

JUDITH LOUISE RAWLING Managing Director

Certified Practising Ecological Consultant (ECA NSW)

BA • DipEd • Dip EnvStud • MEnvStud • MAIBiol • MEIANZ • MESA • ECA (NSW) Certified Practising Ecological Consultant (ECA NSW)

PERSONAL DETAILS

Name: Judith Louise Rawling
Citizenship: Australian/Canadian
Address: "St Clements", 1238 Bells Line of Road
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CURRENT POSITION

1990 – present: *Managing Director* – UBM Ecological Consultants Pty Ltd

- Set up *Urban Bushland Management Consultants (UBMC)* in 1990 – a company specialising in planning and consultancy in the field of natural resource management along with “hands-on” contractual work rehabilitating degraded bushland remnants in the urban environment. UBMC was divided in 2000 into UBM Projects (contracting) and UBM Ecological Consultants.
- Management of consultancy and contracting services.
- Provision of consultancy services on bushland management. This includes survey design and implementation, mapping, report writing, advice on the impact of government policies, etc.
- Planning and supervision of the work of 60 field staff, on an average of 30 concurrent projects in Sydney/Wollongong/Central Coast/Blue Mountains.
- Liaison and negotiation with municipal and shire councils and other landholders on contracts and continuing work.
- Preparation and implementation of project budgets, including salaries, equipment purchase, costing of special tasks, etc.
- Course design, field exercise planning and teaching, and other participation in training courses for bush regenerators (NSW TAFE, Adult Education University of Sydney).
- Publicity activities – preparation of newsletter and other publications, displays, speeches to community groups.
- Extensive experience teaching biology and environmental studies in Australia, Canada and Britain and part-time lecturing at a number of universities in Australia.
- Author of numerous publications and conference papers.
- Contributing editor to TAFE publication *Bush Regeneration – recovering Australian Landscapes* (1989)
- Member Accreditation Committee TAFE Bushland Management Courses for former Dept Education & Training

- Employed as a specialist consultant to a number of large firms and corporations, including Sydney Water, Sydney Catchment Authority, Roads and Maritime Service, Landcom & Office of Strategic Lands. Associate consulting to Landscan/DEM, EDAW (Australia), Hyder Consulting, Gutteridge Haskins & Davey, AMBS, Pittenridgh, Shinkfield and Bruce, Brown Smart Consulting, Carson Group, Murlan Consulting, Clouston Associates, Rookwood Necropolis Trust & Bidjigal Reserve Trust.
- Expert Witness Status: NSW Land & Environment Court
- 2000 Winner of Hills Excellence in Business Award for Excellence in Environmental Management & Contribution.
- Nominee for the Eureka Prizes (Excellence in Scientific Research), an honour which recognises contribution to the field of Restoration Ecology.

COMMITTEE AND OTHER MEMBERSHIPS

Professional Memberships

- Member, Environment Institute of Australia and New Zealand 1993 – present
- Member, Australian Institute of Biology, 1991 – present
- Member, Ecological Society of Australia 2006– present
- Member, Weed Society (NSW) 1986 -2000
- Member, National Trust of Australia (NSW) 1986 –present
- Member, Australian Garden History Society 2000 - present
- Ecological Consultants Association (NSW), Council Member 1999–present, 2008/10 Vice-president, Member of the Executive Council 2003 -2010, 2012.



Committee Memberships

- Member, Hawkesbury–Nepean Catchment Trust: Revegetation Steering Committee 1994 – 1996
- Member, Lane Cove Catchment Management Committee – 1990 – 1996
- Member Cattai Catchment Management Committee 1998 – 2000
- Discovering Alternatives to Garden Escapes ('Grow Me Instead') Steering Committee, for Nursery & Garden Industry Association 2003 - 2005
- Member, Hawkesbury Rainforest Network – Executive Member 2001-2015
- Member, NSW Noxious Weeds Advisory Committee to the Minister, Department Primary Industries, 1993 – 2012

EMPLOYMENT HISTORY

1989 – Present **Various TAFE colleges**

Guest Lecturer

1995 **University of Western Sydney**

Part Time Teacher

1993 – 1995 **University of Sydney**

Part-time Teacher, Continuing Education

1986 – 1990 **National Trust of Australia (NSW Division)**

Bush Management Officer

- Responsible for the planning and management of the Trust's Bush Management Program.

1989 **University of Technology, Sydney**

Guest Lecturer, School of Biological Sciences

1985–86 & 1988–89 Macquarie University

Part-time Tutor Environmental Studies.

1964–1985 Sydney, Canberra, Oxford, London and Montreal

Teacher, Senior Biology and Science

- Design and implementation of new courses in the ACT secondary system, including those for tertiary accreditation
- Environmental education field trips throughout the ACT and the Sydney region, and to the Barrier Reef, the Snowy Mountains area, and Central Australia
- Supervision of graduate teacher trainees. Mentor program.

EDUCATIONAL QUALIFICATIONS

1989 Macquarie University Sydney

▪ **Master of Environmental Studies**

Thesis title: The Ecology and Distribution of Pampas Grass (*Cortaderia selloana*) in Sydney Bushland

- **Concurrently** with Masters Degree studies (1984–87) undergraduate courses at Macquarie University: Introductory Statistics, Plant Structure and Function, Introductory Ecology.

1982 – 1983 Macquarie University Sydney

▪ **Diploma in Environmental Studies**

- Courses completed: Principles of Environments, Chemicals in the Environment, Aspects of Urban Ecology, Natural and Managed Ecosystems, Environmental Impact Assessment, Environmental Policy and Law, Social Impact on Environments, Australian Ecosystems

1971–72 Canberra College of Advanced Education Canberra

▪ **Graduate Diploma in Education**

1969–70 and 1976 Australian National University Canberra

- Courses completed: Vertebrate Ecology, Animal Ecology, Theoretical Zoology, Animal Behaviour and Human Ecology.

(NOTE: All the above studies were completed part-time while in full-time employment)

1961 – 1964 University of Ottawa Canada

▪ **Bachelor of Arts**

- Studies in English, French, Philosophy, Biology, Classics, Mathematics

LICENSES

- National Parks & Wildlife Scientific License Section 132C, NP Act 1974. Licence No. S10411
- Class C Drivers License

ADDITIONAL TRAINING

- Bush Fire Personnel Basic Training Program – ACT Bush Fire Council
- Alpine Ecology Course – Department of Conservation and Natural Resources, Falls Creek, Victoria
- Human Resource Management – University of Sydney, Centre for Continuing Education
- Botany and Ecology of the Sydney Region – University of Sydney, Centre for Continuing Education,
- Chainsaw Use and Maintenance
- Seed Collection Workshop, Ku-ring-gai Municipal Council
- Eucalypt Identification Course, OEH

KIARRAH SMITH Fauna Ecologist

PERSONAL DETAILS

Name: Kiarrah Smith
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Phone: 61 2 4567 7979



CURRENT POSITION

2016 – Present: Fauna Ecologist – UBM Ecological Consultants Pty Ltd – Kurrajong Heights, NSW

- Fauna surveys and habitat assessment;
- Report preparation;
- Desktop analysis and background research;
- GIS Mapping (ArcMap).

MEMBERSHIPS

Ecological Consultants Association of NSW Inc. – Practicing Ecological Consultant

EMPLOYMENT HISTORY

2012 – 2016: Casual Retail Assistant – Taronga Western Plains Zoo – Dubbo, NSW

Work as part of the retail team to provide quality customer service, answer guest enquiries, maintain store presentation, and improve sales. Supervise junior staff and cash handling.

Dec 2013 – Feb 2014: Summer Student – CSIRO Plant Industry – Canberra, ACT

Assist a CSIRO scientist with a research project investigating the evolution of the daisy genus *Leucochrysum*. This involved lab and computer based work, writing a report and giving an oral presentation of the results at the CSIRO Summer Student Symposium.

Schmidt-Lebuhn, A. N., and Smith, K. J. (2016). From the desert it came: evolution of the Australian paper daisy genus *Leucochrysum* (Asteraceae, Gnaphalieae). *Australian Systematic Botany* **29**, 176-184.

EDUCATION

2015: Bachelor of Science (Honours) in Conservation and Wildlife Biology – Murdoch University

Ecology of the ash-grey mouse, *Pseudomys albocinereus*. Grade: 85% – First Class

2014: Bachelor of Zoology – University of New England

Major: Animal Ecology. GPA: 6.57 / 7 – High Distinction

2010: Animal Studies – TAFE NSW

Certificate II

LICENCES & TRAINING

Current: *Biodiversity Offsets Scheme - Accredited Assessor (no. BAAS18039)* – OEH

Current: *Animal Research Authority; Principal Investigator (TRIM 16/1357)* – NSW DPI

Current: *Scientific Licence; Associate (SL100315)* – NSW BC Act 2016

2017: *Biodiversity Offsets Scheme - Accredited Assessor Training* – Muddy Boots

2017: *Managing Wildlife in Bushland (TAFE Plus Statement)* – TAFE NSW

2017: *Rescue and Immediate Care Course* – WIRES

2017: *Grasses of the Sydney Region Workshop* – Van Klaphake

2017: *Birds of Western Sydney with Fred van Gessel* – Birdlife Southern NSW

2016: *Identification of Vegetation Communities (TAFE Plus Statement)* – TAFE NSW

2016: *Work safely in the construction industry (CPCCOHS1001A)* – Blue Dog Training

2016: *Provide cardiopulmonary resuscitation (HLTAID001)* – TAFE NSW

2014: *Provide basic emergency life support and first aid (HLTAID002 & HLTAID003)* – PADI

2014: *Operate and maintain a 4WD vehicle (RIIVEH305D, TLIC2025A)* – Shawsett Training & Safety

2013: *Catch and handle a range of quiet animals (Statement of Attainment)* – Taronga Training Institute

WORK EXPERIENCE & VOLUNTEERING

March – August 2017: Volunteer – Western Sydney University - Wianamatta Regional Park, NSW
Radio-tracking emus once per fortnight, working in a small team.

March 2016: Field Assistant – UNSW Centre for Ecosystem Science – Strzelecki Desert, SA/NSW
Living and working with a small team in a remote environment. Elliott and pitfall trapping for small mammals and reptiles on either side of the Dingo Fence. Assisting with scat and track counts, spotlighting and vegetation surveys.

Feb 2016: Field Assistant – Deakin University – Anglesea, VIC
Elliott trapping for small mammals as part of a long term fauna monitoring project.

Nov 2015 – Feb 2016: Volunteer Intern – Conservation Ecology Centre – Cape Otway, VIC
Radio-tracking koalas and assisting with fauna and flora surveys, pest control, seed collection, fine fuel moisture measurements, visitor education, animal husbandry, data entry and analysis. Integrating new interns into the team and teaching them new skills in the field.

Sep – Nov 2015: Volunteer Intern – Ikara-Flinders Ranges Reintroduction Project – Wilpena Pound, SA
Radio-tracking and trapping of western quolls and brushtail possums. Assisting with field measurements, data entry and analysis, camera trapping and cat trapping.

March 2015: Education Team Volunteer – Kanyana Wildlife Rehabilitation Centre – Lesmurdie, WA
Working together with a team of guides to educate visitors about native wildlife and the role of Kanyana. Handling captive reptiles.

Feb 2013: Wild Count Volunteer – NSW Office of Environment and Heritage – Tumut, NSW
Working together with OEH staff in a remote environment. Setting up camera traps and recording field data as part of a long-term fauna monitoring program.

JESSIE BEAR Ecologist / GIS Officer

PERSONAL DETAILS

Phone: 0424 939 363

Email: jessie@urbanbushland.com.au



CURRENT POSITIONS

2015 - Current Ecologist / GIS Officer
UBM Ecological Consultants, Kurrajong Heights, NSW (02) 4567 7979

- Collaborative flora and fauna surveys and habitat assessment;
- GIS mapping and spatial data analysis (ArcMap 10.0 – 10.6);
- Report preparation;
- Desktop analysis and background research.

2018 – Current Contracted Environmental Education Assistant Event Facilitator

- Community engagement teaching the methods used in science, water quality management, terrestrial and aquatic ecology, and the importance of environmental stewardship and using best practice land management methods.
- Water quality and macro-invertebrate sample collection and identification.

EDUCATION AND TRAINING

Academic Highlights and Achievements (BNatSc [Adv])

- Deans Medal for Outstanding Scholarship awarded to the top 2% of graduates in each cohort.
- Charles and Allison Scott Memorial Award and Prize for contribution to the environment.
- Cumulative Grade Point Average of 6.64/7.

- 2018 - Current** Certificate III in Conservation and Land Management, OTEN.
Waterbug workshop with John Gooderham, author of The Waterbug Book a Guide to the Freshwater Macroinvertebrates of Temperate Australia, CSIRO Publishing.
- 2018**
- 2014 - 2017** Bachelor of Natural Science (Advanced) (Environmental Management) (BNatSc[Adv]), Western Sydney University (WSU).
- 2017** Provide First Aid (Nationally Accredited) (HLTAID003), Pulse First Aid Training.
Vegetation identification workshops by Teresa James: Cumberland Plain vegetation and site assessment for monitoring; Flora of Agnes Banks Nature Reserve; Scheyville plant identification walk; and, Moist Shale Woodland and Western Sydney Dry Rainforest Workshop.
- 2017**

2017	Soils for Ecologists by Pam Hazelton, Ecological Consultants Association.
2017	Grasses of the Sydney Region, workshop by Van Klaphake.
2016	TAFE Plus Statement in Ecological Bushfire Management, Western Sydney Institute.
2016	TAFE Plus Statement in Identification of Vegetation Communities, Western Sydney Institute.
2016	Statement of Attainment in ArcGIS and Environmental Reporting for Resource Management, TAFE Northern Sydney Institute.
2015	Statement of Attainment in CPCCOHS1001A – Work Safely in the Construction Industry, Express Online Training.
2014	People Management and Staff Coaching Training, Accor Académie Australia.
2011 – 2012	Certificate IV in Tertiary Preparation, TAFE Western Sydney Institute.
2012	Internal Risk Assessment Training, Accor Académie Australia.

ONGOING VOLUNTEERING

Blue Mountains Bushcare - Garguree Swampcare & South Lawson groups

Weed removal and control, native planting, installing soft engineering materials.
 Leading fauna surveys of Bushcare sites for volunteers' education.
 Preparing articles about native threatened fauna for the Bushcare newsletter.

National Parks and Wildlife Sycamore Program and Wombeyan Weeds

Assist in the removal of invasive species in Karst Conservation Reserves.

National Parks and Wildlife programs

Jenolan Caves Sycamore Program, Wombeyan Weed Whacking Weekend.

MEMBERSHIPS

- Ecological Consultants Association NSW
- WISE - Women in Science and Engineering
- Blue Mountains Conservation Society
- Blue Mountains Plant Study Group

LICENSES AND PERMITS

Work safely in the construction industry (CPCCOHS1001A)
 Animal Research Authority; Associate Investigator (TRIM 16/1357)
 NSW *BC Act 2016* Scientific Licence; Associate (SL100315)

PREVIOUS EMPLOYMENT HISTORY

Previously engaged in hospitality and retail roles, prior to the pursuit of a career in environmental management which commenced in 2014. These roles included supervisory, collaborative, supportive and unsupervised positions.

2015 - 2016 Food and beverage attendant, Darley's Restaurant, Katoomba, NSW Australia

2001 – 2015 Food and beverage/shop supervisor/attendant, various establishments.

YOGESH YASHVIN NAIR Consultant Botanist

PERSONAL DETAILS

Phone: 0425860968

Email: yogesh_y_nair@hotmail.com



EDUCATION

2016-2018 FLORA WORKSHOPS – TERESA JAMES – SYDNEY, NSW, AUSTRALIA

- Castlereagh Woodland on Cumberland Plain
- Sandstone Transition Forest on Cumberland Plain
- Shale Plains Woodland on Cumberland Plain
- Derived Grasslands on the Cumberland Plain
- Monitoring of Cumberland Plain Vegetation

2014-2016 MACQUARIE UNIVERSITY – NORTH RYDE, NSW, AUSTRALIA.

- Master of Science - Biodiversity Conservation

2011-2013 MACQUARIE UNIVERSITY – NORTH RYDE, NSW, AUSTRALIA.

- Bachelor of Environment - Environmental Earth Science

2009-2010 TAFE NSW (RYDE COLLEGE) - RYDE, NSW, AUSTRALIA.

- AQF Advanced Diploma of Applied Environmental Management
- Certificate III in Conservation and Land Management - Natural Areas Restoration

MEMBERSHIPS

- Australian Association of Bush Regenerators
- Cumberland Land Conservancy – Member on the Property Management Subcommittee and active volunteer in bush regeneration and ecological fire management.
- The Wilderness Society

CERTIFICATES AND LICENCES

- Biodiversity Offset Scheme Accredited Assessor (Accreditation No. BAAS18144)
- Class C unrestricted Drivers Licence
- Chemical Users Certificate Level III
- Construction Induction - White Card
- Senior First Aid

WORK EXPERIENCE

Organization: Yogesh Yashvin Nair - ABN 17 271 011 019

Position: Director and Botanist/Environmental Scientist

Duration: April 2018 – Current

Summary of Tasks:

- Undertaking environmental assessments and preparation of reports and conservation plans.
- Undertaking ecological surveys including vegetation surveys, threatened species surveys and identification of plant/ecological communities.
- Preparation and review of management plans e.g. vegetation management plans and fire management plans.

Organization: Cumberland Land Conservancy

Position: Member on Property Management Subcommittee

Duration: April 2018 - Current

Summary of Tasks:

- Assisting with decision making regarding management of native bushland properties in Sydney owned by Cumberland Land Conservancy for conservation purposes.
- Supervision of bushcare projects.
- Providing professional advice on native vegetation conservation and management.

Organization: UBM Ecological Consultants

Position: Consultant Botanist

Duration: August 2017 – Current

Summary of Tasks:

- Desktop analysis and background research.
- Undertaking ecological surveys including vegetation surveys, threatened species surveys and identification of plant/ecological communities.
- Undertaking flora surveys as a BioBanking accredited assessor.
- Preparation of environmental reports.
- GIS mapping

Organization: Apunga Ecological Management

Position: Bush Regenerator

Duration: August 2015 – Current

Summary of Tasks:

- Bush regeneration works including weed control, erosion control and revegetation.
- Surveying and mapping of threatened flora species for clients such as NSW National Parks and Wildlife Services.

Organization: Bush Habitat Restoration Cooperative Pty Ltd

Position: Company Director – Work, Health and Safety

Duration: September 2014 - Current

Summary of Tasks:

- Implementation of work health and safety (WHS) procedures.
- Consultation with workers and supervisors on matters relating to WHS.
- Ensuring that all workers have undertaken required training for all work activities.

- Record keeping to ensure compliance with WHS legislation and Management Plan e.g. risk and hazard assessments, toolbox talks and chemical use records.
- Gathering and distribution of relevant information on WHS legislation to supervisors.
- Informing supervisors and workers on updates to relevant legislation, policies and SOPs.
- Undertaking WH&S auditing, policy management and review.
- Ensuring risk assessments, material safety data sheets, safe work method statements (SWMS) and emergency response procedures are up to date for all sites and that workers have been inducted and understand the requirements and importance of these documents.
- Investigation of hazard and incident reports and ensuring that corrective actions are undertaken.
- Ensure that toolbox talks are held regularly to discuss any arising WHS issues that require corrective actions to be undertaken to address them.

Organization: Bush Habitat Restoration Cooperative Ltd

Position: Bush Regenerator/ Site Supervisor

Duration: September 2010 - Current

Summary of Tasks:

- Undertaking and managing bushland regeneration and weed control activities.
- Undertaking sediment and erosion control work through sediment fencing and jute matting, management of existing vegetation on slopes and riparian zones, and revegetation of areas where vegetation is absent or sparse.
- Identifying exotic weeds and indigenous plant species, and significant ecological communities.
- Monitoring of biodiversity by undertaking a range of environmental surveys and assessments such as vegetation quadrat and transect surveys, vegetation mapping and fauna surveys.
- Managing work teams, clients and other stakeholders.
- Ensuring the care, maintenance and safe operation of vehicles, trailers, tools *etc.*
- Conducting site inductions, toolbox talks and daily team Hazard Assessment Checks (HAC).
- Promoting safe work practices in accordance with company policies and procedures as outlined in the Safe Work Method Statement (SWMS) and WH&S Management Plan.
- Preparation of SWMS, Site Risk Assessments and Site Management Plans.
- Tendering, quoting, invoicing and report writing.

Organization: National Trust of Australia (Bushland Management Department), NSW.

Position: Bush Regenerator

Duration: March 2009 - April 2016

Summary of Tasks:

- Undertaking environmental weed control and bushland regeneration activities.
- Identifying a range of exotic weeds and indigenous plant species, and vegetation communities.
- Ensuring the care, maintenance and safe operation of vehicles, trailers, tools and equipment.
- Participating in hazard assessments before and during work on the site.

SKILLS

Ecological Assessment & Restoration • Flora Identification Research & Report Writing

Computing Skills • Communication • Teamwork • Time Management • Flexible • Efficient