
From: Rong Zheng <rzheng@huonvalley.tas.gov.au>
Sent: Monday, 19 June 2023 4:20 PM
To: TPC Enquiry
Subject: Huon Valley draft LPS - response to direction 85 dated 30 May 2023
Attachments: May30 Direction 85 Clare CV.pdf; May30 Direction 85 Michael CV.pdf; May30 Direction 85 Mulcahy CV.pdf; May30 Direction 85 Welling CV.pdf; May30 Direction 85 Astrid CV.pdf

Categories:

Dear Mr Ramsay

I refer to the letter dated 30 May 2023 from the Commission regarding the qualifications of the consultants.

Please see attached CVs.

Best regards,



Rong Zheng
Project Manager - Strategic Land Use
Phone: 03 6264 9467
Email: rzheng@huonvalley.tas.gov.au

Huon Valley Council
Huonville, Tas, 7109
www.huonvalley.tas.gov.au

We acknowledge the Traditional Custodians of the South East Nation, the Melukerdee people of the Huon River and the Lyluequonny people of the Far South. We recognise their continuing connection to land, water and culture, and pay respects to the Elders past, present and emerging.

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ANDY WELLING

ECOLOGICAL CONSULTANT

CONTACT



0400 151 205



andy.welling@enviro-dynamics.com.au



www.enviro-dynamics.com.au



16 Collins Street, HOBART, Tasmania.

SKILLS

Flora and fauna surveys

Natural Area Management Plans

Project Management

Approvals and Permits

EDUCATION

Batchelor of Science (Honours)

University of Tasmania

1998 - 1999

Zoology honours degree - Ecology the Mountain dragon.

Batchelor of Science

Murdoch University

1995 - 1997

Double major Environmental and Biological Science

PROFILE

I have worked in the environmental field for nearly 20 years, much of the time as an independent consultant. I have extensive experience with ecological assessments, vegetation community mapping, weed and disease management, development of management plans, bushfire hazard assessments and community consultation. I also have considerable knowledge of environmental legislation and policy and development planning and approvals processes. I have an extensive network of contacts across the state with connections in industry, local and state government, developers, professionals, community groups and private landholders.

WORK EXPERIENCE

Managing Director

Enviro-dynamics

2014 - current

Managing director of a diverse team of environmental consultants providing natural values assessments, NRM, strategic planning, bushfire risk assessment, vegetation condition assessments, threatened species conservation and biodiversity audits for natural capital projects.

Environmental consultant - Sole trader

Welling Consulting

2004 - 2013

Environmental consultant providing natural values assessment and reports for a wide range of projects including infrastructure develop, subdivision and residential development, management of reserves and community action plans. Clients included local and State Government, industry, developers and landholders.

Envirofund Project Officer

Hobart City Council

2004 - 2005

Management of on ground projects in Council reserves in association with volunteer bushfire groups.

- Revegetation project for Knocklofty Reserve
- Weed Management and rehabilitation project Mt Stuart Reserve
- Swift Parrot Recovery Project - Mt Nelson Reserve

Bushcare Community Extension Officer

Greening Australia, Hobart

2001 - 2003

Community extension role in the south east of Tasmanian providing support for landholders and community groups to access funding and undertaken the rehabilitation and management of native vegetation and reserves. Role included delivery of Land for Wildlife program in the SE of Tasmania.

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SELECTED PUBLICATIONS

Page B, Welling A, Chambellant M, Goldsworthy SD, Dorr T, van Veen R (2003). Population status and breeding season chronology of Heard Island fur seals. *Pol Biol* 26: 219-224.

Goldsworthy SD, Page B, Welling A, Chambellant M, Bradshaw C (2010). Selection of diving strategy by Antarctic fur seals depends on where and when foraging takes place. *Mar Ecol Prog Ser* 409: 255–266.

Stuart-Smith, J., Swain, R. & Welling, A. (2005). Reproductive ecology of the Mountain Dragon, *Rankinia (Tympanocryptis) diemensis* (Reptilia: Squamata: Agamidae) in Tasmania. *Papers and Proceedings of the Royal Society of Tasmania* 139:23-28

TRAINING AND ACCREDITATION

- Industry Leadership Enterprise and Development Program (2019)
- Dare to Lead Program (2019)
- Accredited Bushfire Hazard Practitioner (2014) – BFP 135 – TFS.
- Industry White Card (2019)
- Senior First Aid (2022)
- TIMI Workplace Safety Indication (2012) - TIMI004525
- Threatened Flora Collection Permit (2019-23)
- Certificate IV – Small Business Training (2003)
- Threatened Fauna Field Training - *Chaostola Skipper* (butterfly) - FPA 2005
- Eagle Habitat Identification & Management Course - FPA, 2006

BOARD POSITION

Founding Board Member

Landscape Recovery Foundation

Astrid Ketelaar

ASSOCIATE

0407 872 743 | 03 6334 1033 | astridk@rmcg.com.au



EDUCATION

Bachelor of Land Management
 Practitioners Certificate in Mediation
 TASVEG Vegetation Condition Assessor
 Certificate IV in Assessment and Workplace Training
 Technical Forester

EXPERTISE

Land Use Planning in relation to agriculture and natural resources.
 Irrigation water resources.
 Research and identify natural resource management issues and provide management solution options in consultation with stakeholders.

PROFESSIONAL EXPERIENCE

RMCG: 2020–present

- Associate

AK Consultants: 2017–2020

- NRM Consultant and Business owner (AK consultants)

AK Consultants: 2008 –2017

- NRM Consultant and Business partner Ketelaar & Livingston and Armstrong & Ketelaar (AK consultants)

Armstrong Agricultural Services: 1999–2008

- NRM Consultant

Launceston Waterwatch: 1998 – 2001

- Coordinator

Forestry Tasmania: 1981 – 1990

- Technical Forester

Astrid is passionate about researching and identifying natural resource management issues, land management options and effective stakeholder engagement.

PROFILE

Astrid is an Associate consultant with over 30 years' experience in the land and water resource management sector. She has a background as a Technical Forester and specialises in irrigation water resources, land use planning and development approvals, particularly in relation to land use conflict.

Her understanding of legislation and best environmental practice in land use, agriculture and water management has been a primary focus in developing a systems approach incorporating review and continual improvement to the delivery of services in these sectors.

Astrid's areas of expertise include resource evaluation and capability assessments, stakeholder engagement and mediation. Based in Northern Tasmania, Astrid has an in-depth understanding of rural communities, industries, environments and natural resources, their inter-relationships and inter-dependencies.

PROJECT EXAMPLES

AGRICULTURE / PLANNING

- Agricultural Zone recommendations for Local Planning Provision under the State Planning Scheme. Meander Valley Council, City of Launceston, West Tamar Council, King Island Council, Flinders Council.
- Local area agricultural studies. Hillwood (George Town Council), St Leonards (Launceston City Council), Six discreet areas of interest (Waratah – Wynyard Council) utilising the Constraint Analysis methodology and Enterprise Scale Analysis.
- Decision Rules and reviewing mapping for Local Planning Provision under the State Planning Scheme. Southern Tasmanian Councils Authority.
- Flinders LPS Rural Enterprise Concept Report and associated Enterprise Scale Tool. Developed and utilised an enterprise scale tool to assist with making zoning recommendations as part of the Flinders Council Local Provisions Schedule (LPS) for the Tasmanian Planning Scheme. This assisted Council in being able to incorporate aspects of their Draft Structure Plan into their LPS.
- Agricultural assessments (including Land Capability) and reports for development applications.
- Provide expert witness assistance on agricultural matters.

WATER

- Dam Safety Audits for Launceston City Council and Dam Safety Reviews for Taswater. As business owner assisted lead consultant with safety review as required under the Water Management Act, 1999.
- Water Quality Monitoring for Launceston City Council and for Irrigator Water Course Authority requirements. Supervise monitoring of strategic sites to assess issues and set baselines.
- Undertake Dam Construction Application Assessments and Water Licence Allocation Applications as well as developing a systems approach to provision of these services.
- Economic Impact of Adaptive Management in Ringarooma Catchment. For University of Tasmania, Sense T. This study quantified economic impact of adaptive management activities conducted by the Ringarooma Water Users Group and the broader community. The University and CSIRO through the Sense T AWMP2 Project team supported adaptive management in the Ringarooma Catchment to enable Irrigators to keep water levels above Cease to Take Thresholds.
- Tomahawk and Boobyalla Water Management Plans. Negotiate with the Department on behalf of irrigators to identify issues and scope options for solutions in relation to implementation of the Water Management Plans.
- Whitmore Irrigation Scheme Land Suitability Assessment for Tasmanian Irrigation Development Board TIDB (in conjunction with Hocking et.al. and TIAR).

NRM

- Agricultural Workforce Plan Initiative – project for the North west Tasmania for DPIPWE Skills Tas. To develop and deliver a workforce plan for the agricultural sector across the NW region.
- Climate Change Fact Sheets. For Cradle Coast NRM. Lead consultant in a project which described the climate change impacts on 16 enterprises in the NW coast and the adaptation pathways for each of those enterprises. The fact sheets were limited to 2 to 3 pages and targeting growers as the audience.
- One-stop-shop. Developed and marketed a comprehensive and integrated service provided by AK Consultants which includes Land Capability, Agricultural reports, Natural Values assessments, financial viability and feasibility assessments and water resource development to meet development approval requirements.

STAKEHOLDER ENGAGEMENT

- Our Water – Our Future; Your Water Licence – Your Say. For DPIPWE. A project to determine water-licence holders understanding of their rights and obligations with respect to compliance with licence requirements. A COAG initiative funded by the Aust Gov.
- Private Forest Reserve Program Negotiation Services. Negotiate with landholders on behalf of the Program to achieve long-term conservation management arrangements for areas of high conservation value on private land as part of implementing the Tasmanian Regional Forest Agreement.

Clare Hester

Planning Manager

Qualifications

2014

University of Technology Sydney,
Development and Building
in Bushfire Prone Areas Short
Course

2005

University of Tasmania, Graduate
Diploma in Environmental
Planning

2003

Tafe Tasmania, Certificate III in
Outdoor Recreation

1999

Edith Cowan University, Bachelor
of Social Sciences (major in
Recreation Management)



Summary of professional experience

2014–Present

ERA Planning and Environment,
Principal Planner and Planning
Team Lead

2010–2011

Mt Wellington Management
Trust, Project Manager, Greater
Hobart Mountain Bike Master
Plan

2007-2010

Johnson McGee and Gandy,
Town Planner

2004–2007

Hobart City Council,
Development Appraisal Planner

2003

Launceston Church Grammar,
Outdoor Education Officer

1999 – 2000

Tasmanian Expeditions,
Bushwalking and Bike Riding
Guide

Professional affiliations

Planning Institute of Australia
(PIA)

Accredited Bushfire Hazard
Practitioner (Tasmania Fire
Service)

Representation

Divisional Committee Member,
Planning Institute of Australia,
Tasmania Division

James Edward (Jim) Mulcahy

Email: jmulcahy.clt@gmail.com

Mobile: 0424 505 184

Summary

Attributes

- Honest, ethical and responsible.
- Analytical thinker and problem-solver.
- Good communication skills, with the ability to engage effectively with people from a wide range of backgrounds.
- A fundamentally practical person with a passion for conservation and a demonstrated ability to deliver meaningful and effective outcomes.

Achievements

- A founding member of the not-for-profit organisation *The Tasmanian Land Conservancy Inc.* (TLC), which was conceived and established to protect important natural areas on private land in Tasmania. The initial donations of \$50.00 each from the three founding members toward the incorporation of the TLC have been recognised by Philanthropy Australia as one of the top 50 philanthropic gifts in Australia's history.
- As the inaugural Vice-president and until recently, the longest-serving staff member of the TLC, a key contributor to the success of the organisation. From an initial bank balance of \$150 in 2001, the TLC has grown to become one of Tasmania's largest private landowners, working in nature conservation projects across more than 90,000 hectares of land (TLC website, 2023).

Core competencies

Leadership	<ul style="list-style-type: none">• Experience leading small teams, often in challenging work environments with limited resources.• Able to take on leadership roles if and when required.• Always willing to share ideas, knowledge and experience and to mentor others.• Self-motivated, resourceful, innovative and adaptable.• A 'can-do' attitude to work goals and challenges.
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Community engagement	<ul style="list-style-type: none"> • Good written and oral communication skills. • Able to maintain good working relationships with a wide range of stakeholders. • Diligent and effective in understanding and responding to the needs and interests of all stakeholders. • Consistent in achieving a rating of 'excellent' for customer service in performance reviews with my previous employer the <i>Tasmanian Land Conservancy Inc. (TLC)</i>.
Organisation responsibilities	<ul style="list-style-type: none"> • Able to plan, manage and prioritise time and work to deliver outcomes in line with organisational needs and deadlines. • Able to reliably find solutions which balance organisational needs with the needs of other stakeholders, whether they be clients, customers, partners or contractors.
Accountability	<ul style="list-style-type: none"> • A fundamentally practical person who is outcome-focused. • Good analytical skills and highly motivated to improve processes and procedures so that they better serve desired outcomes. • Honest, ethical, responsible and committed to doing the right thing by my employer and other stakeholders. • Diligent in maintaining records and respecting processes established to ensure good governance and accountability.
Decision Making	<ul style="list-style-type: none"> • Decisive, with a proven ability not only to take decisions, but also to take ownership and responsibility for my actions and decisions. • A diligent employee who will understand and respect roles and responsibilities within the organisational structure. • Able to recognise my weaknesses as well as my strengths, to appreciate the limits of both my knowledge and my responsibility and to seek guidance where appropriate.
Collaboration and Teamwork	<ul style="list-style-type: none"> • Extensive experience working in small teams, often in challenging work environments with limited resources. • A team player who thoroughly enjoys working collaboratively with others to achieve desired outcomes. • Always willing to assist other team members when required and to prioritise the needs and goals of the team. • A proven ability to communicate effectively and maintain good working relationships with a wide range of stakeholders, including clients, customers, partner organisations, government agencies and private contractors.

Education

1996 - 1999

Graduate Diploma in Environmental Studies through the Department of Geography and Environmental Studies, University of Tasmania.

1987 - 1990

Bachelor of Science through the University of Tasmania, majoring in Zoology.

Additional qualifications

- Building for Bushfire Prone Areas (UTS short course, 2016).
- Planning for bushfire prone areas (UTS short course, 2017).
- St John's Ambulance Workplace Level 2 First Aid Certificate.
- Limited Coxswain's Certificate.

Desktop skills

- Competent user of the Microsoft Office suite of software.
- Extensive experience with *theLIST* and other on-line resources available through NRE.
- Competent user of the GIS software *QGIS* and *ArcMap* for data management and the production of maps.
- Able to rapidly learn and adopt software or support tools necessary for the performance of my job.

Employment History

Current

Employed by Enviro-dynamics since November 2020 as an Environmental Consultant performing a range of functions, including:

- Bushfire Hazard Assessments,
- Natural Values Assessments,
- Development Planning,
- Environmental Planning, and
- Project Management.

Sept. 2016 – Nov. 2020

Employed part-time by PDA Surveyors Hobart to perform a range of functions, including:

- Bushfire Hazard Assessments,
- Natural Values Assessments,
- Development Planning,
- GIS data processing, and
- Survey Field Assistant.

May 2016 – Dec. 2016

Contracted to the Tasmanian Land Conservancy Inc (TLC) to deliver vegetation surveys, mapping, conservation covenant design, reserve management planning and wildlife monitoring services.

Aug. 2015 – May 2016

Employed by the TLC as **Property Acquisition Officer**, a role which involved all aspects of private reserve acquisition, including:

- Developing a database of private property in Tasmania with significant natural values of interest to the TLC,
- Prioritising properties for acquisition,
- Establishing and maintaining strategic relationships, and
- Negotiating purchases.

2010 – July 2015

Employed by the TLC as a **Conservation Programmes Officer**, working primarily with the 'Revolving Fund', along with an ongoing role in the identification and acquisition of permanent TLC reserves.

Core duties

- Identifying private properties containing conservation values of interest to the TLC.
- Establishing and maintaining relationships with the owners of high priority land.
- Confirming through desktop and on-ground assessments that target properties met both conservation targets and practical requirements (eg access, market appeal as a residential property and value for money).
- Recording and mapping the presence of threatened species and high priority vegetation communities and habitat.
- Preparing purchase and development proposals for consideration by the TLC Board, including commissioning independent market valuations to ensure accountability over price.
- Preparing conservation covenant and management planning proposals for consideration by DPIPWE (in line with DPIPWE processes and protocols).

- Preparing planning applications for boundary adjustments, sub-divisions and on-ground works to add value to Revolving Fund properties and prepare them for sale.
- Negotiating the purchase and sale of Revolving Fund properties, drafting contracts of sale using standard REIT contract templates and liaising regularly with solicitors over the settlement of contract conditions.
- Developing marketing material for Revolving Fund properties for use on the TLC website and by real estate partners.
- Fielding property inquiries and conducting property viewings.
- Management of Revolving Fund properties, from liaison with local government and neighbours to on-ground works, including boundary fencing, access management and weed control activities.

2003-2010

Employed by the TLC as a **Conservation Agreements Officer**, working primarily with *the Protected Areas on Private Land Program (PAPL)*, along with an ongoing role in the identification and acquisition of permanent TLC reserves.

Core duties

- Promoting conservation covenants with the owners of properties identified as having a high priority for conservation and responding to expressions of interest from the public.
- Assessing properties for their suitability to the program and presenting proposals to DPIPWE (in line with DPIPWE processes and protocols).
- Acting as an intermediary between landowners and DPIPWE in negotiating the boundaries, terms and conditions of covenants.
- Drafting covenant documents for registration against title and plans of management to guide owners in caring for their land (in line with DPIPWE processes and protocols) and facilitating the finalisation of documents for registration against title.

Sept. 1999 - Jan. 2003

Employed by the Australian Bush Heritage Fund as a **Conservation Agreements Officer**, working primarily with the Protected Areas on Private Land Program (PAPL).

Apr. 1999 - Sept. 1999

Casual employment as a **Relief Teacher** with the Department of Education.

Sept. 1998 - Apr. 1999

Employed by the Round Earth Company as an **Actor and Tour Guide** in its operations at Strahan, Tasmania.

Apr. 1998 - Sept. 1998

Employed by Terratec Asia-Pacific as a **Quality Assurance Officer** (Terratec is an engineering firm

specialising in underground mining equipment and exporting mostly to overseas markets).

Jun. 1997 - Oct. 1997

Employed by Western High as Project Manager of an aquaculture project on Seram Island, Maluku Province, Indonesia.

1990 - Jun. 1995

Employed by Zotech Research and associated companies as a Researcher and Project Manager, including seven months working on an aquaculture project in Zhongshan, Guangdong Province, the People's Republic of China (1995).

1991 - 1993

Employed as an Infantry Platoon Commander with the 12/40 Battalion Royal Tasmanian Regiment (Army Reserve).

Personal interests and pursuits

Qualifications: - Open water 1 SCUBA diving qualification.

Sporting interests: - diving, sea-kayaking and touch football.

Other interests: - woodworking, reading and bushwalking.

Referees

Referee details will be provided upon request.

Michael Tempest

SENIOR CONSULTANT

0467 452 155 | 03 6334 1033 | michaelt@rmcg.com.au



EDUCATION

Bachelor of Natural Environment & Wilderness Studies

Accredited Bushfire Assessor BFP – 153, Scope: 1, 2, 3A, 3B, 3C

EXPERTISE

Research and identify natural resource management assets and issues

Land resource evaluation and capability assessments

Agricultural assessment for development applications and strategic planning

Bushfire Hazard Management Plans.

PROFESSIONAL EXPERIENCE

RMCG: 2020 – present

- Senior Consultant

AK Consultants: 2015 – 2020

- Senior Consultant

Northern Tasmania Development: 2015 – 2016

- Project Officer

Office of Andrew Nikolic, Federal Member for Bass: 2014 – 2015

- Electorate Officer

Regional Development Australia (RDA), Tasmania: 2014

- Internship

Michael is a land use planning, environmental assessment and stakeholder engagement specialist.

PROFILE

Michael is a senior consultant with experience in planning, community and stakeholder engagement, environmental assessment and land use assessment, within the natural resource management sector.

Michael has a particular interest in the success of the agricultural sector and rural communities and the environments they sit within. His work is focussed on engaging with rural land holders, agencies and developers to understand their needs and meet their planning requirements. Michael provides strategic advice on agricultural and rural communities to government bodies such as local councils and state government department.

Michael's engagement skills are underpinned by technical skills in land use assessment, bushfire hazard management planning, use of GIS platforms and effluent reuse feasibility assessments.

PROJECT EXAMPLES

STRATEGY

- **Agricultural Profiles** for individual Municipalities (West Tamar Council & Flinders Council) within the Northern Tasmanian Regional – This project analysed the value and extent of agricultural in each of the municipalities to assist with the Local Provisions Schedule of the Tasmanian Planning Scheme. Comparative analysis was also conducted against previous profiles from 2009 to provide data on how agriculture has changed within the municipalities.
- **Decision Rules and reviewing mapping** for Local Planning Provision under the State Planning Scheme – Southern Tasmanian Councils Authority.
- **Agricultural Zone recommendations** for Local Planning Provision under the State Planning Scheme – Meander Valley Council, City of Launceston, West Tamar Council, King Island Council, Flinders Council.
- **Flinders LPS Rural Enterprise Concept Report and associated Enterprise Scale Tool.** Developed and utilised an enterprise scale tool to assist with making zoning recommendations as part of the Flinders Council Local Provisions Schedule (LPS) for the Tasmanian Planning Scheme. This assisted Council in being able to incorporate aspects of their Draft Structure Plan into their LPS.

NATURAL RESOURCE MANAGEMENT

- **Effluent Reuse Schemes** – Assess land suitability and potential for effluent reuse for TasWater to meet the requirements of the EPA as part of the DPEMP for WWTPs; Longford and Smithton. Similar work has also been undertaken for private businesses.
- **Biosolid Application Feasibility Assessments** – Assess land suitability for potential application with biosolids in line with the Biosolids Application Guidelines for TasWater across northern and north western Tasmania.
- **Land Use Planning** assessments including Bushfire assessments and agricultural assessments for individual landholders proposing developments that require Development Approval through the relevant Planning Authority.

STAKEHOLDER ENGAGEMENT

- **North West Agricultural Workforce Plan** for DPIPWE Skills Tas – Ascertain the projected employment and skill needs for farming and agribusinesses in the North West of Tasmania. The key aspect of this study was contacting and engaging with 110 employers across the region through face to face interviews.
- **Agriskills Pilot sub-Project** for Northern Midlands – For TFGA with DPIPWE Skills Tas sponsorship. Ascertain the projected employment and skill needs for farming and agribusinesses in the Northern Midlands. 30 employers were engaged with utilising a semi-formal interview structure, which was designed to guide the conversation through a more informal approach to allow the interviewee to take the conversation into areas that may not be captured through a structured interview.
- **Ringarooma River Catchment Study** for the University of Tasmania – The purpose of this project was to quantify the economic impact of the adaptive management activities conducted by the Ringarooma Water User Group (RWUG) and the broader community during the 2015/16 irrigation period when stream flows reached low level and Cease to Take threshold were activated. Eleven farmers were interviewed for analysis. While the main component was collecting data, the interviewer needed to be aware of the close to catastrophic period the interviewees had been through and be sympathetic to the hardship and stress it had caused.
- **Local Community Engagement Regarding Proposed Agricultural Zoning** for City of Launceston – As part of the Council's development of the Agriculture Zone a local community group, who had a number of members concerned about proposed zoning, was consulted with and were guided through the changes and similarity in the proposed new zoning.