



Background

Tony has been engaged as a senior advisor, project manager and specialist consultant, as well as holding both leadership and principal contributor positions for multi-disciplinary teams. He has been recognised as a successful project initiator and coordinator, including as an award recipient on numerous occasions.

His diverse expertise extends through:

- protected areas planning and management
- biodiversity assessment and monitoring
- Indigenous land and sea management
- water quality, invasive species and fire management
- urban and regional growth and development planning
- environment policy and regulatory frameworks
- consultation, facilitation and engagement
- climate change response initiatives
- environmental education.

Tony's experience includes the transfer of skills across strategic, technical, and operational areas, to suit the needs of projects and clients.

He has a reputation for collaboration and partnering, and a key interest in assisting others to develop their strengths and capacity. An articulate and effective communicator and process facilitator, his work style is consultative, adaptive, and team oriented.

Commencing his career in national park management in 1985, and working since then with public, private, and not-for-profit organisations in South-East Queensland, Torres Strait, Timor-Leste, and the countries of the Pacific, Tony has built strong practical understanding of widely varying client groups and most environmental management disciplines.

Services

People and places

- lead project teams
- consultation and engagement
- training, education, mentoring
- change management support
- advocacy, liaison, representation
- partnership building
- communication products.

Planning and policy

- strategic analysis
- planning studies
- policy and operating guidelines
- management plans.

Programs and projects

- programmatic review
- project plans
- project management
- consultancy administration
- operational logistics
- technical guidance
- grant submissions
- monitoring, evaluation, reporting.

People and places – selected roles and projects		
Project	Scope	Inputs
<i>Protected areas coordinator</i> 2013–2018 Biodiversity and Protected Areas Management Program, International Union for Conservation of Nature, IUCN, Oceania Regional Office	Managed a small project team based in Fiji and Samoa, focused on protected areas and biodiversity, representing IUCN regionally and nationally at relevant fora and contributing technical input to pertinent commitments, strategies, plans, policies and studies at organisational, national and regional levels.	<ul style="list-style-type: none"> • Staff direction and mentoring • Financial authority and budget control • Administrative oversight • Liaison and representation.
<i>Protected Areas Working Group</i> 2014–2017 IUCN, Oceania Regional Office Regional partners – NGOs, Government	Initiated the Protected Area Working Group, under the umbrella of the Pacific Islands Round Table for Nature Conservation, a mechanism that encourages and supports collaboration and coordination on protected areas issues across the Pacific Island region.	<ul style="list-style-type: none"> • Establish a safe and engaged forum • Identified priorities • Elicit commitments • Agreed action plan • Information network mechanism
<i>Acting manager, environmental management program</i> 2010 and 2012 (five months duration) Torres Strait Regional Authority, Australian Government	Managed human and financial resources and community expectations to support the progression of multiple land and sea projects, including the high-profile areas of Indigenous rangers, turtle and dugong management, and climate change.	<ul style="list-style-type: none"> • Staff mentoring • Administrative control • Liaison and representation.
<i>Environmental education in schools</i> 2010–2012 Torres Strait Regional Authority, Australian Government Education Queensland	Directed and administered a consultancy agreement with Tagai State College (Education Queensland) to provide land and marine themed environmental education to all Torres Strait state schools, as well as the development of a regional Land and Sea Discovery Centre.	<ul style="list-style-type: none"> • Gain funding support • Consultancy agreement • Inter-agency liaison • Effectiveness review • Communication.
<i>Renewal of traditional burning practices</i> 2011–2012 Torres Strait Regional Authority, Australian Government Department of Environment and Resource Management, Queensland Government	Sought community knowledge and coordinated field surveys and reporting to determine approaches to reinstating traditional burning practices on two large and ecologically significant Torres Strait islands, and organised practical field-based fire management training for Indigenous Rangers.	<ul style="list-style-type: none"> • Foundation research • Traditional owner consultation • Training and capacity building • Project communication • Remote area logistics.
<i>Community engagement— long-term urban growth and development proposals</i> 2005–2006 Caloundra City Council	Coordinated an extensive engagement program, including a launch event; public displays; sector and interest group briefings; creation of issue or location specific information sheets and presentations, map products, DVD, CD-ROM, website, broadsheet information paper; and radio, television, and newspaper media.	<ul style="list-style-type: none"> • Form engagement plan • Guide media specialists • Coordinate contributors • Task timing control • Products review • Community interaction • Political support.
<i>Environmental policy unit</i> 1999–2005 Caloundra City Council	Established a small team that progressively built a strong reputation for the preparation of triple bottom line-based policy to address clearly prioritised environment issues.	<ul style="list-style-type: none"> • Leadership • Advice and advocacy • Staff mentoring • Partnership building.
<i>Environment advisory committee</i> 1999–2005 Caloundra City Council	Coordinated a committee represented by Landcare, catchment care, Indigenous people, rural landowners, wildlife preservation, urban development and academia to facilitate transfer of their views to decision makers.	<ul style="list-style-type: none"> • Process guidance • Operating charter • Consensus building • Outcomes reports.

Planning and policy – selected roles and projects		
Project	Scope	Inputs
Framework for capacity development 2015–2016 IUCN Pacific region Protected Areas Working Group University of the South Pacific	Initiated, coordinated and co-authored the document <i>Capacity Development for Protected and Other Conserved Areas in the Pacific Islands Region: Strategy and Action Framework 2015–2020</i> , which promotes, reinforces and guides good practice approaches to capacity development in conservation that suit the Pacific Islands region and its people.	<ul style="list-style-type: none"> National needs analyses Partner consultation Principles agreed Document writing & publishing Adoption of framework as regional benchmark
Local growth management strategy 2005–2008 Caloundra City Council Queensland State Government agencies	Senior project team member to a substantial strategic planning process advancing sustainable development through provisions for ecological protection and rehabilitation, best practice water quality and water use systems, non-development of floodplains, retention of visual amenity, transit-oriented development, and climate responsiveness.	<ul style="list-style-type: none"> Technical analysis Professional advice Plan drafting Information forums Facilitate decision-making Inter-agency advocacy.
On-site wastewater management 2004–2005 Caloundra City Council SEQ Northern sub regional Councils	Supervised the preparation of the Caloundra City On-site Wastewater Management Plan and supporting local law and initiated and gained funding for a collaborative sub-regional awareness program.	<ul style="list-style-type: none"> Strategic approach Regulation development Funding support Partnerships and education.
Greenhouse action plan 2005 Caloundra City Council International Council for Local Environmental Initiatives	Representative for Council's commitment to the Cities for Climate Protection Campaign, and supervised Council's achievement of Milestones 1, 2, and 3 for this program - completing an inventory of corporate and community greenhouse gas emissions, preparation of a Greenhouse Action Plan, initiation of a Staff Energy Conservation Pilot Project.	<ul style="list-style-type: none"> Project scoping Grant submissions Technical input Stakeholder engagement Communication flow Political support.
Environmental land acquisition 1998–2005 Maroochy and Caloundra Councils Environment Australia Queensland EPA	Coordinated the strategic acquisition of high value ecological land, resulting in significant extensions to protected estate, by combining local levy funding with supporting state and commonwealth government grant support.	<ul style="list-style-type: none"> Prioritisation protocols Funding submissions Landholder negotiation Acquisition processes Management policy.
Vegetation local law 2001–2004 Caloundra City Council Department of Local Government and Planning	Managed all processes required to make a local law to regulate vegetation clearing, including extensive consultation processes that successfully resolved diverse community concerns and mandatory governance requirements.	<ul style="list-style-type: none"> Government liaison Public consultation Legal interpretation Regulation drafting Implementation guide.
Best practice environmental policy 2002 Caloundra City Council	Initiated and produced an organisational best practice environmental assessment and compliance standard for capital works, in conjunction with gaining endorsement for an overarching environment policy framework.	<ul style="list-style-type: none"> Issues review Corporate consultation Liability assessment Implementation guide.
State of the environment reporting 2000–2001 Caloundra City Council	Project managed the publication of the Caloundra City State of the Environment Report with environmental conditions, trends, responses, and recommended actions presented under the themes of biodiversity, water and waterways, land, atmosphere, and waste.	<ul style="list-style-type: none"> Engage stakeholders Information compilation Benchmark indicators Document publication Political support.
Environmental assessment and management plans 1996–1998 Multiple clients incl. Brisbane City Council and Australian Heritage Commission	Natural resource consultant and landscape architect, produced and contributed to over 20 environmental reports, including impact assessments, flora and fauna inventories, bushland management plans, and open space studies.	<ul style="list-style-type: none"> Client liaison Tender processes Site assessment Report preparation Business administration.

Programs and projects – selected roles and projects		
Project	Scope	Inputs
<i>Internal consultant</i> 2019 Torres Strait Regional Authority, Australian Government	Provided programmatic direction to the Dugong and Turtle Management Project, Marine Ecosystem Monitoring Project (coral reef and seagrass ecosystems) and Invasive Species Management Project, including supporting and advising project staff and reporting to external funding agencies.	<ul style="list-style-type: none"> • Agreed work plans and ensuring activities delivered • Relationships with multiple work units, remote staff, project partners and funding bodies • Negotiation of budgets and resources
<i>Protected areas information portal</i> 2015–2017 IUCN Secretariat of the Pacific Regional Environment Program European Commission Joint Research Centre, Italy	Formed a partnership agreement with a project implementing organisation to take responsibility for hosting and developing a regional information portal for protected areas and biodiversity.	<ul style="list-style-type: none"> • Agreed work plan and deliverables • Relationships with multiple work units • Negotiation of budget and resources • Preparedness to adapt
<i>Regional Landcare facilitator initiative</i> 2011–2012 Torres Strait Regional Authority and Department of Agriculture, Forests and Fisheries, Australian Government	Managed a Regional Landcare Facilitator initiative, including the engagement of a local Indigenous person to undertake the facilitator role and supervision of their approach to promoting land management, food production, and healthy, sustainable living practices.	<ul style="list-style-type: none"> • Funding submission • Community engagement • Mentoring • Project advisory group • Promotional activities • Funding accountability • Milestone reporting.
<i>Terrestrial biodiversity management profiles</i> 2010–2012 Torres Strait Regional Authority, Australian Government Department of Environment and Resource Management, Queensland Government	Initiated and coordinated detailed terrestrial biodiversity assessments for 13 Torres Strait islands, including flora and fauna inventories, ecological condition evaluation and cultural considerations, and preparation of management profiles to inform and guide communities, rangers, and key stakeholders.	<ul style="list-style-type: none"> • Project plan • Funding negotiation • Access approvals • Consultancy agreements • Expert workshops • Remote area logistics • Capacity building.
<i>Invasive species management</i> 2010–2012 Torres Strait Regional Authority, Australian Government	Initiated and coordinated actions to manage Leucaena, an invasive tree threatening the biodiversity of small tropical islands.	<ul style="list-style-type: none"> • Project plan • Capacity building • Funds prioritisation • Resources provision.
<i>Wetland assessments</i> 2010–2012 Torres Strait Regional Authority and Department of Sustainability and Environment, Australian Government James Cook University Department of Environment and Resource Management, Queensland Government	Managed and supported a range of major wetland research projects to assess, benchmark, and monitor regional mangrove communities and freshwater aquatic ecosystems, including initiation of a regional community-based wetlands monitoring program, as well as the training required to support this input.	<ul style="list-style-type: none"> • Traditional owner engagement • Remote area surveys • Logistical advice to researchers • Manage project training • Technical resources.
<i>Strategy coordination and performance reporting</i> 2009 South-East Queensland Healthy Waterways Partnership Over 20 partner organisations	Managed the tracking and reporting of implementation of the South-East Queensland Healthy Waterways Strategy and identified processes to improve future performance monitoring in consultation with partners.	<ul style="list-style-type: none"> • Funding support • Review actions and targets • Partner consultation • Facilitate performance.