

# **MICHELE DEVEZE**

## **CURRICULUM VITAE**

### **PERSONAL INFORMATION**

**NAME:** Michele Françoise Louise DEVEZE

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### **EDUCATION**

**2001:** Bachelor of Science – Botany (completed 1999)  
Master of Natural Resource Management  
External Student, University of New England, Armidale, N.S.W.

**1994:** Biology, (Distinction),  
**1995:** Entomology, (High Distinction),  
Chemistry, (Credit),  
Plant Microbe Interactions, (Credit),  
**1996:** Ecology, (Credit),  
Grasses, Grasslands and People, (Distinction),  
Australian Landforms and Vegetation, (High Distinction),  
Ecology of Disturbed Communities, (Credit),  
Contemporary Australia: Settlement and Resources, (Credit),  
The Landscape Atmosphere System, (Distinction),  
**1997:** Biostatistics, (Credit),  
Sustainable Land Management, (High Distinction),  
Environmental Impact Assessment, (Credit),  
Plants and Their Products, (High Distinction),  
Biological Conservation, (Distinction),  
Land Degradation and Land Evaluation, (Distinction),  
**1998:** Vegetation Management, (Distinction),  
Biogeography, (Distinction),  
Diversity of Flowering Plants, (High Distinction),  
Rural Planning and Resource Management, (Distinction),  
Soil Science, (Distinction),  
Integrated Weed Control, (Distinction),  
**1999:** Horticultural Science and Biotechnology, (High Distinction)  
Resource Survey and Habitat Evaluation, (Credit)  
Ecology of Australian Vegetation, (High Distinction)

	Plant Systematics and Reproduction,	(Distinction)
	Ecosystem Rehabilitation,	(Distinction)
	Forest Science,	(Distinction)
2000	Geographic Information Systems,	(High Distinction)
	Resource Policy and Administration,	(Credit)
	Australian Wildlife – Ecology, Evolution and Land Use Impacts,	(Credit)
2001:	Agroforestry.	(High Distinction)
1989:	Associate Diploma of Applied Science (Forestry) Queensland Forestry Training Centre	

## LICENCES AND CERTIFICATES

Biocondition Assessment and Ecological Equivalence, 2013  
 Mine Site Senior Supervisor, 2012  
 S11 Mine Site Safety, 2012  
 Foundations of Leadership, 2011  
 Leading With Confidence, 2011  
 Recruitment and Selection, 2003  
 Managing Staff Performance, 2011  
 Conflict Management, 2002  
 Emergency Planning, 2010/11  
 Level 1 Incident Management, 2000  
 Certificate IV, Workplace Training and Assessment, 2002  
 Train the Trainer, 1995  
 Authorised under the *Environmental Protection Act 1994* and the *Forestry Act 1959*  
 Exercise Regulatory Powers, 2002  
 Statutory Covenants, 2003  
 Ethical Decision-making, 2011  
 Practical Skills For Policy Officers , 2011  
 Agricultural Chemicals Distribution Act Commercial Operators Licence (ii)  
 AgSafe, 2002  
 EDGE Grazing Land Management, 2010  
 Problem Tree Felling, 1996  
 A and B Class Drivers Licence No. 14431247  
 Vehicle Safety Operations, QDEC, 1989  
 4WD Practical Driving Skills, 2005, 2013  
 First Aid Certificate, 1989 – 2011  
 Safety Essentials for Leaders, 2008  
 General Safety – Construction Industry, 2007  
 Purchasing Accreditation, Level 1, 1995

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## **REFEREES**

Doug Yuille  
Great Barrier Reef and Water Quality Policy Officer  
World Wildlife Fund  
[Former Director  
Department of Environment and Heritage Protection]  
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General Manager  
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Peter Allen  
Principal Engineer and Group Leader Environment  
Environmental and Licensing Professionals  
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## **SUMMARY OF EMPLOYMENT HISTORY**

**March 2012 to Present:** Environmental and Licensing Professionals P/L & Muddy Boots  
Senior Environmental Consultant – Ecology. Build an ecology team and develop its capacity, and lead the ecology aspects of environmental management and advice provided by ELP, including baseline and special purpose surveys and reporting; ecological equivalence and biodiversity offset proposals; and preparation of Environmental Management Plans, Environmental Impact Statements, Species Management Programs, Final Landuse and Rehabilitation Plans etc. Prepare Baseline Survey Reports and other ecological or administrative documentation. Engage with clients and develop client relationships.

**October 2010 to February 2012:** Department of Employment, Economic Development and Innovation, Manager Biosecurity Bill Implementation. Legislation and policy interpretation, development of operational compliance procedures, engaging with affected landholders

**August 2009 to October 2010:** Department of Environment and Resource Management, Project Manager – Service Delivery, Great Barrier Reef Act implementation. Develop and implement operational requirements for applying legislated fertiliser and herbicide best management practice.

**July 2009 and August 2009:** Department of Environment and Resource Management, Principal Environmental Officer. Develop and implement the biennial Compliance Program for the Mining and Heavy Industry sector.

**July 2008 to July 2009:** Environmental Protection Agency/Department of Environment and Resource Management, Project Manager Implementation - *Environmental Protection and Other Legislation Amendment Act 2008*. Research, develop, plan, prepare, co-ordinate and deliver training on legislation to State and Local Government and to private industry. Provide information and clarification of legislation to EPA, Local Government and industry. Engage with Local Government and peak industry groups to facilitate understanding and application of legislation.

**May 2008 to July 2008:** Environmental Protection Agency, Manager Partnerships. Manage and provide professional leadership to the Partnerships Unit, addressesing emerging environmental issues through the development of interagency relationships or partnerships with industry.

**November 2007 to May 2008:** Environmental Protection Agency, Principle Environmental Officer. Administration and application of the *Environmental Protection Act 1994* to ensure compliance with *Environmental Regulations 1998*.

**February 2005 to November 2007:** Environmental Protection Agency, Senior Botanist. Contribute to the GIS and ground truthing component of the NHT funded project to map wetlands in Queensland.

**February 2002 to March 2004:** Department of Natural Resources and Mines, Land Protection Extension Officer, North Region. Provide and facilitate public awareness of Land Protection issues; develop and distribute information and awareness products within the work unit, the department, other agencies, stakeholder groups, and the public.

**August 2000 to February 2002:** Department of Natural Resources, Vegetation Management Officer (Assessment and Extension) South East Region. Facilitate the introduction and application of the *Vegetation Management Act 1999* and the application of the *Land Act 1994*, by assessing

Applications to Clear against sustainable land management performance requirements. Assist with policy development and contribute to the provision of publicity and extension services to the public, Local Government, and to the DNRM and other State Government Departments.

**August 1998 to August 2000:** Department of Natural Resources, Forest Environmental Officer (Management) South East Region. Facilitate the introduction and application of Environmental Management Systems to custodial management of State Land, and assist with the development and implementation of policies and procedures to ensure sound environmental management practices on Queensland State Forests.

**January 1996 to August 1998:** Queensland Forest Service. Forest Health Surveillance Technician. Conduct regular, systematic ground based and aerial surveillance of forest plantations and nurseries, native forests and port environs throughout Queensland; extraordinary surveillance and forest protection 'call-outs'. Provide an 'interface' between researchers and land managers to facilitate pest and disease identification and management.

**April 1994 to Jan. 1996:** Queensland Forest Service. Overseer I, Kenilworth Nursery. Manage Kenilworth Nursery for the production of quality stock for QDPI-F planting programs and amenity sales. Conduct tours of the nursery and interpretive extension services within Kenilworth State Forest Group, for school and special interest groups.

**Nov. 1993 to April 1994:** Queensland Forest Service. Overseer III General, Amamoor

**Nov. 1992 to Nov. 1993:** Queensland Forest Service. Overseer III General, Officer In Charge Brooyar,

**July 1989 to Nov. 1992:** Queensland Forest Service. Overseer III, Toolara Nursery

**Oct. 1991 to Nov. 1992:** Queensland Forest Service. Extension Officer Treecare. Extension duties and silvicultural maintenance of display plantations.

**March 1987 to July 1989:** Department of Forestry. Student, Forestry Training Centre, Gympie. Field training in Amamoor State Forest, Toolara State Forest, Barakula State Forest, Tuan State Forest and Queensland Forest Research Institute, Gympie.

#### **1981 to 1986:**

##### **Private Industry Employment:**

1. Nursery Manager, Pringview Nursery, Bowen.
2. Tree grafter and pruner, Macadamia Consultants, Wolvi.
3. Subcontract aluminium window fitting, G.J.James, Rockhampton.
4. Subcontract final fixing, Jabiru Township, N.T.

## **DETAILED EMPLOYMENT HISTORY**

**March 2012 to Present**

**POSITION:** Environmental and Licensing Professionals P/L & Muddy Boots  
Senior Environmental Consultant – Ecology

**POSITION PURPOSE:** To lead the ecology aspects of environmental management and advice provided by ELP

- TASKS:**
- Research, preparation and analysis of baseline desktop and field surveys for flora, fauna, biodiversity, environmental condition and ecosystem structure and function
  - Plan and undertake field surveys for rare, threatened, endangered and vulnerable flora and ecosystems, Regional Ecosystem verification, biodiversity assessment, ecological equivalence, environmentally sensitive areas, strategic cropping land validation, etc
  - Field identification of and management advice for rare, threatened, endangered and vulnerable flora and ecosystems, under the *Queensland Nature Conservation Act 1992*, *Vegetation Management Act 1999*, and *Environmental Protection Act 1994*, and the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999*
  - Provide advice to clients and apply the provisions of the *Queensland Environmental Protection Act 1994*, *Mineral Resources Act 1989*, *Nature Conservation Act 1992*, and *Vegetation Management Act 1999*, and the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999* to their tenements and holdings
  - Advise clients about the application of other legislation and policies including: the *Queensland Sustainable Planning Act 2009*, and *Strategic Cropping Land Act 2011*, Queensland Government Offsets Policy, Queensland Government Biodiversity Offsets Policy, Environmental Offsets under the EPBC, Greentape Reduction and Streamlining
  - Provide advice and information on obligations and permits to clear, take or harm under the *Queensland Nature Conservation Act 1992*, *Vegetation Management Act 1999*, and *Environmental Protection Act 1994*
  - Provide advice and information on obligations regarding pest and weed management under the *Queensland Land Protection (Pest and Stockroute Management Act) 2002* and subordinate and associated legislation
  - Preparation of 'Ecology' sections (such as 'terrestrial fauna and flora', 'aquatic fauna and flora', 'matters of national environmental significance', 'biodiversity offsets' etc) in Environmental Impact Statements, Environmental Management Overview Strategies, Environmental Management Systems, and Plans of Operation
  - Development and preparation of Initial Advice Statements, Environmental Management Plans, Rehabilitation Plans and Final Land Use Management Plans

- Develop client relationships, prepare project proposals, manage project budgets
- Selection and management of sub-consultants and collaboration with colleagues from different disciplines
- Leading, guiding and mentoring junior staff in researching, drafting and presenting baseline and desktop environmental surveys, Environmental Management Plans, Rehabilitation Plans and Final Land Use Management Plans
- Peer review and commentary on documents in preparation
- Project planning, management and direction; procedural development and streamlining; staff mentoring and delegation; team building
- Preparing and presenting training and education programs, workshops and presentations to support environmental management principals, policies and practices

**March 1987 to March 2012:** Queensland Public Service, positions as follow:

**October 2010 to  
February 2012:**

**POSITION:** Department of Employment, Economic Development and Innovation, Manager Biosecurity Bill Implementation, AO8

**POSITION PURPOSE:** To provide leadership and management in the development of the Biosecurity Regulation and implementation of the Biosecurity Act.

**TASKS:** To develop and implement a project plan and sub-project plans, and to manage Regulation development and implementation of the Plant Biosecurity and Product Integrity aspects of the Biosecurity Act and Regulation, including:

- Liaise/consult and co-ordination of:
  - Biosecurity Regulation development
  - Consulting on and drafting Standard Operating Procedures and Decision-Making Protocol
  - Approval processes etc
  - Approved Forms, Permits etc
  - Develop and implement Business Management Systems and policy determination, client interaction and management systems
  - Develop and implement Codes of Practice/guidelines
  - Development and delivery of Operations, Local Government and other stakeholders training and briefing
  - Lead, develop and deliver communication and education program
  - Ensure update Appointments, Authorisations & Delegations
  - Establish a registry of registered places

**August 2009 to October  
2010:**

**POSITION:** Department of Environment and Resource Management, Project Manager – Service Delivery, AO8

**POSITION PURPOSE:** To provide leadership and management in the planning, development and implementation of the extension and Service Delivery program for the Reef Protection Regulatory Package.

- TASKS:**
- Provide high level strategic advice to senior management about the service delivery business specific requirements of the reef Protection project.
  - Lead, manage and contribute to the development and implementation of the extension program for the Reef Protection Regulatory Package, including delivering workable service delivery solutions and administrative processes
  - Lead and manage project teams and work groups to ensure the delivery of reef protection initiatives, advice and information, and to co-ordinate the management of projects with cross government and external interest.
  - Build and maintain strong relationships across the Agency, across government and inter-governmentally to achieve whole of government natural resource management, sustainable agriculture and reef outcomes.
  - Manage relationships with Regional Service Delivery to ensure Regional ownership of program delivery while maintaining Policy Unit delivery priorities.
  - Liaise, negotiate and communicate with key stakeholders in regard to project progress, key deliverables and emerging issues, and provide leadership in developing and maintaining innovative partnerships with key stakeholders to deliver program outcomes, including developing and managing contracts to guide shared service delivery and legislative implementation.
  - Negotiate and oversee the preparation of interagency Memoranda of Understanding and Service Level Agreements.
  - Manage the initialisation and development of a new Client Management Database pre-empting agency-wide deployment, and guiding the modification of established Business Management Systems to incorporate the requirements of Reef Protection.

- KEY ACHIEVEMENTS**
- I prepared and implemented a complex Service Delivery plan requiring liaison with, and incorporation of the strategic and operational requirements of a number of DERM Central Office Business Units and Regional Services, stakeholders and peak industry bodies. The project incorporated strategic support from external bodies, alignment and integration across DERM Business Units, a flexible and responsive implementation plan, a regional capacity building self-help process and continuous improvement gap analysis identification.
  - I led the research and preparation of information and education materials and the development and implementation of administrative procedures, and I contributed to and advised on the content and application of instruments and products to deliver policy outcomes. I have developed relationships with industry groups and NRM bodies to integrate service delivery over the regulated catchments.
  - I built and developed a project team to research, prepare and deliver education, information and administrative products and programs, and guided the appointment and development of a regional operational team to deliver and administer information distribution and the compliance program to landholders in the affected catchments.



- In 2010 the Reef Protection Team was awarded the 'Pinnacle' Award for Excellence for the successful implementation of the innovative Reef Protection legislative package. Factors contributing to the Reef Protection Teams success were the resourceful approach to regulation and compliance, the focus on extension and education as compliance mechanisms, the consultative nature of policy development and implementation and the incident-free regional implementation process.

#### **July 2009 and August**

**2009:**

**POSITION:** Department of Environment and Resource Management, Principal Environmental Officer, AO7 (temporary)

**POSITION PURPOSE:** To research, prepare and introduce the biennial Compliance Program for the Mining and Heavy Industry sector.

- TASKS:**
- Provide leadership and management in the development and implementation of the Mining and Heavy Industry compliance project and provide effective and high quality, innovative and practical responses to strategic priorities.
  - Collaborate with key stakeholders in regard to the development and review of the project plans, and communicate with key stakeholders in regard to project progress, outputs and any emerging issues.
  - Oversee, coordinate and monitor key aspects of compliance project management to ensure that the key components of the project deliver the required outcomes
  - Manage human, financial and physical resources for the effective and efficient achievement of the desired outputs.

#### **KEY ACHIEVEMENTS**

- I prepared a detailed plan for the biennial Mining and Heavy Industries Compliance Program that provides a template with clear foci and progression that will guide the Compliance and Investigation Major Projects team over the next two years.
- Scoping the compliance program required research, consideration, incorporation and synthesis of the work programs and objectives of Business Units in the Department, with an interest in mine and heavy industry management. The Project Plan, which, while defining a comprehensive compliance program incorporating education, collaboration and enforcement, also referred to the recommendations and initiatives developed by two Task Forces that were established following the 2008/09 floods.

#### **July 2008 to July 2009:**

**POSITION:** Environmental Protection Agency/Department of Environment and Resource Management, Project Manager, AO6/7

**POSITION PURPOSE:** To research, develop, plan, prepare, co-ordinate and deliver training on legislation to State and Local Government and to private industry. To provide information and clarification of legislation to EPA, Local Government and industry. To engage with Local Government and peak industry groups to facilitate understanding and application of legislation. To formulate and lead implementation programs for change.

- TASKS:**
- Prepare and present project proposals, action plans and budgets,

- Lead, plan, prepare and present training and information workshops to EPA, Local Government and private industry,
- Design and develop training curricula, write and edit training materials and prepare training resources,
- Scope, draft and manage change implementation programs.
- Supervise training development team, and train, manage and co-ordinate presenting staff,
- Review, interpret and explain legislation and operational application of the provisions,
- Discuss and develop solutions to policy and legislation enquiries,
- Develop relationships across all agency Business Units to drive consistency of approach to policy development and administrative outcomes.
- Liaise and engage with Local Government CEOs and Environmental Officers, and EPA Environmental Services Directors, Regional Managers and Officers,
- Develop and maintain relationships with peak industry groups and Local Government to provide strategic support for the application of new legislation,
- Co-ordinate and participate in the Environmental Protection Partnerships Forum including drafting Memoranda of Understanding and negotiating the outcomes of legislation interpretation and implementation issues and transitional procedures,
- Answer operational questions and collate Frequently Asked Questions for web publication,
- Draft finalisation reports and cost analyses, and
- Prepare Ministerial correspondence and briefings.

#### **KEY ACHIEVEMENTS**

- I led and managed the DERM implementation program for the commencement of the *Sustainable Planning Act 2009 (SPA)*; including: scoping the project, preparing a project plan and budget, developing relationships with key individuals and Business Units throughout DERM to provide advice and direction on program development, initiating and managing program actions including preparing and editing templates, guidelines and information brochures, initiating and monitoring Business Management System changes, and managing agency-wide training program development.
- I incorporated a review of process and procedure into the SPA Implementation Plan. The plan addressed streamlining Development Approval processing systems throughout the Department, preparation of Department-wide generic templates and *pro-formas*, information documents and guidelines, and a review of digital data management systems, interfaces and outputs, allowing greater integration of functionality across the agency, enhanced client service, and better environmental outcomes.
- Prior to commencement of the 2008 changes to the EP Act I cultivated a close working relationship with the Local Government Association of Queensland (LGAQ), through the Environmental Protection Partnerships Forum; a regular strategic discussion between LGAQ, Local Government Environmental Health Officers, DERM, other State Government Agencies, eg DPI,

TRDI, DLGIP and Queensland Health. The meetings contributed to policy formation and practical processes guiding effective co-operative administration of the EP Act by Local Government and DERM. The strong relationship that was developed continued as the foundation for ongoing co-operation between DERM and Local Government

- I proposed, planned, budgeted, managed and presented a state-wide series of workshops to train Local Government and Environmental Protection Agency Officers, and to advise private industry and consultants about recent changes to the EP Act and EP Reg, and the policy intent.
  - The 2008 training program for Local Government and EPA Officers involved the planning, co-ordination and presentation of 22 three-day training sessions at 17 regional centres, delivered by three teams of three people drawn from a pool of 29 trainers, over a two month period.
  - I wrote and prepared all training materials including a manual explaining the policy intent, interpretation and practical application; and a CD/DVD resource set. I recruited specialist presenters and planned and delivered a five-day intensive ‘train the trainer’ course.
  - I promoted ‘Regional Champions’ to enhance the relationship between Local Government and DERM, and to build capacity in the Regions.
  - I prepared and presented nine one-day workshops tailored to private industry and consultants.
- The private industry and consultants briefings provided the opportunity for DERM to collaborate with companies or agencies operating from a larger base or with unusual characteristics, in a co-operative approach to providing a resolution to longstanding matters. I initiated dialogue with Department of Transport and Main Roads, the waste industry, Queensland Ports, Queensland Rail, and the combined energy generators and distributors, providing a way forward to clarify or negotiate longstanding compliance issues.

#### **May 2008 to July 2008:**

**POSITION:** Environmental Protection Agency, Manager Partnerships (relieving), AO8

**POSITION PURPOSE:** To manage and provide professional leadership to the Partnerships Unit, which addresses emergent environmental issues through the development of interagency relationships or partnerships with industry, and the preparation and delivery of advisory materials.

- TASKS:**
- Oversee and manage the activities and projects of staff including:
    - Used Packaging Materials NEPM
    - National Packaging Covenant (NPC)
    - Public Place Recycling
    - Warabah Island recycling plant
    - Working group on the poultry industry
    - Inter-agency agreement on aquaculture management
  - Attend working groups and meetings and develop relationships with:

- NPC representatives
- Local Government and LGAQ
- Other State Agencies and GOCs
- Industry peak bodies
- Prepare Ministerial correspondence and briefings
- Manage HR and personal development of staff members

**November 2007 to May  
2008:**

**POSITION:** Environmental Protection Agency, Principle Environmental Officer, AO6

**POSITION PURPOSE:** Administration and application of the *Environmental Protection Act 1994* to ensure compliance with *Environmental Regulations 1998*.

- TASKS:**
- Assess Development Applications against the provisions of the *Environmental Protection Act 1994* and agency procedural guides
  - Respond to client enquiries and provide advice regarding the provisions of the *Environmental Protection Act 1994* and the *Integrated Planning Act 1997*
  - Advise, liaise, consult and negotiate with local and State government, industry and community groups, on environmental issues and implementation of policy
  - Plan and undertake preventative and targeted compliance inspections and enforcement activities
  - Initiate and facilitate negotiations and Community Reference Groups to address specific environmental issues
  - Prepare ministerial and other correspondence, briefing notes, and information documents.

- KEY ACHIEVEMENTS**
- I co-ordinated the Community Reference Group for the North Ipswich Railway Yards re-development involving all stakeholders, including representatives of the Member for Ipswich, the Mayor of Ipswich, the developer and the project manager, Queensland Rail, Queensland Health, Local Government, and residents' groups; this group discussed the potential impacts on the community of redevelopment of the contaminated former North Ipswich Railway Yards.

**Feb. 2005 to Nov. 2007:**

**POSITION:** Environmental Protection Agency, Senior Botanist, PO3

**POSITION PURPOSE:** To contribute to the GIS and ground truthing component of the NHT funded project to map wetlands in Queensland.

- TASKS:**
- Interpretation of remote sensed information including aerial photographs and satellite imagery
  - Digitising and attributing polygons using Arc-Gis and Arc-View
  - Ground truthing of digitised wetland maps
  - Botanical field survey, collection and identification
  - Remote and practical Regional Ecosystem classification
  - Attendance and presentation at Expert Panel Reviews

**Feb. 2002 to March  
2004:**

**POSITION:** Department of Natural Resources and Mines, Land Protection Extension Officer, North Region, PO3

**POSITION PURPOSE:** To provide and facilitate public awareness of Land Protection issues; to develop and distribute information and awareness products within the work unit, the department, other agencies and to stakeholder groups and the general public throughout North Queensland.

- TASKS:**
- Research, design, prepare and distribute or present extension items such as posters, brochures, media releases, booklets, video, PowerPoint presentations and static displays
  - Research and prepare Case Study and Best Practice Manuals under the NHT WoNS program
  - Research and develop weed and feral animal awareness program for the Indigenous community in North Queensland
  - Convene and facilitate stakeholder meetings to negotiate desirable or acceptable outcomes to community issues about weeds or feral animals
  - Plan and present training sessions and workshops for Department and Local Government employees, including the annual Land Protection Workshop – 2 days of presentations from scientists, State and Local Government officers and private industry, on feral animal and plant management policy, research and technique
  - Prepare ministerial and other correspondence, briefing notes, and information documents
  - Provide written or verbal advice to the public, Local Government and other State agencies on the provisions of the *Land Protection (Pest and Stock Route Management) Act 2002* including information about management of declared plants and animals in Queensland.

- KEY ACHIEVEMENTS**
- I identified a need, secured NHT funding, initiated a consultation process, and developed a community information program for the Indigenous community in far North-Eastern Australia to help with environmental weed identification, and to raise community awareness of the environmental and cultural risks associated with environmental weeds and feral animals. Regular communication gave impetus to the program and I developed strong relationships with key Indigenous communities in NE Australia.
  - As Extension Officer for the Weeds Of National Significance (WONS) Rubbervine and Parkinsonia, I co-ordinated, undertook background research and interviewed case study subjects and scientists, and authored, edited and prepared for publication Best Practice Manuals for the two WONS:  
<http://www.weeds.org.au/WoNS/Parkinsonia/>  
<http://www.weeds.org.au/WoNS/rubbervine/>
  - I initiated an interdisciplinary forum to determine ecologically appropriate and community sponsored approaches to the wild dog problem on the rural/urban interface. The forum included representation from Australia Defence, Queensland Health, James Cook University, affected Indigenous communities, RSPCA, Department of Primary Industries, CSIRO, National Parks and Wildlife, residential citizens representatives, conservation groups and Local Government.

**Aug. 2000 to Feb. 2002:**

**POSITION:** Department of Natural Resources, Vegetation Management Officer (Assessment and Extension) South East Region, AO5

**POSITION PURPOSE:** To facilitate the introduction and application of the *Vegetation Management Act 1999* and the application of the *Land Act 1994*, by assessing Applications to Clear against sustainable land management performance requirements. Assist with policy development and contribute to the provision of publicity and extension services to the public, Local Government, and to the DNRM and other State Government Departments.

- TASKS:**
- Interpretation and development of processes to assess applications to clear under the *Vegetation Management Act 1999*
  - Development, preparation and presentation of a training program about the interpretation and application of the *Vegetation Management Act 1999*
  - Presentation at, facilitation, and participation in, Regional Vegetation Management Working Groups
  - Provision of verbal and written information about the application and provisions of the *Vegetation Management Act 1999* to the public, State and Local Government
  - Assess 'applications to clear' against the provisions of the legislation, environmental considerations and agency procedures

- KEY ACHIEVEMENTS**
- I performed a needs analysis identifying requirements and developing administration, application and assessment procedures. I produced an integrated process, and initiated, prepared and delivered a training and education program. I received the State NR&M Award for Excellence 2001 in the category of 'NR&M Style and Approach', for this project.
  - I facilitated and presented at Regional Vegetation Management Working Groups to achieve regionally appropriate and legislatively supported consensus decisions on native vegetation planning. The working groups included stakeholders from Local Government, National Parks and Wildlife, Indigenous communities, Department of Primary Industries, Agforce, and agriculturalists and residents groups.

**Aug. 1998 to Aug. 2000:**

**POSITION:** Department of Natural Resources, Forest Environmental Officer (Management) South East Region, PO3

**POSITION PURPOSE:** To facilitate the introduction and application of Environmental Management Systems to custodial management of State Land, and to assist with the development and implementation of policies and procedures to ensure sound environmental management practices on Queensland State Forests

- TASKS:**
- Interpretation of procedures and protocols relating to forest environmental management and application of these to practical forest management including:
    - Watercourse protection measures
    - Soil protection measures
    - Cultural Heritage protection measures
    - Rare and threatened species management
    - Endangered Regional Ecosystem management
    - Protection of old growth forest
  - Liaise with Forest Managers and timber-cutting contractors to ensure that environmental management procedures are understood and applied correctly

- Review and contribute to forest environmental management documentation, procedures and protocols.
- KEY ACHIEVEMENTS**
  - Author and distribute a digital and hard copy field identification ready reckoner for key plant species delineating Regional Ecosystems in South East Queensland.
  - Conduct field surveys, and prepare a proposal to designate a part of Allies Creek State Forest as a Scientific Area to protect an un-named species of Eucalypt and relict heath community.

**Jan. 1996 to Aug. 1998:**

**POSITION:** Forest Health Surveillance Technician, TO3

**POSITION PURPOSE:** Conduct regular, systematic ground based and aerial surveillance of forest plantations and nurseries, native forests and port environs throughout Queensland; extraordinary surveillance and forest protection 'call-outs'. Provide an 'interface' between researchers and land managers to facilitate pest and disease identification and management.

- TASKS:**
- Plan and perform routine and extraordinary forest surveillance
  - Collect plant, insect and pathology specimens
  - Liaise with Forest Managers and entomologists and pathologists
  - Prepare State Forest Group Reports and Annual Reports on the findings of the Forest Health Surveillance program.

- KEY ACHIEVEMENTS**
- Plan, advise on, and manage the development of the initial Forest Health Surveillance database.

**April 1994 to Jan. 1996:**

**POSITION:** Overseer I, Kenilworth Nursery

**POSITION PURPOSE:** Management of Kenilworth Nursery for the production of quality stock for QDPI-F planting programs and amenity sales. Conduct tours of the nursery and interpretive extension services within Kenilworth State Forest Group, for school and special interest groups.

- TASKS:**
- Responsible for the production of 85% of the annual planting stock for the Queensland Forest Service Hoop Pine plantation program.
  - Plan, prepare and manage the annual budget. .

- KEY ACHIEVEMENTS**
- Manage 35 permanent, contract and casual staff and external contractors. Introduced an equitable contract piecework program to resource seasonal labour-intensive processes at Kenilworth Nursery. With advice from HR and Legal Services I developed the Contract conditions, and recruited, trained and managed the contract employees.

**Nov. 1993 to April 1994:**

**POSITION:** Overseer III General, Amamoor

**POSITION PURPOSE:** To manage or assist in management of Harvesting and Marketing operations of Plantation Pine and Native Forest Hardwood in Amamoor State Forest.

**Nov. 1992 to Nov. 1993:**

**POSITION:** Overseer III General, Officer In Charge Brooyar,

**POSITION PURPOSE:** To manage all routine operations in State Forests 82, 242, 575 and 572, including Silviculture and Harvesting and Marketing of Plantation and Native Forest, management of contractors, public contact,

legislation interpretation and Rural Fire Warden duties.

**July 1989 to Nov. 1992:**

**POSITION:** Overseer III, Toolara Nursery,

**POSITION PURPOSE:** To assist in management of all aspects of plant propagation and nursery operations.

**Oct. 1991 to Nov. 1992:**

**POSITION:** Seconded to Extension Officer Treecare for extension duties and silvicultural maintenance of display plantations.

**March 1987 to July 1989:**

**POSITION:** Student, Forestry Training Centre, Gympie.

Field training in Amamoor State Forest, Toolara State Forest, Barakula State Forest, Tuan State Forest and Queensland Forest Research Institute, Gympie.

**Private Industry Employment:**

**1981 to 1986:**

- POSITIONS:**
- Nursery Manager, Pringview Nursery, Bowen.
  - Tree grafter and pruner, Macadamia Consultants, Wolvi.
  - Subcontract aluminium window fitting, G.J.James, Rockhampton.
  - Subcontract final fixing, Jabiru Township, N.T.