

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

JAI GREEN-BARBER Fauna Ecologist

PERSONAL DETAILS

Name: Jai Green-Barber

Email: jai@urbanbushland.com.au

Phone: 0425 290 412



CURRENT POSITION

2018 – Current: *Fauna Ecologist* – UBM Ecological Consultants Pty Ltd – Kurrajong Heights, NSW

- Collaborative flora and fauna surveys and habitat assessment;
- Desktop analysis and background research.
- Report preparation;
- GIS mapping and spatial data analysis.

2012 – Current: *Sessional Academic* – Western Sydney University, School of Science and Health, Hawkesbury Campus

- Coordinating undergraduate Natural Science units including Resource Sustainability, Natural Science Research Methods, and Animal Health and Welfare;
- Preparing and delivering lectures;
- Supervising practical lessons and student research projects;
- Grading assessments;
- Coordinating timetables, and organising teaching resources.

MEMBERSHIPS

AWS - Australian Wildlife Society.

AWMS - Australasian Wildlife Management Society.

WISE - Women in Science and Engineering

EDUCATION AND TRAINING

- | | |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2013 - 2018 | PhD animal behaviour and population ecology, Western Sydney University (WSU). |
| 2018 | Open Water Diving Certification, Scuba Schools International. |
| 2017 | Laboratory Risk Assessment, Western Sydney University. |
| 2017 | Hazardous Chemicals Management, Western Sydney University. |
| 2016 | Protected Area Systems: Management and Design, United Nations Development Programme, in partnership with the Secretariat of the Convention on Biological Diversity, the NBSAP Forum, PRCM, IFDD and The Nature Conservancy. |

2016	Assessing Species' Extinction Risk Using IUCN Red List Methodology, International Union for Conservation of Nature (IUCN).
2016	Getting started with GIS, Esri.
2013	Dart Gun Operators Training Course, Firearm Safety and Training Council Ltd.
2012-2013	B Sc (Hons- Class 1, Division 1), Western Sydney University
2009-2011	B Nat Sci (An Sc), Western Sydney University

EMPLOYMENT HISTORY

2017 – 2018: Supervisor – Kidz Zoo – Ebenezer, NSW

Supervising the handling, transport and general care of live animals.

2017: Technical Assistant – Western Sydney University –Parramatta, NSW

Preparing and setting up equipment and other resources for undergraduate science practical lessons.

2014: Online Learning Content Creator – Western Sydney University –Richmond, NSW

Preparing learning materials for use in online teaching of natural science undergraduate units.

2011 –2018: Tutor – Multiple organisations (Department of Education (NSW), Western Sydney University (Hawkesbury Campus), Nepean Tutoring, Hawkesbury, Blue Mountains and Penrith, NSW

Tutoring high school students and undergraduate university students in various subjects.

2010 – 2011: Animal Attendant – Wags to Whiskers boarding kennel, Londonderry, NSW

Handling animals, feeding animals, cleaning enclosures, administering routine medication.

2004 – 2008: Store Manager & Event Organiser – Menace Enterprises, Blue Mountains & Penrith, NSW

Handling animals, feeding animals, cleaning enclosures, administering routine medication.

PUBLICATIONS & PRESENTATIONS

Green-Barber J. M. (2019), Dolphins sleep with one eye open: the phenomenon of unihemispheric sleep, *Australian Wildlife Magazine*. 1/Summer 2019, **25-26**.

Green-Barber J. M., Stannard H. J., Old J. M. (2018). A suspected case of myopathy in a free-ranging eastern grey kangaroo (*Macropus giganteus*), *Australian Mammalogy*. **40**, 122-126.

Green-Barber J. M., Ong O. T., Kanuri A., Stannard H. J., Old J. M. (2018). Blood constituents of free-ranging eastern grey kangaroos (*Macropus giganteus*), *Australian Mammalogy*. **40**, 136-145.

Green-Barber J. M., Old J. M. (2018). Are camera traps suitable for assessing activity patterns in eastern grey kangaroos? *Pacific Conservation Biology*. **24**, 134-141.

Green-Barber J. M., Old J. M. (2018). Town roo, country roo: a comparison of behavior in eastern grey kangaroos (*Macropus giganteus*) in urban and pristine habitats, *Australian Zoologist*. **39**, 520-533.

Green-Barber J. M., Old J. M. (2018). The genetic relatedness of an urban population of eastern grey kangaroos. *BMC Research Notes*. **11**, 856

Green-Barber J. M., Old J. M. "What influences road mortality rates of eastern grey kangaroos" *Australasian Wildlife Management Society Conference, Katoomba (2017)*

Green-Barber J. M., Old J. M. "What influences road mortality rates of eastern grey kangaroos" *Graduate Research School HDR Showcase*, Parramatta (2017)

Green-Barber J. M., Old J. M. "Town roo, country roo: a comparison of behaviour in eastern grey kangaroos (*Macropus giganteus*) in urban and pristine habitats" *International Urban Wildlife Conference*, San Diego State University (2017)

Green-Barber J. M., Old J. M. "Comparative health of two populations of eastern grey kangaroo in developed and undeveloped landscapes" *Australasian Wildlife Management Society Conference*, Brisbane (2014)

Green-Barber J. M., Old J. M. "The social costs and benefits of sexual skin swelling in female chimpanzees (*Pan troglodytes*)" *Western Sydney University Research Futures Forum* (2012)

Ong O. T., Green-Barber J. M., Kanuri A., Young L. J., Old J. M. (2017). Antimicrobial activity of red-tailed phascogale (*Phascogale calura*) serum, *Journal of Innate Immunity*. **51**, 41-48

VOLUNTEERING

2018 – Turtle Attendant, New Heaven Reef Conservation Program

Handling and feeding juvenile sea turtle and conducting health assessments.

2018 – Elephant Attendant, Wildlife Friends Foundation Thailand

Feeding, cleaning, and leading Asian Elephants.

2018 – Promoter, WomSAT

Promoting the citizen science app WomSAT at the Kurrajong Koala Fest.

2017 – Organising committee member, Australasian Wildlife Management Society

Assisting with the planning and organisation of the 2017 Australasian Wildlife Management Society Conference and chairing a session of the conference.

2013 – 2016 – Field Assistant, Western Sydney University

Spotlighting, species counting, and habitat assessment at the Wolgan Valley NSW.

2013 – 2016 – Animal Attendant, Native Mammal Facility, Western Sydney University

Microchipping, external health checking, and breed pairing.

2013 – 2016 – Visitor Education and Conservation Campaigns Volunteer, Taronga Zoo Sydney

Customer service, surveys, research, data entry.

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.

2018 WIRES Rescue and Immediate Care Course

2018 Waterbug workshop with John Gooderham, author of The Waterbug Book a Guide to the Freshwater Macroinvertebrates of Temperate Australia, CSIRO Publishing.

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.

2017	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	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

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

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

