

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
KURRAJONG HEIGHTS NSW 2758
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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. SL100315
- 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
Phone: 0425 290 412
Email: jai@urbanbushland.com.au



CURRENT POSITION

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

- Fauna & Flora Surveys;
- Habitat assessments;
- Desktop analysis and background research;
- Targeted surveys for threatened species;
- Operation of monitoring equipment in the field, including camera traps, acoustic recorders, and ultrasonic recorders;
- Providing recommendations to minimise negative impacts of development of wildlife;
- 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 and providing feedback;
- Advising undergraduate students on experimental design;
- Coordinating timetables;
- Organising teaching resources.

MEMBERSHIPS

AWS – Australian Wildlife Society.

AWMS – Australasian Wildlife Management Society (former conference committee member & member).

WISE – Women in Science and Engineering (former general member)

Australian Mammal Society (former general member)

The Ecological Society of Australia (former general member)

LICENSES

Biodiversity Offset Scheme Accredited Assessor (Accreditation No. BAAS20002)

Animal Research Authority – TRIM 19/2511

Class C unrestricted Drivers Licence

Construction Induction - White Card

EDUCATION AND TRAINING

2019	Nest Box Workshop, The Ecological Consultants Association of NSW
2019	Biodiversity Offsets Scheme (Muddy Boots)
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 Sci), Western Sydney University

EMPLOYMENT HISTORY

2018-2019: Undergraduate Tutor – Badanami Centre for Indigenous Education, Western Sydney University.

Tutoring undergraduate university students in various natural science units including; Animal Science, Animal Health and Welfare, Vertebrate Biodiversity, Comparative Physiology, and Quantitative thinking.

2018: Freelance Science Editor – Compuscript Ltd, Ireland

Editing transcripts being prepared for publication in scientific journals.

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: High School Tutor – Multiple organisations (Department of Education (NSW), Nepean Tutoring, Hawkesbury, Blue Mountains and Penrith, NSW

Tutoring high school students in various subjects including maths and science.

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. & Old J. M. (2019). What influences road mortality rates of eastern grey kangaroos in a semi-rural area?, *BMC Zoology*. **4**, 11.

Green-Barber J. M. (2019). Dolphins sleep with one eye open: the phenomenon of unihemispheric sleep, *Australian Wildlife Magazine*. 1/Summer 2019, 22-23.

Green-Barber J. M. (2019). Kangaroos can ‘pause’ their pregnancy: family planning through embryonic diapause, *Australian Wildlife Magazine*. 2/Autumn 2019, 25-26.

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. (2017). Behaviour, group dynamics, and health of free-ranging eastern grey kangaroos (*Macropus giganteus*), *Western Sydney University Thesis Collection*.

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

PROFESSIONAL EXPERIENCE

2019-Current – Public Engagement, Australian Wildlife Society

Running the Instagram account for AWS, contributing articles to the Australian Wildlife Magazine, and providing promotional material for events.

2018-Current – Promoter, WomSAT

Promoting the citizen science app WomSAT at the Kurrajong Koala Fest and via Instagram.

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.

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.

2012 – Animal Behaviour Scientist, Taronga Zoo Sydney

Analysing the social behaviour of captive chimpanzees.

2011 – Visitor Education and Conservation Campaigns Volunteer, Taronga Zoo Sydney

Customer service, surveys, research, data entry.

2011 – Field Scientist, Western Sydney University

Trapping and releasing Blue Mountains Water Skinks and conducting habitat assessments.

GRANTS & AWARDS

Higher Degree Research Completion scholarship, Western Sydney University, 2017

International Urban Wildlife Conference travel grant, Urban Wildlife Working Group of the Wildlife Society, 2017

Australian Post Graduate Award, Australian Government, 2013- 2016

UWS Top-Up Scholarship, Western Sydney University, 2013- 2016

HARRIET GABITES Ecologist/GIS Officer

PERSONAL DETAILS

Name: Harriet Jane Gabites
Phone: 0424 532 077
Email: harriett@urbanbushland.com.au



CURRENT POSITION

2019 – Current: Ecologist/GIS Officer - UBM Ecological Consultants Pty Ltd, Kurrajong Heights, NSW

- Assisting with flora and fauna surveys;
- Assisting with habitat assessment;
- Assisting with targeted surveys;
- Operation of monitoring equipment in the field, including camera traps, acoustic recorders, and ultrasonic recorders;
- GIS mapping and spatial data analysis (ArcMap 10.0 – 10.6);
- Report preparation;
- Desktop analysis and background research.

LICENCES

- **Animal Research Authority – TRIM 19/2511 (Associate)**

EDUCATION AND TRAINING

2018 - Current M Phil (Sci) - Wetland Ecology, Western Sydney University

2014-2016 B Nat Sci (An Sc) (Zoology), Western Sydney University

EMPLOYMENT HISTORY

2016 - 2017 *Research Assistant* – Western Sydney University – Hawkesbury, NSW
Data recording and management of quarantine turtles on campus.

2014 – 2019 *Administration* – Cutcliffe Properties – McGraths Hill, NSW
General administration duties.

2012 – 2019 *Head Waitress* – Soo’s Chinese Restaurant – South Windsor, NSW
General hospitality duties.

PRESENTATIONS

Gabites H & Spencer, R. "Western Sydney wetland loss and what this means for the Eastern Long Necked Turtle" *Macarthur Heritage Nature Talks* (2019).

Gabites H. "Western Sydney wetland loss and what this means for the Eastern Long Necked Turtle" *Green Drinks* (2019).

VOLUNTEERING

2019 – Turtle Rescue NSW

Assisting with the rescue and relocation of turtles in NSW.

2016 – Science for Wildlife Pty Ltd

Regular radio tracking of koalas in the Blue Mountains Koala Project.

JACQUELINE BRITTON Ecologist/Support

PERSONAL DETAILS

Name: Jacqueline Britton
Phone: 0416 819 964
Email: jacbrit@yahoo.com



CURRENT POSITION

2017 – Current: *Ecologist/Support* – 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.

2015 – Current: *Administration Officer* – Western Sydney University, Office of Widening Participation

EDUCATION AND TRAINING

2019	Biodiversity Offsets Scheme (Muddy Boots)
2018	ArcGIS for Environmental Management (TAFE NSW)
2018	Eucalypt Identification Workshop (Van Klaphake)
2018	Cumberland Plain Vegetation and Site Assessment for Monitoring (Teresa James)
2018	Threatened Species of The Hills Shire Council (Theresa James)
2018	Grass Identification Workshop (Harry Rose)
2012	Botanical Intern for The Australian National Herbarium (Centre for Australian National Biodiversity Research), Canberra
2007-2011	B Env Sci (Land & Water), Charles Sturt University, Wagga Wagga
1996-1997	Advanced Diploma in Graphic Design, Hornsby College of TAFE

EMPLOYMENT HISTORY

2009 – 2015: *School Administration Officer* – Western Sydney University
Preparing school related documentation and general administrative support.

2008-2009: *Research Assistant* – Nursing Research Unit –Parramatta, NSW
Assistant to Directors, formatting of articles for submission to Journals, assisting with research project and accounting.

2003-2005: Events Coordinator – GlaxoSmithKline, London, UK

Administrative support, managing delivery of outsourced meetings, designing event information, producing websites, updated databases and monitoring communications.

2002-2003: Office Work – Assign Recruitment, Parramatta, NSW

Providing admin support to the Vice Chancellor's immediate team.

1998-2000: Graphic Designer – Creative Scope Marketing, Baulkham Hills, NSW

Designing and producing material, liaising with clients and management of database.

PUBLICATIONS & PRESENTATIONS

Britton, J. (2012), *Banksia marginata*, Australian Government, Australian National Botanic Gardens
<http://www.anbg.gov.au/gnp/interns-2012/banksia-marginata.html>

VOLUNTEERING

Current – StreamWatch

Current – Bushcare

Current – Cattai Hills Environment Network (CHEN)

2011-Current – Capertree Valley Regent Honeyeater Recovery Group, NSW

Tree planting to restore habitat for endangered Regent Honeyeater

2010 – Dingo Dell, Blue Mountains National Park, NSW

Tree planting and rehabilitation of wetlands

2005 – NSW National Parks & Wildlife Service, Blue Mountains

Field surveys monitoring threatened species

2001 – Jowalbinna Bush Camp, Cape York, Queensland

2 months: Guiding for aboriginal rock art tours

2001 – Mareeba Wetlands, Queensland

2 months: Animal care, flora surveys, habitat creation, general maintenance and helping in Visitor Centre

AWARDS

Dr Robert Ballantyne Australian Entomological Supplies Prize for the highest aggregate mark in Animal Systematics

ASSOCIATES

YOGESH YASHVIN NAIR Consultant

Botanist



PERSONAL DETAILS

Name: Yogesh Yashvin Nair
Phone: 0425 860 968
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.

- Masters 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.

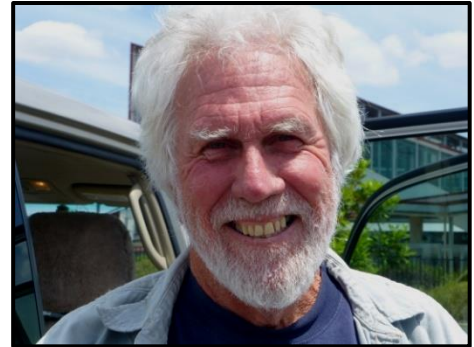
SKILLS

- Ecological Assessment & Restoration • Flora Identification Research & Report Writing
Computing Skills • Communication • Teamwork • Time Management • Flexible • Efficient

GARY LEONARD Consultant Botanist

PERSONAL DETAILS

Name: Gary Leonard
Citizenship: Australian
Email: gary.hallgrim.leonard3@gmail.com



PROFILE

Gary is a highly experienced botanist, with over 40 years working as a horticulturist, environmental consultant and teacher. Gary has worked as the Senior Biodiversity Officer at Wollongong Council. He has substantial experience in the preparation of arborist and vegetation assessments and mapping, constraints and impact assessments, vegetation management, monitoring and offset plans for urban planning, development and infrastructure projects. Gary has on occasion acted as an environmental advisor to the Australian Government and has regularly provided expert opinions on environmental issues in the NSW Land and Environment Court.

Gary has extensive experience in the assessment and management of threatened species and ecological communities and the preparation of management plans for key threatening processes. Gary's solutions-driven approach focuses on working closely with clients to inform the design and management of infrastructure projects to minimise impacts on vegetation whilst not constraining the functional and operational requirements of the project.

EDUCATIONAL QUALIFICATIONS

- **Master of Science** (in progress)
- **Diploma of Education**
- **National Diploma of Horticulture**
- **Horticulture Certificate**

MEMBERSHIPS

- Australian Network for Plant Conservation, Coast and Wetlands Society, Australia
- International Society of Arboriculture (membership no. 212238)
- Arboriculture Australia (membership no. 2173)

EMPLOYMENT HISTORY

2013 **Wollongong City Council**

Wollongong Dune Management Strategy

Participation in the preparation of the Dune Management Strategy (flora survey component and recommendations for vegetation management and stakeholder and community consultation).

2012 **Wollongong City Council**

Dune Footpath, Gloucester Boulevard

Preparation of a flora and fauna impact assessment to support the Review of Environmental Factors for construction of the dune footpath.

2012 **Wollongong City Council**

MM Beach (North Beach), Dune vegetation survey

Flora and fauna assessment of the dune system at the north end of MM beach, in preparation for planned asbestos removal.

2011-2012 **Wollongong City Council**

Dogs on Beaches Discussion Paper

Preparation of a discussion paper which included recommendations for suitable areas for dog walking as well as less suitable areas. This project included supervision of research students from the University of Wollongong in carrying out observations of dog and bird interactions, monitoring of feeding habits of several threatened bird species, participation in meetings with focus groups and interviews with local bird-watching groups.

2014 **EcoLogical Australia**

Vegetation Management Plan, McPhails Land, West Horsley

Preparation of a vegetation management plan in area proposed as a biobanking offset for proposed subdivision development, Bong Bong Road and Smiths Lane.

2015 **Ecoplanning**

Vegetation Management Plan, Oyster Bay, Sutherland LGA

Preparation of a vegetation management plan for estuarine land adjacent to Coronation Bay Council Reserve, Oyster Bay.

2015 **Developmyland**

Vegetation Management Plan, Austinmer, NSW

Preparation of a vegetation management plan for riparian vegetation, Asquith Street, Austinmer, as part of a DA approval requirement.

2009 **Biosis Research**

Vegetation Management Plan, Helensburgh, NSW

Preparation of a vegetation management plan for Lot 32 Public Recreation Reserve.

2002 **GEC**

Dune Vegetation Mapping, Stockton, NSW

Vegetation mapping and searches for threatened species, dune vegetation north of Stockton.

2001-2002 **GEC**

Dune Vegetation Mapping, Kingscliff, NSW

Vegetation mapping and searches for threatened species, dune vegetation south of Kingscliff.

1998

Vegetation surveys and mapping, McCauleys Beach and Sandon Point, NSW

Initial assessment of community attitudes towards the proposed development of McCauleys Beach and Sandon Point. Survey of vegetation patches and preparation of vegetation maps with recommendations for areas worthy of retention.

2002-2003

University of Wollongong and Pacific Power

Research Project

Assessment of edge effect impacts on flora and fauna along powerline easements in the Shoalhaven and Illawarra.

2014

Sydney Water

Consistency Assessment, West Dapto, NSW

Gary recently undertook flora surveys and impact assessment along the pipeline route for the rising mains and transfer mains in the West Dapto area near Wollongong to inform the ecological consistency assessment for the project which has been assessed under Part 3A of the EP&A Act.

2013

TfNSW

Maldon to Dombarton Rail Link, Illawarra and Wollongong

Gary conducted extensive flora field surveys to identify vegetation types, threatened ecological communities and threatened flora species within the study area for the proposed rail link. This included within Special Area catchment lands.

1990-1992; 2009-1010

Monitoring Upland Swamps, Sydney Catchment Area, NSW

Gary monitored the health of upland swamps within catchment lands for impacts associated with mining activities, including vegetation condition surveys and numbers of threatened species.

2014

Roads and Maritime Services

Overtaking Lane Chifley Road, Bells Line of Road, Lithgow

Targeted field surveys to verify vegetation types, condition and conservation significance and habitat values and to identify biodiversity constraints and opportunities and to inform the Preliminary Environmental Investigation for the project.

MARK SHERRING Consultant Botanist

PERSONAL DETAILS

Name: Mark Sherring
Email: marksherring2@gmail.com



EDUCATIONAL QUALIFICATIONS

- NPWS Licence B2174
- Certificate of Permaculture (Hazelbrook)
- Senior First Aid Certificate (TAFE NSW)
- Bushfire Assessment Certificate (Planning Institute of Australia)
- Bushfire Operations Modules (Mt Riverview Fire Brigade)
- Certificate of Rural Operations (TAFE NSW)
- Certificate of Bush Regeneration (TAFE NSW)
- Certificate of Horticulture (TAFE NSW)
- Bachelor of Mathematics (Statistics), University of Newcastle

MEMBERSHIPS

- Member of Australian Association of Bush Regeneration (MAABR)
- Previously member of Ecological Society of Australia (ECA)

EMPLOYMENT HISTORY

1999 - Current **Abel Ecology Pty Ltd**
Ecological modelling, statistician and botanist.

1999 - Current **Royal Botanic Gardens, Sydney**
Extensive flora surveys of Sydney Basin and Blue Mountains.

1996 - 1999 **A & S Bushcare Services, North Katoomba**
Regeneration contractor and vegetation mapping.

1991-1995 **National Trust, Greening Australia**
Bush Regeneration.

PROFESSIONAL DEVELOPMENT

2017 – Biodiversity Assessment Method (BAM) Course, Dubbo
2007 – Annual Conference of the Ecological Society of Australia, Perth
2006 – The ins and outs of Biobanking, ECA Conference, Katoomba

- 2006** – Wildlife Corridors, ECA Conference, Sydney
- 2006** – Conservation and Restoration of the Cumberland Plain, CPW Symposium, Western Sydney University
- 2005** – Meeting the Challenge: Understanding Endangered Ecological Communities, ECA Conference, Sydney
- 2005** – Symposium on Cumberland Plain Habitats
- 2004** – ESA Conference, Adelaide
- 2004** – Survey Techniques: Towards Industry Standards for Flora & Fauna, ECA Conference, Sydney.
- 2003** – ESA Conference, Armidale
- 2003** – Training course for planning consultants for accreditation with the NSW Rural Fire Service as a bushfire protection consultant. (Jointly held by the Planning Institute Australia & RFS)
- 2002** – Conservation of Ecological Communities, Mt. Annan Botanic Gardens
- 2001** – Threatened Species & Eight-part Test Guidelines Conference, NPWS, Canberra

AMANDA LO CASCIO Consultant Anabat Analyser

PERSONAL DETAILS

Name: Amanda Lo Cascio
Mobile: 0423 629 084
Email: mandalocascio@gmail.com



EDUCATIONAL QUALIFICATIONS

- **Masters of Environment (Conservation), Melbourne University**
- **Bachelor of Science (Zoology), Melbourne University**

MEMBERSHIPS/LICENCES

- Ecological Consultants Association (NSW)
- Scientific Licence QLQ (EPA) & NSW (DECC)
- Australian Bat Society
- NPWS Scientific Licence Section 132C, NPW Act 1974
- Environment Protection Agency Queensland Scientific Licence NCA and the Forestry Act 1959

EMPLOYMENT HISTORY

2010 - Current Ecological Support (under own ABN)

GIS Support, Anabat echolocation call data interpretation, report writing, flora and fauna database design and analysis, background research.

2012 - Current Melbourne University

Research Assistant Grade 1; Data interpretation and coding, discourse analysis, research paper writing and editing, literature and data review.

2009-2010 AECOM

Field Biologist

2007-2009 University of Queensland

Research Officer – Academic Research Level A1

2005-2007 UBM Ecological Consultants Pty Ltd

Research Officer

PUBLICATIONS

Martine Maron, McAlpine, Clive, Smith, Carl, Smith, Geoff, Bowen, Michiala and Lo Cascio (2009). Bayesian networks for restoration planning: Can they be extrapolated to the bioregional scale?. In 10th International Congress of Ecology, 16-21 August 2009, Brisbane, Australia.

Lo Cascio, A and Beilin, R, 2010. Of Biodiversity and boundaries: a case study of community-based natural resource management practice in the Cardamom Mountains, Cambodia. *Environmental Conservation*. 37 (3): 347-355.

PROFESSIONAL DEVELOPMENT

2009-2010 – Database & GIS Training (ESRI)

2008 – GIS Training (University of Queensland)

2008 – Plant Identification Training (University of Queensland)

2008 – Advanced Remote Sensing (Centre for Remote Sensing and Spatial Information Science, University of Queensland)

2007 – Access Database Staff Training Course (University of Queensland)

2006 – Microbat Anabat Workshop (ECA)

2006 – Wildlife Corridor Concepts (ECA)

2005 – Threatened Species Reforms Presentation (Department of the Environment and Conservation, NSW)

2005 – Meeting the Challenge: Understanding Endangered Ecological Communities (ECA)

2005 – Rehabilitation of Native Vegetation Workshop (Australian Network for Plant Conservation)

2005 – The Ecology and Management of Cumberland Plain Habitats: A Symposium (Western Sydney University)

2004 – Fauna and Flora International, Cardamom Mountains Cambodia: Community researcher, an investigation of the potential of Community Based Natural Resource Management for livelihood improvement and biodiversity conservation

2004 – Prey Veng, Cambodia: Science and English teacher Faculty of Agriculture

2003-2004 – Melbourne University Zoology Department: volunteer

2003 – National Woodlands Summit Sydney, representative

2003 – ‘Up Skill’ Courses (Melbourne University)

2002-2004 – Friends of the Earth (FoE) Melbourne: Volunteer, Barmah-Millewa Campaign

2002 – Cities as Sustainable Ecosystems, assistant scribe

2000 – Camper Outreach Program East London: Organic Gardening Teacher

ISAAC MAMOTT Consultant Botanist

PERSONAL DETAILS

Name: Isaac Mamott
Mobile: 0401 393 661
Email: Isaac.mamott@sclerophyll.com.au

PROFILE

Isaac has been a Consultant Botanist and Restoration Ecologist in NSW for the last 18 years, having gained specialist expertise in:

- Baseline flora and targeted Threatened flora species surveys;
- Vegetation mapping and classification; GIS Mapping (arcmapping v10.6);
- Statistical analysis (PRIMER v6, R) to validate ecological survey results;
- Survey, impact assessment and mitigation reporting (flora and fauna);
- BAM Assessments (BDARs/BSSARs); Mine Rehabilitation/Site Restoration;
- Expert Ecologist in Land and Environment Court proceedings;
- Flora Monitoring Programs (including survey design and reporting);
- Technical Peer Review; and
- Project Management.

EDUCATIONAL QUALIFICATIONS

- **Bachelor of Science (Botany/Zoology), York University, Toronto, Canada**
- **Bachelor of Arts (Economics), York University**

LICENCES/ACCREDITATIONS

- OEH Scientific Investigation Licence (SL101408)
- BAM Accredited Assessor (BAAS18008)
- Certified Practising Ecological Consultant (CPEC No. 7; NSW ECA)

MEMBERSHIPS

- Member and current Councillor – Ecological Consultants Association of NSW (ECA)
- Member – Ecological Society of Australia (ESA)
- Member – Australian Network for Plant Conservation (ANPC)
- Member – Australasian Native Orchid Society (ANOS)

EMPLOYMENT HISTORY

2014 - Current **Sclerophyll Flora Surveys and Research Pty Ltd**
Director/Founder

2012 - 2014

RPS

Senior Botanist/Restoration Ecologist; Sydney based position with projects state-wide.

2005-2011

Geolyse Pty Ltd

Senior Botanist/Restoration Ecologist; NSW North Coast based position with projects state-wide and into southern and central Queensland.

1995-2005

URS

Senior Botanist/Ecologist; Sydney based position with projects state-wide in NSW.

SELECTED PUBLICATIONS

Mamott, I (2012) Notes on a Threatened plant of the NSW North Coast, *Centranthera cochinchinensis* (Swamp Foxglove). *Consulting Ecology* Vol. 28, February 2012.

Mamott, I (2013) Notes on a Threatened shrub, *Grevillea parviflora* subsp. *parviflora*, on the lower NSW North Coast. *Consulting Ecology* Vol. 30, February 2013.

Mamott, I (2013) Notes on a Threatened shrub, *Allocasuarina simulans* and a Threatened tree population, *Eucalyptus seeana*, on the NSW mid north coast. *Consulting Ecology* Vol.31, August 2013.

Mamott, I (2011) Notes on an Endangered orchid, *Diuris flavescens*, and forb, *Lindernia alsinoides*, of the NSW Mid North Coast. *Consulting Ecology* Vol. 26, February 2011.

Mamott, I (2011) Notes on a Threatened forb, *Asperula asthenes*, and shrub, *Melaleuca groveana*, on the NSW Mid North Coast. *Consulting Ecology* Vol. 27, August 2011.

Mamott, I (2012) Notes on a critically endangered orchid, *Genoplesium littorale* (syn. *Corunastylis littoralis*) on the NSW Mid North Coast. *Consulting Ecology* Vol. 29, August 2012.

Mamott, I (2015) Salvage and relocation of an Endangered forb, *Lindernia alsinoides*, into *Melaleuca quinquenervia* Swamp Sclerophyll Forest on the NSW mid north coast (in progress for publishing).

Mamott, I (2016) Notes on seed provenance, restoration and plant adaptation in the face of climate change in Australia. *Consulting Ecology* Vol. 36, February 2016.