

Core Experience

A highly competent General Manager (Health Safety Environment Quality) with demonstrated 20+ years' experience providing direction to Executive and Senior Management, with practical experience in leading teams in major/mega projects and various operating environments within National and Multi-national organisations, and SMEs. Managed multi-million dollar projects and general operating budgets. Senior HSEQ leadership roles in businesses, providing direction.

Skills and strengths in HSEQ and General Management requirements include:

- ✓ Corporate experience and coaching with Executive/Senior Management Teams/Boards
- ✓ Practical site experience in construction, industry, utilities, mining and coal seam gas.
- ✓ Plan and establish strategic direction, including development of policy, objectives and targets, performance measures, budgets, frameworks and programs.
- ✓ Development of operational and tactical elements to support the strategy, and engagement with stakeholders to adopt objectives
- ✓ Evaluation of and improving organizational, business and technical efficiencies including Cost Benefit Analysis
- ✓ Evaluating business climate and culture and implementing/managing change
- ✓ Collaboration, Interface and consultation with management, individuals and contractors at all levels
- ✓ Superior leadership and team building characteristics
- ✓ Effective facilitator and trainer; develop and deliver training programs
- ✓ Development and implementation of management systems to suit business needs
- ✓ Proven ability to achieve results.

Core Competencies

- ✓ Coaching
- ✓ Leadership and leading teams
- ✓ Safety, Quality and Environmental Management
- ✓ Management System Development
- ✓ Facilitation/Training/Development
- ✓ Strategic, Business and Operational planning
- ✓ Business Management
- ✓ Risk Management and Assurance
- ✓ Contractor Management

Work Experience

- ✓ Mining and processing facilities
- ✓ Coal Seam Gas/LNG
- ✓ Medium to Heavy Industry
- ✓ Small and Medium Enterprises
- ✓ Construction
- ✓ Manufacturing
- ✓ Electricity Generation/Utilities
- ✓ Worked in Australia and Asia

Career Details

Beyond Your Horizon (2001-Present)

Director and Principal

Providing high calibre HSEQ short and medium term consultancy services to various national, multi-national and SM enterprises, mainly as embedded positions, to improve business functions.

Engaging Functional and Executive management within organizations to analyse and strengthen HSEQ processes. Improving communication and consultation processes, undertaking in-depth reviews, defining accountability and responsibility of personnel. Improving workplace performance through behavioural/cultural programs and other initiatives and projects, coaching individuals and teams, and reducing severity and frequency of injuries and incidents.

Contractor/employee with the following organisations in Senior/Executive HSEQ roles:

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| ✓ ConocoPhillips (1 year) | ✓ Stanwell Corporation | ✓ QGC (4 years) |
| ✓ Boeing Defence Australia (2 years) | ✓ SEQWater (1 year) | ✓ JMS (now Watpac, 1 year) |
| ✓ KD Bus | ✓ CopperCo (1 year) | ✓ Cement Australia (1.5 years) |
| ✓ Hyne & Son (3 years) | ✓ EDI Downer Mining | ✓ Visy Recycling |
| ✓ TipTop Bakeries | ✓ Australian Hardboards | ✓ Patricks Logistics |
| | ✓ Campbell Bros/ALS | |
| | ✓ Carlton United | |

Specifically as daily tasks or projects within these organisations to:

- Coaching of Executive and Senior/Middle Management
- Develop, implement and maintain HSEQ strategic and operational business plans including budget management and establishing objectives and targets/KPIs.
- Assist businesses in understanding the behavioural and cultural aspects of the organisation, and implement processes to improve business performance.
- Lead and manage teams and provide advice to senior management for high risk construction and mine sites, and coal seam gas operations.
- Streamline and improve efficiency and effectiveness of business functions, reducing exposure to long and short-term risks, with substantial cost savings.
- Contractor Management from prequalification to contract termination, alignment with company's processes and performance.
- Develop, implement and maintain management systems for businesses.
- Develop, implement and maintain change management, assurance and compliance programs.
- Develop training and education for industry.
- Work with and facilitate/engage with employees and contractors in organisations to identify, assess and mitigate all of business (including HSEQ) risk.
- Contract to 3rd party certification bodies (SAI Global, Bureau Veritas and SGS) for ISO9001/ISO14001/OHSAS18001/ASNZS4801 auditing across multiple industries.

Specific positions and job descriptions can be obtained upon request.

URS Corporation (1992-2000)

URS Corporation is a leading provider of engineering, construction and technical services for public agencies and private sector companies around the world.

Regional Health and Safety Manager – Asia Pacific (1995-2000)

Develop, implement and maintain H&S strategic plan for Asia Pacific region. Revise, implement and maintain the Corporate Safety Management System in region (14 offices, 700 personnel excl. contractors). Continual review of Australian, New Zealand & Asian Health & Safety legislation, and design and implement procedures to ensure compliance and best practice maintained.

Provide ongoing support to projects, offices and H&S Officers regarding training, documentation, plans, health surveillance and audits. Coordinate across region training, medical surveillance, auditing, management review and communications. Rehabilitation Coordinator and WHSO (Construction).

Direct reporting to Vice President, and monthly reporting to US. Regular contact with other Regional H&S Managers. Engage management in H&S strategies and remodelled safety behaviour to see reduction in injuries, increase in performance and preparation of safety planning requirements.

Quality Coordinator/Manager – Australia (1997-2000)

Developed, implemented and maintained Quality Assurance (QA, ISO 9001) in the Brisbane Office to certification. Assisted projects and remaining Australian offices in achieving QA requirements to certification. Conduct second party audits of the QA implementation in other offices, and third Party audits of analytical laboratories on behalf of company and clients.

Principal-In-Charge (1998-2000)

Provide local office management of environmental projects, coordination of team, liaison with clients and EPA to achieve desired outcome for client. Prepare internal budgets and annual plans, and proposals for clients. Consult with management team on direction and performance of business, including strategic planning.

Daily interaction and leadership of team, with performance reviews of staff. Maintain budget requirements, with team meeting performance targets. Successful management of multi-million dollar projects to achieve Government sign-off.

Project Manager/Lead Consultant/Consultant-In-Charge (1994-1998)

Completed several hundred environmental studies, investigations and assessments for industry addressing air emissions, noise emissions, soil management, groundwater and surface water quality, and remedial activities.

Lead Auditor/Auditor for OHS & E addressing liability, compliance and due diligence with respect to legislation and company procedures for financial institutions, industrial

and food facilities and land owners in Australia for mining, power generation, heavy to light industry, and airports. Part of/led acquisition/divestment teams.

Safety management systems facilitator for Govt department to integrate safety management into the existing quality management system. Facilitator of Risk Assessment workshops for industry and RAAF.

Provided expertise in a number of Environmental Impact Studies and other site assessments for facilities in Queensland and overseas.

Office Manager (1995-1997)

Office Manager Cairns - maintained and monitored daily operations including financial, work load and personnel.

ICI Australia (Operations) Pty Ltd (1987-1991)

Research Scientist

Research into polymer film and engineering plastics for commercial uses. Work with mixing, blending, extrusion, casting equipment at laboratory and trial stages, including full-scale trials at client facilities. OHS Coordinator.

**Education/
Qualification**

- ✓ Bachelor of Science, University of Queensland, Brisbane.
- ✓ Advanced Diploma of Management
- ✓ Advanced Diploma Occupational Health and Safety
- ✓ Diploma of Executive Coaching
- ✓ Cert IV Training and Assessment
- ✓ Cert IV Property
- ✓ Justice of the Peace (Qualified)

**Courses/
Skills**

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| ✓ Site Safety Supervisor (Resource Industry) | ✓ Permit to Work |
| ✓ GIQ Coal/Metalliferous Induction | ✓ HAZOP Team lead |
| ✓ Defensive Driving | ✓ Apply First Aid |
| ✓ Operate and Maintain 4WD Vehicle | ✓ Construction Induction (White card) |
| ✓ Transition ISO9001:2015 and ISO14001:2015 | ✓ Confined Space Rescue |

Registration

- ✓ Certified Lead Environmental Auditor (Compliance, Environmental Management System Audit, Environmental Management Audit, Environmental Report Verification) – Exemplar Global
- ✓ Certified Lead Occupational Health & Safety Auditor (Compliance, OHS Management System, Plant) – Exemplar Global
- ✓ Former Certified Quality Management Systems Lead Auditor – IRCA/ Exemplar Global

Affiliations

- ✓ Member of Royal Australian Chemical Institute, Chartered Chemist
- ✓ Member of Safety Institute of Australia, Certified Generalist OHS Practitioner

Referees

Mr Alan Hayter, Environment Superintendent, Conoco Phillips
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