



Kerrie Youngs

QUALIFICATIONS

Masters Sustainable Development
(currently completing)
Murdoch University

BSc (Hons) 1A Honors, Environmental Science (Natural Resource Science),
University of Queensland (2001)

OTHER

GRI Practitioner Training (Zooid)

PRINCE2 Project Management Practitioner Training

Negotiation and Stakeholder Management Program (Mt Eliza center for Executive Education)
WA Public Sector commission

“Pathway to Leadership” program
(AIMS/UWA)

Cert II Business Administration
(Southbank institute of TAFE)

Project Management Training Course (Mellish and Associates)

Advanced Writing Skills Training Course (Dorothy Outram and Associates)

Media Training Course (Great Barrier Reef Co-operative Research Centre)

PADI Open Water, Advanced and Rescue Scuba Dive Certificates

Advanced Mapinfo GIS

I am a dedicated environmental management specialist with over twenty years of experience uniquely focussed on a mix of environmental approvals, corporate sustainability, community-based resource management and stakeholder engagement. I have a BSc (Hons) from University of Queensland and am currently completing a Masters of Sustainable Development at Murdoch University.

My community-based resource management experience is focussed on providing specialist technical advice on protected area management, biodiversity management and nature-based solutions in the Pacific, Africa and Indonesia. Working on behalf of NGO's such as Flora and Fauna International, WWF and Save the Children, has garnered me a strong understanding of NbS frameworks and biodiversity management, including the requirements of global lenders such as GCF and IFC (including PS6 requirements). It has also allowed me to develop networks in this field in Asia-Pacific in particular.

I have extensive experience in impact assessment for a range of mining, oil and gas and infrastructure projects in both terrestrial and marine environments, including the coordination of sub-contractors and field staff to inform reports.

Working with senior management teams I have successfully influenced companies (across energy, mining, technology and agriculture sectors in both Australia and developing countries such as Nepal and Vietnam) to prioritise corporate sustainability to manage the risks and opportunities ESG issue present to a business's operations and a company's social licence to operate. Having received endorsement, I have then been able to undertake customised ESG solutions ranging from authoring ESG reports and formulating strategic policies to ensuring the implementation and embedding of new approaches.

Cutting across these areas I have a proven track record coupling my strong technical and scientific knowledge with excellent project management skills. This has allowed me to lead and manage complex projects while developing strong relationships with stakeholders and team members, often remotely.

I have an Australian and EU passport. I am a native English speaker with beginner level Spanish.

PROGRAM & TECHNICAL EXPERTISE

- Sustainability Corporate Report development
- Environmental Approvals and Biodiversity Action Plans
- Corporate policy development
- Protected Area Management including policy and implementation
- Nature-based solutions
- Fisheries management
- Stakeholder engagement and consultation
- Project Management and Steering Group Coordination

EMPLOYMENT HISTORY

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| 2022-present | Specialist Sustainability and NbS Consultant, Wilder Nature |
| 2016 – 2022 | MCC Environmental and Sustainability, Sustainability Lead/Communities and Communication Lead |
| 2012 – 2016 | Department of Fisheries, Fisheries Management |
| 2009 – 2012 | Department of Water, Senior Water Planner |
| 2009 – 2009 | Department of Environment and Conservation, Planning Officer |
| 2008 – 2009 | Strategen Environmental Consultants, Senior Environmental Consultant |
| 2006 – 2008 | MWH Australia, Environmental Consultant |
| 2001 – 2006 | Great Barrier Reef Marine Park Authority, Project Manager/Officer |

SELECTED PROJECT EXPERIENCE

Vanuatu Community-based Climate Resilience Project (VCCRP), Save the Children Australia

Project management of a team of over ten technical specialists and in-country Vanuatu personnel for the design of the project to meet GCF requirements. Lead author on the feasibility report and funding proposal.

Strategies for Sustainability, Business Partnership Platform (Australian Government (DFAT))

Design and delivery of a series of foundational level webinars for the Australian Government's Business Partnership Platform (BPP). The webinars covered topics outlining key Environmental, Social and Governance related business sustainability standards and related policies, illustrating the benefits of adopting sustainable business practices, the challenges of doing so, and considerations for moving the business forward towards them. Scope expanded to also include one-on-one coaching with business partners in Indo-Pacific developing countries.

CRxN Review of Nature-based Solutions in the Pacific, WWF

Completed a NbS review on behalf of CRxN, which provided a clear definition and understanding of existing NbS projects in the Pacific region; and identified lessons learned, gaps, opportunities, and future priorities for NbS investment and collaborations in the region.

2021 Sustainability Report, Buru Energy

Project lead for development of a Sustainability Report for Buru's inaugural year of reporting in 2021 using the GRI standards. My role included facilitating the material mapping workshops, the setting of goals in conjunction with the Board, COO and CFO, the development of an implementation plan and drafting of supporting policy and advice to advance goals where required. My role also included data compilation, authorship and layout.

2020 and 2021 Sustainability Report, Carnarvon Petroleum

Included the development of an education program for the Carnarvon Board on the value of Sustainability Reporting and Climate Risk. Lead author and project manager of the Sustainability Report for their inaugural year of reporting in 2020 using the GRI standards. My role included facilitating the material mapping workshops, the setting of goals, the development of an implementation plan and drafting of supporting policy and advice to advance goals where required.

2019, 2020 Sustainability Report and implementation, Jadestone Energy

Leading the development of GRI standard Corporate Sustainability reports for Jadestone Energy, an oil and gas company working across multiple countries including Malaysia, Vietnam, New Zealand, Singapore and Australia. My role included not only the facilitation of materiality mapping, drafting and metric development to board approval level but also leading the development of systems to embed the sustainability practices and goals into the business units. This included:

- Development of a volunteering and corporate investment strategy to ensure a positive social impact for the company in all its countries of operation. Including drafting of a staff volunteering policy, liaison with charities and broader strategic benefit mapping.
- Development of a Diversity policy considering gender and other aspects which may result in disadvantage or marginalisation. Supported by the development of a gender strategy to improve performance and outcomes in this area.

- Evaluation of climate related risks and mapping governance, strategy and targets to integrate the risk through business systems. This has included providing board and staff educational sessions on climate change and mapping mitigation and adaptation opportunities.

Kimberley Aquaculture Zone OEPA Strategic Assessment, DoF

Project manager for the successful Strategic Assessment of Western Australia's first Aquaculture Zone (Kimberley Aquaculture zone), including undertaking a stakeholder mapping exercise, engagement of Traditional Owner communities adjoining project area and development of new communication products.

Representative Areas Program Qualitative Submission Analysis, GBRMPA

Managing and planning for the processing and qualitative analysis of over 21,000 submissions received during the second phase of community consultation associated with the rezoning of the Great Barrier Reef Marine Park.

Fortescue Marsh Guidelines consultation program, DoW

Lead technical writer and coordinator of the Fortescue Marsh Guidance policy. Included planning and leading consultation program across industry, Traditional Owners and interest groups. Included planning and leading stakeholder workshop. Approved by agency heads of the Office of the Environmental Protection Authority (OEPA), DoW and DEC.

Climate change adaptation project communication plan, PACAM

Development of a communication strategy to support the implementation of a climate change adaptation project in the Solomon Islands, taking into consideration limited literacy, isolated locations with limited infrastructure, and cultural biases. Included facilitating

Local Marine Advisory Committee – Indigenous Coordination

Managing local marine advisory groups in the Great Barrier Reef to assist in incorporating Traditional Owner aspirations toward co-operative management of the Great barrier Reef World Heritage Area. Involved direct consultation and liaison with indigenous groups to determine social, cultural values and priorities and traditional ways of managing. There was a key educational component to ensure the scientific information was able to be communicated appropriately.

Montara EP consultation and company Consultation Strategy, Jadestone Energy Pty Ltd

Authorship of a consultation strategy to fulfil NOPSEMA regulatory requirements in support of the STAG asset EP and response to NOPSEMA comments on consultation matters. I provided recommendations on document management software, set up file management protocols, produced information sheets and drafted responses on behalf of company.

Lower Gascoyne Allocation consultation plan, DOW

Lead writer and project manager responsible for the successful completion of the Lower Gascoyne water allocation plan, including a targeted communication strategy to manage a strong political lobby and a large group of stakeholders with English as a second language. Minister approved.

Marandoo Below Water Table PER, Rio Tinto

Lead author for the Public Environmental Review document for the proposed expansion of this mine to below water table operations. The proposal had areas of complicated environmental assessment and management, with a Priority Ecological Community located adjacent to the mine. One of the first outcome based conditions approved by OEPA for environmental management in Western Australia.

RELEVANT PUBLICATIONS

- Fernandes, L., Day, J., Lewis, A., Slegers, S., Kerrigan, B., Breen, D., Cameron, D., Jago, B., Hall, J., Lowe, D., Innes, J., Tanzer, J., Chadwick, V., Thompson, L., Gorman, K., Simmons, K., Barnett, B., Sampson, K., De'ath, G., Mapstone, B., Marsh, H., Possingham, H., Ball, I., Ward, T., Dobbs, K., Aumend, J., Slater, D., Stapleton, K., Establishing representative no-take areas in the Great Barrier Reef: large-scale implementation of theory on Marine Protected Area, *Conservation Biology* (2005 Special Issue), p. 1733-1744.
- Innes, J., Gorman, K., McKeller, C., and Harris, G. (2006) Managing, Analysing and Presenting Public Submissions to Achieve Equitable Marine Park Planning Outcomes: An example from the Great Barrier Reef Marine Park. GBRMPA, 2004, www.gbrmpa.gov.au/corp_site/management/zoning/documents/rap_public_submission_analysis.pdf
- Ross, H., Innes, J., George, M., Gorman, K. (Eds), Traditional Owner aspirations toward co-operative management of the Great barrier Reef World Heritage Area: community case studies. CRC Reef Research Technical Publication No. 56. CRC Reef, 2005.
- Fernandes, L., Day, J., Jago, B., Hall, J., Sampson, K., Cameron, D., Innes, J., Tanzer, J., Lewis, A., Lowe, D., Gorman, K., Kingston, B., Weaving an "ideal" design of Marine Protected Areas into the real world: the Great Barrier Reef case study, 10th International Coral Reef Symposium : Stability and Degradation of Coral Reef Ecosystems, June 28 to July 2, 2004, Okinawa Convention Center, Okinawa, Japan. Okinawa : ICRS 2004, International Society for Reef Studies, Japanese Coral Reef Society, 2004. p. 207.
- Gorman, K. "A soil and water survey, focusing on the predictive modelling of future salinity development under irrigated crops in the Richmond Shire (Qld)" CRC Cotton, 2001.