



JACKSON
ENVIRONMENT AND PLANNING
STRATEGY | INFRASTRUCTURE | COMPLIANCE | PROCUREMENT



Capability Statement

2020

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INTRODUCTION

Jackson Environment and Planning (JEP) is a specialist infrastructure and planning consulting firm with leading experience in waste management and resource recovery.

Our staff are leaders in waste management and across our team, we have more than 100 years-experience working in industry, local, state and federal government. Our team is made up of planners, engineers, scientists, procurement, governance and data experts.



I was lucky enough to get my start in the recycling industry with Australian Newsprint Mills in Hobart, after finishing a Degree in Science with First Class Honors in 1995. The challenge I had was to evaluate whether large scale compost-recycling of paper sludge was a viable alternative to landfill. Over the next three years, I successfully demonstrated that paper sludge made great compost, and an ideal slow release fertilizer to support the Mill's plantation business. This saved the paper mill many millions of dollars in avoided landfill costs.

In 1998, I helped establish the Recycled Organics Unit at the University of New South Wales, a technical advisory unit funded by the NSW Waste Boards to help grow and develop the organics recycling sector across NSW. Over the next three years, I developed many best practice guidelines and supported the development of Australian Standards, to accelerate the development of the composting industry to where it is today.

In 2002, I was the first external recruit into Resource NSW, the first ever state-wide waste coordination authority for NSW. I worked in the areas of program delivery and regulation, and was responsible for developing and delivering many market development programs for organics, glass, polystyrene, wood/timber, plastics, paper and cardboard.

For the next 12 years I held senior positions in the NSW Environment Protection Authority, leading some of the largest behavior change, industry development and infrastructure investment programs in the country's history to assist households and businesses reduce waste and increase recycling. Between 2010 and 2014, I led the EPA's Waste and Recycling Infrastructure and Resource Recovery teams. I also led the development and implementation of the NSW Government's \$250 million waste and recycling infrastructure package.

In 2016 I started Jackson Environment and Planning in partnership with a range of experts that I have worked with across industry, Local, State and Commonwealth Governments to help develop the recycling industry across Australia. Our team understands the policy, economic, social and environmental drivers that support recycling. Across our team, we have developed and implemented waste and recycling strategy for communities and industry at a local and state government level. And we are passionate about waste.

We have developed and delivered major recycling infrastructure projects for our local government and industry clients, including business planning, economic analysis, regional planning investigations, environmental impact analysis and statutory planning approvals. Our team is recognised nationally for its specialist skills in environmental compliance, operations planning and EPA licensing, including industry training programs, and have assisted many organisations become EPA licensed in compliance with environmental laws.

Our highly qualified team has a range of complementary skills that can ensure your project is delivered in a timely, cost effective and professional manner. Feel free to contact me any time to discuss how we can assist in your project.



Dr Mark Jackson

Director, Jackson Environment and Planning Pty Ltd

EXPERIENCE AND TRACK RECORD

JEP has one of the most experienced waste and resource recovery specialist teams in Australia, having delivered many significant reforms and programs for industry, local, state and federal government over the last 20 years.

The growth in the waste management and resource recovery sector in Australia has been heavily influenced by government policy – including levies and targets for waste avoidance, recycling and diversion from landfill.

All of our specialists have worked in government and know how to get things done. Whether it is developing a new waste and recycling strategy for your community, planning a new resource recovery facility or ensuring your facility and resource recovery operation complies with the law. We will listen to you, work with your community or government regulator and we will deliver your project efficiency with minimal stress.



Our team have held senior positions in the following organisations:

- NSW Environment Protection Authority
- NSW Office of Environment and Heritage
- NSW Department of Planning and Environment
- NSW Premier and Cabinet
- NSW Office of Water
- Sydney Catchment Authority
- WA Department of Environment Regulation
- Timber Development Association (Australia)
- University of New South Wales
- Wingecarribee Shire Council and Shellharbour City Council

By working with us, you can capitalise on our experience, track record and credibility with industry, local, state and commonwealth governments.

OUR APPROACH

With all of our valued clients, we take the time to meet with you and discuss your needs and what you want to achieve. We listen and will help you form these ideas into a carefully defined project to ensure that your project is delivered efficiency, effectively and to a very high standard.

And we are not afraid to ask the tough questions of government and regulators to ensure the project we deliver for you is well conceived and will meet your needs with minimal fuss.

We provide advice to ensure your project meets your objectives. This includes business strategy, policy advice, regulatory advice, statutory planning guidance and good commercial practice to ensure your organisation grows and prospers into the future. We communicate and ensure you are involved in every step of the project. We prefer to collaborate and work with you and your teams to ensure the very best outcome is achieved.

By taking this approach, you can leverage our experience and credibility to get the job done simply and efficiently.

OUR CAPABILITY

Our professional and commercially experienced team can deliver on our key areas:

1. Strategy

- Waste management plans and strategies – for business, industry and local government
- Business case analysis and business planning
- Economic analysis of projects infrastructure and programs
- Evaluation of projects, infrastructure and programs
- Community consultation, stakeholder analysis and engagement
- Government grants and reporting



2. Infrastructure

- Site identification and planning assessments
- Environmental impact assessment and investigations
- Planning approvals
- Operational reviews and best practice
- Technology reviews and due diligence investigations
- EPA licensing



3. Compliance

- Environmental laws
- Planning laws
- Pollution incidents and liaison with regulatory authorities
- Australian Packaging Covenant
- Product Stewardship and supply chain responsibility

4. Procurement

- Development of tender specifications
- Contract preparation for waste and recycling services
- Pre-tender briefings
- Tender evaluation and management
- Contract performance reviews and investigations

1. Strategy

Our team has led the development of strategic waste management plans for communities and councils, as well as specific plans targeting the domestic, commercial / industrial and construction and demolition waste streams across the country. We have prepared many waste management plans for developers to seek council approval for multi-unit dwellings, high density and commercial office and mixed use developments.

As part of our strategic business services, we also provide support to local government and commercial clients in developing and reviewing business cases for new infrastructure or collection services. We have supported large multinational resource recovery businesses right through to small skip bin businesses. We also provide economic analysis of projects, infrastructure and programs for government and commercial clients.

Community consultation, stakeholder analysis and engagement services are also provided by JEP, to support the development and implementation of projects and programs to ensure they meet the needs of communities and key stakeholders. We facilitate workshops, forums, focus groups and public meetings on a wide range of issues. Market research is undertaken using surveys designed and approved by our data analyst. We are also leaders in seeking government grant funding, and helping you with your reporting.

2. Infrastructure

JEP are leading specialists in planning, siting and conducting strategic planning analysis to help inform the delivery of a resource recovery infrastructure project. We believe that consultation early with planning consent authorities is critical to help inform good site selection, compatible with surrounding land uses to avoid land use conflict into the future.

As part of our infrastructure services, we coordinate and prepare environmental impact assessments and investigations, and facilitate planning approvals for local and state government.

Our technology specialists can also support you review technology options for your infrastructure project, and benchmark options to technology options in operation at other sites or overseas. We help you do your due diligence, and we can support you to secure your EPA or environmental licensing requirements for your infrastructure project.

3. Compliance

The waste management and resource recovery sector is driven by government laws, and keeping up to date to ensure facility compliance is an important part of your social licence to operate. We can assist you in developing best practice environmental management, work health and safety and resource recovery practices so your operation complies with the law.

Our team has decades' of experience working with local and state government, and we can help you manage pollution incidents and liaising with regulatory authorities. As your advocate and advisor, we can help maintain positive and productive relationships with your regulators.

Helping companies comply with the Australian Packaging Covenant is a specialty, having supported many companies implement best practice and comply with the *National Environment Protection Measure for Used Packaging Materials*. We can also support you develop and implement Product Stewardship Scheme that comply with the Commonwealth's *Product Stewardship Act 2011*. Our staff have previously managed these schemes at a state level, so we have a detailed understanding and can help you comply with these laws simply and efficiently.

4. Procurement

Our team has extensive experience in supporting commercial and local government clients prepare tender specifications and tender documents for procuring new infrastructure, waste collection, recycling and disposal services. We carefully work through your requirements, compare it to industry best practice, and analyse the costs and benefits to ensure that your procurement needs are met efficiently and effectively.

The JEP team is highly experienced in running pre-tender briefings, tender evaluation and management, and contract negotiations. We are highly experienced in local government procurement and our team is highly knowledgeable of government procurement guidelines and legislation. We also can provide contract performance reviews and investigations for clients.

OUR TEAM

JEP's team of professionals have complementary skills and decades of experience to ensure that the objectives of any project are met efficiently and effectively. Our staff are leaders in waste management and resource recovery.

Across our team, we have more than 100 years experience working in industry, local, state and federal government. Our team is made up of planners, engineers, scientists, procurement, governance and data experts:

Team member	Qualifications	Role	Year experience
Dr Mark Jackson	B. Sc (Hons., First Class), PhD, Grad. Cert. Mgmt., Exec. Masters Public Admin.	Director and Principal Consultant	25
Angus Johnston	B. Eng. (Hons.), Master Env. Mgmt.	Principal Consultant	20
John Brockhoff	B. Sc (Hons.), Masters Env. Planning, Exec. Masters Public Admin	Senior Consultant	31
Dr Jill Lethlean	B. Chem. Eng., Masters App. Sc., PhD, Grad. Dip. Comp., Grad. Cert. Mgmt.	Senior Consultant	22
Miles Lochhead	Masters. App. Sci. (Agric. & Rural Dev.), Dip. App. Sc. (Agric.), LMA Cert. IV, Challenge of Leadership, WMAA Compost Management Cert., RMIT Green Building & Design Cert., Permaculture Design Cert.	Senior Consultant	37
Rylan Loemker	B. Env. Sc. (Hons, First Class), Unmanned Aerial Vehicle (UAV) Controller's Certificate 2016 (CASA) Cert. IV Carbon Mgmt., MBA (in progress)	Senior Consultant	14
Stephen Mitchell	Certificate in Mgmt. and Leadership, Masters of Env. Mgmt.	Senior Consultant	22
Bernard Johnston	Master Env. Mgmt., Cert IV Env. Mgmt. and Sustainability, Dip. Hort. (Land. Des.), Grad. Cert. Mgmt.	Senior Consultant	26
Erik Larson	B. Sc (Natural Resources Planning), Certified Professional in Erosion and Sediment Control	Senior Consultant	18
Chloe Rich	Bachelor of Marine Science (Hons, First Class) 2005 (University of Wollongong)	Senior Consultant	10

Dr Mark Jackson, Director and Principal Consultant

Mark is a nationally recognised waste management specialist and has 23 years experience in the field. Mark is passionate about good infrastructure design, planning approvals and licensing of waste and recycling facilities, and supporting the development of industry in line with international best practice. He has supported the environmental planning, approvals and licensing of some of the largest waste and recycling infrastructure projects in NSW.

For 12 years he has held senior management positions in the NSW Environment Protection Authority, leading some of the largest behavior change, industry development and infrastructure investment programs in the country's history to assist households and businesses reduce waste and increase recycling. Mark for five years led the EPA's Waste and Recycling Infrastructure and Resource Recovery teams. He also led the development and implementation of the NSW Government's \$250 million waste and recycling infrastructure package. He has also played a key role in assessing waste and recycling infrastructure developments in Government.



Mark has extensive experience in working with local government and business, and played a key role between 2007 and 2009 in regulating impacts on water quality and managing infrastructure programs for Sydney Catchment Authority. He was also Chair of the Australian Standards Committee AS4454 for Composts between 2002 and 2008, and represented the NSW Government on the Commonwealth's National Waste Policy Working Group for commercial & industrial and construction & demolition waste from 2009 to 2013. He is a specialist in public policy and governance.

Mark is a former Project Director for A.Prince Consulting Pty Ltd, Australia's best small waste audit and data management firm, leading 20 staff in delivering projects for industry, local and state government clients around the country.

Mark has a Bachelor of Science (Hons., First Class), PhD (industrial waste management), Graduate Certificate in Management and an Executive Masters in Public Administration (University of Sydney).

Angus Johnston, Principal Consultant

Angus has 19 years' experience working in the waste management and resource recovery field for government and the private sector. Most recently Angus was the Principal Consultant Waste & Resource Recovery at KMH-Pitt&Sherry where designed and directed over \$1 million of consulting projects each year. He also spent over two years working at the NSW EPA designing resource recovery infrastructure grant programs and evaluating infrastructure proposals.

Angus experience includes providing advisory and information management services to government and industry, forming and operating industry and professional associations, running a small business, and working with (and within) local government. Throughout his career Angus has facilitated and informed 'environmental' decision-making processes by applying his ability to write for target audiences and to analyse and translate large amounts of data into clear and concise information for lay as well as expert audiences.

Angus is passionate about the recovery of organic wastes and its transformation into soil, food and energy as a key step towards creating a circular economy. This passion has its roots in his upbringing on a family farm but was further developed early in his career when establishing kerbside organics collection and processing systems in south west Sydney and the Southern Highlands. Angus later spent 6 years as the National Projects Manager for the Recycled Organics Industry, which included representing the industry on the Australian Standards Committee AS4454 for the 2012 update of the standard and promoting the industry and its capability at conferences in Australia and overseas.

Angus has a Bachelor of Engineering (Hons.) and a Masters of Environmental Management (University of NSW).



John Brockhoff, Senior Consultant

John is a leading environmental planner with extensive relationships across government and in infrastructure and property industries. John is responsible for providing strategic advice on infrastructure development, planning applications and leading the implementation of environmental impact assessment studies.

John is considered to be one of the leading planning authorities in NSW, and has previously completed 15 years in senior advisory and management roles with the NSW Department of Planning and Environment. He has extensive experience in planning and undertaking environmental assessment for Sydney's infrastructure and centres, including the Western Sydney Employment Area, the South West Growth Centre and major gateways including Sydney's second airport.

In the past six years, John has played a key role in the Sydney Metropolitan Strategy and advising on regional environmental planning and planning approvals for major developments in Sydney. John has multidisciplinary



expertise in environmental assessment, planning, infrastructure and economic appraisal; metropolitan strategic planning - evidence, analysis and spatial policy; policy design and delivery - building evidence for informed action; and project planning, assessment and management – of public and private infrastructure.

Some major planning investigations led by John previously include Collex Waste Transfer Facility in South Sydney; EIS for East Hills Rail Line Quadruplication; EIS for the Pacific Highway Bypasses Coopernook, Moorland, Ballina, Coffs; Strategy and infrastructure planning for Western Sydney Employment Area (business case and structure plan) and Badgerys Creek Airport proposals; South West Growth Centre planning and infrastructure delivery; Alignment of Long Term Transport Master Plan with the Metropolitan Strategy as seconded advisor to Transport for NSW – including focus on Parramatta, Badgerys Creek Airport and growth sectors; Penrith Health and Education Precinct economic development planning; Menangle Park urban development – Development Control Plan; and the Windsor Flood Evacuation Route – Route Selection and EIS.

John has a Bachelor of Science (Hons.), a Master in Environmental Planning and an Executive Masters in Public Administration (University of Sydney).

Dr Jill Lethlean, Senior Consultant

Jill Lethlean has over twenty years experience working in the waste industry in Australia. During that time, her work has covered a wide range of topics and produced a myriad of lasting outcomes.

Working for the NSW Government between 1997 and 2004, Jill was responsible for developing and managing dozens of projects; these were as diverse as special event recycling to commercial food waste collection trials to municipal solid waste data collection to shopping centre waste reduction programs to working on waste management in multi-unit dwellings.

During a brief stint as a consultant for a large firm, Jill worked on a feasibility study for a local government waste transfer station and wrote the inaugural NSW Better Practice Guide for Waste Management in Multi-Unit Dwellings in 2002.

Between 2005 and 2014, Jill worked for the WA Government, where she oversaw the State's waste data collection program, managed the introduction of a household hazardous waste program, developed a range of policy positions for government and managed WA's Strategic Waste Infrastructure Planning Project.

In recent years, Jill has made five trips to Europe to learn more about the waste management framework and systems in place there. She is committed to continuous learning and to bringing the best ideas from around the world to apply to the local situation.

Jill has a Bachelor in Chemical Engineering, a Masters in Applied Science, PhD (landfill systems), Graduate Diploma in Computing and a Graduate Certificate in Management.



Miles Lochhead, Senior Consultant

Miles has spent last 27+ years as a practitioner in the waste management industry concentrating on resource recovery and the pursuit of sustainable solutions for over 27 of those years. Miles specialises in waste minimisation, resource recovery, sustainability, social enterprise and alternative energy solutions.

Miles is a past Convenor of the Zero Waste Network of Australia (ZWNA) and has been an active member of the Waste Management Association of Australia (now WMRR). Miles' most recent employer, Renewable Recyclers, was recognised in the 2013 NSW Green Globe Awards, taking out the Regional Sustainability Award.



Before working with Renewable Recyclers, Miles was the manager of the Resource Recovery Centre at Moss Vale, NSW Australia which was awarded Business of the Year in 2006 and Waste Management Association of Australia (WMAA) National Transfer Station of the Year in 2007.

A background in agriculture and permaculture has provided Miles with a good 'grounding' on the value of resources and the need to conserve and reuse. He has presented at national and international conferences including the International Solid Waste Association (ISWA) World Congress, Melbourne, Australia 2003. In 2005, Miles travelled overseas on a WMAA 'Zero Waste' scholarship.

Selection on the NSW Environment Trust Waste and Recycling Sub-Committee, the NSW Container Deposit Scheme Collection Network Working Group, and the NSW EPA Chief Executives Waste Leaders Forum has kept Miles abreast of the latest developments in resource recovery.

Interest in alternative energy generation and resource conservation has led to Miles become a Mentor with RePower Southern Highlands focussed on building local, community-based, alternative energy installations. Miles is the Honorary Secretary of Low Carbon Living Southern Highlands and has a keen interest in developing the Circular Economy in the Illawarra Region of NSW (and beyond).

Miles has a Master of Applied Science (Ag and Rural Development); an RMIT Green Building and Design Certificate, an LMA Certificate IV in Leadership and a Permaculture Design Certificate.

Rylan Loemker, Senior Consultant

Rylan has 13 years' experience in environmental assessments, environmental management, and occupational hygiene, having worked for both local government and in the private industry as a consultant.

Rylan's strengths are in successfully delivering environmental projects including managing waste and hazardous materials, implementing waste and litter education programs, and developing and managing environmental assessment and monitoring programs. Rylan has experience in managing contractors and consultants to successfully deliver environmental projects. Rylan has extensive experience in the classification, handling and storage of waste; particularly hazardous and special waste types.



Rylan has successfully implemented business strategies in environmental firms to help businesses grow through quality and efficiencies. Rylan, through his transformational leadership style, has successfully grown and supported high performing technical and non-technical teams on a national scale.

Rylan has a Bachelor of Environmental Science (Hons – First Class) specialising in Land Management. Rylan is also studying a Masters of Business Administration (UNSW), specialising in technology. Rylan is using this knowledge and skillset to become a leader in integrating technology into business operations, particularly in environmental management and assessments.

Rylan is also a CASA licensed UAV pilot and operates his own environmental and technology Consultancy, Opterra. Rylan is able to assist businesses in capturing aerial imagery and data that can be used for mapping, surveying and planning. This further emphasises Rylan's passion for integrating business, environment and technology.

Stephen Mitchell, Senior Consultant

Stephen has 21 years' experience working in the sustainability, waste and resource recovery sectors. Stephen is a leading sustainability specialist and has worked extensively to support the construction, demolition and timber industry to improve environmental outcomes. He has extensive relationships across industry, State and Commonwealth Government.



In 2015, Stephen set up his own business, Stephen Mitchell and Associates. Previous to this, he was the Sustainability Program Manager for the Timber Development Association between 2006 and 2015. This national role saw Stephen managing and delivering a range of sustainability programs for the timber industry, including co-authoring five Green Star compliant Environmental Product Declarations (EPDs) for Australian produced timber products; due diligence templates and guidance for timber importers and processors with responsibility under Commonwealth *Illegal Logging Prohibition Act 2012*; and compliance training to more than 150 timber, paper and wood furniture importers in Sydney, Melbourne and Brisbane.

In this role he also researched due diligence practices of timber, paper and furniture importers in Australia, USA, Europe; Green Star building materials compliance guide for Boral Timber; Coordinated timber industry technical input to the Building Products Innovation Council's development of life cycle assessment (LCA) guide for LCA practitioners; and an East-coast market survey to inform a feasibility study for new timber panel product.

Prior to this role, Stephen was Project Officer for the NSW Department of Environment and Conservation between 2003 and 2006, responsible for developing and delivering market development programs for increasing the recycling of timber, concrete, brick, glass and paper. And between 2001 and 2003, Stephen was Waste Advisor, Construction and Demolition for the Inner Sydney Waste Board.

Stephen has a Certificate in Management and Leadership and a Masters in Environmental Management from the University of New South Wales.

Bernard Johnston, Senior Consultant

Bernard has led over 200 waste characterisation projects in Australia over the past 9 years and has a full understanding of the requirements for delivering successful project outcomes. His roles include logistics planning, client collaboration and relationship management, project implementation, budgeting and planning.



In his recent role as project manager for a leading waste consultancy in Sydney Bernard has managed the delivery of waste studies including metropolitan, rural and regional domestic audits, bulky waste, event, public place, tertiary institutions, MRF, landfill, transfer station, GPT, litter, office, facility and operations reviews and public place.

Bernard project managed and coordinated Australia's largest regional waste characterisation audits for the Southern Sydney Regional Organisation of Councils (SSROC) from 2008 to 2015. These audit projects represent the largest regional waste characterisation projects in Australia.

Bernard has over 25 years experience as a contract and project manager in delivering a diverse range of time critical projects in Australia and internationally. He has been engaged as a contract and project manager in both the public and private sector. His experience includes senior horticultural consultant in the horticulture industry and 15 years with the former Australian Agency for International Development (AUSAID) where he was engaged as international contracts manager at the Australian Centre for Pacific Development and Training (ACPAC) in Sydney.

Bernard holds a Diploma of Horticulture, Graduate Certificate in Management, Cert. IV in Environment and Sustainability and a Masters in Environmental Management (UNSW).

Erik Larson, Senior Consultant

Erik is an environmental planning professional with over 18 years' experience working in Australia and the United States. Erik has delivered environmental assessments, management plans and approvals for private and public infrastructure projects across multiple industries covering industrial, road, rail and energy developments.

Erik has contributed to the approval of major projects across NSW, including state significant projects and designated development. Between 2011 and 2018, Erik worked for pitt&sherry delivering numerous impact assessments, studies and management plans for private and government infrastructure projects.



With extensive experience coordinating project approvals, Erik appreciates the interplay between science, policy, engineering, design, construction and compliance. As a versatile consultant, Erik has worked on projects through their entire lifecycles from planning through operations, most notably for the Hexham Relief Roads, NSW's first state significant infrastructure project approved under the updated Part 4 environmental planning legislation.

In the U.S. between 2002 and 2011, Erik managed two stormwater quality programs in California and Nevada. Working for a state conservation program and a regional planning agency, Erik helped secure over \$12 million in grant funding, coordinated public outreach campaigns and facilitated public-private partnerships to achieve government policy objectives. He also led the writing, editing and successful revision of the Best Management Practices (BMP) Handbook for the Lake Tahoe Basin. The handbook is still used to guide residential, commercial, and public recreation development.

Erik holds specialist capabilities in assessing and managing soil and water issues. A Certified Professional in Erosion and Sediment Control (CPESC) since 2010, Erik is a member of the International Erosion Control Association (IECA).

Erik has always been passionate about environmental resource management and holds a Bachelor of Science in Natural Resources Planning from Humboldt State University, California.

Chloe Rich, Senior Consultant

Chloe has 10 years' experience working in the fields of biological sciences, environmental planning and monitoring. She has held positions both in the private sector and within government.

Beginning her career as an environmental consultant in Brisbane, Chloe was involved in a range of projects including groundwater monitoring; acid sulphate soil assessments; flora and fauna monitoring; water quality testing, and marine macro-invertebrate sampling. Chloe also implemented the monitoring and testing program for the BP Oil Refinery (Brisbane) wastewater treatment system.



In 2009, Chloe joined the QLD Department of Employment, Economic Development and Innovation within the Fisheries Queensland Planning and Assessment unit, where her major responsibility was, the management of the fisheries approvals process for the multi-billion dollar Liquefied Natural Gas and coal terminal developments within the Gladstone region. Chloe also initiated the development of a scheme involving a local catchment management group, to better manage and utilise funding received for fish habitat offsets. The scheme would allow community groups to pool funds from multiple offsets; therefore, allocating funds more strategically, providing greater benefits to fisheries resources.

In the following years, Chloe worked across a number of projects for the QLD Department of Environment and Resource Management's Reef Policy Unit, including the Sugarcane Compliance Program, Reef Protection Science Program and Weed Management Project. She was heavily involved in a range of stakeholder engagement activities

to support and inform the different programs and to develop strategies that would guide future policy and spending on extension and education activities to those affected by the policies.

More recently, Chloe worked as an Environmental Planner for Hunter Water's Dams and Catchment team where she was responsible for monitoring daily activities associated with dam operation to identify issues that could result in non-compliance; implementing appropriate remedial actions; and preparing reports for Hunter Water management and the NSW Office of Water following incidents of non-compliance.

Since 2016, Chloe has worked across teaching support teams for the University of Wollongong's School of Chemistry and Molecular Biosciences and the School of Earth, Atmospheric and Life Sciences (SEALS), and the fieldwork support team for SEALS.

Please call us to discuss your project and see how we can assist:

Dr Mark Jackson

Director and Principal Consultant

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