2025–2026

ANNUAL REPORT

THE ENVIRONMENT INSTITUTE OF AUSTRALIA AND NEW ZEALAND



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Environment Institute of Australia and New Zealand Inc.



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 over 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. The New Zealand Chapter has branches in the major centres of Auckland, Wellington and Christchurch, a branch that covers the Manawatū 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 ACCREDITED ENVIRONMENTAL QUALIFICATION

CERTIFIED ENVIRONMENTAL PRACTITIONER SCHEME
CEnvP

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.

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A MESSAGE FROM **THE PRESIDENT**



Fiona Gainsford
FEIANZ CEnvP-IA+REAP GAICD

As I take on the role of President, I am delighted to reflect on a year in which, again, so many people across EIANZ contributed their time, knowledge and energy to strengthening our Institute and our profession.

EIANZ enters its fifth decade from a position of strength, with a growing membership, sound financial foundations, increasing recognition of our professional credentials, and a stronger voice in environmental policy and practice.

A HEALTHY AND GROWING INSTITUTE

Membership grew 5.4%, continuing the strong growth of recent years, with several Divisions reaching record numbers. Group membership also grew significantly, with 30 organisations now supporting 440 members. This is an important indicator of the value employers place on professional membership and connection with EIANZ.

The Certified Environmental Practitioner (CEnvP) Scheme continued to grow, reaching 1,412 certified practitioners. Increasing recognition of certified practitioners by regulators reinforces the importance of professional competence, ethics and accountability, and strengthens the standing of environmental practitioners more broadly.

The Institute finished the year in a sound financial position, owing to strong engagement with events and sustained growth in memberships. This provides a robust foundation from which to invest in the profession, respond to emerging priorities, and continue building the long-term resilience of the organisation.

There are other important signs of confidence in EIANZ. We are increasingly being approached by organisations that value our professional standing, governance, networks and organisational structure, seeking opportunities to partner with us or become more closely aligned with the EIANZ offering. This external confidence is significant and brings both opportunities and responsibilities as we consider where EIANZ can have the greatest impact.

The health of our Institute is also reflected in the strength and inclusiveness of our professional community and the relationships we build beyond it. EIANZ has embarked on a consultation process to develop an Indigenous Advisory Framework, with an ambition that goes beyond engagement. We want to strengthen our cultural capability, better support our Aboriginal and Torres Strait Islander members, and become a trusted partner for Aboriginal and Torres Strait Islander organisations and communities. The framework will be shaped through listening and consultation, and we are building on the tools and connections to Country already developed across EIANZ.

MANAGING RISK AND STRENGTHENING GOVERNANCE

A healthy organisation is one that understands its risks, maintains strong governance and invests in the relationships that support effective decision-making.

As EIANZ has grown in membership, reach and influence, the breadth and complexity of matters overseen by the Board has grown with it. During the year, the Board continued to mature its governance and risk oversight to reflect that increasingly broad portfolio. This included strengthening the way risk is considered in Board decision-making, clarifying conflicts of interest, reviewing the way risk is identified, and commencing development of a risk appetite statement. Together, these changes are helping the Board take a more deliberate and strategic approach to oversight as the Institute evolves.

We have also strengthened the relationships between the EIANZ Board, the Accreditation Board and the Certification Board. Building on the 2025 Governance Day, there is now a stronger foundation for communication and collaboration between these important parts of EIANZ's governance structure, while respecting their distinct roles and responsibilities.

The Certification Board has continued to consider how the CEnvP Scheme can respond to the changing ways environmental professionals work, such as the introduction of pro-rated continuing professional development requirements for practitioners working part-time. This change has supported part-time practitioners to maintain their certification while preserving the Scheme's commitment to ongoing professional development, with a positive result in CEnvP retention.

Disciplinary Committee members considered several matters during the year, reinforcing the importance of having robust processes to uphold our Code of Ethics and Professional Conduct, and to maintain confidence in EIANZ's professional standards. Recognising the significance and complexity of this work by volunteers, the Institute has strengthened the Committee's support through increased access to resources, helping ensure matters are considered through fair, rigorous and defensible processes.

The Board has continued to consider EIANZ's longer-term organisational resilience, including the balance and diversity of revenue sources and the capacity required to support a growing Institute. Growth is positive, but it needs to remain sustainable and aligned with our purpose.

A TRUSTED VOICE FOR THE PROFESSION

One of the strongest developments during the year has been the breadth of EIANZ's advocacy. It reflects both the generosity of experienced members willing to contribute their expertise, and EIANZ's growing confidence and standing as an organisation with a genuine seat at the table.

EIANZ delivered 27 policy submissions and reviewed and updated three position statements during the reporting year across a diverse range of environmental matters. Importantly,

this advocacy draws on expertise from across the Institute; our members, Divisions, Special Interest Sections and Communities of Practice, advisory bodies, and Board. It demonstrates the depth of professional knowledge available within EIANZ and our members' willingness to contribute that expertise to important environmental policy debates.

Our engagement with the Australian Government has also continued to strengthen. EIANZ is increasingly being invited to contribute directly to discussions on national environmental policy and reform. This provides an important opportunity to build recognition of EIANZ as an independent, evidence-based professional voice and to bring the practical experience of environmental practitioners into policy development.

These relationships, together with the organisations increasingly seeking to work with EIANZ, are important indicators of the trust placed in the Institute.

THE FUTURE OF OUR PROFESSION

Our students and early-career practitioners are an important part of EIANZ and of the future of the environmental profession. It has been a joy to meet so many impressive new colleagues in our sector through professional development, networking and university careers evenings. Their enthusiasm, capability and willingness to engage give me great confidence in the future of our profession. Our more experienced members also have an important role to play in creating opportunities, sharing knowledge and supporting the next generation.

The Board's approval of a new Artificial Intelligence for Environmental Practitioners Community of Practice is another example of the Institute responding to change within the profession. Emerging technologies, climate change, changing community expectations and major reforms to environmental regulation will all influence the skills environmental professionals require in the coming decades.

I am keenly aware of the concerns younger members have raised about how AI may change career pathways and the work environmental professionals undertake. At the same time, our profession faces significant skills shortages in areas including ecology, cultural heritage and climate-related disciplines. Understanding these changes, guiding relevant tertiary education, supporting the skills our members will need, and helping prepare the profession for the future will be important areas of focus for EIANZ.

THE PEOPLE BEHIND EIANZ

Behind all of these achievements are people. EIANZ is fortunate to have an extraordinary network of volunteers who contribute their knowledge and expertise through our Divisions, New Zealand Chapter, Special Interest Sections, Communities of Practice, committees, policy and advocacy work, certification, accreditation, professional standards and many other activities.

I particularly acknowledge our partners and collaborating organisations. These relationships extend EIANZ's reach, bring different expertise and perspectives into our professional community, and contribute to our ability to influence and support good environmental practice.

I also want to acknowledge the leadership of former Presidents Vicki Brady FEIANZ CEnvP and Paul Keighley FEIANZ CEnvP during this reporting year. Both Vicki and Paul have led EIANZ through an important period of growth and change, and I thank them for their leadership and service to the Institute.

To our Board, Advisory Council, committees and volunteers, thank you for the considerable contribution you make to EIANZ and the profession. I look forward to working with you throughout my term as President.

I also acknowledge our Chief Executive Officer, Jonathon Miller, and our Central Office team for their commitment to supporting the Institute, our members and our extensive volunteer network. Their time, patience and individual expertise in working with our volunteers, members, stakeholders and regulators is deeply appreciated.

LOOKING AHEAD

The environmental challenges facing Australia and New Zealand are significant and increasingly complex. They reinforce the need for a strong, credible and connected professional community capable of contributing expertise, judgement and leadership.

The year ahead will begin an important period of strategic reflection for EIANZ. We will commence development of the Institute's 2028–33 strategy and prepare to mark EIANZ's 40th anniversary in 2027.

Our focus is on purposeful and sustainable growth: where EIANZ can make the greatest contribution, how we maintain the trust placed in us, and how we ensure the Institute remains resilient, relevant and valuable to environmental practitioners and the communities they support.

I am looking forward to forging new connections and fostering deeper collaboration across the breadth of EIANZ. I want us to be confident about where we can lead, thoughtful about where we direct our energy, and brave about the contribution our profession can make. Above all, I want EIANZ to continue earning the trust of our members, our partners and the communities our profession serves.



Fiona Gainsford FEIANZ CEnvP-IA+REAP GAICD
President

A MESSAGE FROM **THE CEO**



The 2025–26 year was the Institute's busiest on record. EIANZ delivered an expanded program of events, professional development, member services, certification, accreditation, policy engagement and communications, while rebuilding much of the infrastructure that supports it.

EIANZ recorded 10,729 registrations across events and training, our highest level of participation to date – up 9% from 2024–25 and 93% from 2023–24. Five marquee events brought together 720 participants: the Impact Assessment Symposium in Sydney, the Annual Conference in Perth, ANET 2026 in Brisbane, the Insects in Crisis Symposium in Canberra and the New Zealand Symposium in Christchurch. ANET 2026 more than doubled its previous attendance. The Western Australian biodiversity offsets forum was also delivered, responding to a regionally specific need.

Online, we ran 43 webinars, 18 of them free to members, and 29 training sessions: 72 online events in all, up from 60 last year. A December overview of the *Environment Protection and Biodiversity Conservation Act* drew a record 645 registrations, a two-part webinar series on wind farm collision risk drew 713, and a three-part drone series reached 330. The training offering expanded significantly at the request of members, covering artificial intelligence, organised reasoning, environmental leadership, public participation in impact assessment, QGIS and ethics.

Those figures represent a tremendous amount of work behind the scenes. Every symposium, webinar, training course and networking event relies on people identifying what practitioners need, developing programs, securing speakers, managing registrations and creating an experience that is useful for members. I want to thank our volunteer technical committees, organisers, presenters and staff for the energy they brought to that work.

Certification is among the most demanding things the Institute delivers, and 2025–26 was a heavy year for it. The Scheme received 158 applications and certified 127 practitioners, every one assessed by volunteer practitioners with Central Office support. October set an all-time monthly application record. Alongside that workload we rebuilt much of the machinery behind it: new application forms and guidance notes, revised Site Contamination case studies, a redesigned disciplinary procedure, a five-year audit plan, and an external audit against ISO/IEC 17024, which found the Scheme compliant. Certification only carries weight if the process behind it is sound, and a good deal of this year went into making sure it is.

The Institute also publishes a peer-reviewed journal, and 2025–26 was the strongest year in its history. *The Australasian Journal of Environmental Management*'s Impact Factor rose from 1.5 to 2.4, with 638 citations and 108,672 full-text downloads against a target of 80,000. Those results reflect years of editorial work rather than a single good year, and they matter to members because a respected journal is part of what makes EIANZ membership mean something to an employer or a regulator.

WORKING WITH OTHERS

Several of EIANZ's 2025–26 achievements were delivered in collaboration with others.

The Institute signed a partnership agreement with the International Association for Impact Assessment (IAIA) and will co-host the organisation's 46th Annual Conference with Institute partners the New Zealand Association for Impact Assessment (NZAIA) and the Secretariat of the Pacific Regional Environment Programme (SPREP), to be held in Ōtautahi Christchurch in April 2027. For an Institute of our size, co-hosting a conference that welcomes delegates from around 80 countries is a considerable opportunity.

EIANZ also strengthened our partnership with the Australasian Environmental Law Enforcement and Regulators Network (AELERT), under which EIANZ will deliver the AELERT 2026 Biennial Conference and AELERT will deliver the Biodiversity Offsets Regulator Day under EIANZ oversight.

Working with AELERT, the Institute originated a Bioregional Planning Roundtable that advanced the Commonwealth's regional planning approach, which the Minister intends to apply more broadly. It is the clearest example this year of what becomes possible when EIANZ convenes a conversation rather than responding to one.

BUILDING BETTER SYSTEMS

Alongside that activity, a considerable focus this year went into improving the infrastructure that supports members, certified practitioners and volunteers.

Our new, integrated Customer Relationship Management (CRM) system was the largest project of the year. It proved more substantial than anticipated and its launch moved to December 2026, so the work could be completed properly without compromising the Institute's major event program. By year end much of the system had been built and configured, including membership renewal and professional development recording, and it will bring better reporting and a searchable library of professional development resources when it goes live.

Despite CRM configuration pressures the Institute maintained strong core delivery, completing a staffing structure review, improving guidance for CEnvP applicants and panellists, strengthening QAS student renewal processes, introducing a symposium technical committee standard operating procedure, and progressing a broader framework for how events are planned and delivered.

The Institute's structure also changed. The former South East Queensland and Far North Queensland Divisions came together as a single Queensland Division, bringing

members across the state into one Division supported by a single committee with the capacity to serve the whole state. The Artificial Intelligence for Environmental Practitioners Community of Practice was also established, reporting directly to a Board Sponsor rather than to a Special Interest Section, reflecting the relevance of AI across every environmental discipline.

Our digital presence changed substantially too. The EIANZ website was rebuilt and brought together with the certification website, which will give members and CEnvPs a more coherent place to engage with the Institute after its launch in December 2026. A new visual brand guide was also completed, and our social media community grew 8.6% to 33,655 followers. Our member newsletter now achieves a 54.6% open rate, against an association sector average of 33.5%.

FINANCIAL REFORM

Stage One of the Institute's financial reform was completed and embedded, reducing administration for our volunteer treasurers and generating additional equity to reinvest in member benefits. We co-designed a new approval and payment process with Divisional treasurers and configured near real-time financial reporting to go live with the new CRM.

These changes may not be the most visible parts of an annual report, but they matter. Better systems allow staff to spend more time supporting members, they reduce unnecessary administration for volunteers, they improve the quality and consistency of our services, and they give EIANZ stronger foundations from which to grow.

THE VOLUNTEER NETWORK

Systems improvement is particularly important because EIANZ relies so heavily on voluntary contribution. More than 300 volunteers gave their time across over 40 standing committees, as well as working groups and project teams, assessing certification applications, convening events, developing programs and shaping the Institute's policy positions.

Members also carried the Institute's expertise into external forums across research, policy and international practice. Dr Stuart Kininmonth MEIANZ CEnvP-ECO represented the Institute at the International Union for Conservation of Nature (IUCN) Global Congress, and Andrew Morison FEIANZ was appointed to the Advisory Board of Atlas of Living Australia.

Central Office cannot, and should not, replace that contribution. Our role is to make it easier for volunteers to contribute their knowledge where it has the greatest value, and to provide the systems, support and coordination that turn their ideas into activities, services and outcomes for members.

I am enormously grateful to everyone who gave their time to EIANZ during the year. I also want to thank the Central Office team for delivering an expanded program while meeting the demands of the new CRM. The breadth of work in this report was delivered through a period of considerable change, and I appreciate the flexibility, care and commitment they brought to supporting members, volunteers and one another.

WHAT COMES NEXT

The next stage is making sure the investments we have made in systems translate into a noticeably better experience for members and volunteers. The CRM is the operating backbone for delivering member value, tracking professional development and broadening what we offer for years to come, and it has been the single largest call on staff capacity this year. It is not, however, the end point. We will continue improving the way people join and renew, access professional development, participate in events, engage with certification and accreditation, and find opportunities to contribute. We will also keep looking closely at where Central Office can remove unnecessary administration and better support our volunteer leaders.

In the coming year we will maintain our expanded CPD offering while reviewing professional development availability as a whole, including what our partners provide, so we can fill any gaps and ensure that practitioners across every discipline and career stage are well supported.

EIANZ achieved a great deal in 2025–26. What gives me most confidence is that we have continued to improve how we deliver, not simply how much.

Thank you to our members, volunteers, partners and staff for everything you contributed this year. I look forward to continuing that work together.



Jonathon Miller
Chief Executive Officer



BY THE NUMBERS

1	new community of practice
1	new strategic partnership
3	disciplinary matters resolved
30	policy submissions and statements
72	online events
146	events
158	new certification applications
638	AJEM journal citations
1,412	certified practitioners
2,647	members
4,059	members plus certified practitioners
10,729	event registrations
11,039	email subscribers
33,655	social media followers
108,672	AJEM journal full-text downloads
$2.62m	total revenue



KEY PERFORMANCE INDICATORS

KEY PERFORMANCE INDICATORS

The 2025–26 financial year was the third year of reporting progress against EIANZ's Strategic Plan 2024–27. It was a year of strong participation, steady membership growth, increased policy engagement and continued investment in the systems, governance and financial foundations that support the Institute.

EIANZ recorded 10,729 registrations across events and training, an engagement record, and growth of 9% on a year that had itself grown 77%. The program spanned five marquee events, with ANET 2026 in Brisbane more than doubling its previous attendance (up 117%), alongside an expanded webinar and training program.

Membership grew 5.4% to 2,647 and certified practitioners 4.4% to 1,412. Group memberships grew strongly, with the number of individuals covered by them rising 28% (from 343 to 440), a clear sign that employers increasingly value EIANZ membership for their staff.

The Institute delivered 27 policy submissions against a target of 20, and published its register of suitably qualified practitioner requirements, delivering the commitment made in last year's report.

The Institute also reviewed three position statements, although none fell due, and ran a Bioregional Planning Roundtable that helped shape the Commonwealth's approach to regional planning, which the Minister intends to apply more broadly. It signed new partnerships with the International Association for Impact Assessment (IAIA) and, through its partnership with AELERT, will deliver AELERT's 2026 Biennial Conference.

The *Australasian Journal of Environmental Management* had its strongest year on record. Under Co-Editors Dr Oliver Fritsch and Dr Animesh Kumar Gain, its Impact Factor rose from 1.5 to 2.4, having been 1.1 two years ago, while full-text downloads reached 108,672 against a target of 80,000.

Behind that activity, the Institute rewrote and adopted new Rules of Association, embedded the first stage of its financial reform, and built and configured a new customer relationship management system for launch in December 2026.

Much of this work happens behind the scenes, but it strengthens the Institute's capacity to support members and volunteers. Financial reform reduced administration and improved returns on member equity, while investment in systems, governance and processes continued to build stronger foundations for the future.



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 membership and certification categories provide relevance and value for practitioners at all stages of their careers
- Building better collaboration across the profession

Target	Metric	2025–26	2024–25
Increase participation in professional development, networking and mentoring activities	Event registration numbers	10,729 registrations (+9%)	9,847
Increase membership, certification and accreditation numbers	Number of members, certified practitioners and accredited university courses	2,647 members (+5.4%) 1,412 CEnvPs (+4.4%) 8 QAS accredited courses	2,511 members 1,353 CEnvPs 8 QAS accredited courses
Develop and implement a multi-year plan for major events	Multi-year plan is developed, kept up to date and used by the Institute	- Multi-year calendar in use for 2026–27. - A technical committee standard operating procedure was introduced - The broader event framework was commenced - A business unit Collaboration Policy was adopted by the Advisory Council	Calendar rolled out, including Annual Conference to 2027
Establish an integrated system for members and certified practitioners to record their professional development	A user-friendly system to record professional development is operational	Built and configured during 2025–26; launches with the new CRM in December 2026	CPD recording system improvement scheduled for 2025–26



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

Target	Metric	2025–26	2024–25
Increase the Institute's representation on external advisory groups	Number of Institute representatives on advisory groups	- The representation register was assessed as unable to be maintained reliably and was discontinued. - Relationships with regulators, partner organisations and external advisory processes were expanded	Register in use and baseline established
Increase the provision of clear and concise policy submissions and position statements	Number of submissions and position statements produced	27 policy submissions delivered, including a pre-federal-budget submission. Three position statements reviewed and updated, although none fell due. Total of 30 (+42.9%)	- 14 policy submissions - 3 position statements updated - 3 communiqués - Federal election statement. - Total 21
Increase awareness and incorporation of Indigenous knowledge and ethical environmental practice	Number of professional development sessions about incorporation of Indigenous knowledge into practice, and about ethical environmental practice	- Indigenous content featured in every marquee event and approximately 75% of *Institute Insider* editions. - An agreement was signed with the NSW Department of Planning, Housing and Infrastructure to develop an EIANZ-owned Aboriginal Heritage Assessment Standard. - A free ethics webinar attracted 272 registrations, and ethics training was introduced - All CEnvP ethical scenarios were reviewed and updated	- Baseline established - Indigenous and ethics subject matter included in each marquee event, and seven webinars held
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 published, covering 19 certification instruments and three membership recognitions. A standing committee was approved to continue the work	Register completed, to be published in 2025–26
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 33,655 (+8.6%) - email subscribers 11,039 (+8.2%) - *Institute Insider* open rate 54.6% (average association email open rate is 33.5%) - CEnvP newsletter open rate 46.9% - AJEM citation metrics: o 638 citations o 2.4 (+60%) JCR Impact Factor o 3.4 (+17%) Scopus CiteScore, ranking Q2 - AJEM downloads 108,672 (+17.2%)	- Social followers 30,983 - email subscribers 10,198 - AJEM citation metrics: o 1.5 JCR Impact Factor o 2.9 Scopus CiteScore - AJEM downloads 92,755

KEY PERFORMANCE **INDICATORS continued**

STRONG AND SUSTAINABLE INSTITUTE

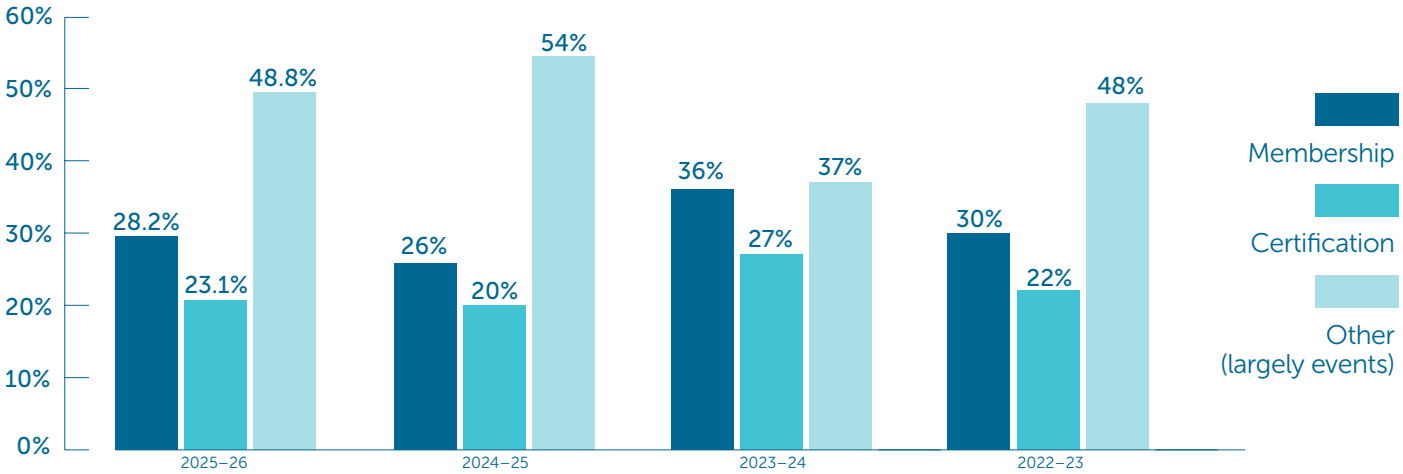
OBJECTIVES

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

Target	Metric	2025–26	2024–25
Consolidate finances across all business units	Delivery of a financial reform initiative	Stage One embedded, consolidating finances and significantly reducing financial administration. Stage Two deferred until after the December 2026 CRM launch	Stage One financial reform completed
Reduce volunteer time for administrative tasks by increasing support provided to volunteers in key areas	- Provision of additional volunteer support by staff - Systems improvement to reduce administration	- The CRM was built and configured with launch rescheduled to December 2026. - QAS student renewal processes were improved, a staffing structure review completed - CEnvP applicant and panellist guidance improved - A conference technical committee standard operating procedure introduced	- Teams extension added, with roll-out investigated - CRM planning completed and providers shortlisted - 25 templates available and in use
Increase and diversify revenue	Total revenue and balance of revenue sources	- $2.62m total revenue (–1.3%) - 48.8% from events and minor sources - 28.2% from membership - 23.1% from certification - Membership and certification sources each within the 33% set limit	- $2.66m total revenue - 54% from events and minor sources - 26% from membership - 20% from certification
Complete and implement reviews of key governance documents	Completion of the By-law Review	- The Rules of Association were rewritten, approved and accepted by members at the Annual General Meeting. - By-law reform is complete other than by-laws awaiting Financial Reform Stage Two. - A five-year CEnvP audit plan was established and an external ISO/IEC 17024 audit completed. - Central Office policy and procedure systems were strengthened	- Re-wrote By-law 6 (Board Elections), By-law 9 (Fellowship and Honorary Membership) and By-law 17 (Qualifications Accreditation Scheme). - Three by-laws remaining for 2025–26
Establish succession plans across the Institute	Succession planning guidance is developed	Succession guidance commenced through a committee onboarding resource	Further succession planning scheduled for 2025–26

KEY PERFORMANCE **INDICATORS continued**

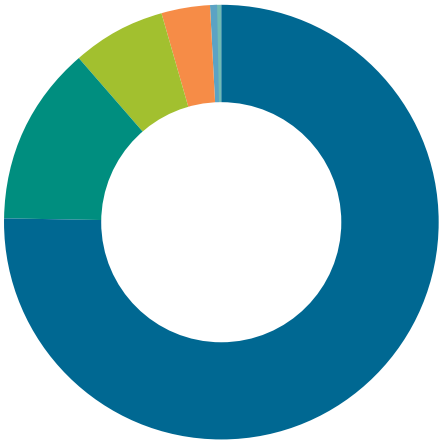
PERCENTAGE OF REVENUE BY SOURCE





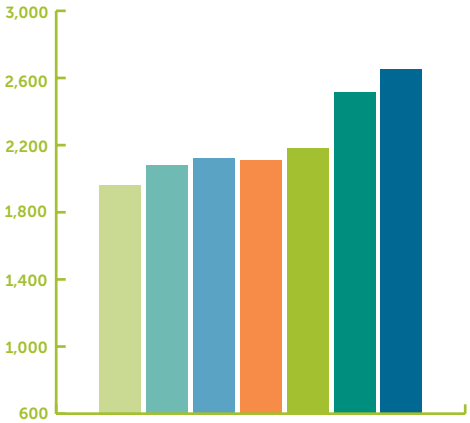
MEMBERSHIP BY THE NUMBERS

2,647 MEMBERS
5.4% INCREASE ON JUNE 2025



Membership by category

- **Full** 1,996
- **Associate** 351
- **Student** 188
- **Fellow Members** 90
- **Honorary Life** 13
- **Honorary Fellow** 9



Membership over time

- **2019–20** 1,961
- **2020–21** 2,083
- **2021–22** 2,123
- **2022–23** 2,109
- **2023–24** 2,180
- **2024–25** 2,511
- **2025–26** 2,647



Membership by division/chapter

- **QLD** 774
- **NSW** 639
- **VIC** 340
- **WA** 318
- **NZ** 261
- **SA** 110
- **ACT** 92
- **TAS** 60
- **NT** 53

Queensland combines the legacy SEQ and FNQ membership categories retained in the membership system at 30 June 2026.



EIANZ COMMUNICATION

LINKEDIN

FOLLOWERS 23,589 (+10.2%)

INSTAGRAM

FOLLOWERS 737 (+8.4%)

FACEBOOK

FOLLOWERS 2,962 (+2.4%)

CEnvP LINKEDIN

FOLLOWERS 5,071 (+8.4%)

CEnvP NEWSLETTER

OPEN RATE 46.9%
AVERAGE ASSOCIATIONS INDUSTRY OPEN RATE OF 33.5%

INSTITUTE INSIDER

INSTITUTE INSIDER EDITIONS 51
OPEN RATE 54.6%
UP FROM 51%
AVERAGE ASSOCIATIONS INDUSTRY OPEN RATE OF 33.5%

FINANCIAL **SNAPSHOT**

The defining financial decision of 2025–26 was to invest in a new CRM, the system that will run our website, communications, events, certification and finances from December 2026. Approved as a separate business case and funded from reserves, it cost $142,970 to implement and $71,909 in licences, all charged to this year's result, plus a significant share of staff time. Even so, the Institute recorded a surplus of $316,941, more than $285,000 ahead of a deliberately conservative, near break-even budget.

Income came from a broader base. Revenue held steady at $2.62 million without the biennial National Biodiversity Offsets Conference falling in the year, and grew about 19% excluding it. Our five marquee events together returned about $211,000, almost matching that conference's $218,000 surplus, and a largely new training program added $98,400. Membership subscriptions rose 5.4%, increasingly funded by employers: the number of members covered by group memberships grew by 28%. Sponsorship rose 18%. Interest income rose 68% to $75,800, helped by our financial reform, which during the year brought Division funds under central management and into interest-earning accounts.

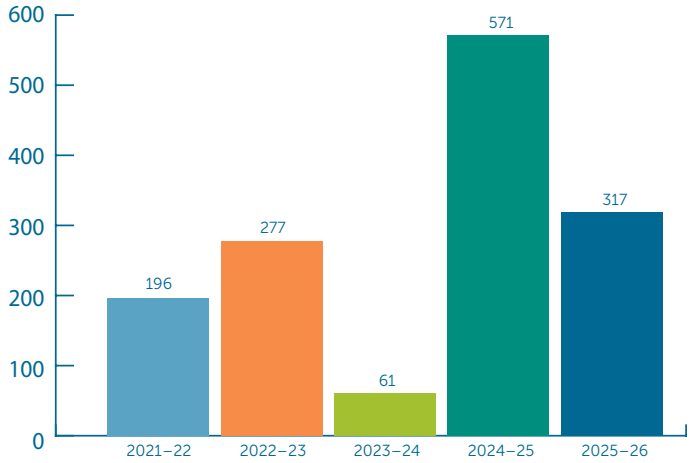
Expenditure rose 10.5% to $2.31 million, mostly because of the CRM, while employee costs, which absorbed the project's staff time, rose 3.2%. Event costs fell 10% only because the Offsets Conference did not run. Per-delegate venue, catering and audiovisual costs at marquee events rose significantly, and fixed costs weigh most heavily on smaller events. We strive to keep member pricing affordable despite these increases, while budgeting conservatively so the Institute is protected if an event underperforms. From 2026–27, the CRM licence becomes an ongoing cost of about $54,000 a year, net of the system it replaces.

Net assets rose 12% to $2.89 million, and operating cash inflows reached $764,000, boosted by advance payments. Total assets grew faster, to $4.42 million, largely reflecting higher liabilities, chiefly revenue received in advance for 2026–27 events and renewals, now $978,000. The Board's reserves policy is to hold at least six months of operating revenue, and our position sits well above it.

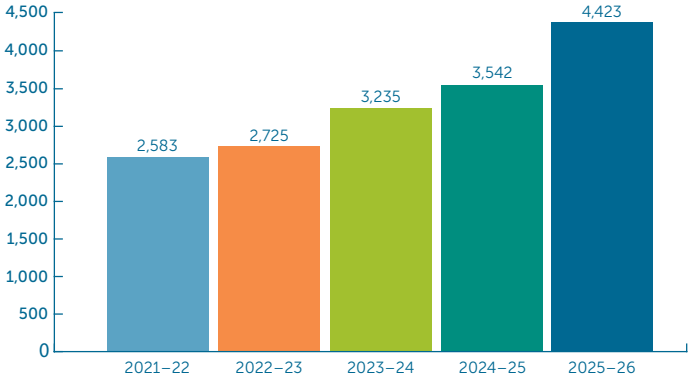
That headroom lets us invest. The Board has approved a new Policy and Government Engagement Officer, to be appointed in the second half of 2026–27: an ongoing commitment to strengthening our voice for the profession. It reflects our desire to put funds above our minimum reserve level to work for members rather than hold them idle.

EIANZ's audited 2025–26 financial statements, which received a clean audit opinion, are available here, for submission to members at the 2026 AGM.

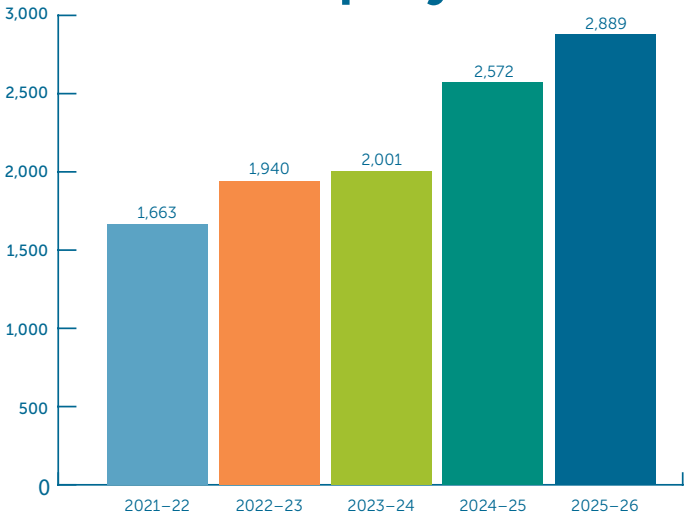
Surplus ($000s)



Total Assets ($000s)



Members' Equity ($000s)





AROUND THE INSTITUTE

EVENTS

EIANZ events in 2025–26 gave practitioners space to test ideas, challenge established approaches and work through some of the profession's hardest questions, from how to make impact assessment genuinely effective to whether infrastructure can ever really be nature positive.

EIANZ recorded 10,729 registrations across events and training during the year, the highest annual participation in Institute history (up 9% on 2024–25 and 93% on 2023–24). Five marquee events attracted 720 registrations, alongside an extensive webinar program and a growing suite of professional training. Indigenous knowledge and perspectives featured in every marquee event.



EIANZ 2025 ANNUAL CONFERENCE

Environmental Excellence Through Collaboration

22–24 October 2025 | The Westin, Perth

The hardest environmental problems rarely fit neatly within one discipline, one organisation or one regulatory boundary. The 2025 Annual Conference explored what happens when environmental practitioners deliberately work across those boundaries.

Under the theme Environmental Excellence Through Collaboration, the program moved from cumulative impacts and strategic planning to truth-telling, community engagement, energy, water, plastics and the realities of delivering complex projects. Field trips to Kings Park and Rottnest Island carried those conversations into the landscape itself.

A recurring message was that technical expertise alone is not enough. Good environmental practice also depends on curiosity, the willingness to keep learning outside your own specialisation, and the ability to work constructively with people who see a problem differently.

Student and Early Career Travel Grant recipient Glenn Hokin reflected on three ideas that stayed with him after the conference: stay curious, find reasons for hope even when environmental challenges feel overwhelming, and look after the people you work with. Together, these ideas captured something larger about professional excellence: better environmental outcomes depend not only on stronger science and policy, but on practitioners who can collaborate, communicate and keep asking better questions.

Six fully subsidised travel grants helped students and early career practitioners take part in those conversations and build networks across the profession.

EIANZ thanks keynote speakers Professor Fiona Wood AO, Professor Josh Byrne AM and Keith Bradby, Chief Executive Officer of Gondwana Link, whose address asked whether being defiantly ambitious is the best way forward. The Institute also thanks conference sponsors Umwelt, Hydrobiology, SLR Consulting, Atlas of Living Australia, Virtus Heritage, and Everick Heritage and Ecology Consulting.



EIANZ 2025 IMPACT ASSESSMENT SYMPOSIUM

Effectiveness Matters: Refocusing impact assessment to achieve better outcomes

27–28 August 2025 | Aerial Function Centre, UTS, Sydney

Faster is not the same as better.

That was one of the clearest challenges to emerge from the 2025 Impact Assessment Symposium. With governments and proponents under pressure to shorten assessment timeframes, delegates examined what efficiency should actually mean if the purpose of impact assessment is to deliver better environmental and social outcomes.

Better access to government-held data was identified as one practical improvement. Sharing information can reduce duplicated investigations and costs, but it can also reduce community engagement fatigue, particularly where communities are repeatedly asked for information they have already provided. Better data at the beginning of an assessment can also sharpen scoping and focus effort on the issues most likely to affect the eventual decision.

Technology is creating other opportunities: for example visualisation tools can help communities understand the scale and consequences of proposed developments more clearly than conventional plans and technical drawings, improving the quality of participation rather than simply increasing the quantity of consultation.

Delegates also returned repeatedly to the limitations of assessing projects one at a time. Cumulative impacts rarely respect project boundaries. Regional and strategic approaches can provide a clearer picture of what happens when multiple developments, existing pressures and future proposals interact across a landscape.

Indigenous knowledge and First Nations-led participation were recognised throughout as critical to understanding long-term change in place. Sessions examined the barriers within Aboriginal consultation requirements in New South Wales and drew on the experience of Canada's Indigenous Centre for Cumulative Effects in assessing cumulative change across Country.

Perhaps the most important challenge comes after approval. Monitoring needs to tell us whether mitigation actually worked, and those lessons need to feed into the next generation of assessments. Without that feedback loop, the profession risks repeating the same assumptions project after project.

The Symposium's message was therefore not simply to make impact assessment quicker; it was to make it more targeted, more transparent and more capable of demonstrating that it changed the outcome for the better.

EIANZ thanks the opening panel of Jamie McMahon FEIANZ CEnvP-IA+REAP, Dr Claire Gronow FEIANZ, Dr Jane Munday MEIANZ, Tim Kirby MEIANZ and Professor Angus Morrison-Saunders MEIANZ, who set the question the Symposium spent two days answering. The Institute also thanks Symposium sponsors Niche, WSP, APEM Group, and bd infrastructure.





ANET 2026

Breaking the Barriers: Innovating to improve ecological outcomes on transport and other linear infrastructure

23–25 March 2026 | Brisbane Convention and Exhibition Centre

Roads, railways, transmission lines and pipelines connect communities, but they can also divide ecosystems.

ANET 2026 explored that tension at every scale, from the behaviour of individual animals attempting to cross infrastructure to the cumulative ecological consequences of networks stretching across entire landscapes.

The conference returned to Brisbane, and to the 'Breaking the Barriers' theme of the 2009 gathering that established transport ecology as a recognised discipline in Australasia. Seventeen years on, the questions have become more sophisticated. Practitioners are no longer asking simply how to minimise impacts at individual crossing points, but how infrastructure planning, technology, landscape connectivity and long-term monitoring can work together.

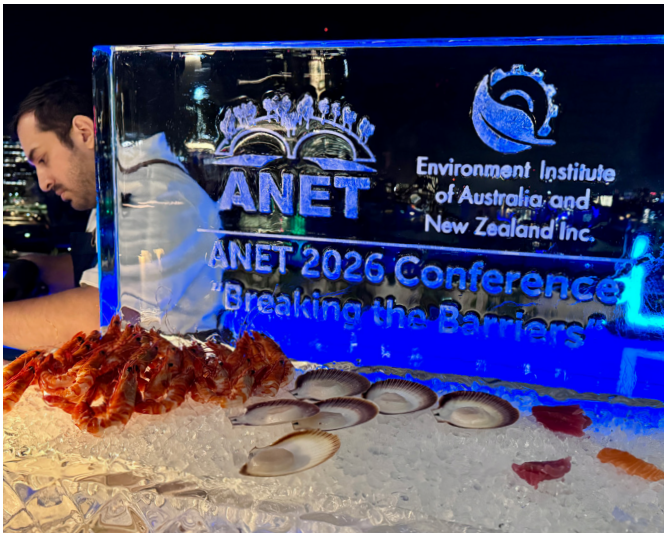
Keynote speaker Professor Bill Laurance of James Cook University challenged delegates to consider the ecological implications of unmapped or 'ghost' roads and what they reveal about the full footprint of infrastructure. Professor Lenore Fahrig of Canada's Carleton University, joining the conference virtually, examined a different uncomfortable question: there are limits to what mitigation can fix. If those limits are ignored, claims of nature-positive infrastructure risk becoming aspirations rather than measurable outcomes.

Across the program, connectivity, monitoring technology, nature-positive design, species-specific case studies and behaviour change all pointed towards the same broader lesson: better ecological outcomes rely on environmental considerations entering infrastructure decisions while design options are still open.

The conference also reinforced the value of evidence over assumption. Monitoring needs to show whether interventions actually work, while lessons from completed projects need to shape the next project rather than remaining isolated case studies.

ANET participation more than doubled from its previous iteration, increasing from 95 to 206 registrations. Feedback was equally strong, with 97% of respondents rating the event excellent or good and 94% reporting improved knowledge.

EIANZ thanks keynote speakers Professor Bill Laurance and Professor Lenore Fahrig, and conference sponsors Brisbane City Council, the Queensland Department of Transport and Main Roads, City of Moreton Bay, WSP, WildSpy, ACO, Advanced Telemetry Systems (ATS), Comfy Creatures, Frontier Labs, Ozius, Titley Scientific, Habitat, Saffron Aid, Bower Ecology, Faunatech, and Endeavour Veterinary Ecology (EVE).





EIANZ 2025 INSECTS IN CRISIS SYMPOSIUM

4 July 2025 | Hotel Realm, Canberra

Some of the most important species in an ecosystem are also among the easiest to overlook.

Australia and Aotearoa New Zealand are thought to contain more than 200,000 insect species, yet fewer than half have been formally described. That creates an uncomfortable problem for environmental practitioners: how do you assess, protect or even recognise species that science has barely documented?

The Insects in Crisis Symposium exposed how poorly accommodated invertebrates are in many existing conservation and assessment systems. Regulatory frameworks have often developed around plants and vertebrates, while insects can have tiny distributions, highly specialised habitat requirements and very little baseline data.

One of the most practical lessons was deceptively simple: small habitat does not mean insignificant habitat. For some insects, an area of only a few square metres may support a critical population. Losing that patch can therefore have consequences completely disproportionate to its physical size.

That has direct implications for impact assessment. Insects need to be considered early enough for surveys and project design to respond meaningfully, rather than appearing as an afterthought once key decisions have already been made. Where insect values may be important, bringing entomological expertise into the scoping stage can fundamentally change what practitioners look for.

The Symposium also highlighted the need for greater investment in taxonomy, stronger biodiversity data sharing and conservation criteria better suited to invertebrates. Those investments extend well beyond conservation. Better insect knowledge supports agriculture, biosecurity and ecosystem management as well.

The challenge now is making these often-invisible species visible in the decisions that shape their habitat.

EIANZ thanks keynote speakers Melbourne Laureate Professor Ary Hoffmann of the University of Melbourne, Dr Nick Porch of Deakin University, Cam Slatyer and Federica Turco of CSIRO's National Biodiversity Data Initiatives, and Distinguished Professor Geoff Gurr of Charles Sturt University. The Symposium was held in partnership with Invertebrates Australia, the Australian Entomological Society and CSIRO, and EIANZ thanks all three.

INVERTEBRATES AUSTRALIA

Australian Entomological Society

CSIRO









NEW ZEALAND CHAPTER **SYMPOSIUM**

The environmental challenges facing New Zealand

18 June 2026 | Rydges Latimer, Christchurch

For environmental practitioners in Aotearoa New Zealand, 2025–26 was not a year for business as usual.

Major reform of the resource management system was changing the legislative and policy environment in which practitioners work, while many of the practical consequences were still being worked through.

The New Zealand Chapter Symposium created space to examine those changes alongside the wider realities of environmental practice. The program moved from reform and environmental limits to contaminated material, ecological management, renewable energy under the fast-track regime, coastal hazards and future exposure in Christchurch, and nature-based urban infrastructure. Invited speakers from central and local government, consulting, transport, energy and venue management brought different perspectives on how reform is likely to play out once policy meets projects, communities and environmental systems.

That cross-disciplinary mix was one of the event's strengths. Regulatory change rarely affects a single part of the profession in isolation, and the Symposium allowed practitioners to compare how the same reforms look from different sides of the table.

The event also created valuable opportunities for students and early career practitioners to build professional connections at a time when understanding how the profession is changing may be just as important as mastering any individual technical skill.

The event was sold out. The strong response demonstrated clear appetite within the New Zealand membership for more opportunities to make sense of change together, rather than navigate it alone.

WEBINARS AND PROFESSIONAL **TRAINING**

Not every professional development session needs a conference room, and not every member lives in a capital city.

During 2025–26, EIANZ continued to build an accessible program that could respond quickly when legislation changed, new technology emerged or practitioners needed a deeper technical skill.

The Institute delivered 43 webinars, including 18 that were free to members. December's *Review of the EPBC Act Reforms* (free to members) attracted 645 registrations, while a two-part webinar series examining the wind-farm collision framework drew 713. A three-part drone series attracted a further 330 registrations.

Alongside those timely briefings, EIANZ increasingly invested in repeatable skills-based training to improve how people work. 29 training courses were delivered during the year, including 11 Artificial Intelligence Black Belt programs, nine Organised Reasoning workshops and five Environmental Leadership programs, together with training in public participation, QGIS and ethics.

Expanding EIANZ's training program from a single, repeating course was a major focus of the year, in response to member feedback received via the Institute's biennial member survey.

A searchable on-demand webinar library was also configured during the year for release in December 2026, making our online events available to members and stakeholders into the future.





POLICY AND ENGAGEMENT

TURNING PRACTITIONER EXPERTISE INTO INFLUENCE

EIANZ's role as a respected and trusted voice for the environmental profession depends on the knowledge, experience and engagement of its members. During 2025–26, practitioners from across Divisions, the New Zealand Chapter, Special Interest Sections, Communities of Practice and Institute committees contributed their expertise to policy development, regulatory reform and professional standards across Australia and Aotearoa New Zealand.

The Institute delivered 27 policy submissions during the year, including a pre-federal budget submission, exceeding its Business Plan target of 20. EIANZ also reviewed and updated three position statements, despite none formally falling due for renewal during the reporting period.

Behind those numbers was a considerable voluntary contribution. Members participated in workshops, reviewed consultation material, contributed specialist knowledge and helped EIANZ develop positions informed by how environmental policy and regulation work in practice.

RESPONDING TO MAJOR ENVIRONMENTAL REFORM

The year brought significant environmental policy and regulatory change across both countries.

In Australia, EIANZ members contributed to the Institute's response to major reforms to national environmental protection arrangements, including submissions on the National Environmental Standards for Matters of National Environmental Significance and for Environmental Offsets, three papers in the Environmental Protection Reform consultation, and the Nature Repair Market. The Policy and Standards Committee brought practitioners together to assess consultation material, identify issues on which EIANZ could make a useful contribution and coordinate specialist input into the Institute's responses.

This approach reflects an important principle for EIANZ's policy work. The Institute's value does not come simply from commenting on proposed legislation. It comes from bringing together people who work with environmental assessment, regulation, science and policy every day, and providing a channel for that practical expertise to inform decision-making.

A STRONG POLICY VOICE IN AOTEAROA NEW ZEALAND

Policy engagement was particularly significant for the New Zealand Chapter as the country progressed major reform of its resource management system. The Chapter contributed five major submissions during the year, drawing roughly one-third of its members into the workshop program behind them. Its work is covered in the New Zealand Chapter report.

POSITION STATEMENTS

EIANZ also continued maintaining the professional positions that underpin its policy and advocacy work. Three position statements were reviewed and updated during 2025–26:

- Climate Change
- Biodiversity Offsets
- Indigenous Peoples' Knowledge and Engagement

These statements provide an enduring foundation for EIANZ's engagement on important environmental issues and help articulate the principles the Institute believes should guide sound professional practice and environmental decision-making.

STRENGTHENING PROFESSIONAL RECOGNITION

Policy engagement during the year also extended to the recognition of environmental practitioners and professional competence.

EIANZ published its register of suitably qualified practitioner requirements, identifying 19 certification instruments and three membership recognitions in legislation, policy, guidance and contracts. A standing Practitioner Recognition Committee was also approved to continue this work. The register gives practitioners, regulators and employers a clearer picture of where professional qualifications and certification are formally recognised, and provides EIANZ with an evidence base for further engagement.

Regulatory recognition continued to progress in several jurisdictions. The Environment Protection Authority South Australia extended recognition of certified Site Contamination practitioners to March 2027, while a new Site Contamination Specialist feedback process was introduced with the Environment Protection Authority Tasmania.

Melbourne Water endorsed geomorphology accreditation and expressed a preference for certified geomorphology practitioners in relevant roles, while Queensland's Coordinator-General expressed interest in a Registered Environmental Assessment Practitioner-style scheme. The Impact Assessment specialist certification pathway was also revised to enable regulators to participate for the first time. These developments are explored further in the Certified Environmental Practitioner Scheme section.

INDIGENOUS KNOWLEDGE AND ETHICAL PRACTICE

EIANZ continued working to embed Indigenous knowledge and ethical environmental practice across its activities. Indigenous content was included in every marquee event during the year and featured in around 75% of '*Institute Insider*' editions. EIANZ also reached agreement with the NSW Department of Planning, Housing and Infrastructure to develop an EIANZ-owned Aboriginal Heritage Assessment Standard.

Ethical practice remained another area of focus. A free ethics webinar attracted 272 registrations, ethics training was introduced, six-monthly ethics communications were scheduled, and CEnvP ethical scenarios were reviewed and updated. This work moves Indigenous engagement and ethical practice beyond statements of principle and into the professional development, standards and systems that shape environmental practice.

BUILDING RELATIONSHIPS AND EXTENDING EIANZ'S REACH

EIANZ continued to strengthen relationships with organisations and decision-makers across the environmental profession. During the year, Dr Neil Marshman FEIANZ participated in the State of the Environment Report consultation, while Andrew Morison FEIANZ joined CSIRO's Atlas of Living Australia Advisory Board.

EIANZ also worked with the Australasian Environmental Law Enforcement and Regulators Network (AELERT) to deliver a Bioregional Planning Roundtable, creating an opportunity for practitioners and regulators to contribute to discussion about regional approaches to environmental planning. EIANZ continued to proactively represent the profession including by lodging an open letter raising concerns about circumvention of the *Environment Protection and Biodiversity Conservation Act 1999*.

These activities complement formal submissions. They create opportunities for members' expertise to contribute earlier in policy development, build relationships with regulators and other professional bodies, and strengthen the Institute's capacity to contribute constructively when important environmental decisions are being made.

A STRONG STRUCTURE FOR POLICY WORK

The Policy and Standards Committee, chaired by Board member Jeff Richardson FEIANZ, provides a strong structure for coordinating this work. The Committee helps identify emerging issues, bring together the appropriate subject-matter experts and support those experts through the submission process. Its purpose is not to replace the expertise held across EIANZ, but to make it easier for that expertise to become a timely and considered Institute position.

EIANZ thanks Dr Neil Marshman FEIANZ for his substantial contributions to the Committee and to the development of the Institute's policy and advocacy work, all members of the Policy and Standards Committee, and all EIANZ members who have contributed through the year.

LOOKING AHEAD

Environmental policy is changing rapidly across Australia and Aotearoa New Zealand, and the need for credible practitioner input remains strong. EIANZ will continue to provide opportunities for members to contribute their expertise, strengthen relationships with governments and regulators, support greater professional recognition, and develop positions grounded in sound environmental practice.

The aim is not simply to be part of more conversations. It is to make sure that, when decisions affecting the environment and the profession are being made, the practical knowledge of environmental practitioners is heard.

POLICY SUBMISSIONS 2025–26

DATE	SUBMISSION	LED BY
Jul 2025	Economic Reform Roundtable	EIANZ
Jul 2025	RMA Reform, National Direction Package 1: Infrastructure and Development	NZ Chapter
Jul 2025	RMA Reform, National Direction Package 2: Primary Sector	NZ Chapter
Jul 2025	RMA Reform, National Direction Package 3: Freshwater Policy	NZ Chapter
Jul 2025	Draft Our Waterways Future Strategy	Ecology SIS
Jul 2025	Draft Practice Guide	WA Division
Jul 2025	Environmental Protection Act 1994: Realising Efficiencies and Streamlining	QLD Division (formerly SEQ)
Jul 2025	Draft Heritage Strategy for NSW	NSW Division, Heritage SIS, HER-SEAC
Aug 2025	Algal Blooms in South Australia, Senate Environment and Communications References Committee	SA Division
Sep 2025	Submission to the Productivity Commission	EIANZ
Oct 2025	Strategy for Nature Implementation	EIANZ
Oct 2025	State Environmental (Cockburn Sound) Policy Review	WA Division
Nov 2025	Senate Submission on EPBC Reform 2025	EIANZ
Nov 2025	Fast-track Approvals Amendment Bill	NZ Chapter
Dec 2025	Environmental Industry recommendations to strengthen the NSW Biodiversity Offsets Scheme	Biodiversity Offsets CoP
Jan 2026	National Environmental Standard for Matters of National Environmental Significance	EIANZ
Jan 2026	National Environmental Standard for Environmental Offsets	EIANZ
Jan 2026	Pre-Federal Budget Submission	EIANZ
Feb 2026	Natural Environment Bill	NZ Chapter
Mar 2026	Draft National Recovery Plan for the Ghost Bat	WA Division, Ecology SIS
Apr 2026	Climate Change Authority discussion paper: Development of an Evidence Platform	Climate Change SIS
May 2026	Environmental Protection Reform, Paper 1	EIANZ
May 2026	Environmental Protection Reform, Paper 2	EIANZ
May 2026	Environmental Protection Reform, Paper 3	EIANZ
May 2026	Nature Repair Market	EIANZ
May 2026	Draft Code of Practice: Onshore Petroleum Activities in the Northern Territory	NT Division
Jun 2026	Draft Fitzroy-Derby Water Resources Management Plan	WA Division

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



CERTIFIED ENVIRONMENTAL PRACTITIONER SCHEME (CEnvP)

STRENGTHENING PROFESSIONAL RECOGNITION

The Certified Environmental Practitioner (CEnvP) Scheme continued to grow in 2025–26 while strengthening the systems, standards and regulatory relationships that underpin professional certification.

As of 30 June 2026, the Scheme had 1,412 certified practitioners, an increase of 4.4% from 1,353 the previous year. Behind that net figure, 127 practitioners were newly certified during the year, up from 123, and 95% maintained their certification through the annual renewal and recertification period. Applications grew faster still, with 158 received against 135 in 2024–25, comprising 99 General and 59 Specialist applications. October recorded 23 applications, the highest monthly total in the Scheme's history.

Substantial work went into improving the experience of applicants and panel members, while strengthening the consistency of the certification process. Updated guidance-note pages and new application forms were introduced, Site Contamination case studies were reviewed to refine the relevant guidelines, and three years of appeal data were analysed to identify opportunities for improvement.

IMPROVING ACCESSIBILITY AND MAINTAINING STANDARDS

Several changes during the year were designed to make certification more responsive to practitioners' circumstances while maintaining professional standards.

Practitioner feedback also shaped the Scheme's requirements during the year. Practitioners working part-time with family care responsibilities reported that a flat continuing professional development (CPD) requirement did not reflect their working patterns, and a sliding-scale requirement was introduced in response. At least 10 certifications were maintained under the new arrangement that would otherwise have lapsed.

Understanding practitioners' challenges to maintain their certification, and what changes would help them stay, will remain a focus for the Scheme.

A new overseas applicant policy was also introduced. Applicants for all certifications must now demonstrate two years of professional experience in Australia or Aotearoa New Zealand. EIANZ is working with the Social Impact Assessment SEAC on adapting this requirement for that certification.

The Impact Assessment and Impact Assessment + REAP certification requirements were updated to simplify application pathways, clarify eligible project requirements and introduce new evidence requirements, making it easier for practitioners who review rather than prepare Environmental Impact Statements to achieve certification, and enabling regulators to participate in the pathway for the first time.

These changes reflect the Scheme's continuing focus on certification that is both rigorous and workable for practitioners at different stages and in different circumstances.

CLIMATE CHANGE CERTIFICATION

Building on the relaunch of the Climate Change Specialist certification the previous year, EIANZ introduced the CEnvP Climate Change Application Boot Camp during 2025–26. The first iteration had a deliberately limited intake of seven participants, who agreed to test the program ahead of wider release in 2026–27.

The program gives experienced practitioners another route to understanding the requirements of specialist certification and preparing evidence of their competence. The certification's Key Proficiencies were also updated during the year to better align the requirements with current industry needs, and the Climate Change Special Interest Section worked closely with the program, connecting professional development and practitioner capability with the competencies specialist certification requires.

GREATER RECOGNITION BY REGULATORS

Recognition of certification by government agencies continued to advance, and several developments during the year carry direct consequences for certified practitioners.

For the Scheme's largest specialisation, the Environment Protection Authority South Australia extended its recognition of certified Site Contamination practitioners, and a new Site Contamination Specialist feedback process commenced with the Environment Protection Authority Tasmania. Three pilot applications also progressed through the Site Contamination Regulator Certification pathway across Australia and Aotearoa New Zealand.

EIANZ participated in the NSW Department of Planning, Housing and Infrastructure's three-year review of the Registered Environmental Assessment Practitioner (REAP) scheme, the outcome of which remained pending at year end, and undertook steps with the department to enable a future regulatory requirement for Social Impact Assessment and Heritage certification.

Further developments in professional recognition, including the Institute's register of suitably qualified practitioner requirements, are covered in the Policy and Engagement section.

ETHICS AND ASSURANCE

Maintaining confidence in certification depends not only on technical competence but on ethical professional practice. During 2025–26 all ethical scenarios used within the Scheme were reviewed and updated as part of broader Institute work on ethical practice.

Assurance arrangements were also strengthened: an external audit against ISO/IEC 17024 was completed, reporting that the Scheme remains compliant with the Standard, and an ongoing plan for internal and external auditing was developed.

PROTECTING PROFESSIONAL STANDARDS

The credibility of certification depends not only on who is admitted to the Scheme, but on the standards certified practitioners maintain throughout their professional lives. During the year EIANZ strengthened its disciplinary processes, including redesigning the disciplinary standard operating procedure. Together with ongoing work on ethical scenarios, appeals and practitioner auditing, this supports a certification system in which regulators, employers, clients and the community can have confidence.

CONNECTING CERTIFICATION AND MEMBERSHIP

The Scheme worked during the year to improve certified practitioners' connections with the profession, to make the path from certification into membership clearer, and to help them access the 50% discount on certification fees available to members. This messaging was reinforced through renewal correspondence and targeted communications.

The Scheme was also represented beyond EIANZ channels at sector events including the Australasian Land and Groundwater Association's EcoForum, ICOMOS 2025 Annual Conference and AGM, the joint Australian Archaeological Association and Australasian Institute for Maritime Archaeology conference, the Institute of Australian Geographers meeting and the WasteMINZ Annual Conference.

CERTIFICATION BOARD AND VOLUNTEERS

A substantial network of volunteer practitioners continued to power the Scheme, including Certification Board members, Specialist Environmental Advisory Committees, Registrars and assessment panellists. Assessing 158 applications and certifying 127 practitioners in a single year rests strongly on that voluntary effort.

Maria Pedicini FEIANZ CEnvP served as Chair of the Certification Board throughout 2025–26. A single Certification Board vacancy attracted 26 applications, with Rebecca Dearden CEnvP appointed from 1 January 2026, after Joanne Flint FEIANZ CEnvP concluded her term on the Certification Board. EIANZ would like to thank Joanne for her many years of service to the Scheme.

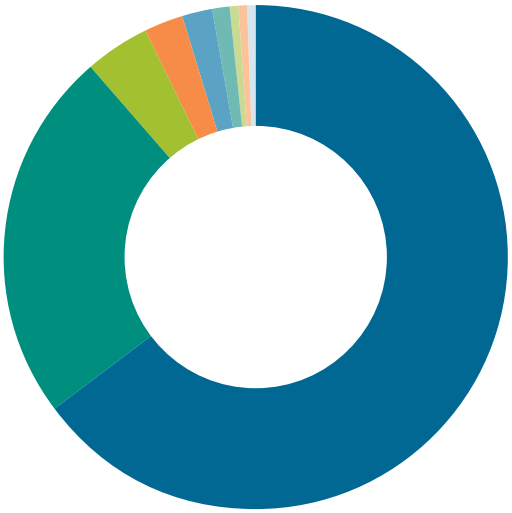
Volunteers remain fundamental to the Scheme. Their professional judgement and willingness to assess, advise and support other practitioners allow certification to remain practitioner-led while maintaining rigorous standards.

LOOKING AHEAD

The Scheme's focus is to ensure specialist certifications remain relevant to changing professional and regulatory needs, to improve the certification experience, and to continue strengthening regulatory recognition of certified practitioners.

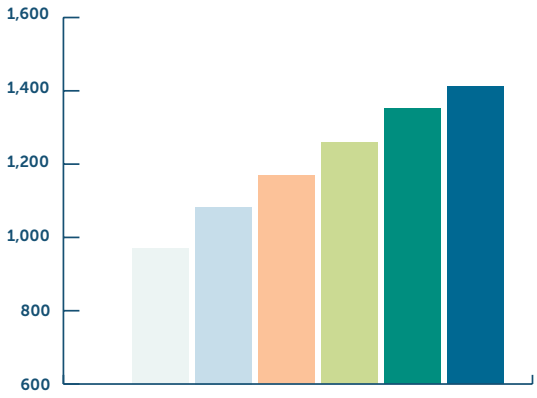
Growing recognition in legislation, policy and procurement provides the foundation for that work. Continued attention to ethical practice, assurance, professional development and consistent assessment will remain essential to maintaining confidence in the CEnvP designation.

CEnvP BY THE NUMBERS



CEnvPs by specialisation

- **General** 916
- **Site Contamination** 337
- **Impact Assessment & NSW REAP** 58
- **Ecology** 35
- **Impact Assessment** 28
- **Geomorphology** 18
- **Heritage** 8
- **Climate Change** 8
- **Social Impact Assessment** 4



CEnvPs over time

- **2021** 971
- **2022** 1,083
- **2023** 1,169
- **2024** 1,260
- **2025** 1,353
- **2026** 1,412



CEnvPs by location

- **NSW** 435
- **NZ** 325
- **QLD** 269
- **VIC** 168
- **WA** 81
- **SA** 64
- **ACT** 30
- **TAS** 19
- **Overseas** 16
- **NT** 5

QUALIFICATIONS ACCREDITATION SCHEME (QAS)

The Qualifications Accreditation Scheme helps build a stronger pathway from environmental education into professional practice. By assessing university qualifications against the knowledge, skills and ethical standards expected by the profession, QAS helps graduates enter the workforce better prepared for environmental careers.

Eight university courses hold QAS accreditation, across Deakin University, Griffith University, RMIT University and the University of Canterbury. Following the expansion from three accredited qualifications to eight in the previous year, the Scheme turned to consolidation and to broadening what it can recognise.

Developed in response to demand from the university sector, a new microcredential accreditation policy was adopted, creating a framework that gives members a trusted marker when choosing short courses for their continuing professional development. To be accredited, a microcredential must map to the EIANZ environmental proficiencies and include content on ethical and professional conduct, so members can be confident the learning is relevant to their practice.

The QAS Accreditation Board was renewed during the year with all positions reappointed. Jon Womersley HLMEIANZ CEnvP stepped down as Chair, having originated the Scheme and led the Accreditation Board through its establishment and growth. EIANZ thanks him for building an enduring link between environmental education and professional practice. EIANZ would also like to acknowledge and thank the following Accreditation Board members who stepped down during the renewal for their contributions to the scheme: Emeritus Professor Helen Ross HLMEIANZ, Clive Cook FEIANZ, and Professor Chris Frid MEIANZ.

Dr Katrina O'Mara MEIANZ, Associate Dean of Edith Cowan University, was appointed Chair from 6 May 2026.

From accredited study and graduate readiness to professional practice, QAS is the first step in a pathway EIANZ supports across a whole career. Widening that pathway, including through the new microcredential framework, is the Scheme's focus for 2026–27.

INDIGENOUS ENGAGEMENT WORKING GROUP (IEWG)

The Indigenous Engagement Working Group (IEWG) continued its work to ensure Indigenous Peoples' rights, knowledge, cultural values and interests are respected at all levels within EIANZ and reflected in professional practice. The Group has now been strengthened by the incorporation of the previous Reconciliation Action Plan (RAP) Implementation Group and the RAP Divisional Facilitators, and by a closer working relationship with the Heritage Special Interest Section (SIS) and the Social Impact Assessment Community of Practice.

During 2025–26, the Group's commitments were advanced by scoping a consultancy brief for an Indigenous Advisory Framework, an initiative supported by the Heritage SIS, the Advisory Council and the EIANZ Board, with the aim of becoming a trusted partner with Indigenous environmental practitioners and groups. As part of this initiative, Working Group Chair Dr Alan Chenoweth HLMEIANZ CEnvP and EIANZ Vice President Fiona Gainsford FEIANZ CEnvP-IA+REAP are consulting with a range of individuals and organisations experienced in building relationships with Indigenous groups, prior to developing a draft consultancy brief for Board approval.

The IEWG has also continued to encourage members and CEnvPs to participate in NAIDOC Week and National Reconciliation Week events. It has contributed to EIANZ policy updates and submissions, as well as internationally, through the International Association for Impact Assessment (IAIA) Indigenous Peoples Section, to an update of IAIA Best Practice Principles No. 9, Respecting Indigenous Peoples and Traditional Knowledge.

A key area of focus remains Free, Prior and Informed Consent (FPIC) and the broader recognition of Indigenous Peoples' knowledge in environmental decision-making. This builds on earlier IEWG work advocating for stronger recognition of FPIC, traditional knowledge and intangible cultural heritage in policy and professional practice.

The Institute also progressed an agreement with the NSW Department of Planning, Housing and Infrastructure to develop an EIANZ-owned Aboriginal Heritage Assessment Standard, providing a practical opportunity to embed stronger expectations for Indigenous engagement within professional environmental practice.

The IEWG has raised the profile of Indigenous issues and practice by nominating First Nations practitioners as conference and symposium speakers, for EIANZ awards and honours, and through regular articles in Institute communications. Indigenous perspectives were increasingly incorporated across EIANZ activities during the year, with Indigenous content included in every marquee event and in around 75% of *Institute Insider* editions.

This reflects the direction advocated by the IEWG: Indigenous engagement should not sit apart from environmental practice but should inform the way practitioners approach assessment, consultation, heritage, policy and environmental management more broadly.

SPECIAL INTEREST SECTION (SIS) REPORTS



CLIMATE CHANGE SPECIAL INTEREST SECTION (SIS)

The Climate Change Special Interest Section (SIS) continued to support practitioners working across climate risk and policy during 2025–26, with a focus on strengthening professional capability and ensuring environmental practitioners have a voice in emerging climate policy.

The Section continued collaboration with the Specialist Environmental Advisory Committee for the CEnvP Climate Change Specialisation, including participation in the first CEnvP Climate Change Boot Camp. It also advocated for 'suitably qualified' practitioners to carry out climate risk assessments and other climate change work, reinforcing the profession's role in lifting the standard of climate practice.

Policy engagement remained an important focus of the Section's work. Members reviewed the Scope 3 Supplemental Position Statement to enable the revised statement to be available ahead of COP31. The Section also prepared an EIANZ submission to the Climate Change Authority on the development of its evidence platform. Support was secured from the EIANZ President and CEO for a project to understand climate capability needs of local government; Councils have important roles delivering climate action while being chronically under-resourced.

Professional development remained central to member value. Two webinars were delivered, one on climate litigation covering the International Court of Justice advisory opinion and the Torres Strait case, and one on Australia's late-2025 climate reform package, spanning national targets, zero-emissions pathways, adaptation plans and climate risk reporting. Member project snapshot webinars were also introduced, giving practitioners a forum to showcase their work.

Monthly meetings were well attended, sustaining the collegiality and cross-disciplinary engagement that make the committee a place where members share knowledge and move work forward. Each meeting opened with a policy discussion on a topical issue, covering carbon leakage, border adjustments, climate litigation, national climate policy developments and international climate diplomacy across the year.

New workstreams were established for Climate Risk Assessment, Local Government Capability and the Scope 3 Review, and governance was strengthened through clearer priorities, succession planning and structured subcommittee work.

ECOLOGY SPECIAL INTEREST SECTION (SIS)

The Ecology Special Interest Section (SIS) had a particularly active year in policy and professional practice, ensuring ecological expertise was part of the major regulatory and biodiversity discussions affecting environmental practitioners.

The Section made submissions across three levels of government during the year. It prepared EIANZ's response to the Draft Our Waterways Future strategy for the Gold Coast and worked with the WA Division on the Commonwealth's Draft National Recovery Plan for the Ghost Bat. Members also contributed ecological expertise to wider Institute work on reform of the *Environment Protection and Biodiversity Conservation Act 1999*, which Chair Kelly Matthews MEIANZ CEnvP identified as a significant focus for the Section.

Professional development continued to connect ecological practice with the rapid expansion of renewable energy. The wind farm webinar series begun the previous year extended into 2025–26, with sessions examining wind turbine regulation and compliance, and the practical challenges of environmental offsets and threatened species conservation. The latter explored how offset projects can meet both regulatory requirements and conservation objectives, alongside a case study on protecting threatened cycads affected by wind farm development. The webinar series attracted 1,150 practitioners across the five-part series.

The Section also continued to provide a professional home for three Communities of Practice: Biodiversity Offsets, Nature Positive Cities, and the Australasian Network for Ecology and Transportation (ANET). These groups extend the Section beyond traditional ecological practice into urban nature, infrastructure, biodiversity markets and environmental policy, giving members more ways to connect specialist knowledge with real-world decisions.

Looking ahead, the Section is exploring stronger links between universities and professional ecological practice, with initial discussions underway with Queensland University of Technology on how practitioners might contribute to the learning of emerging ecologists. The Section is also planning future professional development events on light pollution, focusing on its ecological impacts and practical approaches to assessment, management and mitigation.

ENVIRONMENTAL ACCOUNTING SPECIAL INTEREST SECTION (SIS)

The Environmental Accounting Special Interest Section (SIS) focused in 2025–26 on strengthening professional capability in a rapidly developing area of environmental practice.

The year's major milestone was the release in March 2026 of the Environmental Accounting Professional Practice Guide as a draft for comment. The Guide gives practitioners a focal point for building greater consistency in environmental accounting practice and a basis for continuing discussion about the capabilities the discipline will demand as it matures. The draft, which is available on the EIANZ website, has drawn positive and constructive feedback from professionals at a national research organisation, two leading universities and a federal government agency, including suggestions for strengthening the final version.

Alongside the Guide, the Section ran a member survey on competency and training needs. Early responses point to strategic integration for decision-making as the strongest development need, followed by data architecture and assurance. This builds on the previous year's survey, in which members identified strong interest in natural capital accounting, circular economy principles and sustainability reporting.

In the year ahead the Section will work through comments on the draft Guide towards a final version. It also plans to run an eight-part online seminar series, expected to begin in 2027. The series applies the Guide's six competency domains to a single real dataset, ground cover in the western Queensland rangelands, and follows it from raw measurement through to a decision.

HERITAGE SPECIAL INTEREST SECTION (SIS)

The Heritage Special Interest Section (SIS) continued to strengthen the place of cultural heritage within environmental practice during 2025–26, working to the three principles it set for itself: promoting EIANZ to the heritage community, raising awareness of heritage as an integral part of environmental practice, and contributing to Institute policy and submissions.

A heritage-focused session at the 2025 Impact Assessment Symposium brought together two technical papers and a panel discussion, while heritage perspectives were also represented in the program of the EIANZ Annual Conference. These opportunities helped connect heritage practice with the broader questions facing impact assessment and environmental decision-making.

Professional development was another strong focus. Dr Caitlin Allen's webinar *I Don't Know What That Is but I Love That It's There: Rethinking the Social Values and Public Benefits of Heritage* attracted more than 180 registrations. It explored how heritage contributes to wellbeing, identity, belonging and social cohesion, and made the case for impact assessment approaches that better recognise public benefit.

The Section contributed to EIANZ's submission on the Draft Heritage Strategy for NSW and to the revision of the Institute's Indigenous Peoples' Knowledge and Engagement Position Statement, updated in October 2025. It also prepared a draft cultural heritage position statement for consideration by the Policy and Standards Committee.

The Section strengthened its own foundations by developing a committee charter to guide its work and support prospective committee members, and took EIANZ directly to the heritage community with a presence at the Australian Archaeological Association Conference in December 2025, which drew more than 400 delegates.

Heritage-related professional development across the wider Institute included practical sessions on Free, Prior and Informed Consent and on the intersections between cultural heritage, Native Title and Traditional Owner engagement, helping practitioners translate cultural heritage principles into day-to-day environmental practice.

Vanessa Hardy MEIANZ CEnvP-HER led the Section throughout the year. In 2026–27, the Section will continue to promote cultural heritage across EIANZ and strengthen its integration into Institute policy, professional development and environmental practice. The aim remains to ensure heritage is recognised as a routine component of environmental assessment and decision-making, rather than a specialist consideration addressed only when required.



IMPACT ASSESSMENT SPECIAL INTEREST SECTION (SIS)

The Impact Assessment Special Interest Section (SIS) strengthened professional practice in 2025–26 through professional development, policy engagement, active Communities of Practice and closer ties with peer bodies across the Pacific and further afield.

A highlight was the 2025 Impact Assessment Symposium in Sydney, which drew 215 registrations under the theme *Effectiveness Matters: Refocusing Impact Assessment to Achieve Better Outcomes.* It pressed practitioners to look past process efficiency and ask whether impact assessment is delivering meaningful environmental and social results.

The Section's Communities of Practice remained important forums for specialist collaboration. The Strategic Environmental Assessment group advanced work on regional and bioregional planning and cumulative impacts, including engagement with government on the role of strategic assessment in environmental reform, while the Social Impact Assessment group continued to connect practitioners working on contemporary social assessment.

The Section also worked beyond EIANZ, engaging during the year with the International Association for Impact Assessment (IAIA) and the New Zealand Association for Impact Assessment (NZAIA) to connect members to both a wider community of practice and to emerging international standards. That work is building towards IAIA27, the association's annual conference, which EIANZ and partner organisations NZAIA and the Secretariat of the Pacific Regional Environment Programme (SPREP) have secured for Christchurch.

Professional development remained a strong focus, with Organised Reasoning™ workshops and training in meaningful public participation building practical skills for assessment, engagement and decision-making. The Section contributed expertise to two EIANZ policy submissions and counted 976 members at year's end, close to a quarter of the EIANZ community of members and certified practitioners, and comfortably beyond its target of 800.

Lachlan Wilkinson FEIANZ CEnvP-IA stepped down on 1 July 2026 after 17 years as the Impact Assessment Special Interest Section Chair. Under his guidance the SIS built its Symposium, its training and its Communities of Practice, and produced countless submissions. EIANZ thanks Lachlan for his time and expertise. Geraldine Squires FEIANZ CEnvP-IA has succeeded him, with Lachlan continuing on the management committee. We would like to thank Lachlan for his long and impactful service to the discipline of impact assessment.

The Section's focus remains steady: facilitating impact assessment that is rigorous, proportionate and directed at better environmental and social outcomes, with IAIA27 the major event on its horizon.



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National Environmental Law Association


EIANZ 2025
IMPACT ASSESSMENT SYMPOSIUM
Aerial UTS Function Centre
27 - 28 August 2025






Greater Sydney Landcare
Greater Sydney Landcare






EIANZ
connecting and supporting environmental practitioners to promote a sustainable future

CHAPTER AND DIVISION REPORTS



AUSTRALIAN CAPITAL TERRITORY (ACT) DIVISION

ACT members carried Canberra's environmental expertise onto a national stage in 2025–26. The Division drove EIANZ's inaugural entomology symposium and ran a local program that shone a light on the region's threatened species and the people who manage them.

The year opened with the EIANZ 2025 Insects in Crisis Symposium in Canberra on 4 July. It brought experts together on threatened insect species, taxonomy research, the ecological importance of insects and the decline of insect populations across Australia and Aotearoa New Zealand, and produced a communiqué that carried its findings well beyond the room.

Professional development continued in February with a session on threatened species records and wildlife camera data, covering the Atlas of Living Australia, environmental data management and monitoring technology. In April, members toured the grassy woodlands at Mulligans Flat Nature Reserve, where eastern quolls and eastern bettongs live in habitat rehabilitated for them.

Regular networking events remained popular, giving practitioners informal ways to connect, including activities marking International Women's Day and World Environment Day.

The Committee also put programming in members' hands, asking directly what professional development they need and inviting them to suggest or help run future activities, so the program remains useful to practitioners across the ACT and the surrounding region.

Membership grew 10.8% over the year to 92, and the 2026–27 program is already taking shape in response to member requests.

NEW SOUTH WALES (NSW) DIVISION

The NSW Division had another strong year in 2025–26, continuing successes from previous years, combining membership growth with regional events, mentoring, student engagement and an active voice in legislative and policy reform.

Membership grew to 639, an increase of 5.6%, which now represents roughly 24% of the Institute's total membership. The number of Certified Environmental Practitioners based in NSW rose 4.8% to 435.

Members benefited from activity well beyond central Sydney, with events across the South Coast, Illawarra, Newcastle, Sydney and Armidale, including the regular 'EnviroDrinks' events, giving practitioners a standing opportunity to meet peers close to home. South Coast events paired networking with environmental talks, while quarterly collaboration with the Hunter Environmental Institute connected Newcastle members to a wider professional community.

Professional development responded directly to the issues landing on members' desks. A webinar on the reforms introduced by the *Environmental Planning and Assessment Amendment (Planning System Reforms) Act 2025* drew more than 300 attendees, the Division's highest-attended event of the year, giving members early guidance on the changes and opportunities to ask questions. Other events examined community wellbeing in infrastructure projects, sustainability pathways, and environmental engineering.

Members set the forward direction for the Division at the May Open Committee Meeting, asking for continued focus on opportunities for applied learning through site visits and practitioner-led sessions, training and engagement on policy and legislation, and a wide mix of event formats and locations. That feedback is now driving the 2026–27 program.

Support for people entering the profession remained an important focus. The Student and Early Careers Sub-Committee expanded its university and schools engagement, including representation at careers events held by Macquarie University, UNSW, the University of Sydney, Sydney Boys High School and Sydney Girls High School, as well as an environmental impact assessment careers panel with the University of Sydney's Geoscience Society. The 2026 mentoring program supported 40 pairs of mentors and mentees with the provision of structured resources and regular discussion themes helping participants get more from every conversation.

NSW members continued to bring practitioner experience into the forums shaping planning and environmental policy. The Division remained an active participant in the NSW Department of Planning, Housing and Infrastructure's Planning and Professional Peaks Forum, raising practice and implementation issues on members' behalf as reforms progressed. Members also contributed to work on the draft Heritage Strategy for NSW and the Biodiversity Offsets Scheme. Through the EIANZ Biodiversity Offsets Community of Practice, accredited assessors engaged directly with government on scheme implementation and reform.

A sound financial position sustained this breadth of activity through the year and will support it again in 2026–27. With membership and certification both growing, priorities being set by members, and an established voice in legislative reform, the NSW Division is well placed to strengthen its impact over the coming year.



NEW ZEALAND (NZ) CHAPTER

Aotearoa New Zealand spent 2025–26 progressing one of the largest reforms of its resource management system in a generation, and the New Zealand Chapter put its members into the middle of it. The Committee concentrated its effort where members needed it most: policy engagement, professional practice, and opportunities to connect and develop.

Policy submissions were the Chapter's largest area of work, and its most widely shared, with five major submissions: three on national direction packages, on the Fast-track Approvals Amendment Bill, and on the Natural Environment Bill. Roughly a third of the Chapter's membership took part, through online and in-person workshops and written input.

That collective effort put practitioner experience into fast-moving reform. Members identified how proposed legislation, national direction and technical guidance would operate in practice, including where wording or compressed implementation timeframes could create uncertainty or unintended environmental outcomes. For members, it meant the rules they will work under were tested against the realities of doing the work.

Events and professional development also remained a strong focus. The standout was the New Zealand Chapter Symposium in Christchurch in June 2026, which reached capacity. Speakers from government, consulting, infrastructure, transport, energy and local government explored resource management reform alongside a broad range of environmental practice, and the cross-disciplinary program created valuable networking opportunities, particularly for students and early career practitioners.

Other activities gave members practical, immediately usable skills. These included an RStudio workshop, artificial intelligence training focused on responsible use in environmental practice, branch activity in Auckland and Christchurch, and support for a Student and Early Careers restoration trip to Motutapu. Under Amanda Good MEIANZ, the Student and Early Careers portfolio continued to grow, giving younger practitioners a route into submission work as well as connection to the wider profession.

The Chapter also worked to lift the consistency of professional practice. It advocated on fauna management and on Department of Conservation processes affecting practitioners, and contributed to an explanatory note on interpreting scale in assessing ecological values and the magnitude of ecological effects under EIANZ's Ecological Impact Assessment Guidelines for New Zealand. The note is intended to support more consistent application of the Guidelines, which matters to every ecologist whose assessments are relied on by regulators and the courts.

The Committee continued developing training in the areas practitioners themselves identified as genuine gaps, including expert witness skills, practical impact assessment, bat competency, fauna management and water quality guidelines. Several of these initiatives carry into 2026–27, where they form the basis of the Chapter's professional development pipeline.



NORTHERN TERRITORY (NT) DIVISION

In 2025–26, Northern Territory members enjoyed direct access to the people shaping the rules and the projects they work on, from the regulators drafting onshore gas reforms to the proponents of the Territory's largest renewable energy development.

Membership reached 53, an increase of 17.8% and a new high for the Division, exceeding its own target of 50. Led by Division President Kylie Welch MEIANZ, the committee was renewed during the year, with new volunteers joining established members and lifting participation across Division activities.

The event program kept members close to the issues shaping practice in the Territory. In September the Division hosted the City of Darwin for a session on how management of the city's waste facility has evolved since it opened in 1987. In December it partnered with the NT branch of the Australasian Land and Groundwater Association (ALGA) to bring members an update from SunCable on its proposed large-scale solar development in the Barkly region, followed by networking for local practitioners.

The Division launched its NT Regulatory Series in May. The first session brought practitioners together with the NT Petroleum Regulation Branch to examine reforms being developed for onshore gas activity, which drew strong interest from inside and outside the Territory. For members, this ongoing series is a standing opportunity to question regulators while policy is still being written, rather than after it lands.

That engagement carried into advocacy. Responding to the Petroleum Regulation Branch's draft *Code of Practice: Onshore Petroleum Activities in the Northern Territory*, the Division argued that the CEnvP Scheme offers a ready means of demonstrating that practitioners preparing environment management plans are suitably qualified.

The Division continued to support people entering the profession through its sponsorship of the Award for Outstanding Academic Achievement in Environmental Planning and Policy at Charles Darwin University, and its participation in the accompanying careers expo introduced students to EIANZ and to the practitioners they will work alongside.

With a growing membership and a regulatory series now established, the Division will keep pressing for environmental policy in the Territory that is clear, workable and properly informed by practice.



QUEENSLAND (QLD) DIVISION

Queensland's two Divisions became one in 2025–26. The amalgamation of Far North Queensland and South East Queensland created a single Queensland Division of 774 members, the Institute's largest, with a clear purpose: to give practitioners the same access to professional development and networking wherever in the state they work.

Continuity mattered through the transition. Activities after the amalgamation were overseen by members of both former committees, so the programs members valued kept running while the new Division took shape. The committee draws on practitioners from Townsville, Yeppoon and the Sunshine Coast as well as Brisbane, so decisions about a state-wide program are made by people who work across the state.

Throughout the year, the Division represented the profession in Queensland's environmental reform. Its Bioregional Plans Working Group took part in a series of bioregional planning workshops run by the Department of the Environment, Tourism, Science and Innovation (DETSI), including one convened exclusively for EIANZ, a mark of the standing the profession holds with the department. The Division also lodged a submission on DETSI's consultation paper *Realising efficiencies and streamlining in the Environmental Protection Act 1994 and other portfolio amendments*.

Support for students and early career practitioners remained a strong focus. The Division continued its engagement with and sponsorship of the University of Queensland's Geography and Environmental Management Society (UQ GEMS), taking part in employability and networking events. The year's highlight was a Careers in the Environment event, featuring five experienced practitioners across environmental engineering, environmental law and ecology. The Division also met the newly formed QUT Environmental Science Club, offering support for its events and introducing students to what EIANZ offers.

Beyond the universities, the Division worked with the Brisbane Geospatial Network on the role of artificial intelligence in GIS and the environmental sector. Its mentoring program matched 25 pairs over the year, running in hybrid form so that practitioners anywhere in the state can take part, with mentors and mentees based on the Gold Coast and Sunshine Coast and in Rockhampton, Gladstone and Airlie Beach as well as Brisbane. The Division has varied its event formats for the same reason, delivering webinars and online sessions alongside in-person events.

Networking complemented the professional development program, including a well-attended quiz night that drew around 60 members and the traditional end-of-year celebration.

The merged Division starts 2026–27 financially secure and with a single committee covering the state. Its focus is straightforward: every Queensland member should be able to take part in professional development and networking, whatever their experience level and wherever they are based.



SOUTH AUSTRALIAN (SA) DIVISION

In 2025–26, the South Australian Division delivered a program that ranged from emerging assessment technology to a celebration of one of the state's most distinguished practitioners, supported by a dedicated and enthusiastic committee.

A highlight of the year was a special event celebrating the career and achievements of environmental practitioner Peri Coleman HFEIANZ, following her appointment as EIANZ's newest Honorary Fellow. The event recognised Peri's longstanding contribution to the environment profession and provided members with an opportunity to reflect on the impact of her leadership, expertise and commitment to advancing environmental practice in Australia.

The Division also delivered a strong webinar program, covering emerging technologies and approaches for environmental assessment and monitoring. Topics included: *Introduction to the EcoCommons Modelling Platform: Species Distribution Models for Environmental Practitioners*; *Benchmarking and Measuring Change in Carbon; Biodiversity and Habitat Use Using Planes, Drones and Automobiles*; *NatureScan: Drone Remote Sensing for Comprehensive Biodiversity Monitoring*; and an *SA Biodiversity Act Implementation Update*.

Members enjoyed an exclusive tour of the Adelaide Desalination Plant, generously hosted by SA Water, which provided valuable insights into one of South Australia's most significant pieces of water infrastructure and its role in securing the state's water future.

Advocacy remained an important focus throughout the year. Following the Division's submission on South Australia's Biodiversity Act, committee members continued to engage with government agencies and stakeholders on the implementation of the Act and its implications for environmental practitioners. The Division supported member understanding of the new legislative framework through a dedicated Biodiversity Act implementation webinar and continued to identify opportunities for practitioner input into biodiversity policy, environmental regulation and consultation processes. The committee worked to strengthen communication with members and improve awareness of professional development opportunities, policy consultations and local environmental initiatives.

The Division maintained its commitment to supporting practitioners at all career stages through professional development, networking and engagement activities, while exploring new approaches to engaging students and early career professionals.

Looking ahead, the Division will continue to focus on growing member engagement, supporting professional excellence and enhancing EIANZ's role as a respected voice on environmental matters.



TASMANIAN (TAS) DIVISION

From counting the plastics inside a teddy bear to hearing about environmental management live from Antarctica, the Tasmanian Division gave members a distinctly memorable year in 2025–26.

In October, the Division supported the kanamaluka/Tamar Forum, which brought together the organisations working on the health of the estuary. The forum explored Aboriginal values and its social history alongside current waterway health, environmental management and investment through the Tamar Estuary River Health Action Plan.

October also brought the Division's Plastic Inspection via Teddy Bear Dissection activity, which had members take a soft toy apart to find how many different plastics go into a single child's toy. Informal networking drinks in Hobart kept practitioners connected between events.

December took members much further south, when Division Secretary Kirsten Leggett MEIANZ joined a webinar live from Casey research station to share how environmental responsibilities are managed within the Australian Antarctic Program. It was a rare window into one of the world's most remote and sensitive operating environments.

Tasmanian Division had 60 members at 30 June 2026, one of the Institute's smaller Divisions and one of its most closely connected: events here are small enough that members talk directly with presenters and with each other. Sound finances and a committed committee will carry that into 2026–27.

VICTORIAN (VIC) DIVISION

The Victorian Division delivered a wide variety of events and programs in 2025–26, most notably its mentoring program, which was successfully brought back after a break of several years. Participants were matched individually and supported with an information session, mentoring skills development and a mid-year networking event, with positive feedback from mentors and mentees alike. The program restores one-to-one professional support offered by EIANZ in Victoria.

Other professional development opportunities included a webinar on environmental approvals for Inland Rail under the assessment bilateral agreement with the Commonwealth, and networking events including co-hosting EnviroDrinks and running mid-year drinks as well as an end-of-year bowls event.

Students and early career practitioners were also given a less formal way in. Around 20 students came to the EIANZ Student and Early Careers Pool Hall Catch-up, where the relaxed format gave emerging practitioners an easy first step into meeting peers and building professional networks.

In advocacy, Victorian members helped the Institute respond quickly when national environmental law changed. Division members were instrumental in securing Australian Government participation in a December webinar on the reforms to the *Environment Protection and Biodiversity Conservation Act 1999*, delivered within weeks of the legislation passing and ahead of its commencement. The session drew a record 645 registrations, showing how much the profession values direct access to government while major reform is still being absorbed. Victorian Division President Daniel Banfai MEIANZ described increased Federal government engagement as one of the Division's standout achievements of the year.

The Division goes into 2026–27 with 340 members, a large, motivated committee, and plans for providing a range of professional development opportunities for members, including further webinars about the EPBC Act reforms.

WESTERN AUSTRALIAN (WA) DIVISION

The WA Division set out to link capability with influence: to build members' practical skills while opening routes for their expertise to reach the people writing environmental policy. On both counts, 2025–26 delivered. Membership grew 14.4% to 318, and the Division ran 17 events, up from 11 the previous year.

Policy engagement led the program. The WA Biodiversity Offsets Forum, delivered with the Department of Water and Environmental Regulation (DWER), drew 97 participants to examine the state's offsets framework and practical opportunities for reform. The Division has kept working with government, industry and community stakeholders on this topic since.

Webinars and briefing sessions brought government consultation directly to members, covering environmental impact assessment, cumulative impact assessment, mining development and closure approvals, and adaptation planning for the state's natural environment. Practitioners were provided the opportunity to question proposed approaches while guidance was still being drafted. The Division also lodged detailed submissions on the draft Fitzroy-Derby Water Resources Management Plan and the review of the State Environmental (Cockburn Sound) Policy.

Professional development ran from regulatory briefing to practical skill. The QGIS mapping and spatial analysis course with the University of Western Australia continued, capped at 15 participants so instruction stays hands-on, and a new WA Environment Professionals 101 webinar series introduced people early in their careers, or new to WA, to the *Environmental Protection Act 1986*, professional communication and baseline biological surveys.

WA Division's mentoring program entered its eighth year with 18 pairs, a 64% increase on the previous program, supported by new newsletters and individual check-ins to help participants keep their goals in view.

Connections with emerging practitioners deepened. The Division took platinum sponsorship of UWA's Students of Natural and Agricultural Sciences and joined two Student Meets Industry events, each attended by more than 150 students, while engagement began with Murdoch University.

The Division's finances comfortably carried a program half again the size it was a year ago, and it goes into 2026–27 with the reach to match its ambition.



AUSTRALASIAN JOURNAL OF ENVIRONMENTAL MANAGEMENT

BY THE NUMBERS

108,672
full-text downloads, up 17.2%

104,209
abstract downloads, up 10.8%

2.4
Impact Factor, up from 1.5

3.4
CiteScore, up from 2.9

Q2
ranking

The *Australasian Journal of Environmental Management (AJEM)* strengthened both its readership and its academic standing in 2025–26, reinforcing its role in connecting environmental research with contemporary policy and professional practice.

Readership reached its highest level in five years. Full-text downloads rose 17.2% to 108,672 and abstract downloads rose 10.8% to 104,209. For the first time in the five-year period, readers accessed more full articles than abstracts, a sign that people are reading the research rather than only discovering it.

The journal continued to reach well beyond Australasia, which accounted for 43.9% of full-text downloads, followed by North America at 20.6% and Asia at 17.6%. That international readership carries Australasian environmental research and practice into a wider global professional and academic community.

Citation performance improved on both major indices. *AJEM*'s Journal Citation Reports Impact Factor rose from 1.5 to 2.4 and its five-year Impact Factor from 2.1 to 2.2. On Scopus, which classifies journals differently, *AJEM*'s 2025 CiteScore rose from 2.9 to 3.4, maintaining its Q2 ranking.

RESEARCH THAT CONNECTS WITH READERS

The most-read material reflected the breadth of issues facing environmental practitioners. The most downloaded item was the editorial 'The Great Barrier Reef, human dimensions and climate change', with 4,472 downloads. Other heavily accessed work addressed electric vehicle adoption, environmental regulatory effectiveness, Reef stewardship, biodiversity-harmful subsidies, soil carbon, Indigenous archaeology, research ethics and nature-positive impact assessment.

That breadth is the point – *AJEM* gives members a bridge between research and practice: access to evidence, emerging ideas and critical debate across the many disciplines that contribute to environmental management, in a journal their own Institute owns. With readership and citation performance both climbing, the journal enters 2026–27 in the strongest position it has held in years.



CELEBRATING OUR MEMBERS

The 2025 Merit Awards, Fellowships and Honorary Fellowship were presented at the EIANZ Awards Event in Perth on 22 October 2025, held alongside the Annual Conference.

EIANZ MERIT AWARD WINNERS

Presented annually since 2007, the EIANZ Merit Awards recognise members and practitioners whose service, leadership and professional practice have made an outstanding contribution to EIANZ and the environmental profession. Four of the awards are named after founding members of the Institute: Professor Simon Molesworth AO KC HLMEIANZ CEnvP, Mary Lou Morris AM HLMEIANZ, Emeritus Professor Tor Hundloe AM HLMEIANZ and Eric Anderson HLMEIANZ.



SIMON MOLESWORTH AWARD

For outstanding service at an Institute level

BELINDA BASTOW FEIANZ

The Simon Molesworth Award is the highest award bestowed by the Institute.

Belinda Bastow FEIANZ received the award for outstanding service to the Institute through sustained leadership at both Divisional and Institute-wide levels. Over more than a decade of membership she has shown exceptional dedication to advancing the Institute's mission and supporting environmental professionals across Australia and New Zealand.

Within the Western Australian Division, Belinda has transformed the Division's finances, doubled its membership and revitalised its professional program as President. Across the Institute she has developed policy statements, championed Special Interest Sections and significantly improved the functioning of the Advisory Council over her eight-year tenure.



MARY LOU MORRIS AWARD

For outstanding service at a Division, Chapter, Section or committee level

BRONWYN DWYER MEIANZ CEnvP-CC

The Mary Lou Morris Award recognises contribution at the level where most members experience the Institute: their Division, Chapter, Special Interest Section or committee.

Bronwyn Dwyer MEIANZ CEnvP-CC was recognised as a passionate and tireless contributor to the Climate Change Special Interest Section since joining it in 2021. Her energy and expertise have helped drive the Section's success, including leading the push to reinstate the CEnvP Climate Change specialism and prompting new position statements, submissions to government, and member communications that strengthen recognition of climate change professionalism.

The Climate Change SIS is now widely regarded within the Institute for its effectiveness and its capacity to deliver on its commitments, and for the climate knowledge and capability it has built within EIANZ and beyond. Bronwyn has been central to those achievements.



TOR HUNDLOE AWARD

For a young practitioner's outstanding contribution to the profession

HILLARY JOHNSTON MEIANZ CEnvP

The Tor Hundloe Award is the Institute's recognition of early career achievement.

Hillary Johnston MEIANZ CEnvP was recognised for the leadership, technical expertise and service to the Institute that have made her a standout in the profession. With a strong foundation in regulatory practice, she has become a recognised leader in stormwater and statutory assessment, known for her collaborative approach and her skill in bridging the gap between regulators and consultants.

Her work at Auckland Council has included leading stormwater input on several high-profile consents of regional and national significance and delivering training that strengthens practice across the industry. A Certified Environmental Practitioner and a former Secretary of the EIANZ New Zealand Chapter, Hillary exemplifies a commitment to knowledge sharing, professional excellence and better outcomes for people and the environment.



EXCELLENCE IN ENVIRONMENTAL PRACTICE AWARD

For outstanding practice

DR GARRY MIDDLE MEIANZ

The Excellence in Environmental Practice Award recognises outstanding practice by an individual EIANZ member or non-member and is intended to be an exemplar for all environmental practitioners.

Dr Garry Middle MEIANZ consistently demonstrates excellence in environmental practice and an exceptional ability to engage with stakeholders at all levels. His career has spanned environmental impact assessment, climate change adaptation, coastal planning, policy, strategic planning and open space planning. He has served as Appeals Convenor for the WA Minister for Environment, as a manager and assessment officer with the Western Australian Environmental Protection Authority, as Head of Planning at Curtin University and as a member of the WA Planning Commission, and he now chairs the Great Victoria Desert Biodiversity Trust.

For the past decade Dr Middle has been a key lead in developing the Institute's Impact Assessment Symposium, helping it grow from its inception into a respected event for practitioners across the field.



ERIC ANDERSON AWARD

For journal article of the year

PROFESSOR ANGUS MORRISON-SAUNDERS MEIANZ AND PROFESSOR LUIS SÁNCHEZ

The Eric Anderson Award recognises the best article published in the *Australasian Journal of Environmental Management* during the year and is selected by the Journal's editors.

The editors selected 'Conceptualising project environmental impact assessment for enhancement: no net loss, net gain, offsetting and nature positive' by Professor Angus Morrison-Saunders MEIANZ and Professor Luis Sánchez, *Australasian Journal of Environmental Management*, 31:4, pp. 386–403.

In the editors' citation, the article challenges conventional thinking about environmental impact assessment by shifting the focus from minimising harm towards achieving net environmental gains and embracing nature positive outcomes. By unpacking the mitigation hierarchy and critically examining biodiversity offsets, the authors make a compelling case for transformative thinking, stronger policies and greater accountability in EIA practice. Their work critiques existing approaches and offers a visionary pathway for aligning EIA with ambitious global agendas such as no net loss and nature positive, pushing the boundaries of traditional practice and calling on policymakers, practitioners and academics to contribute actively to sustainability and biodiversity conservation.



NEW HONORARY FELLOW

PERI COLEMAN HFEIANZ

Honorary Fellowship recognises individuals who have made an outstanding contribution to the environmental profession, whether or not they are members of the Institute. It is a rare distinction: before this year the Institute had only appointed nine Honorary Fellows.

Peri Coleman HFEIANZ has been active in the environmental field throughout her life, from childhood walks maintaining public trails in England, to campaigns to preserve K'gari in the 1970s and to stop the damming of the Franklin River in the early 1980s. A trained teacher and taxonomist with a fascination for the cryptic and the underappreciated, Peri was one of Tasmania's first female commercial divers, collecting marine specimens for the Woodbridge Marine Study Centre and building an extensive library of marine voucher specimens.

In 1993 Peri moved to South Australia as an equal partner in Delta Environmental Consulting, soon becoming sole proprietor of a rare female-owned independent consultancy. Her work transformed the Penrice Soda Products Dry Creek Saltfield, where she worked alongside operators to help triple annual production to more than one million tonnes of salt.

Her contribution extends well beyond consultancy. As the sole ecologist on the South Australian Coast Protection Board for nineteen years, Peri shaped state policy on sea level rise and estuaries, assisted with the Adelaide Dolphin Sanctuary Act and became the Sanctuary's first chairperson, and contributed to the South Australian Marine Parks Act. Her role in establishing Winaityinaityi Pangkara, the Adelaide International Bird Sanctuary, following the closure of the Dry Creek Saltfield, exemplifies her commitment to adaptive conservation. Her taxonomic work on diatoms and samphires has enriched the field, with tens of thousands of voucher specimens submitted to the State Herbarium.

Peri's commitment to mentoring women in environmental science has created a legacy of leaders across the field.

NEW FELLOWS

Fellowship recognises the leading role a member has played in the environmental profession. It acknowledges professional standing, influence and a sustained commitment to ethical practice, and is one of the Institute's most significant forms of peer recognition. Fellows are appointed at the invitation of the Institute President following a nomination and review process.

During 2025–26, seven EIANZ members were appointed Fellows, joining a distinguished group of senior practitioners who have demonstrated leadership and made a lasting contribution to environmental practice.

Rupert Duckworth FEIANZ CEnvP

Malinda Facey FEIANZ CEnvP-IA+REAP

Dr Travis How FEIANZ CEnvP-ECO

Dr MacLaren North FEIANZ CEnvP-HER

Tamara Smith FEIANZ

Assoc Prof Rodney van der Ree FEIANZ

Dr Steven Ward FEIANZ

EIANZ congratulates our newest Fellows and thanks them for the contribution they continue to make to the profession and the Institute.

RECOGNISING LIFE MEMBERS AND FELLOWS

We thank all our Honorary Life Members, Honorary Fellows and Fellows for their outstanding contributions to the profession and their ongoing commitment to the Institute.

HONORARY LIFE MEMBERS

Eric Anderson HLMEIANZ
Di Buchan QSM HLMEIANZ CEnvP (Alumni)
Dr Alan Chenoweth HLMEIANZ CEnvP
Michael Chilcott HLMEIANZ
Bill Haylock HLMEIANZ CEnvP
Emeritus Prof Tor Hundloe AM HLMEIANZ
Dr Bryan Jenkins HLMEIANZ
Prof Simon Molesworth AO KC HLMEIANZ CEnvP
Mary Lou Morris AM HLMEIANZ
Nigel Murphy HLMEIANZ CEnvP
Dr Judith Roper-Lindsay HLMEIANZ CEnvP (Alumni)
Emeritus Prof Helen Ross HLMEIANZ
Jon Womersley HLMEIANZ CEnvP

HONORARY FELLOWS

Barry Carbon AM HFEIANZ
Peri Coleman HFEIANZ
Lisa Corbyn PSM HFEIANZ
Prof Hugh Possingham HFEIANZ
The Hon Justice Brian Preston AO SC HFEIANZ
Hon Prof Sir Peter Skelton KNZM HFEIANZ
Prof Ian Spellerberg (deceased)
Prof Stephen van Leeuwen HFEIANZ
Dr Penelope Wensley AC HFEIANZ
Dr Morgan Williams QSO HFEIANZ



FELLOWS

As at 30 June 2026

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ANNUAL REPORT

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Environment Institute of Australia and New Zealand Inc.

THE ENVIRONMENT INSTITUTE OF AUSTRALIA AND NEW ZEALAND

Suite 3, 255 Whitehorse Road, Balwyn VIC 3103, Australia

ABN 39 364 288 752 | **ARBN** 166 345 697 | **NZBN** 9429041314777

Telephone +61 3 8593 4140 (AU) | +64 9 887 6972 (NZ)

Email office@eianz.org

www.eianz.org