

Resume of Bruce Boyes

Personal details

Name	Bruce BOYES
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Skills and experience

Program and project management:

- Coordination and management of programs and projects with a track record of delivering outcomes on time and within budget.
- Program and project planning, development and management of budgets, development and implementation of legislation and policy, strategic planning, and monitoring, evaluation and reporting.
- Preparation of funding applications.
- Staff and volunteer management and development.

Community engagement and development:

- Consultation, liaison and networking.
- Establishment and management of stakeholder relationships, with experience working with a diverse range of stakeholders.
- Facilitation of public meetings and forums.
- Capability development.
- Negotiation and conflict resolution.

Communications:

- Facilitation of training seminars, workshops, conferences, and forums.
- Writing, editing, and publication of high-quality papers, strategies, studies, conference proceedings, training resources and other documents, all written to communicate concepts clearly to the target audience.
- Delivery of high-quality oral presentations at conferences, workshops, public meetings and other events.
- Management of websites and development and maintenance of web content including the application of wikis, blogs and other social media tools and resources.
- Preparation of media releases and articles and the conduct of radio and television interviews.

Environmental science and management:

- Land and catchment planning and management including strategic land use planning, local government planning scheme development and property management planning.
- Biodiversity and vegetation planning and management including development and implementation of biodiversity strategies and threatened species and ecological community recovery plans, development and implementation of weed and pest animal management plans, planning and coordination of on-ground biodiversity conservation and weed management works, development and implementation of fire management plans, and conduct of research.
- Water and river science and management including water supply catchment management planning and the conduct of ecological research and analysis to assist the development of environmental flow regimes.

Organisation and event management:

- Organisational leadership, governance and management including government and non-government organisation (NGO) board and management committee membership.
- Organisation and management of training seminars, workshops, conferences, forums and study tours.
- Staff and volunteer management and development.

Information and knowledge management:

- Development of information and knowledge management strategies and facilitation of training.

Experience:

- 20 years experience in environmental and natural resource management.
- 9 years experience in electronics and computer science.

Publications and presentations

Knowledge for Regional NRM Team (2009). *Knowledge for Regional Natural Resource Management - Achievements and options*. Land & Water Australia, Canberra.

Boyes, B. (2007). 'The 1998 Rainforest Conference: what has been achieved since, and what do we still need to do?' Keynote Presentation to 2007 Queensland Rainforest Forum.

Boyes, B. (2006). *Determining and managing environmental flows for the Shoalhaven River, Report 1 - Environmental Flows Knowledge Review*. NSW Department of Natural Resources, May 2006.

Boyes, B. (2006). *Determining and managing environmental flows for the Shoalhaven River, Report 2 - Environmental Flows Investigations*. NSW Department of Natural Resources, August 2006.

Boyes, B. (2006). *Environmental water requirements for the Shoalhaven River estuary*. Discussion Paper, Shoalhaven River Environmental Flows Scientific Advisory Panel, March 2006.

Boyes, B.R. (2004). 'The National Perspective on Managing Weeds'. Presentation to 2004 Sydney Weeds Conference.

Boyes, B.R. (2004). 'Seeding Madeira Vine'. Presentation to 2004 Sydney Weeds Conference.

Boyes, B.R. & Ducret, C.C. (eds) (2003). *Proceedings of the 2002 Southern Queensland Biodiversity Conference*. Southern Queensland Biodiversity Network, Gatton.

Boyes, B. (2002). *Biodiversity Recovery Plan for Gatton and Laidley Shires, South-East Queensland 2003-2008*. Lockyer Catchment Association (LCA) Inc., Forest Hill.

Boyes, B. (2002). *Regional Ecosystem Management Principles for Gatton and Laidley Shires, South-East Queensland*. Appendix A to Biodiversity Recovery Plan for Gatton and Laidley Shires, South-East Qld. 2003-2008. Lockyer Catchment Association (LCA) Inc., Forest Hill.

Boyes, B. (2002). *Descriptions, Habitat and Threats for the Significant Species and Ecological Communities of Gatton and Laidley Shires, South-East Queensland*. Appendix B to Biodiversity Recovery Plan for Gatton and Laidley Shires, South-East Qld. 2003-2008. Lockyer Catchment Association (LCA) Inc., Forest Hill.

Boyes, B. (ed) (2002). *Biodiversity - the Big Picture*. Proceedings of the 2001 Southern Queensland Biodiversity Recovery Conference. Southern Queensland Biodiversity Network.

Boyes, B. (2002). *Pest Management Plan*. Crow's Nest Shire Council.

Boyes, B. (2002). *Land and Environmental Management Plan*. Sporting Shooters Association of Australia (S.S.A.A.) Shooting Range - Pickering's Road, Black Duck Creek, Lockyer.

- Boyes, B. (2001). *Natural Resource Management Strategy for Crows Nest Shire, Queensland*. Crow's Nest Shire Council.
- Boyes, B. (2001). *What should I do with my property? A land use planning guide to help Lockyer Catchment landholders identify the best land uses and land management practices for their properties*. Property Management Planning Technical Note. Lockyer Catchment Centre, Forest Hill.
- Boyes, B. (2001). *Land Use Planning Handbook for the Lockyer Catchment*. Lockyer Catchment Association (LCA) Inc., Forest Hill. Officially launched by the Hon. Nita Cunningham, Queensland Minister for Local Government and Planning, on 20 November 2001.
- Boyes, B. (2001). *Living in the Lockyer Property Management Planning Kit*. Lockyer Catchment Centre, Forest Hill.
- Boyes B. (2001). 'Multi-Species Local Recovery Planning: Benefits and Impediments', in *LifeLines 7.1*, Community Biodiversity Network, Sydney.
- Boyes B. (2001). 'The 2000 South-East Queensland Biodiversity Recovery Conference', in *LifeLines 7.1*, Community Biodiversity Network, Sydney.
- Boyes, B. (ed) (2001). *Biodiversity Conservation 'From Vision to Reality'*. Proceedings of the 2000 South-East Queensland Biodiversity Recovery Conference.
- Davidson, A. and Boyes, B. (2000). 'Catchment Conservation', in Playford, J. and Murray, R. (2000). *Threatened Plants, Active Bushcare*. The Centre for Conservation Biology, The University of Queensland, St. Lucia.
- Boyes B. (2000). 'Some important management considerations when keeping native vegetation', in *Living in the Lockyer. A Landholders Guide to Land, Water, Wildlife and Vegetation Management in the Lockyer Catchment and Surrounds*. Lockyer Catchment Centre, Forest Hill.
- Boyes B. (2000). *Gatton Shire Biodiversity Strategy*. Lockyer Watershed Management Association (LWMA) Inc. - Lockyer Landcare Group, Forest Hill.
- Boyes B. (ed) (1999). *Rainforest Recovery for the New Millennium*. Proceedings of the 1998 World Wide Fund for Nature South-East Queensland Rainforest Recovery Conference.
- Boyes B. (1999). 'South-East Queensland Rainforest Recovery Project' in *Rainforest Recovery for the New Millennium*.
- Boyes B. (1999). 'Nature Conservation on Private Land in the Helidon Hills' in *Rainforest Recovery for the New Millennium*.
- Boyes B. (1999). 'A Fire at Treetops? Managing Fire for Nature Conservation' in *Rainforest Recovery for the New Millennium*.
- Boyes B., Pope S. & Mortimer M. (1998). *Sustainable Management of the Helidon Hills - Draft Management Plan*. Western Subregional Organisation of Councils (WESROC).
- Boyes B. (1997). *Conservation of Vineforests in South-East Queensland*. World Wide Fund for Nature Australia.
- Hanger, D., Bird L.H. & Boyes B.R. (1993). *Survey of Remnant Bushland Areas in the City of Ipswich*. Ipswich City Council.
- Bird L.H. & Boyes B.R. (1993). *Assessment of Mt. Goolman Forest Development*. Moreton Shire Council.
- Bird L.H. & Boyes B.R. (1993). *Assessment of Woogaroo Creek Estate Development*. Moreton Shire Council.

Bird L.H. & Boyes B.R. (1992). *Assessment of the Flora Aspects of the EIS Prepared for the Springfield Development*. Moreton Shire Council.

Professional and organisational memberships

Member of Community of Practice for Environmental Water Managers www.cop4ewm.com.au, 2010-present.

Member of Australian Network for Plant Conservation (ANPC) www.anbg.gov.au/anpc, 2009-present.

Coordinator of Urban Environment News service www.bruceboyes.info/urban-environment-news (formerly Australian Urban NRM Network), 2008-present.

Member of actKM Knowledge Management Forum www.actkm.org, 2006-present.

Coordinator of Australian Urban NRM Network, 2004-2008.

Member of NSW Nature Conservation Council (NCC) Urban Bushland Committee, 2004-2005.

Member of Management Committee, 2004 Sydney Weeds Conference.

Director and Management Committee member of Condamine Alliance www.condaminealliance.com.au, the regional NRM body for the Condamine Catchment of the Murray-Darling Basin, 2003.

Participant, National Biodiversity Outcomes and Targets for Natural Resource Management, National Action Plan for Salinity and Water Quality (NAPSWQ) and National Heritage Trust (NHT) 2, 2001-2002.

Member of the Interim Management Committee for the Western Catchments Implementation Group which established the inland component of the SEQ Catchments regional NRM body www.seqcatchments.com.au, 2001-2002.

Member of Brisbane Valley Working Group, South-East Queensland Regional Vegetation Management Plan (RVMP), 2001-2002.

Participant, Conservation Management Networks Conference, Canberra, 5-6 March 2001.

Participant, Lantana National Strategy Workshop, Brisbane, 16-17 May 2000, www.dpi.qld.gov.au/documents/Biosecurity_EnvironmentalPests/IPA-Lantana-Nsplan.pdf.

Initiated formation of Lockyer Catchment Biodiversity Recovery Team in 2000, chairperson of team 2000-2002.

Member of South-East Queensland 'Fire and Biodiversity' Consortium Fire Management Planning Manual working group 1999-2002.

Member of South-East Queensland 'Fire and Biodiversity' Consortium 1999-2002, www.fireandbiodiversity.org.au.

Member of Gatton Shire Council Planning Scheme Community Reference Group 1999-2000.

Member of Toowoomba and Region Environment Council (TREC) 1999-2003.

Member of WESROC (Western Subregional Organisation of Councils) 'Nature conservation & IPA (Integrated Planning Act) Planning Schemes' working group 1999-2000.

Member of Executive of Lockyer Watershed Management Association (LWMA) Inc. - Lockyer Landcare Group 1998-2000.

Member of Management Committee of Lockyer Watershed Management Association (LWMA) Inc. - Lockyer Landcare Group 1997-1998.

Member of Lockyer Watershed Management Association (LWMA) Inc. - Lockyer Landcare Group 1996-2002.

Member of Queensland Department of Natural Resources 'Land Trust and Covenants' working group 1996-1998.

Member of flora data working group, South-East Queensland Forest Agreement (SEQFA) Comprehensive Regional Assessment (CRA) 1996-1997.

Chair of Queensland Conservation Council Sustainable Energy Working Group, 1995-1996.

Member of Executive of Queensland Conservation Council 1995-1996.

Initiated formation of Moreton Shire Aboriginal Advisory Committee in 1993.

Initiated formation of Ipswich City Council Environmental Advisory Committee in 1993.

Member of Ipswich Envirocare Association 1991-1996.

Initiated formation of Moreton Shire Council Environmental Advisory Committee in 1991, member of committee 1991-1994.

Member Ipswich City Council Heritage Advisory Committee 1991-1994.

Project history and achievements

Program Manager, Hawkesbury Nepean River Recovery Program, NSW Government Office of the Hawkesbury Nepean, May 2009-December 2011.

- Overall program management of the [\\$77.4 million Hawkesbury Nepean River Recovery Program](#) which comprised seven projects aimed at improving the health of the iconic Hawkesbury Nepean River system. Program achieved significant river health and community outcomes and was delivered on time and under budget. Responsibilities included overall program management in a politically sensitive environment, strategic planning, contract management, budget management, staff management, establishment and maintenance of strategic partnerships, coordination of legislation and policy development, and monitoring, evaluation and reporting.

Consultant, Bruce Boyes Consulting, July 2008-present.

- Australian River Restoration Centre (ARRC):
 - Development of ARRC website www.rrc.com.au and training of ARRC team in content management for the website.
 - Conduct of [Knowledge Leaders Training](#).
- Central West Catchment Management Authority (CMA) NSW:
 - Initiation and coordination of adoption of new Investment Framework for Environmental Resources (INFFER) asset-based planning and investment process, including its use in the redevelopment of the Central West CMA Catchment Action plan (CAP).
 - Review of Central West CMA Regional Knowledge Strategy including training and capability development for CMA staff.
 - Coordination of, and consultation with, Central West CMA project teams to prepare applications to the Australian Government 'Caring for our Country' funding program for nine projects.
- Land & Water Australia:
 - Collation of material and writing of Final Report for Knowledge for Regional NRM Program Phase 2, *Knowledge for Regional Natural Resource Management - Achievements and options*.
- Helidon Hills and Murphy's Creek Landcare Group Inc Queensland:
 - Revision and editing of Helidon Hills Fire Management Strategy.

Project Manager, Australian Network for Plant Conservation Inc. (ANPC), 2009.

- Management of ANPC including organisation and management of forums, conferences, and workshops; coordination of publications and electronic communications; networking with government agencies, community organisations and plant conservation experts across Australia; and seeking and managing grant funding.

Team Leader, 'Better practice in knowledge management' component of Knowledge for Regional NRM Program, Land & Water Australia, 2006 - 2008.

- Program won a Platinum Award in the 2008 actKM Forum Knowledge Management Awards.
- Developed an Information and Knowledge Strategy process for natural resource management (NRM) organisations using best practice narrative facilitation techniques. Refined the Strategy process through 23 pilot organisation workshops involving 12-50 participants each in five regional NRM bodies across Australia. Responsibilities included: development of knowledge strategy stages and programs for each stage; identification and engagement of pilot regions; coordination of team members; coordination of expert consultant advice and participation; identification and booking of suitable training venues and accommodation; organisation of air and road travel; making catering and audiovisual arrangements; monitoring, evaluation and continuous improvement, liaison with regional staff; and follow-up mentoring.
- Managed the development of the Information and Knowledge Resource Kit (IKRK) www.ikrk.arrc.com.au which provides online resources for the Information and Knowledge Strategy process and associated information and knowledge management activities. Responsibilities included: coordination of team members; coordination of expert consultant advice and participation and development and editing of content.
- Organised and led 12 Knowledge Leaders training workshops involving 8-20 participants in capital city and regional locations across Australia. Responsibilities included: development of program, development of facilitator's guide; leading workshops and presenting workshop sessions; coordination of team members; identification and booking of suitable training venues and accommodation; participant invitations and registrations; making catering and audiovisual arrangements; organisation of air and road travel; and monitoring, evaluation and continuous improvement.

Research, Report Preparation and Estuary Study Coordination, Shoalhaven River Water Supply Transfers and Environmental Flows Project, NSW Department of Natural Resources, 2005 - 2006.

- Coordinated Scientific Advisory Panel advice to compile, edit and publish the two major project reports *Determining and managing environmental flows for the Shoalhaven River, Report 1 - Environmental Flows Knowledge Review* and *Report 2 - Environmental Flows Investigations*. Responsibilities included: research; coordination of expert advice; and collation and editing of reports.
- Coordinated the estuary investigation component of the project. Responsibilities included: liaison with experts to identify international best practice methodologies; the establishment and coordination of a technical working group; conduct of the first phase of the investigation using the methodology described in the Australian Government report *Environmental Water Requirements to Maintain Estuarine Processes* and with working group advice, and the engagement and management of consultants who carried out the second phase of the investigation.

Research Project Coordination, Workshops and Mentoring, Education about and for Sustainability in Australian Business Schools, Macquarie University, 2005.

- Established and coordinated action research studies aimed at strengthening education about and for sustainability in the curricula of five of Australia's leading Business Schools. The action

research studies resulted in the Business Schools investigating and adopting international best practice. Responsibilities included: researching international best practice; conducting two training workshops and ten mentoring sessions with 2-3 senior academic staff from each Business School, developing workshop programs; leading workshops and mentoring sessions; preparing resource materials; and all other workshop logistics.

Regional NRM Facilitator, Sydney Metropolitan Catchment Management Authority (CMA), 2004 - 2005.

- Responsibilities included: communicating government policies and programs to stakeholders; providing feedback to government on the effectiveness of policies and programs; providing advice to CMA on best-practice community engagement; and assisting stakeholders to access government funding.
- Outcomes included the establishment of the highly regarded Australian Urban NRM Network to facilitate exchange of ideas with other regions throughout Australia.

Research Assistant for Dwyer's Scrub Conservation Park and Neighbours Case Study Project, The University of Queensland, 2004.

- Conducted interviews with the landholders living adjacent to a Conservation Park and other key stakeholders to identify their needs, issues and concerns in regard to the use and management of the Park.
- Convened field day involving 25 participants to facilitate joint understanding and initiate ways forward to address identified needs, issues and concerns. Field Day resulted in a high level of community and government input into and ownership over directions forward. Responsibilities included: liaison with community and government; program development; arranging off-road vehicles; engaging guest presenters; and all other workshop logistics.

Workshops and Training for Oxley Creek Catchment Property Management Planning, Oxley Creek Catchment Association (OCCA), 2003.

- Organised and delivered a series of five property management planning training workshops for 30 landholders. Responsibilities included: program development; identification, collation and preparation of resource materials; preparation of promotional materials; delivery of workshops; and coordination of Oxley Creek Catchment Association's identification and booking of a suitable venue and landholder invitations and registrations.

Coordinator, Toowoomba and Region Environment Council (TREC), 2003.

- Responsibilities included: managing Toowoomba Environment Centre shopfront; responding to enquiries from public and community groups; liaising with the TREC management committee; organising management committee and general meetings; developing events calendar and strategic plan; representing TREC in various forums and consultation processes; liaising with State and National conservation organisations; and promoting TREC through the media and community networks.

Research Assistant for Catchment Sediment Control Investment Study, The University of Queensland, 2003.

- Facilitated development of research project to investigate willingness of catchment landholders to be paid to restore creek bank vegetation to reduce downstream sediment loads as an alternative to the significant estimated cost of upgrading the water treatment plant for Brisbane city.

Workshops and Training for Lockyer Catchment Property Management Planning, Lockyer Catchment Association (LCA), 2003.

- Organised and delivered a series of five property management planning workshops for 15 landholders. Responsibilities included: program development; identification, collation and

preparation of resource materials; preparation of promotional materials; delivery of workshops; identification and booking of suitable venues; and landholder invitations and registrations.

Project Coordination, Workshops and Study Tour for Upper Ma Ma Creek Rainforest Restoration Project, Lockyer Catchment Association (LCA), 2002 - 2004.

- Facilitated landholder workshops to prepare a successful funding application to the Natural Heritage Trust for a project to protect endangered dry rainforest remnants. Coordinated the project including facilitating the development of weed management strategies and control trials. Facilitated a field day at the end of the project to educate the wider catchment community about rainforest conservation and the project outcomes. Project resulted in a high level of landholder input into and ownership over conservation actions and a high level of catchment community awareness. Responsibilities included: liaison with community; identification and engagement of expert advice; program development; application preparation and report writing; and all other workshop and project logistics.

2002 Southern Queensland Biodiversity Conference and Skills Course, Southern Queensland Biodiversity Network, 2002.

- Initiated, organised and managed all aspects of 120-participant conference and associated eight-workshop skills training course. Conference and skills training course successfully engaged key regional stakeholders in learning about facilitating community engagement in conservation and understanding and planning for key risks to biodiversity. Responsibilities included: arranging conference partners and sponsors; developing program and engaging presenters; managing team of volunteers; promoting conference through media and community networks; engaging skills course trainers; preparing participant packs and resources; leading conference and skills course; presenting conference and skills course sessions; editing and publishing conference proceedings; and all other conference and skills training course logistics.

Biodiversity Investment Forum for Lockyer Catchment Biodiversity Investment Project, Lockyer Catchment Association (LCA), 2002.

- Convened Biodiversity Investment Forum involving 40 participants to explore the introduction of 'markets for ecosystem services' in the Lockyer Catchment. Forum resulted in the development of a catchment sediment control investment study for the water supply catchment of Brisbane city, which is capital city of the state of Queensland, Australia. Responsibilities included: identification of expert, government and community participants; development of program; leading forum and presenting forum sessions; and all other forum logistics.

Land and Environmental Management Plan, Sporting Shooters Association of Australia (S.S.A.A.) Lockyer Branch Inc. Shooting Range Lockyer Valley, 2002.

- Preparation of Land and Environmental Management Plan (LEMP) to support the Sporting Shooters Association of Australia (S.S.A.A.) Lockyer Branch Inc. development application for a Shooting Range in Gatton Shire. Responsibilities included: research; field studies; consultation with SSAA and Gatton Shire Council; and report writing.

Natural Resource Management Project Officer, Crow's Nest Shire Council, Queensland, 2001 - 2002.

- Prepared *Natural Resource Management Strategy for Crow's Nest Shire, Queensland* with input from a multi-stakeholder Natural Resource Management (NRM) Reference Group; prepared *Pest Management Plan for Crow's Nest Shire*; managed a consultancy that prepared Conservation Agreement and Rate Relief policies; managed introduction of small grants program for nature conservation and soil conservation works on private land; managed natural resource management community attitude survey; initiated and managed comprehensive education and awareness

program including regular media coverage; and assisted the formation of two new Landcare groups.

- Project received a Commendation Award in the Environment - Natural Resource Management: Partnerships for Biodiversity Conservation category in the 2002 National Awards for Local Government, and Landcare Australia Local Government Award in the 2003 Queensland Landcare Awards.

2001 Southern Queensland Biodiversity Recovery Conference, Southern Queensland Biodiversity Network, 2001.

- Initiated, organised and managed all aspects of 120-participant conference including planning workshops. Conference and workshops successfully engaged key regional stakeholders in understanding and planning for the opportunities presented by new Australian Government funding initiatives announced in 2001. Responsibilities included: arranging conference partners and sponsors; developing program and engaging presenters; managing team of volunteers; promoting conference through media and community networks; preparing participant packs and resources; leading conference and presenting conference sessions; editing and publishing conference proceedings; and all other conference and workshop logistics.

Workshops for Stockyard and Upper Flagstone Sub-Catchments Management Project, Lockyer Catchment Association (LCA), 2001.

- Convened three community workshops involving 60 people to develop a project funding proposal for submission to Queensland Department of Natural Resources (DNR). Workshops successfully engaged the community in developing a project that resulted in on-ground conservation and restoration works on 44 properties. Responsibilities included: liaison with community and local government; extensive negotiation and conflict resolution; preparation of workshop resources; delivery of workshops; documentation of workshop outcomes; and all other workshop logistics.

Preparation of, and Training for, Living in the Lockyer Property Management Planning Kit, Lockyer Catchment Association (LCA), 2000 - 2001.

- Prepared the comprehensive *Living in the Lockyer Property Management Planning Kit*. Responsibilities included: coordination of expert advice; conduct of research; and collation, writing, editing and desktop publishing of kit content.
- Conducted series of four train-the-trainer workshops to train 15 community group representatives in the use of the kit and how the representatives should in turn facilitate training for the members of their groups. Following the workshops, participants returned to their community groups and successfully provided training, resulting in the subsequent wide uptake of the Kit. Responsibilities included: identification and engagement of community group representatives; preparation of workshop resources; delivery of workshops and all other training logistics.

Preparation of Land Use Planning Handbook for the Lockyer Catchment, Lockyer Catchment Association (LCA), 2000 - 2001.

- Developed *Land Use Planning Handbook for the Lockyer Catchment* detailing land use principles and land management guidelines for the six land systems identified in the catchment. Handbook was officially released by The Hon. Nita Cunningham, Queensland Minister for Local Government and Planning. Responsibilities included: coordination of expert advice; conduct of research; and collation, writing, editing and desktop publishing of handbook content.

2000 South-East Queensland Biodiversity Recovery Conference, Southern Queensland Biodiversity Network, 2000.

- Initiated, organised and managed all aspects of 100-participant conference including planning workshops and post-conference study tour. Conference successfully engaged key stakeholders in

the region in learning about best management practice and new regional state and national conservation policy initiatives. A regional conservation network was established to facilitate ongoing dialogue and cooperative planning. Responsibilities included: arranging conference partners and sponsors; developing program and engaging presenters; organising post-conference tour; managing team of volunteers; promoting conference through media and community networks; preparing participant packs and resources; leading conference and presenting conference sessions; editing and publishing conference proceedings; and all other conference and workshop logistics.

Project Coordination, Workshops, Report Preparation and Landholder On-ground Works Program for Lockyer Catchment Biodiversity Recovery Project, Lockyer Catchment Association (LCA), 1999 - 2001.

- Established 12-person Threatened Species Recovery Team comprising scientists, government representatives and community members. Convened a series of six Recovery Team workshops. Responsibilities included: identification and engagement of Recovery Team members; delivery of workshops; all workshop logistics; and documentation of workshop outcomes.
- Prepared the *Biodiversity Recovery Plan for Gatton and Laidley Shires, South-East Queensland 2003-2008* and associated *Regional Ecosystem Management Principles Gatton and Laidley Shires and Descriptions, Habitat and Threats for the Significant Species and Ecological Communities of Gatton and Laidley Shires*. Responsibilities included: conduct of research; coordination of recovery team advice; and collation, writing, editing and desktop publishing of recovery plan content.
- Developed and implemented landholder on-ground works program involving fire management and weed management on 15 properties. Convened two landholder workshops to coordinate the program. Responsibilities included: identification and engagement of landholders; management of consultant preparation of fire management planning resources; purchase, preparation and distribution of weed management tools, chemicals and other resources; delivery of workshops; and all workshop logistics.
- Participated in the Education and Fire Management Planning Working Groups of the South East Queensland Fire and Biodiversity Consortium, contributing to the development of the Consortium's *Individual Property Fire Management Planning Kit, Strategic Fire Management Manual, Operational Fire Management Manual* and other resources.

Report Preparation and Action Implementation for Gatton Shire Vegetation Assessment and Conservation Project, Lockyer Catchment Association (LCA), 1999.

- Prepared *Gatton Shire Biodiversity Strategy*. Responsibilities included: conduct of research; coordination of expert advice; and collation, writing, editing and desktop publishing of strategy content.
- Established 15-person Biodiversity Sub-Committee of the Lockyer Catchment Association (LCA) to coordinate strategy action implementation. Convened all Sub-Committee meetings.

Project Coordination, Public Forums, Workshops and Report Preparation for Sustainable Management of the Helidon Hills Project, Western Sub-Regional Organisation of Councils (WESROC), 1998 - 1999.

- Convened two public forums of 80 participants, convened 16 workshops of 8-50 participants, and coordinated expert and government advice to identify strategies and actions to sustainably manage the Helidon Hills area. A high level of landholder and community ownership over project actions and outcomes was developed through the application of participatory facilitation approaches. Responsibilities included: team leadership, liaising with all 250 landholders in project area to secure participation; working with landholders and other stakeholders to identify issues to be addressed in workshops; delivery of forums and workshops; extensive negotiation and conflict

resolution; preparation of workshop resources; documentation of workshop outcomes; and all other forum and workshop logistics.

- Prepared *Sustainable Management of the Helidon Hills Management Plan*. Responsibilities included: conduct of research; coordination of forum and workshop input; and leadership of editorial team that carried out the collation, writing, editing and desktop publishing of report content.

South-East Queensland Rainforest Recovery Conference, World Wide Fund for Nature (WWF), 1998.

- Initiated, organised and managed all aspects of 80-participant conference including workshops and study tours. Conference successfully engaged key stakeholders in the region in learning about best management practice and new national conservation policy initiatives. Responsibilities included: arranging conference partners and sponsors; developing program and engaging presenters; identifying and engaging participants; developing study tour itineraries; managing team of volunteers; promoting conference and study tours through media and community networks; preparing participant packs and resources; leading conference and presenting conference sessions; editing and publishing conference proceedings; and all other conference and study tour logistics.

Project Officer, Conservation Planning for Vineforests and Threatened Species, World Wide Fund for Nature (WWF) and Queensland Parks & Wildlife Service (QPWS), 1997 - 1998.

- Established an extensive network of the groups, individuals and agencies involved in rainforest conservation throughout South-East Queensland, and published and distributed the highly regarded *South-East Queensland Rainforest Recovery News*. Responsibilities included: stakeholder liaison and consultation; and the collation, writing, editing and publishing of newsletters.
- Established the WWF South-East Queensland Rainforest Recovery Program and WWF Eastern Darling Downs Native Grasslands Conservation Project, and established a grant program to assist landholders and community groups protect high conservation value rainforest areas. The highly successful WWF South-East Queensland Rainforest Recovery Program continues to this day (see www.seqcatchments.com.au/rainforest_recovery.html). Responsibilities included: conduct of research; coordination of expert and stakeholder advice; and preparation and submission of funding applications.
- Initiated and managed the Glen Rock Green Corps Project, which engaged unemployed young people to carry out nature conservation work and visitor facility construction at the Glen Rock Regional Park in the southern Lockyer Valley. Responsibilities included: consultation with government and stakeholders; and preparation and submission of project application.
- Developed threatened plant and ecosystem recovery programs for the Queensland Threatened Species and Ecosystems Unit. Responsibilities included: conduct of research; coordination of expert and stakeholder advice; and development of conservation strategies and proposals.

Project Coordination, Liaison and Report Preparation for South-East Queensland Vineforests Project, World Wide Fund for Nature (WWF), 1996.

- Developed and advanced conservation proposals for South-East Queensland's 12 highest-priority endangered vineforest sites. Responsibilities included: conduct of research; coordination of expert and stakeholder advice; and development of conservation strategies and proposals.
- Prepared *Conservation of Vineforests in South-East Queensland*. Responsibilities included: stakeholder liaison and consultation; and the collation, writing, editing and publishing of report.

Caretaker/manager, "Treetop Sanctuary" environmental tourism property, 1994 - 1996.

- Responsibilities included: promotion and advertising; guest registrations; planning and conduct of guest activities; coordination of housekeeping; and coordination of property maintenance.

Consultant, nature conservation and cultural heritage, Ipswich City Council and Moreton Shire Council, 1991 - 1994.

- Prepared environmental study reports for nature conservation experts. Responsibilities included: conduct of research; stakeholder liaison and consultation; and the collation, writing, editing and publishing of reports.
- Established and served as a member of local government environmental and heritage advisory committees. Responsibilities included: consultation with government and community; and coordination and provision of advice.

Electronics Technician, Royal Australian Air Force (RAAF), 1982 - 1991.

- F111 aircraft electronics technician with the RAAF's No. 1 and No. 482 Squadrons.
- Represented No. 1 Squadron on five overseas and three interstate detachments.

Education history and achievements

- Certificate of Technology (Electronics), Footscray TAFE College, Victoria, Australia, 1987.
- Senior High School Certificate (Year 12), Gladstone State High School, Queensland, Australia, 1981, Tertiary Entrance Score 955 (highest total possible Tertiary Entrance Score was 990, with the Score of between 000 and 990 indicating academic rank in State population of same-aged peers).