NRA

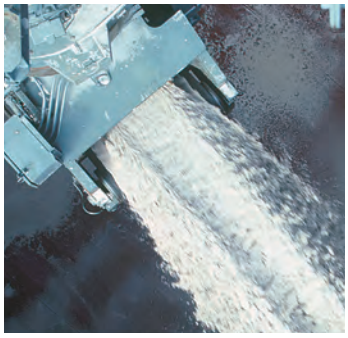
Capability Statement

Est. 1984 40 YEARS

Environmental Approval & Compliance Solutions



















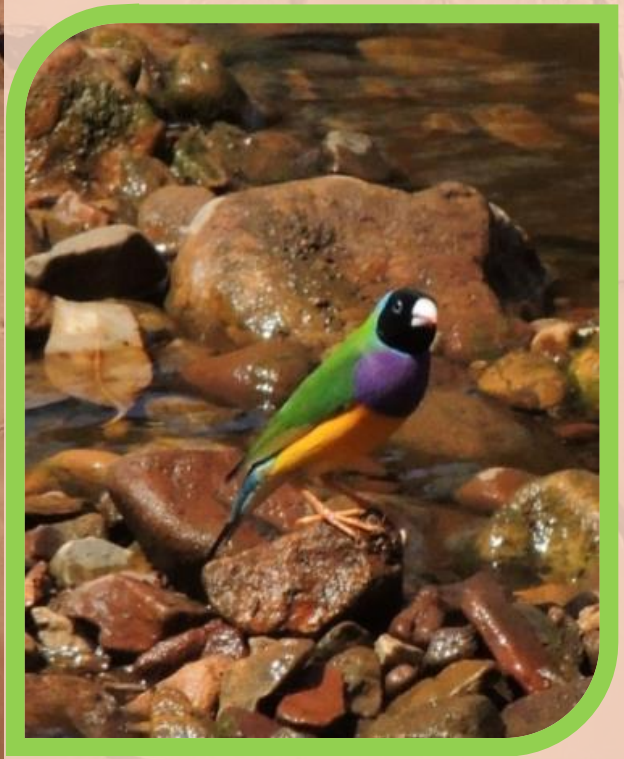




1. Overview

Established in 1984, NRA Environmental Consultants (NRA) is one of Australia's longest established independent environmental consultancies. As environmental service innovators, we deliver a comprehensive range of environmental management solutions at policy, strategic, and operational levels.

NRA provides professional high-quality services tailored to individual client needs. We ensure projects are completed on time and within budget without compromising the high standards of professionalism and technical support our clients expect. We pay particular attention to presenting information clearly by minimising jargon and using accessible language. We have a robust internal peer review process that ensures our advice is practical and technically sound.



NRA has been servicing the environmental needs of north Queensland for more than 40 years, with offices in Cairns and Townsville. Outside of this region, NRA has been involved in projects throughout Australia, Papua New Guinea, Southeast Asia, and Italy.

The NRA team comprises only highly qualified specialist scientists, project managers, and consultants. Our practical experience, comprehensive knowledge of government regulations and guidelines, and holistic approach to problem solving ensure that environmental plans and strategies are designed and developed for practical application.

We are active members of our communities, and have provided *pro bono* services to organisations such as the Great Barrier Reef Local Marine Advisory Committee, the Barron River Catchment Committee, the International Erosion Control Association (IECA), the Environment Institute of Australia and New Zealand (EIANZ), and Birds Queensland (Queensland Ornithological Society).

Applying good science to provide environmental management solutions that are credible, practical, and socially responsible

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2. Services

NRA provides services at all project stages: inception, planning and approvals; operation; and completion, rehabilitation, and closure.

Inception, planning, and approvals

- Baseline terrestrial and aquatic flora and fauna assessments
- Conservation management planning, including biodiversity offsets and threatened species management plans
- Due diligence auditing
- Environmental approvals at Local, State and Commonwealth levels
- Environmental evaluations and investigations
- Environmental impact statements (EIS/EIA)
- Environmental management plans (EMP)
- Erosion and sediment control plans (ESCP)
- Land suitability and soil resource assessments
- Negotiating environmental conditions
- Stakeholder engagement and community consultation
- Strategic planning and GIS mapping
- Environmental analysis reports (EAR)

Operation

- Catchment management and stream restoration
- Compliance auditing
- Effluent irrigation feasibility, planning, management, and monitoring
- Environmental management systems (EMS)
- Erosion and sediment control
- Incident and impact investigations and mitigation management
- Monitoring programs (*eg* water, sediment, flora, fauna, soil, aquatic macroinvertebrates) and management plans
- Receiving environment monitoring programs (REMP)
- National Pollutant Inventory (NPI) Reporting
- National Greenhouse Energy Reporting (NGER)
- Optimisation of data collection for rehabilitation and closure planning
- Pre-clearance surveys
- Sustainability studies
- Waste rock characterisation and management
- Weed and pest management plans

Completion, rehabilitation, and closure

- Material characterisation (soils, regolith, waste rock, tailings) and identification of opportunities and constraints
- Mine closure planning
- Post mine land use plans (PMLUP)
- Financial assurance calculation and progressive rehabilitation and closure plans (PRCP)
- Post-closure land use options and development of rehabilitation objectives
- Rehabilitation and revegetation strategy development
- Rehabilitation completion criteria
- Rehabilitation monitoring and assessment of completion
- Revegetation management including species selection, development of specifications, seed handling and storage

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3. The Benefits of Engaging NRA

NRA's multidisciplinary team promotes sustainable natural resource management through a holistic understanding of the interactions between humans and the environment. This allows impacts to be expertly assessed and credible avoidance or mitigation measures to be developed and applied.

NRA focuses on problem solving: we strive to provide solutions that work, have a sound technical basis, and are practical to implement. We believe this approach serves the best interests of our clients, the environment, and the wider community. Our capabilities are built on the following qualities.

Client focus and quality service delivery

We take time to understand our client's needs and requirements. Our scientists understand the legislation and regulatory processes and can assist clients in minimising project delays by scheduling projects appropriately.

NRA has developed effective financial, project management and quality assurance systems. These systems ensure that work is overseen by highly skilled and experienced technical specialists and provide security and peace of mind for our clients. We employ editorial staff to safeguard our reputation for providing accessible and well-produced reports free from excessive jargon.

NRA is committed to providing value for money and working with clients to minimise unnecessary cost. We strive to tailor our services to meet their specific needs.

Technical expertise

NRA invests in recruiting qualified scientists with a broad range of complementary skills and experience. We actively support their ongoing professional development and provide them with opportunities to enhance their skills, which are recognised through professional accreditations such as:

- Certified Environmental Practitioner (CEnvP)
- Certified Professional in Erosion and Sediment Control (CPESC)
- Certified Environmental and EMS Auditor
- Registered Professional Engineer of Queensland (RPEQ)
- Australian River Assessment System (AUSRIVAS).

Reputation and credibility

NRA is recognised by clients, peers, and regulators for providing reliable and technically sound advice. We have a proven track record with regulators and have provided environmental impact management policy advice to the World Bank and Commonwealth and State government departments. Senior NRA scientists regularly work for Local, State and Commonwealth government departments and agencies, providing expert witness support and technical review services. Projects have focused on biodiversity conservation and threatened species issues (*eg* Black-throated Finch, Ornamental Snake), erosion and sediment control, water quality, acid sulfate soils, response to significant pollution events, and rehabilitation standards.

NRA's ongoing success is recognised by the range of pre-qualifications and panels that NRA serves on (see **Section 5**).

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Innovation

An innovator in the arena of environmental services, NRA was the first specialist environmental consultancy in north Queensland. Since its establishment in 1984, the company has continued to be innovative and has remained a sector leader. Here are some examples of how we have gauged future direction and positioned ourselves, and our clients, ahead of regulatory requirements.

- NRA pioneered the introduction of ESCPs in north Queensland and co-authored the accepted training manual for Townsville City Council and Cairns Regional Council. Because of our innovation, continued investment, and demonstrated proficiency, NRA is the recognised leader in this field.
- NRA pioneered the application of specialist freshwater ecology and general ecology to the monitoring and assessment of resource development impacts to ephemeral systems in north Queensland. NRA has developed monitoring and reporting systems and maintains a database and reference specimen collection. Freshwater ecology requirements are now routine elements of regulatory policy and licensing documents, and the Queensland environmental regulator sought NRA's expertise in formulating the minimum standards expected from mining companies across the state.
- NRA was a pioneer in the development of Environmental Management Systems (EMSs), producing the first prototype in 1994 (2 years before the EMS guidelines were released) and refining this product over years of working with a variety of clients. The system NRA developed has been deployed for clients from the mining, contracting, local government, and Defence sectors.
- NRA conducted the first Commonwealth *Environment Protection and Biodiversity Conservation Act* 1999 (EPBC Act) Strategic Assessment (Mount Peter Master Planned Area) and the first EPBC Act assessment requiring consideration of an EPBC Act Regional Guideline.
- NRA developed and applied intra-bore-based methods (such as control charts) to groundwater monitoring in the minerals sector in Queensland.

Sustainable operations and social responsibility

NRA employs a sustainable approach to its operations. We have undertaken energy audits and adopted recommendations to reduce our environmental footprint.

NRA is proud to support the communities in which we operate, and we provide direct financial support to local community groups and national and international NGOs. We also provide *pro bono* intellectual support for capacity building within these organisations (see **Section 8**).



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4. Capability Profiles

Planning and Approvals

NRA's experience, skills and reputation ensure we deliver statutory approvals to our clients in a timely and reliable manner with no surprises.

NRA's scientists are well-versed in Local, State and Commonwealth government environmental legislation, guidelines and policies, and have a detailed understanding of the development approvals required under legislation.

This means the burden of acquiring approvals is managed by NRA, freeing the client to focus on project development and delivery.

NRA has undertaken approvals and related studies for major mine developments, Defence assets, land developments, transport infrastructure and service utilities.



Services

- **Advice to clients on the regulatory process**
- **Strategic planning and assessment of critical project timelines**
- **Studies required to provide supporting information for approvals**
- **Preparation of documentation for statutory approvals**
- **Consultation with regulatory agencies and other stakeholders**
- **Negotiation of development and licence conditions**
- **Management of Local, State and Commonwealth environmental approvals**
- **Conservation management planning**
- **Water management strategies and plans**
- **Site-based management plans**
- **Strategic planning and GIS mapping**

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Auditing and Compliance Assessment

NRA has undertaken numerous compliance audits for clients in various industries in Australia and internationally. We conduct compliance audits against Commonwealth and State legislation (*eg Environment Protection and Biodiversity Conservation Act 1999*, *Environmental Protection Act 1994*) as well as operational audits, which assess documentation, systems and field operations against licence conditions and best practice environmental management.

NRA has undertaken due diligence audits to determine environmental liabilities associated with the purchase or lease of a wide range of ventures, from waste management facilities to coal port facilities and mining operations.

For each audit, NRA uses a client-specific communications plan to manage the project schedule and reporting through regular contact with the client and team members.



Services

- **Third-party compliance audits (against licence conditions and Commonwealth and State approvals)**
- **EMS audits**
- **Due diligence audits**
- **ESCP audits**
- **Construction EMP audits**
- **Site-based Management Plan audits**
- **Energy audits**
- **Environmental audits**
- **Weed management audits**
- **NGER and NPI reporting**
- **Sustainability studies**
- **Environmental evaluations and investigations**
- **Environmental Protection Orders**
- **Reviews of rehabilitation and financial assurance**

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Environmental Impact Statements

NRA has undertaken environmental impact studies across a variety of terrestrial and marine environs and development types in Australia, the Torres Strait, Southeast Asia, PNG, and Italy. Our longevity and the breadth of technical expertise across environmental disciplines mean that NRA has accumulated knowledge and experience across wet and dry topic regions.

NRA's experience with EIS encompasses knowledge and skills gained from working in sectors such as:

- resource development (mining, gas)
- utilities (water, wind, electricity)
- telecommunications (optic cables, transmission towers)
- transport infrastructure (road, rail, ports)
- land development (residential, tourism).

Our senior scientists are recognised authorities in their respective disciplines. They regularly work with State and Commonwealth agencies in a consultative capacity on behalf of our clients (*eg* EPBC Act Referral Application, EIS reporting), or directly as technical advisers (*eg* strategic reviews, expert witness).

Services

- **Negotiation of terms of reference and study scoping**
- **Environmental Impact Statement (EIS/EIA) project management and coordination**
- **Specialist surveys or assessments to inform EIS**
- **Assessment of conservation values and significant residual impacts**
- **Environmental Management Plans (EMP)**
- **Environmental Assessment Reports (EARs)**
- **In-house technical studies**
- **Constraints assessments (including mapping)**
- **Threatened species assessments**
- **EPBC Act self-assessments**
- **EPBC Act referrals**
- **Biodiversity offsets**



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Flora and Fauna

NRA has provided specialist fauna and flora studies for over 40 years, conducting over 500 flora and fauna surveys across northern Australia, Southeast Asia and PNG.

One of NRA's core strengths is its team of ecological specialists. Our skills base allows us to provide quality baseline or routine fauna and flora assessments, including targeted species studies and BioCondition assessments.

NRA has specialist skills in threatened species assessments. Significant projects include long-term cassowary population monitoring for the Department of Defence (approximately 25 years) as well as involvement in the Queensland Government Black-throated Finch Recovery Plan.

Since its introduction in the 1990s, Regional Ecosystem (RE) mapping and assessments have become integral to assessing vegetation communities. NRA has been involved in regional scale RE verification for the Torres Strait, regional fine scale mapping of the Townsville Coastal Plains and Bogie River Hills subregions, and local scale master plan studies.

NRA's experience with environmental offsets spans multiple sectors and government policies. NRA was involved in some of the first EPBC Act offsets for threatened species and for mining clients in Queensland.



Services



- **Baseline and targeted flora and fauna surveys**
- **Threatened species surveys and management plans**
- **Regional Ecosystem mapping and verification**
- **Threatened Ecological Community identification and threat assessment**
- **Weed surveys and management plans**
- **Feral animal surveys and management plans**
- **Long-term monitoring programs of threatened fauna populations**
- **BioCondition assessment**
- **Environmental offsets**
- **Riparian health assessments**
- **Ethnobotany**
- **Urban wildlife surveys and management plans**
- **Spotter catcher services**
- **Protected plant surveys**
- **Vegetation assessments**
- **Fauna trapping**

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Aquatic Ecology and Water Quality

For 40 years, NRA has developed its technical capacity to provide comprehensive assessment and management of water quality, freshwater ecology and stygofauna.

NRA provides specialised aquatic ecology and water quality assessments to a range of sectors, including mining, linear infrastructure, Defence assets, government departments and property developers. We deliver targeted assessments to provide value for money while delivering the information required to inform management decisions.

Our team of qualified and experienced aquatic ecologists has a sound understanding of the technical aspects of this work and the regulatory environment in Queensland. We routinely liaise with the regulatory agencies and other experts.



Stygofauna from a Queensland mine

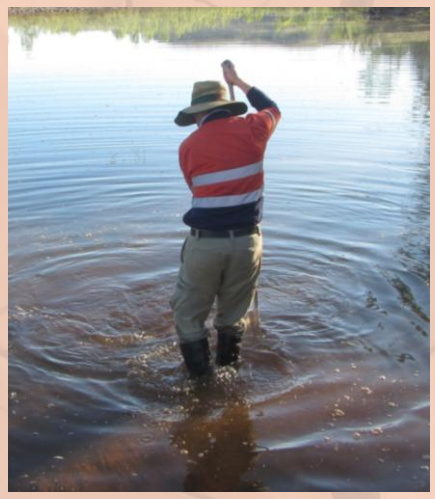
Our work addresses appropriate guidelines and standards (*eg* Queensland Water Quality Guidelines, ANZECC, ANZG, AUSRIVAS) while applying alternative innovative methods.

Understanding catchment-wide issues is critical to managing aquatic systems at the local scale. NRA has a proven ability to integrate multidisciplinary assessments into a management framework providing mitigation measures for sensitive environments.

Our team has experience deriving site-specific, regional and national water quality guideline values using reference chemistry and ecotoxicology data. These water guideline values and sediment quality values are used to interpret water quality, stream sediment, and biological datasets.

Services

- **Water and sediment quality monitoring and assessment**
- **Water and sediment quality licence condition negotiation**
- **Aquatic ecology surveys and monitoring**
- **Aquatic macroinvertebrate sampling**
- **Receiving Environment Monitoring Program (REMP)**
- **Impact assessment**
- **Environmental investigation**
- **Site-specific water quality guideline value development**
- **Ecotoxicological data analysis to derive guideline values**
- **Review of default guideline values**
- **Groundwater dependent ecosystems**
- **Catchment management**
- **River improvement plans**
- **Riparian condition and reach assessment**
- **Contaminant bioavailability assessment**
- **Direct toxicity assessment**
- **Data interrogation and program development**



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Soil Survey, Land Suitability and Soil Management

NRA's expert soil and earth scientists have extensive experience in research and consultancy. Their in-depth knowledge of soil and soil processes allows them to provide solutions for a diverse range of issues.

NRA undertakes soil surveys, soil resource assessments and soil quality assessments for purposes such as project planning and approvals, environmental investigations, operational monitoring or rehabilitation research and implementation.

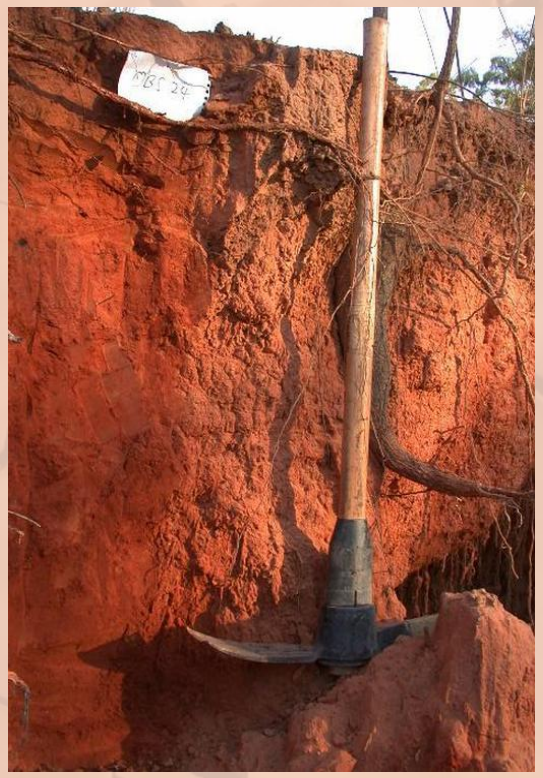
Our expert team has a broad range of knowledge and experience assisting clients from the mining and petroleum, infrastructure, property development, agricultural and government (Commonwealth, State and Local) sectors.

For mining and other major projects, soil survey (including acid sulfate soils) and land suitability/capability assessments are required as part of an EIS and are critical to the management of soil resources for rehabilitation and revegetation. For infrastructure projects and property development, soil surveys can identify soil constraints that may affect the choice of corridor alignment, location of major disturbance areas, feasibility of effluent irrigation or choice of landscaping options.

NRA pioneered the introduction of ESCPs in north Queensland and co-authored the training manuals for Townsville City Council and Cairns Regional Council. Because of our initiative, continued investment in professional development, and demonstrated proficiency, NRA is a recognised leader in this field.

Services

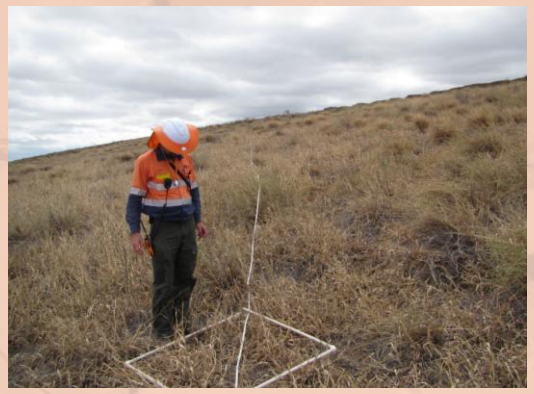
- **Soil survey, land capability and suitability assessment**
- **Soil resource assessment, soil stripping and topsoil management advice**
- **Acid sulfate soil assessment and management**
- **Soil erosion hazard assessment**
- **Erosion and sediment control plans (ESCPs) and audits**
- **Soil constraints analysis**
- **Soil management and amelioration**
- **Rehabilitation and revegetation planning**
- **Effluent irrigation feasibility, planning, management and monitoring**
- **Waste application to land (*eg* water treatment waste, waste derived composts and process water)**
- **Constraints mapping**
- **Land suitability and strategic cropping land**



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Land Rehabilitation and Revegetation

Rehabilitation services have been at the core of NRA's work for the past 40 years, and we have worked on projects involving mining, linear infrastructure (roads, power and pipelines), civil works and stream restoration. NRA's multidisciplinary team of scientists has a wealth of experience and expertise in characterising materials and developing rehabilitation strategies that maximise the likelihood of success.



The reinstatement of pre-disturbance ecosystems, however reasonable the aspiration, is rarely achievable. Nevertheless, viable functioning vegetation communities that provide valuable ecosystem services can be created on disturbed landforms. NRA has developed detailed and innovative policy initiatives and supporting technical specifications relevant to land use, revegetation and rehabilitation, and mitigation of long-term impacts on receiving environments that address real-world practicalities of land resource management.

NRA's expertise and practical application were recognised when we were commissioned to prepare the *Benchmarking Rehabilitation Standards* report (for activities associated with mining, petroleum, quarrying and municipal landfills) for the Queensland Government.

NRA has a long tradition of incorporating, where appropriate, traditional Indigenous knowledge, ethnobotany, and cultural values into rehabilitation strategies. These ideas have been successfully employed on projects in Australia and PNG.

Services

- **Pre-disturbance soil resource survey and materials characterisation**
- **Identification and management of revegetation constraints**
- **Post-mine land use plans (PMLUPs)**
- **Rehabilitation and closure planning**
- **Rehabilitation review and optimisation**
- **Research and development**
- **Rehabilitation manuals and specifications**
- **Rehabilitation monitoring**
- **Progressive Rehabilitation and Closure Plans (PRCPs)**
- **Development of completion (success) criteria**
- **Seed collection and storage advice**
- **Nursery and propagation management**
- **Species selection**
- **Integration of Indigenous knowledge**



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Environmental Chemistry

NRA's team includes soil and earth scientists who have researched the geochemistry of acid sulfate soils and fate of contaminants in the environment. This technical background allows them to solve complex problems and provide sound solutions.

NRA leads detailed geochemical investigations into acid mine drainage issues, including the geochemical characterisation of waste rock, other waste materials, and seepage. NRA staff are familiar with the internationally accepted testing standards documented in the GARD Guide, and we work with colleagues who are technical specialists in this field.

Poor groundwater monitoring leads to false alarms, which result in the waste of management resources, or the failure to detect issues, which can be detrimental to the environment as well as the client. NRA has developed the use of control charts for groundwater quality monitoring and compliance assessment. Control charts provide a method for reliable and relevant groundwater quality compliance assessment. This is major advantage for mine sites that have complex geology, where a traditional approach is inappropriate.

NRA has:

- provided waste rock and seepage management advice, including treatment, handling, and placement
- investigated impacts of seepage on aquatic and terrestrial environments, using geochemical expertise to identify the source and nature of the seepage
- conducted multiple desk-based and field-based acid sulfate soils investigations and developed appropriate management plans for clients in the infrastructure, property development, and Defence sectors.

Services

- **Waste rock and tailings characterisation**
- **Acid mine drainage (AMD) assessment and management**
- **Neutral and saline mine drainage assessment and management**
- **MEDLI modelling**
- **Seepage characterisation and fingerprinting**
- **Geochemical speciation modelling**
- **Application of control charts to groundwater monitoring**
- **Environmental incident investigation**
- **Acid sulfate soil assessment and management**
- **Soil chemical limitations to rehabilitation (*eg* metal bioavailability, sodicity, salinity)**
- **Soil, sediment and water chemistry**



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Expert Witness and Advice

NRA scientists have been engaged as expert witnesses for proceedings under Local, State and Commonwealth jurisdictions. We have recognised competencies and acknowledged investigative and reporting proficiencies.

NRA has provided expert witness services and expert advice on technical matters to clients from the private and public sectors. Below are some examples of this work.

- Erosion and sediment control matters at False Cape, Cairns.
- Essential habitat for the Black-throated Finch for the Commonwealth.
- Cassowary habitat at Mission Beach for the Commonwealth.
- Cassowaries and cassowary habitat at Mission Beach for the Queensland Government.
- Rehabilitation plans and financial assurances, for the Queensland Government.
- Unplanned releases of mine waters for the Queensland Government.



Services

- **Erosion and sediment control**
- **Financial assurance / estimated rehabilitation cost**
- **Water quality**
- **Land use**
- **Land rehabilitation**
- **Vegetation management plans**
- **Due diligence**
- **Mergers and acquisitions**
- **EPBC Act referrals**
- **Threatened species assessment and management**
- **Impact assessment**
- **Environmental investigation**
- **Unplanned discharges from metalliferous and coal mines**
- **Soil and sediment assessment**
- **Land clearing impact assessment**
- **Vegetation assessment**

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Staff Secondment

Our clients recognise the high quality of NRA staff and have requested short, medium, and long-term secondments. NRA has provided secondments for a variety of projects over 40 years.

A secondment provides an opportunity for our clients to have an environmental professional on-site for a nominated period. For example, where:

- short-term assistance is required to identify or address gaps in monitoring requirements, data management, or compliance reporting, or to provide on-the-job training of site personnel
- assistance is required for the implementation of a specific program (*eg* EMS)
- environmental obligations must continue to be met while staff are on leave or new staff are trained.

Services

- **Incorporating compliance reporting with on-site secondment**
- **Temporary replacement of staff**
- **Training of site personnel**
- **Implementation of specific programs (*eg* EMS)**
- **Targeted projects with client personnel**
- **On-site assistance with environmental management**



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5. Pre-qualifications and Panels

Defence Infrastructure Panel – Environment, Heritage, and Estate Engineering 2020–2027

NRA has worked on projects for the Department of Defence since 1995 and are appointed to the Defence Infrastructure Panel – Environment, Heritage, and Estate Engineering for the following categories:

- Environmental Impact Assessment and Land Management
- Natural Heritage.

NRA has been on the Defence panel of providers since 2009 and provided project management services to Defence NQ from 1996 to 1999.

Local Buy's Engineering and Environmental Consultancy Services Contract

Local Buy is Queensland's principal local government procurement partner. It streamlines procurement processes for councils and government entities wishing to purchase goods and services from Local Buy contractors. NRA provides services under Local Buy's Engineering and Environmental Consultancy Services Contract (LB312).

Queensland Government Infrastructure and Building Construction Panel 2023–2027

NRA was appointed to the Queensland Department of Transport and Main Roads Infrastructure and Building Construction Panel.

Cairns Regional Council – Pre-qualified Supplier 2021–2027

NRA was awarded the Cairns Regional Council ROPS2777 – Project Consultants – Register of Pre-qualified Suppliers.

Cassowary Coast Regional Council – Pre-qualified Supplier 2024–2027

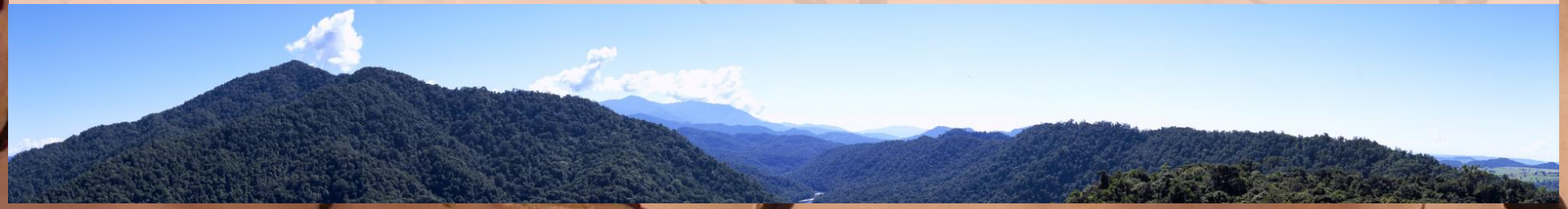
NRA is on the Register of Pre-qualified Suppliers for Trade and Professional Services for Cassowary Coast Regional Council.

Mareeba Shire Council – Pre-qualified Supplier 2025–2027

NRA is on the Register of Pre-Qualified Suppliers for Trade and Professional Services for Mareeba Shire Council.

Townsville City Council – Preferred Supplier 2025–2028

NRA was appointed as a Preferred Supplier for Provision of Integrated Sustainability and Environmental Specialists for Townsville City Council.



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6. NRA Team

NRA employs multi-skilled staff with specialist qualifications in natural resource disciplines. Members of each project team are selected for their technical qualifications and relevant field experience.

Name and qualification	Key expertise
 **Tim Anderson** **Company Director** **Principal Scientist** MAgrSc, BAgrSc(Hons), CPESC, CEnvP	• Project management and strategic planning • Auditing and regulatory compliance • EMS • Erosion and sediment control • Revegetation and terrestrial rehabilitation • Mine closure planning
 **Peter Buosi** **Principal Ecologist** BAppSc(Hons)	• Applied terrestrial ecology • Weed and feral animal management • Threatened species conservation and management • Revegetation and terrestrial rehabilitation
 **Dr Lindsay Popple** **Principal Scientist** PhD, BSc(Hons), CEnvP	• Project management and strategic planning • Flora and fauna surveys • Ecological impact assessment • Threatened species survey and assessment • Species management plans

Name and qualification	Key expertise
 **Neil Boland** **Company Director** **Emeritus Consultant** BSc	• Project management and strategic planning • Auditing and regulatory compliance • Waterway and wetland management and stream restoration • Applied terrestrial ecology • Revegetation and terrestrial rehabilitation
 **Dr John Broughton** **Principal Scientist** PhD, BSc(Hons)	• Environmental geochemistry • Geology • Acid mine drainage • Soils (particularly acid sulfate soils) • Control charts for groundwater
 **Shannon Wetherall** **Senior Scientist** BAppSc(Hons)	• Project management and strategic planning • Auditing and regulatory compliance • EMS • Erosion and sediment control • Aquatic ecology and water quality

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Name and qualification	Key expertise
 **Darcy Simpson** **Company Director** **Senior Scientist / Engineer** BSc–BEng(Env), CPESC, RPEQ	• Environmental and contaminated site assessment • Groundwater monitoring • Erosion and sediment control • Acid sulfate soils • Regulatory compliance
 **Megan Grixti** **Senior Botanist** BSc	• Botany • Protected plant surveys • Revegetation and terrestrial rehabilitation • Landscape geomorphology • GIS spatial analysis and mapping
 **Annabelle Tierney** **Scientist** MSc, BSc	• Water and sediment quality monitoring • Ecotoxicology • Data analysis

Name and qualification	Key expertise
 **Dr Martin Saker** **Senior Scientist** PhD, BSc(Hons)	• Limnology • Water quality monitoring program design • Phytoplankton and cyanobacteria identification • Lake remediation • Ecotoxicology
 **Angelina Bouet** **Scientist** MSc, BSc	• Surface water quality monitoring • Aquatic macroinvertebrate identification • GIS spatial analysis and mapping
 **Dr Thomas Munro** **Scientist** PhD, BSc(Hons)	• Vegetation and restoration ecology • Data analysis

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Name and qualification		Key expertise
	**Sophie van Vliet** **Scientist** MSc, BSc	• Surface water quality monitoring • Macroinvertebrate sampling • Data analysis
	**Rory Lennox** **Scientist** MSc, BSc	• Aquatic macroinvertebrate identification • Water quality monitoring and reporting • Data analysis and management
	**Nadine Hunt** **Editor** AE, BA, GDipEd, GCertEditing	• Editing and word processing • Quality assurance

Name and qualification		Key expertise
	**Dr Natalie Uhlikova** **Scientist** PhD, MSc	• Analytical chemistry • Water quality monitoring and reporting • Device development for *in situ* water analysis • Data analysis and management
	**Kirsty Anderson** **Editor-at-large** BA(Hons)	• Editing and word processing • Quality assurance • Marketing
	**Sarah Mills** Accounts / Administration Manager	• Project control • Financial analysis

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7. Associates

Our ability to respond to the needs of our clients is enhanced by our network of associates, which includes professionals in the fields of conservation economics, cross-cultural resource management, fauna surveys, and habitat assessment.

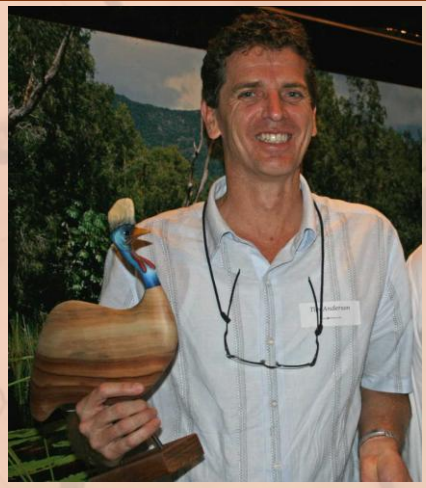
Name and qualification	Key expertise	Name and qualification	Key expertise
 **Dr Andrew Butler** **Associate** PhD, BSc(Hons)	• Soil science and land resource management • Revegetation and terrestrial rehabilitation • Mine closure • Environmental chemistry and geochemistry • Water quality	 **Andrew Perkins** **Associate** BEcon, DipFMan	• Economics • Management, accounting, and financial analysis
 **Dr Paul Godfrey** **Associate** PhD, BSc(Hons)	• Water quality • Aquatic macroinvertebrate identification • Stygofauna • Aquatic ecology and fish surveys	 **Ian Perkins** **Associate** MVSc, BVSc	• Property management • Resource use planning • Livestock management • Whole farm planning
 **Dr Peter Erskine** **Associate** PhD, BSc(Hons)	• Ecology • Plant biology • Community development • Environmental management • Ecological monitoring	 **Stuart Worboys** **Associate** MSc, BSc(Hons)	• Flora survey • Vegetation mapping • Property vegetation management • Weed management

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8. Community Engagement

NRA provides direct financial support to community groups and Australia-wide community organisations, and provides intellectual support for capacity building.

Natural resource management



- Tim Anderson has been involved with the Barron River Integrated Catchment Management Association (BRICMA) for over 20 years and has held many executive positions on the committee. He remains interested in catchment management, having been a pioneer in the field and instrumental in establishing integrated management of the Barron River catchment.
- Tim was awarded the prestigious 'Unsung Hero' Wet Tropics Management Authority Cassowary Award for being 'the visionary behind the Green Corridor Project to rejuvenate the banks of the Barron River'.
- Tim was elected for three terms to the Local Marine Advisory Committee, which enables local communities to have effective input into the management of the Great Barrier Reef Marine Park. He was also appointed by the Federal Minister to the Great Barrier Reef Consultative Committee.
- Megan Grixti has been involved in flora survey projects with the Australian Tropical Herbarium, James Cook University, and Melbourne University.
- Megan has assisted restoration and rehabilitation projects at Cattana Wetlands, East Trinity Reserve, Peterson Creek Yungaburra, Holloways Beach, Freshwater Creek, Barron Gorge National Park, Cedar Bay National Park, and Mount Whitfield Conservation Park.
- Peter Buosi is involved with Coastal Dry Topics Landcare in Townsville, notably Mundy Creek Landcare.
- Peter is also involved with Birdlife Australia and is a founding member and research advisor to the Black-throated Finch Recovery Team. Peter is a recognised expert on Black-throated Finch ecology and conservation.

Professional



- Neil Boland served on the committee of the International Erosion Control Association.
- Peter Buosi has been involved with the Cairns and Far North Environment Centre over the past 20 years.
- Neil and Tim were instrumental in setting up the northern branch of the EIANZ. They and other staff members have been involved with this association of professional environmental practitioners for over 20 years.
- Lindsay Popple is an Honorary Research Fellow of Queensland Museum.

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Community

NRA has provided ongoing financial support to a variety of local clubs:

- Community tree planting
- Pony Club
- Hockey clubs.



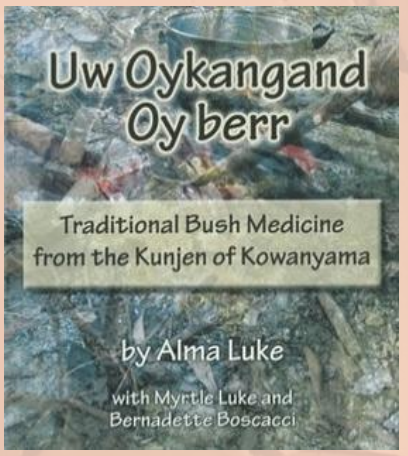
Other

NRA has also provided significant financial support to the following organisations.

- Fred Hollows Foundation – we are a major supporter of this organisation with a particular focus on Aboriginal health issues.
- Royal Flying Doctor Service.
- The Frog Decline Reversal Project.
- Buk bilong Pikinini (an independent charity fostering early learning through establishing community libraries).
- *Uw Oykangand Oy berr: Traditional Bush Medicine from the Kunjen of Kowanyama*. NRA was a proud supporter of this book, which documents bush medicine of the Oykangand-speaking Kunjen people.



Our leadership in social responsibility was independently recognised when NRA was the 2009 Queensland winner of the Sensis Social Responsibility Award at the Telstra Business Awards.





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9. Corporate Information

Since the company was established 40 years ago, NRA has invested intensively in the development of specialised environmental assessment and management services. We have offices in Cairns and Townsville and a demonstrated track record of delivering a quality product on time and to budget.

Company details	
Company name:	Natural Resource Assessments Pty Ltd
Trading name:	NRA Environmental Consultants
ABN/ACN:	77 011 073 135
Bank name:	Suncorp Bank, Cairns
BSB:	484 799
Account number:	071340972
Contact email:	nra@natres.com.au

Company office		Branch office
Address (Street):	Level 1, 320 Sheridan Street, Cairns 4870	Unit 2, Level 1, 41 Denham Street, Townsville 4810
Address (Postal):	PO Box 5678, Cairns 4870	PO Box 539, Townsville 4810
Telephone:	07 4034 5300	07 4796 9444
Principal contact:	Tim Anderson (Director)	Peter Buosi (Principal Ecologist)

Personnel numbers	
Company-wide:	16

Insurance details	Insurer	Policy number	Expiry
Public and products liability	Vero Insurance	SPX017259457	7/4/2027
Workers compensation	Workcover QLD	WPA900333772	30/6/2027
Professional indemnity	CGU Professional Risks	04MIS2837250	7/4/2027

Permits

NRA holds the following permits to undertake flora and fauna surveys in Queensland:

- Animal Ethics Committee Approval
- Damage Mitigation Permit
- General Fisheries Permit
- Registration as a Scientific User of Animals
- Rehabilitation Permit: spotter catcher activity
- Scientific Purposes Permit (non-protected areas)
- Scientific Purposes Permit (protected areas)
- Biosecurity instrument permit.

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Health and Safety

NRA's *Occupational Health and Safety Manual* details our health and safety management procedures. Items addressed include:

- Occupational Health and Safety Requirements and Responsibilities of NRA personnel
- OH&S Management Plans:
  - Job Hazard Analysis
  - Project Health and Safety Plan
  - Office Emergency Management Plan
- Hazard Identification and Risk Management processes
- Incident Investigation and Reporting processes
- Activities management:
  - Office work
  - Field work
  - Laboratory work
- Fitness for Work
- Training
- Equipment
- Monitoring and Evaluation
- Communication and Consultation
- Change Management.

Quality Assurance

NRA is committed to providing technically accurate and practical solutions that are responsive to the ecological and social environments. We operate under an Integrated Management System that is certified to ISO 9001:2015 (Quality), ISO 14001:2015 (Environment) and ISO 45001:2018 (Safety).

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Environmental Approval & Compliance Solutions

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Level 1, 320 Sheridan Street, PO Box 5678 Cairns QLD 4870
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Townsville Office:
Suite 2A, Level 1, 41 Denham Street, PO Box 539 Townsville QLD 4810
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