



KIRSTY DOUGLAS

Senior Environmental Consultant

Kirsty is an environmental professional with 14 years' experience in Government and Private Consulting across the transport, water and building sectors. She has strong skills within environmental compliance, management, stakeholder engagement, auditing and approvals processing. She has been involved in projects ranging from complex road construction and natural disaster restoration to simple routine maintenance projects. Her strong management and communication skills coupled with her broad project experience enable her to develop and maintain strong client relationships ensuring client needs and project objectives are met.

SKILLSETS

Environmental Impact Assessment



Statutory Environmental Planning



Compliance and Auditing



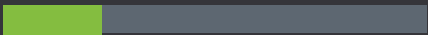
Construction Management



Government Liaison



Stakeholder Management



MARKET SECTORS



Construction



Government



Transport & Logistics



Electricity & Renewables

CONTACT

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QUALIFICATIONS

2005 Griffith University/BACHELOR OF ENVIRONMENTAL SCIENCE (Conservation Biology and Ecology)

2017 IAP2 Australasia/Certificate in Engagement

MAJOR PROJECTS

- Department of Transport and Main Roads - Transport Network Reconstruction Program (Wide Bay Burnett Region)
- Seqwater - Project Management (Natural Assets portfolio)
- Major Roads Project Victoria, Suburban Roads Upgrade (Initial Capital Works Program)

AFFILIATIONS

- Member, Environment Institute of Australia And New Zealand (EIANZ) Committee Member
- Member, Water Industry Operators Association of Australia

EXPERIENCE

ENVIRONMENTAL IMPACT ASSESSMENT

- **Environmental Officer Secondment, Department of Transport and Main Roads (TMR) – Environmental Officer, South Coast Region QLD.** Environmental Officer in TMR's Program Delivery Team for 2 years (6 & 18mth contracts) to assist with environmental aspects of road infrastructure upgrades, post disaster restoration works, minor works and road maintenance programs. Completed environmental assessments at all stages of development, provided technical advice during design, developed tender and contract documentation and completed environmental audits throughout construction. Kirsty also completed technical reviews of specialist reports and management plans.
- **Lead Environmental Consultant, Department of Transport and Main Roads (TMR) Fitzroy Region, Timber Bridge Replacements, Fitzroy Region QLD.** Completed a desktop Environmental Scoping Reports, including a desktop Cultural Heritage assessment for the replacement of four timber bridges. Kirsty provided technical advice to design engineers and developed tender documentation.
- **Lead Environmental Consultant, Ipswich City Council, Timber Bridge Replacements, Ipswich QLD.** Completed a desktop Environmental Scoping Report, including a desktop Cultural Heritage assessment for the replacement of a timber bridge. Kirsty provided technical advice to design engineers ensuring the Fisheries Accepted Development Requirements were met and design avoided the removal of native vegetation.
- **Lead Environmental Consultant, Transport Network Restoration Program - Wide Bay Burnett Region, QLD.** Completed environmental risk assessments (medium and high-risk sites) and prepared environmental management plans and contract documentation. Kirsty completed technical reviews of environmental management plans and completed monthly environmental construction audits ensuring legislative and contractual compliance during construction. She also managed the approvals process under State and Commonwealth legislation.
- **Lead Environmental Consultant, Roads and Maritime Services – Lignum Creek Bridge Construction, Caragabal NSW.** Completed an environmental constraints assessment for a Minor Works REF (side access track construction) and a Project REF (construction of a new bridge). A risk assessment was also completed to inform design and to identify appropriate mitigation measures for the construction phase. Kirsty also managed specialist subconsultants.
- **Lead Environmental Consultant, Eurobodalla Shire Council – Road and Bridge Upgrades Environmental Risk Assessment, Eurobodalla NSW.** Completed an environmental risk assessment as part of the preparation of a REF for the construction of two new bridges. She also managed the approval process to obtain a fisheries permit under the *NSW Fisheries Management Act 1999*.
- **Lead Environmental Consultant, Penrith City Council - River Road Deviation Environmental Constraints Assessment, NSW.** Completed an environmental constraints assessment for the proposed deviation of River Road. Kirsty managed the acoustic, ecological and heritage subconsultants to undertake additional site surveys assessing impact of proposed works into the environment and completed peer review of specialist reports. Managed the test excavations and stakeholder consultation with Council and Traditional Owners as per legislation and guidelines to obtain an AHIP under the *NSW National Parks and Wildlife Act 1974*.
- **Lead Environmental Consultant, Seqwater – Kooralbyn Raw Water Intake Environmental Risk Assessment, Kooralbyn QLD.** Completed an environment risk assessment (desktop analysis and a site survey) and prepared a Review of Environmental Factors for the upgrade of a raw water intake. Obtained a Waterway Barrier Works permit under the *Fisheries Act 1999* for works in a high-risk mapped waterway.

STATUTORY ENVIRONMENTAL PLANNING

- **Environmental Lead, Major Roads Project Victoria, Suburban Roads Upgrade (Initial Capital Works Program), Melbourne VIC.** Provided input into tender submission documentation for the upgrade of 12 roads within the Northern and South Eastern Roads Upgrade Programs. Kirsty completed high level reviews of technical assessments identifying potential gaps, potential environmental approvals and vegetation offset requirements as well as providing technical advice through Environmental Design Reports to all design teams. Kirsty also developed two high level Construction Environmental Management Plans.
- **Environmental Consultant, Transport Network Restoration Program - Wide Bay Burnett Region, QLD** Obtained approvals under State and Commonwealth legislation; a Controlled Action under the *Environmental Protection Biodiversity and Conservation Act 1999*; and a Recreational Wildlife Licence under the *Nature Conservation Act 1992* for the translocation of *Macrozamia pauli-guilielmi*. Managed the translocation program, environmental compliance auditing during the monitoring and reporting phase, undertaking peer review of compliance reporting and achieving final sign off for project completion from State and

Commonwealth agencies. Obtained Waterway Barrier Works permits under the *Fisheries Act 1999* for works in a mapped waterway.

- **Environmental Reviewer, Department of Planning, Industry and Environment – M4-M5 Rozelle’s Interchange, NSW.** Completed technical reviews of the Contractors Construction Environmental Management Plan and associated subplans against the Ministers conditions of approval, the EIS and other relevant industry guidelines on behalf of Department of Planning Infrastructure and Environment (DPIE). Kirsty also produced briefing letters outlining documents suitability for endorsement and any items that required further consideration / amendment.
- **Lead Environmental Consultant, Blacktown City Council - Rouse Road and Bridge Upgrade Review of Environmental Factors (REF), Rouse Hill NSW.** Developed a REF and identified additional environmental investigation requirements and legislative approvals. Managed ecological and heritage sub-consultants, including test excavations with Registered Aboriginal Parties as per legislation and guidelines to obtain an Aboriginal Heritage Impact Permit (AHIP) under the NSW *National Parks and Wildlife Act 1974*.
- **Environmental Consultant, Environment Canterbury (New Zealand) - Wastewater Consents.** Assessed wastewater consent applications and provided advice on approval conditions to Canterbury Regional Council.

COMPLIANCE AND AUDITING

- **Lead Environmental Auditor, Transport Network Restoration Program - Wide Bay Burnett Region, QLD.** Lead auditor responsible for undertaking monthly environmental construction audits for all works packages under the TNRP restoration of flood damaged state road network program in the Wide Bay Burnett Region QLD.
- **Lead Environmental Auditor, Toowoomba Regional Council - Waste Management Facilities - Environmental Compliance and Strategic Review, Toowoomba QLD.** Undertook environmental compliance audits of Council’s 32 waste management sites. Developed an Environmental Aspects Register for Council’s waste operations and completed a Legal Obligations Review. These reports were developed to assist with Council’s Waste Management Strategy review.
- **Lead Environmental Auditor, Economic Development Queensland - Environmental Compliance Audits and Land Stability Investigations, Gladstone QLD.** Undertook an environmental compliance audit on an active quarry against the Environmental Authority conditions and an inactive quarry to determine and advise on rehabilitation requirements for the surrender the Environmental Authority.
- **Lead Environmental Auditor, UEM Edgenta Project Aries – Sewage Treatment Plant audits (Malaysia).** Undertook environmental audits on the sewerage treatment plants on the major road network against environmental legislation and maintenance contracts to develop performance criterion as part of the highway assets performance contract.

CONSTRUCTION MANAGEMENT

- **Contract Administrator Environmental Auditor, Comdain Infrastructure - Menangle Park Release Area Wastewater Network Reviews, Menangle Park NSW.** Undertook consistency reviews of proposed works against the AHIP, approved CEMP and contract documentation as well as providing environmental compliance advice to Comdain regarding environment impacts due to changes in design and construction footprint.
- **Secondment Role, Seqwater - Project Manager Natural Assets.** Kirsty was seconded into Seqwater’s Project Delivery Team for 18 months to manage a Natural Assets portfolio. Kirsty was responsible for Project Management on a variety of projects including compliance monitoring, vegetation offset management, weed eradication programs erosion remediation and bushfire management.

GOVERNMENT LIASION

- **Environmental Consultant, Transport Network Restoration Program - Wide Bay Burnett Region, QLD.** Responsible for managing and undertaking stakeholder consultation with the Commonwealth, State and Local Government bodies, Department of Defence, Traditional Owners throughout the duration of the project, as well as liaising with local conservation groups.
- **Environmental Reviewer, Department of Planning, Industry and Environment – M4-M5 Rozelle’s Interchange, NSW.** Responsible for providing advice to the Department of Planning Infrastructure and Environment (DPIE) on the suitability and recommendation for endorsement of Contractors Construction Environmental Management Plans and associated subplans.

COMMUNITY AND STAKEHOLDER ENGAGEMENT

- **Stakeholder & Community Engagement, Photon Energy - Gunning Solar Farm, Gunning NSW.** Ran two community drop-in sessions to discuss project concerns and general queries from the local community regarding visual amenity, environmental impacts and community benefits with the construction and operation of the proposed solar farm.
- **Incident Control Place Coordinator – Myrtle Rust Response, Biosecurity New Zealand.** Responsible for responding to landowner general enquiries, treatment programs and waste collection. Kirsty also assisted with the coordination of field team works programs, including compensation inventories and audits.
- **Environmental Consultant, Transport Network Restoration Program - Wide Bay Burnett Region, QLD.** Responsible for managing and undertaking stakeholder consultation with the Commonwealth, State and Local Government bodies, Department of Defence, Traditional Owners throughout the duration of the project, as well as liaising with local conservation groups

ENVIRONMENTAL TRAINING

- **Environmental Trainer and Assessor, Water Industry Training Initiative (WITI) - Environmental Trainer and Assessor, Parkes NSW and Emerald QLD.** Managed the WITI program to deliver certified training for Certificate III and IV Water Operations to State and Local Government Agencies and private industry.

POSITION SUMMARY

● 2020 - Present	Senior Environmental Consultant	Epic Environmental Pty Ltd
● 2017 - 2019	Senior Environmental Consultant	Pitt & Sherry Pty Ltd
● 2011 - 2017	Senior Environmental Consultant	Opus International Consultants
● 2009 - 2011	Senior Environmental Planner	Ipswich City Council
● 2006 - 2009	Environmental Officer	Redland City Council