

## Career Summary

Paul is Principal at Think Sustainability, launched by Paul in 2020 following almost 40 years working in sustainability, communications, consultancy and science. Paul's diverse background has allowed him to accumulate a broad and diverse range of knowledge and experience directly applicable to large and small organisations across a range of sectors. Before launching Think Sustainability, Paul delivered sustainability advice and projects for Telstra, Westpac, Sydney Metro, Newmont, Newcrest, Hydro Tasmania, Brambles, Sydney Airport, Macquarie Bank, Select Mutual, Nestle Oceania, Stockland, Mirvac, Fuji Xerox, Charter Hall, BUPA and other well-known companies.

For two years, Paul was Head of Market Capability at the Infrastructure Sustainability Council of Australia (ISCA), leading its training and advocacy activities. Paul developed and delivered a range of courses in sustainability ratings, procurement, culture change and management. Paul also lead ISCA's advocacy program for improved sustainability performance and practices in infrastructure. Prior to this role, Paul was on the Leadership Team at Northwest Rapid Transit, responsible for delivery of the Sydney Metro Northwest rail link, Australia's largest infrastructure project, managing communications and sustainability. Paul was also the project's Senior Sustainability Manager delivering the ISCA Design and As Built rating.

Paul has also worked at KPMG-Banarra, one of Australia's most respected sustainability consultancies. He has worked with a range of well-known Australian and multinational clients in developing their reporting, materiality, supply chain, community engagement and sustainability management approaches. Paul delivered training courses for the Global Reporting Initiative (GRI).

Paul has 25 years' experience in corporate communications and reporting, undertaken 40+ assurance engagements, written award-winning sustainability reports, and contributed to sustainability and integrated reporting standards. He has worked in sustainability strategy and risk management, sustainable supply chains, supplier codes of conduct, and supplier audits. He is a regular commentator, writer and speaker on contemporary sustainability issues, and a trainer in infrastructure sustainability, sustainable procurement, change management, reporting and auditing.

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## Key Capabilities

- Infrastructure & construction
- Experience in SPVs, PPPs, JVs, NFPs & SMEs
- Sustainability ratings & benchmarking
- GRI reporting & Integrated Reporting
- Sustainability policy, strategy, management
- Climate risk assessment & adaptation
- Sustainable supply chain management
- Culture Change Management
- Sustainability auditing & assurance
- Trainer in assurance, reporting & materiality
- Standards, accreditation & certification
- Stakeholder relations & engagement
- Corporate & internal communications
- Media relations & crisis management
- Professional writing & public speaking
- Team development/performance management

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## Professional Certifications

- ISCA Accredited Sustainability Professional
- Lead Certified Sustainability Assurance Practitioner
- ID9 Certified Trainer and former GRI Certified Trainer

## Qualifications

- Public Affairs (Graduate Certificate) University of Sydney
- Bachelor of Science (First Class Honours) University of Sydney

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## Key Projects

- Sydney Metro Northwest rail link
- Modern Slavery Coalition of Roads Sector Bodies
- Net Zero Carbon Trajectory for Infrastructure
- Sustainability Ratings Return on Investment
- Westpac sustainable supply chain management
- Select Mutual Banking sustainability reporting
- Sydney Airport sustainability reporting
- Charter Hall sustainability reporting
- Fuji Xerox Australia report materiality process
- Brambles materiality process
- Newcrest sustainability reporting
- Telstra sustainability report assurance
- Citic Pacific Mining sustainability reporting
- Mirvac Dow Jones Sustainability Index
- Nestle Oceania sustainability reporting
- Hydro Tasmania report assurance
- Newmont social & human rights
- Henry Davis York sustainability reporting
- Macquarie Bank sustainable procurement
- BUPA sustainability strategy

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## Employment Summary

### Founder and Principal

#### Think Sustainability

May 2020 – Present

Think Sustainability specialises in areas of sustainability, communications, consultancy and science:

- ENABLING Sustainable business practices and culture
- SUPPORTING Infrastructure sustainability and IS ratings
- DELIVERING Supply chain policies, practices and audits
- IMPLEMENTING Sustainability communications, GRI reporting and Assurance
- GUIDING Sustainability risk management
- ASSISTING Climate change strategy and risk assessment

#### Key Capabilities:

IS Rating support, Sustainable supply chains, Climate risk management, GRI reporting, Sustainability assurance, Infrastructure sustainability, Sustainability culture change, Communications, Sustainable business practices, Social impact, Sustainability risk management, and Sustainability strategy.

### Head, Market Capability

#### Infrastructure Sustainability Council of Australia (ISCA)

Aug 2018 – May 2020

The Infrastructure Sustainability Council of Australia (ISCA) is the peak body in Australia and New Zealand for enabling sustainability outcomes in the planning, design, construction and operation of infrastructure. Paul developed new strategies and tools (including virtual training and podcasts) to improve industry knowledge and capability in delivering sustainable infrastructure and in supporting professional development of sustainability practitioners. This includes new ways of delivering information and skills into the sustainability and engineering professions both for practitioners already in the field as well as those still in tertiary education.

Paul also led ISCA's advocacy activities to promote sustainable practices and outcomes for the infrastructure sector, mapping a pathway to net zero carbon emissions, the social and economic returns of sustainability ratings, and managing the risks of modern slavery in infrastructure supply chains.

#### **Key Achievements:**

- Increased course attendance by 60% and number of courses delivered by 35% in one year
- Led three key sustainability projects in infrastructure net zero carbon emissions, modern slavery in supply chains, and social and economic return on investment for the IS rating tool
- Enhanced the value proposition and renewal rate for IS accredited sustainability professionals

#### **Manager Communication and Sustainability**

##### **Northwest Rapid Transit (OpCo)**

**Dec 2017 – Aug 2018**

Managing communications and sustainability for Northwest Rapid Transit, Paul was part of NRT's Leadership Team responsible for the delivery of Sydney Metro Northwest metro rail link from Rouse Hill to Chatswood.

#### **Senior Sustainability Manager**

##### **Northwest Rapid Transit (CPB Contractors)**

**Sep 2015 – Dec 2017**

Paul led the sustainability team at Northwest Rapid Transit, the principal contractor for the Sydney Metro North West (SMNW) rail link. Paul's key accountability was to ensure the project delivers on over 500 sustainability requirements during design, construction and operation for its scheduled completion in 2019. This includes evaluating climate change risk evaluations and adaptations, life cycle analysis, energy consumption modelling, supply chain assessments, and sustainable workforce development outcomes

#### **Key Achievements:**

- Led team to deliver 500+ sustainability requirements on Australia's largest infrastructure project
- Achieved a 'Leading' ISCA score for the project, exceeding contractual requirement of 'Excellent'
- Achieved 'Platinum' Sustainable Design Guideline score for project, exceeding contract requirement
- Successfully delivered a 4 Star Greenstar rating for the project, achieving contractual requirement

#### **Key Skills Applied:**

Working in a complex multi-partner joint venture / Climate change risk assessment and adaptation / Sustainable supply chain management / Sustainability Strategy development / ISCA, Greenstar and SDG benchmarking / Life cycle assessment / Workforce procurement / Community engagement / Team development, leadership and performance management.

#### **Chief Operating Officer and Associate Director**

##### **KPMG-Banarra**

**Jul 2007 – Sep 2015**

Banarra (now part of KPMG) provides specialised services in sustainability consulting and human rights. As COO and Associate Director, Paul consulted to major Australian companies such as Westpac, Canon, Stockland, Nestle, Newmont, Mirvac, Leighton's, Telstra, David Jones, Asciano and Hydro Tasmania.

## **Key Achievements:**

- Developed a small business to compete effectively in a competitive commercial environment
- Developed and managed a group of professional consultants and back room support
- Built a diverse client base and successfully manage and grow client's relationship over long periods
- Built visibility for the business through media and e-communication
- Earned the respect of clients and employees for my professionalism and integrity

## **Key Skills Applied:**

Working in a commercial consulting environment / Engage and influence board and senior leaders / Stakeholder engagement / Auditing, assurance and verification / Sustainable supply chain management / Materiality and Strategy development / GRI report development / Integrated reporting / Human Rights standards and social auditing / Business development / Public Speaking / Writing on contemporary issues.

## **Public Affairs Manager**

**The George Institute for Global Health**

**Jul 2005 – Jul 2007**

Affiliated with the University of Sydney and Royal Prince Alfred Hospital, The George Institute has an international reputation for its research and clinical trials in heart and kidney disease, injury prevention and trauma care, stroke and related neurological disorders and mental health. Paul raised the profile of the Institute as a centre for excellence and built partnerships with stakeholders in academic, healthcare, government, corporate and media sectors.

## **Key Achievements:**

- Led a team of professionals in developing and delivering the Institute's public relations program
- Established and promoted the Institute's public profile during its early growth phase
- Built strong internal collations to better publicise key research and raise awareness of the Institute
- Developed a suite of communications channels to publicise the Institute's research

## **Key Skills Applied:**

Stakeholder engagement / Corporate reporting / Event management / Media relations / Team development.

## **Corporate Communications and Member Services Manager**

**NATA**

**Nov 2003 – Jul 2005**

NATA is the world's largest and oldest national laboratory accreditation system; whose aim is to promote the quality of testing in Australia and to recognize competent testing authorities. Paul's role was to enhance the range and quality of member services and achieve improved communications with NATA's stakeholders.

## **Key Achievements:**

- Enhanced the Associations profile as a world leading member-based accreditation body.
- Helped build stronger member relations with a wide and diverse membership base of 3,000
- Developed a suite of technical publications and promotional material

## **Key Skills Developed and Applied:**

Working in a member services environment / Member events and engagement / Member relations.

## **Public Affairs Chairman and Executive Member International Laboratory Accreditation Co-operation**

**Sep 1996 – Aug 2002**

ILAC is the international forum for laboratory accreditation and harmonization of testing practices. Its membership includes some 60 national bodies around the world, plus affiliated international standards, accreditation and scientific bodies. Collectively ILAC covers around 25,000 laboratories world-wide. Paul was elected Chairman of the ILAC Public Affairs Committee for three terms, from 1996 until 2002.

### **Key Achievements:**

- Worked with international committee members to achieve common focus to deliver outcomes
- Achieved consensus and buy in across a technically and culturally diverse committee
- Helped build stronger internal relations within a multi-cultural international body
- Developed a suite of technical publications and promotional material

### **Key Skills Developed and Applied:**

Working in an international committee environment / Committee leadership and consensus building / Event management.

## **Public Affairs Manager NATA**

**Mar 1990 – Nov 2003**

Paul's role as NATA's Public Affairs Manager was to coordinate and implement the Association's promotional and marketing activities, public relations, publications and information resources. Annual reports, newsletters, website development, branding, media, stakeholder engagement were key aspects of my role.

### **Key Achievements:**

- Enhanced the Associations profile as one of the world's leading accreditation bodies
- Developed a suite of technical publications and promotional material.
- Delivered a range of technical and management training and auditing programs to NATA members

### **Key Skills Developed and Applied:**

Annual reports and newsletters / Technical publications and reporting / Event management / Training, stakeholder engagement and crisis management.

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## **Referees**

Available on Request.