

# Curriculum Vitae

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## EDUCATION

Primary: Hampton State School  
Secondary: Brighton Grammar, Melbourne.  
Tertiary: **Bachelor of Arts** (major in sociology) Monash University  
**Bachelor of Engineering** (mechanical) 2A honours, Monash  
**M.Env.Sc** (minor thesis: wildlife cooperative area management)  
**PhD** (overfishing under regulation) University of Tasmania  
Awards: 1970 Monash University Prize for Solid Body Mechanics  
1976 Commonwealth Postgraduate Scholarship  
2004 University of Tasmania Postgraduate Scholarship.

## PROFESSIONAL AFFILIATIONS

Member, Australian Marine Science Association,  
Member, World Commission on Protected Areas (IUCN)

## CAREER SUMMARY

**2005- 2009:** *research* into overfishing under regulation. My PhD thesis and book are available online.

**1998-05:** *contract research:* water management strategies (including environmental assessment processes); protected area policy, oil recycling, sewage, tradewaste and stormwater management.

**1994-97:** *senior operations officer,* NSW EPA, South Coast Region (EPO 10): wide range of responsibilities including statutory (licensing, prosecutions, audits) and strategic (policy, assessment).

**1992-94:** *senior environmental officer,* Department of Minerals and Energy, Queensland (PO 4). Detailed experience in assessment, regulation and policy development relating to environmental management in the mining industry.

**1990-92:** *environmental adviser,* Australian International Development Assistance Bureau, Canberra (ASO 6.4). I provided advice on both policy and detailed project design relating to overseas aid projects.

**1986 to 1989:** *regional environment officer* for the Gippsland Office of the Ministry for Planning and Environment, Victoria. Key areas: strategic land use planning, coastal planning, rehabilitation of land disturbed by mining, catchment management.

**Prior to 1986:** *research scientist* in the Victorian EPA modelling air quality impacts of power stations (four years in the research position, one year in the air quality licensing task force). Self-employed as an *environmental consultant* for one year (1981); self employed as a *film-maker* (1973-75) - this period included 3 months *managing a maintenance workshop* (mining camp). Also a variety of other positions *within the mining industry* (see below).

**My main strengths:** (a) democratic, participative team leadership expertise; (b) education and experience in a broad range of environmental areas, coupled with an analytical and thoughtful approach to problem-solving; (c) depth of knowledge relating to environmental management in the water industry, and medium and heavy industry; (d) highly developed interpersonal and lateral thinking skills; (e) well-developed communication, writing, and report preparation skills; and (f) a background as an environmental scientist in a rigorous and specialised field (*air pollution modelling*).

## PROFESSIONAL EXPERIENCE

- 2004 – 2009 **Fisheries policy research:** With financial support from the University of Tasmania I undertook an examination of *overfishing under regulation* – the perplexing question as to why overfishing continues in regulated (sometimes highly regulated) fisheries. My final report (a 440 page PhD thesis) concludes that overfishing will continue until fisheries agencies actually (rather than rhetorically) embrace the precautionary and ecosystem approaches to fisheries management. The thesis and book are available online through both the University of Tasmania website and the OnlyOnePlanet Australia website.
- 2000 – 2005 **Freshwater policy research:** Under a grant from the Australian National University's Water Research Foundation, I reviewed freshwater biodiversity management programs in all Australian States. The 13-month project involved data collection, liaison with State agencies and water industry personnel, review of State water management programs, analysis of functional and policy gaps, preparation of recommendations, engagement of peer reviewers, and preparation of the final report. The 130-page report: "Freshwater Biodiversity" was published in late February 2001 through the ANU. This project was followed (March 2001 - January 2002) by a Commonwealth Government contract (with Mary Maher and Associates) investigating and reporting on water resource legislation frameworks in Australia's southern States. The project led to publication of a 300-page report through Land and Water Australia. A focal point of the report was the development of a "model framework" to guide the evolution of water resource legislation, and more generally water resource management systems. During 2002/03, under the auspices of the Australian Society for Limnology, I (and co-editor Dr Ngaire Phillips) prepared a 270-page technical monograph on the use of protected areas for the conservation of freshwater ecosystems. This document included detailed examination of Australian policy and legislation relating to the creation of freshwater protected area networks, and appeared as 'The Australian Protected Area Resourcebook' published in 2004. The document has been recognised globally as one of only two comparable works. I was subsequently asked by an international science publisher to prepare a chapter on Australian water policy for an academic text book (see reference list). During 2003/04 I worked under contract to the New South Wales National Parks and Wildlife Service on a Commonwealth contract examining policy options for the protection of high value rivers and estuaries. The report from that contact (Kingsford et al. 2005) is available from the Department of the Environment and Heritage website.
- 1998 - 99 **Contract policy research:** Working for the *Department of Primary Industries, Water and the Environment* in Tasmania, I developed strategies for water management relating to the environmental assessment of large dam proposals (within a team context), and headed teams preparing policy documents dealing with sewage pumping stations, and aquatic mixing zones. I contributed expertise to a contaminated land policy team. Working for *Environment Australia*, I prepared a detailed departmental brief on strategic options for the management of used lubricating oil, overviewing national and international initiatives and approaches. Working for the *Environment Protection Agency* in Queensland (in conjunction with the Qld Department of Natural Resources) I developed a model trade waste management plan, edited a model stormwater plan, and developed text for an information document on sewage strategies, targeted at local Councillors.
- 1994 - 97 **Senior Operations Officer**, EPO 10, South Coast Region, *New South Wales Environment Protection Authority*. Achievements: (medium and heavy industry): Statutory: licensing and approvals, inspections, compliance audits, prosecutions and reports. Responsible for the successful prosecution of Southern Copper for a breach of the Clean Waters Act. Liaison with industry at a senior level.
- I managed a working group developing legislative approvals processes based on environmental management plans. I was responsible for the development of environmental goals for Corrimal Coke Ltd (then the largest source of public complaints in the South Coast Region). Liaison at a senior level with industry. Contributed to self-managed teams working within a flat management structure.

- 1992 - 94 **Senior Environmental Officer**, *Department of Minerals and Energy, Queensland*.  
Achievements: I provided advice on a range of policy and planning issues, as well as managing the Mount Morgan rehabilitation program. Other project management involved the operational control of a heap-leach gold mine with an uncontrolled cyanide leak to groundwater. I was involved with policy development and legislative review (incl: Contaminated Land Act; Environment Protection Bill; accreditation under the IGAE of mining industry environmental assessment). This involved liaison at a senior level with industry and other government departments. I managed the development of policy on conflict resolution and heritage (cultural and aboriginal) within the framework of the Department's enabling legislation.
- 1990-92 **Environmental Specialist**, *Australian International Development Assistance Bureau*.  
Achievements: Provision of environmental advice in relation to AIDAB's policies and programs in order to enhance the environmental aspects of Australia's overseas aid. Responsible (in part) for the development of key environmental policies, eg: the sustainable development policy, published in 1991.
- Overseas experience: **Fiji** April 1990 - represented Australia at UNDP Conference; **Vanuatu** May 90, mid-term review, pasture project; April 91: mid-term review, forest inventory project. **Russia** July-Aug. 92, regional development program: environmental advice.
- 1986-89 **Environmental Planner**, *Ministry for Planning and Environment, Heritage and Environment Division, Gippsland Region, Victoria*. Achievements: coastal planning and works approvals, river management, protection of roadside vegetation, land rehabilitation after mining, and regional planning issues. Acted as regional representative of the Ministry. Extensive liaison and negotiation experience, including community consultation on major development programs. I managed a roadside vegetation survey, and a consultancy on catchment planning controls.
- 1982-85 **Research Scientist** (air quality modelling) *Environment Protection Authority, Victoria*.  
Achievements: the development of local and regional mathematical air quality models as part of the multi-agency Latrobe Valley Airshed Study. One model (Ausplume) later became an Australian standard in the steady-state Gaussian class. I provided the secretariat and key technical advice for the interagency project steering committee to the Latrobe Valley Airshed Study.
- 1981 **Freelance Environmental Consultant**. Achievements: Prepared reports and recommendations dealing with environmental effects of Latrobe Valley coal conversion projects, mercury pollution, and pollution control in the pigment industry. Clients included: Kinhill, Queensland Department of Environment.
- 1979 **Research Officer**, *Melbourne and Metropolitan Board of Works (contract)*.  
Achievements: Collecting and analysing information on workforce trends in the Australian water industry; Co-authored a major book published through the Australian Government Publishing Service. Contract completed on time and within budget.
- 1978 **Air Quality Officer**, *Environment Protection Authority, Victoria*. Achievements: Licensing discharges of wastes to air; liaison with industry; site inspections; scientific assessment of licenses.
- 1973-75 **Self employed** in a venture to produce a 16mm colour film of Australia's national parks. The initial objectives of the project were not met, however sales were made to the Channel 7 television network and a number of smaller clients.
- During this period I worked for 3 months as the manager of Noranda Australia's Koongara maintenance workshop, servicing mining exploration vehicles and rigs.

1972 **Engineer**, *Furniture Makers of Australia*. Achievements: I managed the company's prototype design and testing team. Supervision of drawing office and workshop personnel. Joint responsibility with the Works Engineer for pilot runs.

Prior to 72 I worked in two *gold mines* in Victoria and two mines in the Northern Territory: a *base metal mine* (Peko) and a *uranium mine* (Koongarra). Positions held included mine owner and operator (a small gold mine jointly with my father), manager of workshop servicing exploration vehicles and equipment (Koongarra), miner, assistant to underground electrician, and metal recovery plant operator (Glen Wills gold mine in Victoria and Peko base metal mine in the Northern Territory).

Other semi-skilled positions include: builder's labourer, waiter, road worker, cleaner, salesman, mathematics tutor, sawmill operator.

## MAJOR PUBLICATIONS

I have co-authored six books: the first dealing with workforce planning (1980); the second dealing with the environmental implications of an expanding Australian population (1984), and the most recent four (published in 2001, 2002, 2004 and 2005) dealing with water resource management, focussing on the conservation of aquatic ecosystems. In addition I have published over 50 papers on a variety of environmental, social and engineering issues, as well as a Master's thesis sponsored by the Victorian government, and produced in limited quantities for Victorian government libraries. Issues dealt with include aspects of wildlife management, mercury pollution, coastal management (of the Shark Bay region of Western Australia), air pollution, marine parks, environmental issues in overseas aid, the management of environmental impacts in the mining industry, and freshwater resource management. My PhD thesis, on the subject of overfishing under regulation, is available from the University of Tasmania website. A book derived from the thesis is available from the Onlyoneplanet website.

## PROFESSIONAL DEVELOPMENT

Major training: conflict resolution (Conflict Resolution Network); counselling accreditation (Lifeline Australia);

I have completed short courses (2 days or less) in:

- \* *advocacy skills; communication skills* (Victorian govt); *negotiation skills* (Commonwealth govt)
- \* *word processing, spreadsheet, desktop mapping, electronic mail, and database skills* (Commonwealth Govt, New South Wales government.);
- \* *project management, audience presentation, investigation skills* (Queensland government).

I attended the Autumn School on *Cultural Heritage Management*, National Centre for Cultural Heritage Studies, University of Canberra, 17-23 April 1994.

## OTHER QUALIFICATIONS

*Driver's licence* (car, motorcycle), restricted *radio operator's certificate* (marine radio), *first aid* (St. John's), *small boat licence* (NSW), *SCUBA sport diving certificate*, Miscellaneous: *Seaman I and II* (Australian Volunteer Coast Guard); *swimming* bronze certificate; *cross-country skiing* bronze certificate.

## RECREATIONAL INTERESTS

### Outdoor:

Scuba-diving; canoeing; photography

### Indoor:

Reading, writing, gym

## REFEREES (as at 2009)

Ms **Mary Maher** (Mary Maher and Associates) 17 Katrine St, West End, Queensland.

Dr **Mike Temple-Smith** Department of Primary Industry, Water and the Environment. Lands Building, Macquarie Street, Hobart.

Dr **Warren Jones**, Director, Environment, Planning and Scientific Services Division, Department of Primary Industry, Water and Environment, Hobart Tasmania.

Mr **John Aveyard** formerly Regional Manager, NSW EPA South Coast Region. Phone (02) 6496 3605. Postal: 17 Bay Street, Eden NSW 2551 AUSTRALIA. Other referees at the NSW EPA Wollongong office: **Trevor Jones** (Unit Head).

Mr **John Bywater**, currently Manager Mining Compliance Section, Environment Protection Agency, Queensland, GPO Box 155A, Brisbane QLD 4001, AUSTRALIA.

Dr **Peter Manins**, in 1982-86: formerly Director, Latrobe Valley Airshed Study. Current address: CSIRO Division of Atmospheric Research, Bag No.1, Post Office Mordialloc, VIC 3195, AUSTRALIA.

2 October 2009