelines for Fresh and Marine Water Quality (ANZG).

In the year ahead, the Committee plans to maintain its focus on submissions and policy reform, delivering for its younger member cohort, and continuing professional development activities. Several Committee members are developing new training modules to address industry gaps, such as wetland delineation and the application of the EIANZ Guidelines. The Chapter has allocated specific funds to support this initiative.

The Students and Early Careers subcommittee will continue delivering events and skills-based sessions, focused on the practical application of essential tools and processes.

Further government reforms are anticipated, including one of the largest overhauls to date of the resource management system. Finding innovative approaches to maintain engagement and deliver timely, high-quality submissions will remain a key Committee priority.

The Chapter is maintaining constructive collaboration with the New Zealand Department of Conservation on permitting and authorisation processes under the Wildlife Act. This is a critical issue affecting consultants, researchers and local government, with the Committee optimistic that its continuing engagement will lead to meaningful improvements benefitting the entire sector.

Additional in-person events are planned, including a field trip to the New Zealand Steel mill, where perspectives from both consultants and regulators on the recent consent process will be discussed and dissected.

Supported by its robust Committee, the New Zealand Chapter is confident it will continue to grow and strengthen its impact over the coming year.

NEW SOUTH WALES (NSW) DIVISION

The NSW Division remained one of the Institute's strongest centres of activity, attracting record membership numbers and continued growth in Certified Environmental Practitioner (CEnvP) registrations. At year's end, the Division had 605 members, representing 24 per cent of the Institute's total membership, and 415 CEnvP registrations, up by 30 on the previous year.

The Division's annual calendar is informed through a yearly Open Committee Meeting, in which members share their priorities and workshop program and initiative ideas.

This year, members benefitted from a wide program of professional development and networking events delivered across six regions: South Coast, Illawarra, Newcastle, Western Sydney, Sydney CBD and Armidale. The popular EnviroDrinks series, a collaboration with ALGA and ACLCA, expanded, with Armidale hosting the first north-west instalment.

The Division also trialled more experiential activities, including a Blue Mountains field workshop with the National Parks and Wildlife Service (NPWS) that showcased heritage management in the World Heritage area. Other activities included a Port Kembla Hydrogen Hub tour and tree planting during Climate Action Week.

The mentoring program achieved its strongest year to date, facilitating 59 mentor-mentee pairs, up from 31 in the previous year. A launch event was held for the program in April 2025, with resources provided for participants, and a mid-program event took place in September.

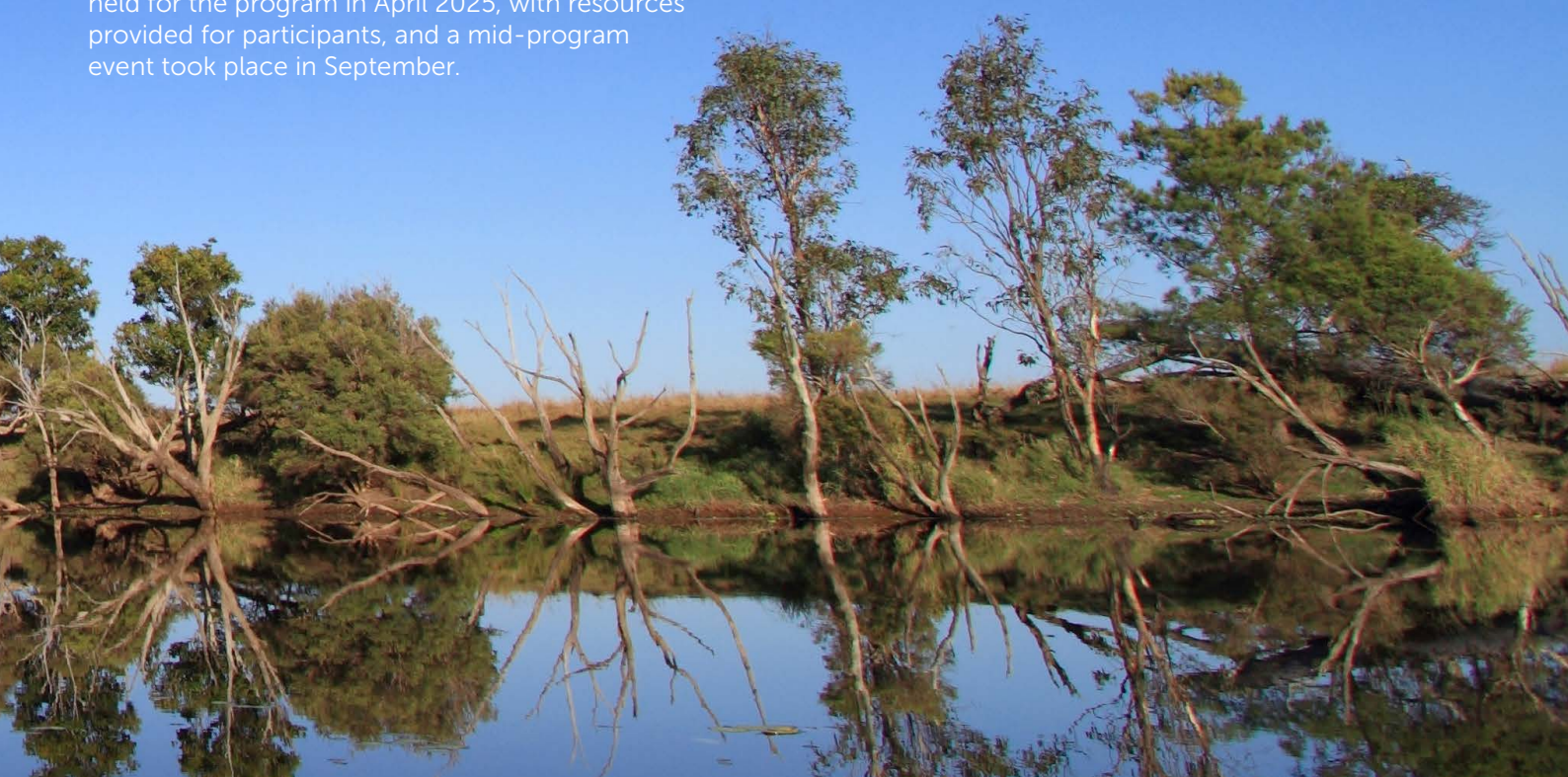
The Division ran another highly successful Environmental Expert course with sponsor law firm Clayton Utz, combining environmental and legal expertise. It also hosted the EIANZ Annual Conference in Sydney, a highlight on the Institute's calendar.

Engagement with students and early career practitioners was strengthened through the reinstatement of the NSW Division Student and Early Careers Committee (SECC), ensuring emerging practitioners maintain a voice in the Division's initiative.

Advocacy and policy work remained central to the Division's activities. NSW representatives contributed to national submissions and state-specific matters, with the Division sitting on the NSW Department of Planning, Housing and Infrastructure's Peak Planning Bodies Forum. It also worked with the Institute's NSW Offsets Working Group to establish a relationship with the Department of Climate Change, Energy, the Environment and Water (DCCEEW) on implementing the NSW offsets scheme.

Division finances remain in a sound position, and the committee is committed to assisting Central Office in continuing reforms that deliver improved outcomes for all members.

Healthy membership, strong professional development offerings and active advocacy mean the NSW Division is well placed to grow and strengthen its impact over the coming year.



SOUTH AUSTRALIAN (SA) DIVISION

In 2024–25 the South Australian Division delivered a diverse program of events that kept members active and engaged thanks to its committed and enthusiastic committee.

In recognition of National Recycling Week in November, members toured the IWS Recycling Centre and Dublin Eco Hub, which demonstrates how recycling is optimised, with minimal waste sent to engineered landfill, and showcases the site's 25-year native planting rehabilitation program.

The highlight event of the year's program was the hybrid seminar 'Biodiversity Offsetting and Nature Positive – A South Australian Perspective', which also featured the presentation of EIANZ Honorary Fellowship to Professor Hugh Possingham HFEIANZ.

The Division maintained a strong advocacy role, contributing EIANZ's detailed submission on the draft Biodiversity Act, with key points later reflected in the government's consultation report. Complementing this, a webinar by Brett Simes (Department for Environment and Water) provided members with timely insights into the proposed legislation and an opportunity to understand its potential impact, a week before it was released.

In partnership with the CEnvP program, the Division presented a hybrid event, *An Introduction to the Certified Environmental Practitioner Scheme – What's in it for you?* Certification Board Chair Maria Pedicini FEIANZ presented an overview of the scheme, highlighted CEnvP benefits, and provided guidance on the application process, followed by an expert panel Q&A.

The 2025 Mentoring Program is under way and due to wrap up in December at the Division's end-of-year celebration.

Looking ahead, the Division is planning themes, as well as other initiatives to better recognise and grow EIANZ's influence in the sector.

SOUTH EAST QUEENSLAND (SEQ) DIVISION

For SEQ, 2024–25 was a year of robust member engagement and support, informed through an annual planning day that identifies industry issues and translates them into a plan for the year ahead.

In response to member feedback, SEQ continued offering a variety of in-person and virtual events, including a series of workshops covering the drafting of effective reports, ethical good practice for environmental practitioners, and how to bolster a professional social media presence.

One of the highlights on the calendar was a Darling Downs seminar, where a senior representative of a renewable energy company shared the company's plans for a large-scale project in the region.

In the students and early careers professional space, the Division maintained engagement with and sponsorship of the University of Queensland's Geography and Environmental Management Society (UQ GEMS), participating in employability and networking events and hosting a seminar introducing environmental law, focused on the *Planning Act 2016* and the *Vegetation Management Act 1999*.

The Division's Mentoring Program saw growth from 25 to 32 mentoring pairs. The program was buoyed by a dynamic kick-off event led by career coach Nicole Chambers, continuing the strong foundation built in previous years.

EIANZ recognised several SEQ members for their outstanding contribution to the Institute and profession. Rod Welford FEIANZ was bestowed with the Institute's highest honour, the Simon Molesworth Award. After a lifetime of sterling public service, Rod sadly passed away in mid-2025. Long-time Certification Board member Joanne Flint FEIANZ earned the CEnvP Scheme Service Award.

SEQ remains the Institute's largest Division, with membership growing to a record 640.

With finances for the Division in decent shape, membership on the rise and a suite of engaging events planned, the Division is poised to continue its upward trajectory.

TASMANIAN (TAS) DIVISION

Despite its relatively small size within EIANZ, the Tasmanian Division achieved high levels of engagement and enthusiasm throughout the year. Membership and activity levels remain positive, with solid participation across both in-person and online events.

A highlight of the event program was the seminar *Approval of Green Hydrogen Major Projects – The Learnings* featuring Andrew Querzoli, Senior Principal Assessment and Approvals at JBS&G, who examined case studies including the planned 250MW electrolyser and 200MW hydrogen power plant at Whyalla in South Australia.

Another was a collaboration between EIANZ and the Planning Institute of Australia, 'Assessing Major Projects in Tasmania – Major Project Assessment Pathways', which explored the state's assessment framework.

The Division also provided two online learning opportunities. Dr Scott Hardie presented *Maintaining the Vitality of Inland Waterways: Cross-Continental Perspectives on Monitoring, Disentangling and Managing Impacts*, covering monitoring design, condition assessments, and integration of science into management and policy.

Associate Professor Danielle Vernon-Kidd from the University of Newcastle presented 'Rings of Time: Leveraging Paleoclimatology for Smarter Hydroclimate Risk Assessment', outlining how tree-ring data informs water availability modelling.

In addition, members gathered at informal networking events in Hobart and Launceston, which provided opportunities for connection and showcased the diversity and expertise within the Institute.

The Division closed the year in a healthy financial position, with a steadily growing membership base.

VICTORIAN (VIC) DIVISION

In 2024–25, the Victorian Division operated with a strong committee of 13 members, including 10 who were new to the role. This led to an active and productive year of engagement through a range of in-person and online events that drew healthy member participation.

A highlight of the professional development program was a Cultural Heritage Tour, which took participants through Federation Square to the Birrarung Wilam Aboriginal art installations. The tour shared the history of Birrarung Marr and the Aboriginal Peoples of the Kulin Nation.

Another site visit explored the state's significant Level Crossings Removal Project (LXRP), where members observed award-winning sustainability and urban design initiatives and gained insight into environmental and heritage management on major transport projects.

A coastal walk on the Mornington Peninsula also proved popular, providing members with the chance to examine coastal erosion challenges and management responses.

The Division supported the Australian CleanTech Showcase, where EIANZ Honorary Life Member Simon Molesworth AO KC HLMEIANZ CEnvP delivered the inspirational keynote address. His talk referenced strategies for building support for cleantech and renewable energy and emphasised the importance of professional credibility through initiatives such as the CEnvP Scheme and its re-engineered Climate Change Specialisation.

During the year, the Division also ran three webinars, focusing on mandatory climate reporting, developing an ESG strategy, and integrating climate resilience into transport projects. Members embraced these sessions.

Networking remained a key feature of the Division's activity. Events such as the pre-Christmas celebration and World Environment Day gathering provided valuable opportunities for Victorian members to connect and engage.

Engagement with students grew substantially, supported by the expansion of EIANZ's Qualification Accreditation Scheme (QAS) across Victorian universities. This resulted in a four-fold increase in new student memberships in the state, a noteworthy achievement of the Institute.

Reflecting on the year, Victorian Division President Daniel Banfai MEIANZ noted with pride the Division's progress and the committee's commitment to supporting members and advancing the Institute.

WESTERN AUSTRALIAN (WA) DIVISION

In 2024–25, the WA Division focused on championing professional development and elevating environmental standards in Western Australia. It furthered EIANZ's position as a trusted voice in the environmental sector by actively engaging with both government and industry.

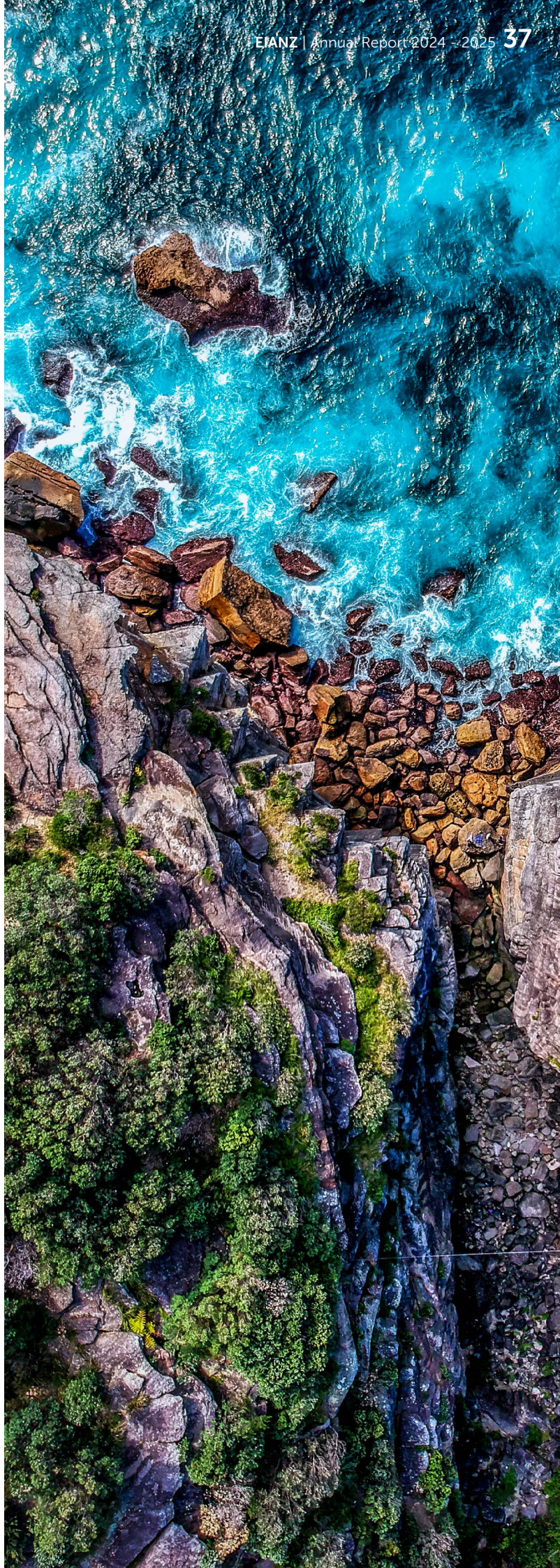
The Division delivered 11 professional development events, ranging from workshops to large-scale forums, with attendance varying between 15 to 268 participants. The flagship Environmental Practitioners Symposium attracted more than 140 attendees and covered key issues including biodiversity management and the integration of Indigenous knowledge into environmental practice.

A highlight of the year was the Division's collaboration with the University of Western Australia (UWA), to design and deliver a new QGIS training course, which will be available to practitioners into the future.

The Division contributed to government stakeholder reference groups and provided expert submissions on regulatory reforms, reinforcing EIANZ's role in shaping policy and practice within Western Australia.

In its seventh year the mentoring program continued strongly, supporting 11 mentor and mentee pairs. Three social events expanded networks across the profession, while partnerships with universities were deepened to promote the Institute and enhance student readiness for the workforce.

2024–25 was an incredibly successful year for the Division, with WA membership growing by 18% to 278 members. This growth, along with increasing social media engagement, reflects the commitment of a dedicated committee and the value the Institute provides to environmental practitioners across the state.



CELEBRATING THE JOURNAL

July 2024 marked 30 years since the Australasian Journal of Environmental Management (AJEM) was established.

In a precarious era for publishing of all types, building a legacy over three decades for a respected academic publication is an achievement worthy of note.

Founded in 1994, AJEM is the official peer-reviewed journal of EIANZ. The journal's remit is to address general issues of policy and practice in resource and environmental management in Australia and Aotearoa New Zealand.

Originally known as the *Australian Journal of Environmental Management*, the publication was conceived to fill an obvious gap.

Former EIANZ President, The Hon. Simon Molesworth AO KC HLMEIANZ CEnvP recalled: 'My colleagues in the Institute were of the view that in Australia at that time, there did not exist a sound vehicle to publish peer-reviewed works focusing on the emerging or evolving "learning" about environmental management. As an Institute we saw it as our duty, being members of a profession, to foster interest in the cutting edge of environmental management so that readers could reflect upon their own practice in the context of the knowledge and experience of others.'

STRONG FOUNDATIONS

Inaugural Editor Eric Anderson HLMEIANZ established strong foundations for the journal in terms of publication arrangements and standing, with support from the Institute executive.

Emeritus Professor Stephen Dovers MEIANZ began his tenure as Associate Editor in 1994. He recalled: 'When we started the journal – against the expectations of many – there was nowhere to publish quality, peer-reviewed practice-oriented articles on Australian – now Australasian – environmental management. There is now, and AJEM is both respected and very useful. It has been central to the coming of age of our profession.'

AJEM Editorial Advisory Board member Dr Geoff Syme FEIANZ said: 'The growth in the quality and diversity of research was clearly evident over time. The evolution to wider variety in disciplinary focus and increased attention to integrated approaches has helped create a vibrant community of practice across Australasia.'

CLEAR COMMUNICATION

In her final editorial as Managing Editor in 2023, after 18 years at the helm, Emeritus Professor Helen Ross HLMEIANZ reflected on the journal's history, and the long hours and particular focus of editorial staff, who were dedicated to producing a quality journal.

Helen said the most important consideration for aspiring writers of technical papers is to consider carefully what contribution they seek to make to knowledge, then be clear in communicating that.

'This is the "So what" question,' she said. 'Journal publications focus more strongly than professional reports on new contributions to knowledge, and on building the body of evidence – hence support for others' findings, where more evidence is needed, and contradiction of previous findings. All authors need to highlight the new knowledge they contribute, amidst the points they could potentially report.'



VIBRANCY AND DIVERSITY

Co-Editors Dr Oliver Fritsch and Dr Animesh Kumar Gain have been at AJEM's helm for the past two years.

In his inaugural editorial, Animesh wrote: 'The environmental landscape is dynamic, necessitating equally adaptive approaches to its management and comprehension. Recognising this, one of my primary goals as editor is to ensure that AJEM evolves in tandem with the latest developments, technologies, and frameworks in environmental management. This means embracing interdisciplinary research, integrating Indigenous knowledge and practices, and highlighting innovative nature-based solutions that promise sustainability and adaptability in the face of changing global conditions.'

'The strength of AJEM lies not just in the quality of articles we publish but in the vibrancy and diversity of our community of researchers, practitioners, policymakers, and educators.'

Co-editor Oliver Fritsch said that when the duo assumed the responsibility of editorship from Helen Ross, they did so with a deep sense of responsibility.

He said: 'We aim to honour the journal's legacy while making sure it remains relevant and impactful. AJEM is committed to being at the forefront of disseminating cutting-edge research, fostering multidisciplinary dialogues and shaping the discourse on sustainable environmental practices within Australasia and beyond.'

PRESERVING QUALITY

Oliver said the editors' goal is to preserve the journal's quality rather than to introduce radical changes. Apart from improving the overall efficiency of the editorial office and bringing in external expertise such as co-authors for editorials, their focus is on stability.

He said the highlights for the editors to date have been meeting the previous editors and drafting a soon-to-be-published piece about the journal and its publication patterns in the past 20 years; publishing a special issue about the Great Barrier Reef; seeing an improvement in the journal's Impact Factor*; and expanding the editors' professional networks.

The biggest challenge is maintaining a robust peer-review process. He would like to see authors of articles strongly commit to peer-reviewing others' work, incentives put in place for peer reviewing, and for peer reviewing to be recognised in university probation, promotion and performance criteria.

Full access to the Australasian Journal of Environmental Management is included in EIANZ's Full and Fellow memberships.

LOOKING AHEAD

Looking to the future, the editors would like to include more Aotearoa New Zealand content. They plan to revisit outreach activities and content to ensure that AJEM remains relevant for policy and environmental practitioners, and becomes a useful resource in university training. They'd also like to enhance the journal's impact in academia, as a way of drawing in new authors and readers.

EIANZ congratulates and thanks those who have contributed to AJEM's success over three decades, whether as editors, board members, reviewers or authors.

*The Impact Factor (IF) is the average number of citations received by articles in a journal within a two-year window.

BY THE NUMBERS

Stats and facts for the Australasian Journal of Environmental Management for 1 July 2024 to 30 June 2025.

ABSTRACT DOWNLOADS

94,078 (+15%)

FULL-TEXT* DOWNLOADS

92,755 (+41.3%)

*Full-text is the combined downloads of users accessing the HTML, PDF or EPUB version of an article.

MOST DOWNLOADED ARTICLES DURING 2024–25:

'Who is buying electric vehicles in Australia? A study of early adopters', by Anna Mortimore, Shyama Ratnasari and Md Sayed Iftekhar, in Issue 2, 2024

'Governance solutions for soft plastics in Australia: lessons from the discontinuation of REDcycle', by Olamide Shittu et al, in Issue 3, 2024

'Exploring the barriers to farmer participation in soil carbon projects under the Australian Carbon Credit Unit Scheme', by Kalpana Pudasaini, Thakur Bhattarai and John Rolfe, published in Issue 2, 2025.

CELEBRATING OUR MEMBERS

EIANZ MERIT AWARD WINNERS

Presented annually since 2007, EIANZ's Merit Awards recognise members who have made an outstanding contribution to the Institute and the environment profession. Four awards are named after the Institute's founding members: Simon Molesworth, Mary Lou Morris, Tor Hundloe and Eric Anderson. In the reporting year, we recognised the following recipients:



SIMON MOLESWORTH AWARD ROD WELFORD FEIANZ

Recognising outstanding service to the Institute at an Institute level by an EIANZ member, this is the highest award bestowed by EIANZ.

State politician, prominent Institute member and advocate for the environment, Rod was an outstanding nominee for the Simon Molesworth Award. For more than 25 years, he demonstrated exceptional and sustained leadership within the Institute in Queensland and nationally, as well as in the environment profession, government, academia and industry across Australia. Rod passed away in mid-2025.

After establishing his own consulting firm in 1996, Integrated Resource Planners, he went on to pioneer a swath of environmental initiatives and reforms as both a Queensland Government Minister and a national environmental policy advocate.

His achievements include overseeing the establishment of one of Australia's most innovative EPAs; representing Australia at the UN Sustainable Development Commission; leading the Australian Council of Recycling (ACOR); and running a transnational professional practice in energy management, serving some of the world's largest resource industry companies.

His work while on the Institute's Disciplinary Committee (DC) set the standard for what is expected of members and practitioners, establishing EIANZ as the benchmark for the region. Operating behind the scenes in his DC role demonstrated Rod's humble approach. It was also an example of his personal contribution – one of many – towards improving the Institute. In this role, Rod always operated in a highly professional manner to maintain the integrity and values of EIANZ and the CEnvP Program.

Rod's contribution to EIANZ and the environment profession at large provides a lasting positive legacy. His actions were pivotal in establishing and maintaining the high level of confidence our regulators have in EIANZ members and Certified Environmental Practitioners.



MARY LOU MORRIS AWARD ANDREW MORISON FEIANZ

This award recognises an EIANZ member who provided outstanding service to the Institute at a Divisional, Chapter, Special Interest Section or Committee level.

A capable, enthusiastic, visionary and enabling leader, Andrew's efforts supported the NSW Divisional Committee's continuing success. He completed considerable work in helping the Division reach its record membership position while improving delivery to members. And because he regularly steps in to assist at other events or in multiple roles, Andrew's impact is felt well beyond the NSW Division. Exhibiting energy and capacities that have motivated the NSW Division committee, Andrew's contribution was most worthy of recognition as recipient of the Mary Lou Morris Award.



TOR HUNDLOE AWARD

TRAVIS NG MEIANZ

This award recognises outstanding contributions to the environment profession by a young professional EIANZ member.

Dedicated and enthusiastic, Travis Ng has energised the NSW Division and the Institute's Student and Early Careers Committee. Having led the NSW Division Mentoring Program, Travis is proactive in engaging with the university sector. His efforts in forging new contacts and relationships with EIANZ partner, the Australasian Land & Groundwater Association (ALGA), encouraged a greater diversity of environmental professionals to attend the NSW Green Drinks roll-out, leading to a greater cross-fertilisation of ideas. A proud EIANZ member, Travis recognises the broad benefits of aligning with the Institute through active membership.



EXCELLENCE IN ENVIRONMENTAL PRACTICE AWARD

JACK KROHN FEIANZ

This award recognises outstanding practice by an individual EIANZ member or non-member and is intended to be an exemplar for all environmental practitioners.

Having built a 40-year career in state government, Jack is a renowned and respected member of the impact assessment practice in Victoria and internationally. He continues to contribute to EIANZ through his role as Deputy Chair of the Impact Assessment (IA) SIS, as a session chair, and by providing presentations at IAIA conferences. A practitioner whose opinions are highly sought-after and respected by the industry, proponents, his peers and mentees, it could be said that Jack is everything this award stands for and more. Over the course of his 40-plus years working in impact assessment he has been – and continues to be – an excellent mentor to many. His commitment to the IA profession is unquestioned, and something Jack continues to ably demonstrate.

ERIC ANDERSON AWARD

ABDULRASHEED ZAKARI, DR IRFAN KHAN, ASSOC. PROF. RAFAEL ALVARADO AND DR IBTISSEM MISSAOU

This award is for the best article published in the Australasian Journal of Environmental Management during the year and is decided by the Journal editors.

The winners of this award are Abdulrasheed Zakari, Dr Irfan Khan, Assoc. Prof. Rafael Alvarado and Dr Ibtissem Missaoui for their article, 'The Impact of Renewable Energy Rebates on Environmental Sustainability in Australia', Australasian Journal of Environmental Management, 31:1, pp.108–125.

The article makes a significant contribution by evaluating the effectiveness of renewable energy policies, particularly premium feed-in tariffs (FiTs) and the Renewable Energy Target (RET) in reducing carbon emissions in Australia. The study demonstrates that while FiTs are effective in driving long-term reductions in carbon emissions, they present challenges in the short term. On the other hand, the RET policy was found to consistently reduce emissions in both the short and long term. These findings underscore the importance of well-designed policy frameworks that balance immediate challenges with long-term sustainability goals, offering valuable insights for policymakers aiming to enhance environmental outcomes through strategic incentives for renewable energy.

NEW FELLOWS

The status of Fellow is recognition of the leading role that a member has played in the environment profession. It is a well-deserved acknowledgement of an individual's professional standing and commitment to ethical practice over an extended period. This year we inducted nine new Fellows.

Geraldine Squires FEIANZ CEnvP-IA

Jamie McMahon FEIANZ CEnvP-IA + REAP

John Merrell FEIANZ CEnvP-IA + REAP

Martin Fallding FEIANZ

Nathan Garvey FEIANZ CEnvP

Mark Nan Tie FEIANZ CEnvP

Rod Welford FEIANZ

Travis Peake FEIANZ

Warren Pump FEIANZ CEnvP-SC



NEW HONORARY LIFE MEMBER

DR JUDITH ROPER-LINDSAY HLMEIANZ

One of the founding members of EIANZ, in 2024–25 Dr Judith Roper-Lindsay joined the pantheon of Institute Honorary Life Members.

An ecologist whose distinguished career spans more than 40 years, Dr Roper-Lindsay has made an immense contribution to ecological planning and management in Aotearoa New Zealand. Her work has been pivotal in defining and elevating the role of professional ecologists in environmental impact assessment.

After earning a PhD in botany from the University of Durham and gaining experience at the Scottish Nature Conservancy Council, the Scottish Wildlife Trust and Fife Regional Council, she arrived in Aotearoa New Zealand in 1981.

As one of the country's first consultant ecologists, she provided ecological assessments for major development projects and acted as a trusted advisor to central and local government, NGOs, and private clients. Her expertise helped shape much of today's ecological practice in Aotearoa New Zealand.

Her passion for urban ecology and integrating ecological principles into environmental impact assessments were defining components of her career. With her influential 1991 article, 'The Future Roles of Ecology and Ecologists in New Zealand', she pioneered the role of the professional ecologist in Aotearoa New Zealand, and

continued to provide thought-provoking and practical guidance to the field.

A significant achievement for Dr Roper-Lindsay was as the primary author and team leader of the Institute's Ecological Impact Assessment Guidelines – a foundational document that earned the New Zealand Resource Management Law Association award for best documentation in 2015. These guidelines are a testament to her dedication to high standards in the resource management process.

Her service to the Institute has been extensive. She served as President of the NZ Chapter from 2005 to 2008, played a key role in organising the first EIANZ conference held in Christchurch, and remains actively involved as an advisor on critical matters affecting the Chapter. A past winner of the Simon Molesworth Award, she was elevated to EIANZ Fellow status in 2016.

Beyond her contributions to the Institute, she held leadership roles in the New Zealand Ecological Society, the Royal Forest and Bird Protection Society, and the NZ Conservation Authority, further underscoring her lifelong dedication to ecological advocacy.

Throughout her career, Dr Roper-Lindsay has demonstrated the highest levels of ethical behaviour and integrity, serving as a mentor and an inspiration to ecologists at all stages of their careers.

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 Michael Chilcott
 Bill Haylock CEnvP
 Emeritus Prof Tor Hundloe
 Dr Bryan Jenkins
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IN PICTURES



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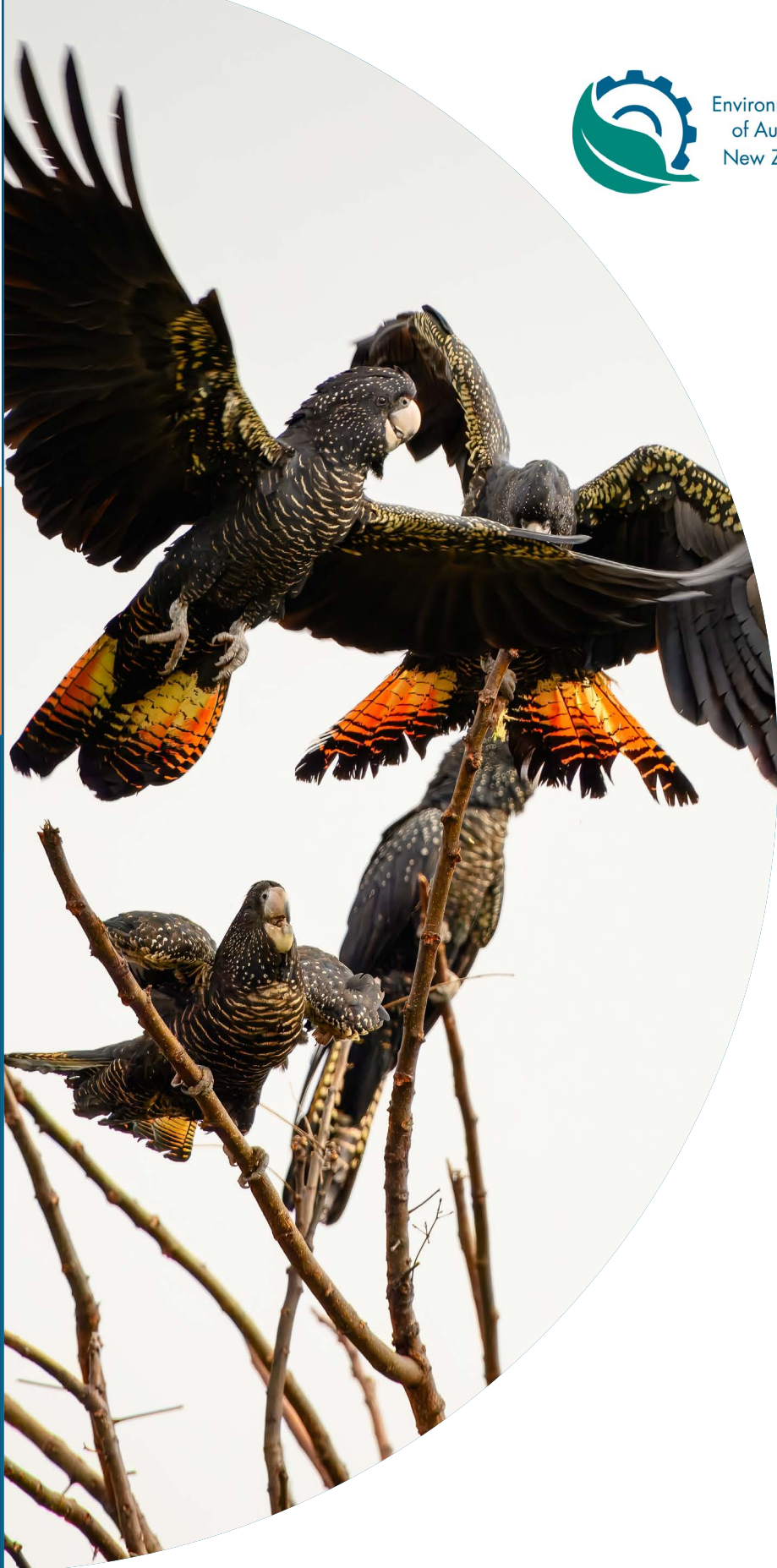
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