

Resume

RICHARD McDOWELL

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WORK HISTORY

October 2022 – current

**Sole trader
Wheatbelt Native Gardens**

Cottage-Industry native plant nursery focusing on the Wheatbelt domestic market & small Shire projects.

Wheatbelt Native Gardens places a particular focus on Wheatbelt species and offers a number of ancillary services across consultancy, education, training & workshops.

September 2018 – 2022

**Projects, Training & Seed Manager
APACE Aid Inc.**

Key responsibilities:

- Development, management & monitoring of environmental projects incl;
 - native seed collection contracts
 - provenance propagation contracts
 - revegetation projects
- Management of the Swan Regional Native Seed Bank
- Development & delivery of non-VET workshops / training programs in Conservation related subjects;
 - Native seed collection & processing
 - Native flora ID
 - Weeds
 - Revegetation
 - Native plant propagation
 - Native verge conversions
 - OSH

Key achievements

- Rewriting APACE OSH policy document
- Rewriting APACE Native Seed Collection Workshop
- Significant input into Local government environmental projects
- Development & delivery of multiple workshops
- Mapping of APACE activities to the WA Curriculum for schools program

October 2017 – June 2018
November 2014 – June 2015

Private Contractor.
Native seed collection & processing.
City of Joondalup

Key responsibilities:

- Collection, processing / cleaning, packaging & inventory of native seed from the City of Joondalup's natural areas.
- Provision of training in native seed collection to the City of Joondalup's Friends Of groups.

Key achievements

- Provision of fresh, clean, viable native seed to the City of Joondalup for revegetation projects.
- Contributing to the enhancement of the City of Joondalup's natural areas.
- Provision of training and enhancement of practical environmental skills to the community and the City of Joondalup's Friends Of groups.

April 2015 – September 2017

Training Coordinator Western Australia.
Conservation Skills Centre
(A division of Conservation Volunteers
Australia).

Key responsibilities:

- Coordination of training (VET) and assessment activities for the Conservation Skills Centre (RTO 4624) across Western Australia
- Delivery of conservation & land management (CLM) training.
- Assessment of CLM students.
- Engagement, support & mentoring of CLM students.
- Development of CLM training material – accredited & non-accredited.
- Provision of CLM knowledge & expertise to CVA staff & project partners.
- Project planning & monitoring.
- Development, implementation & maintenance of OSH systems incl' compliance monitoring

Key achievements

- Successful large-scale training and assessment for the Federal Government's Green Army Program.
- Extensively involved in planning and implementation of multiple environmental programs.
- Delivery of social benefits to youth through training programs (including indigenous youth).
- Coordination, management and operation of a dedicated Aboriginal training program.
- Development of WA Education Department approved educational material for years 8, 9 & 10.
- Delivery of non-accredited conservation-related training to WA Schools.

July 2013 – October 2014
July 2019 – December 2019

**Lecturer, Conservation and Land
Management / Horticulture.**
North Metro TAFE, Joondalup.

Key responsibilities:

- Interpretation of Units of Competency to facilitate the development of learning resources & training programs in conservation & land management (CLM).
- Delivery of CLM lectures, workshops & on-site training.
- Assessment of CLM students.
- Engagement, support & mentoring of CLM students.
- Provision of program advice & specialist assistance to facilitate student's learning.

Key achievements

- Facilitating students to achieve CLM qualifications in addition to experience and knowledge that will assist them to gain employment in an industry context.
- Ensuring that the learning experience for all students is engaging, relevant and in-line with current industry methodologies.

December 2011 - July 2013

Revegetation Business Officer.
GHEMS Revegetation Environmental,
Bayswater.

Key responsibilities:

- Natural area & civil infrastructure rehabilitation / revegetation contract establishment & tender response.
- Natural area & civil infrastructure rehabilitation / contract management incl' revegetation / rehabilitation planning, OSH assessment, environmental weed control assessment, scheduling, costing & implementation of works.
- Monitoring of revegetation works against environmental indicators, legislation & client completion criteria.
- Native seed collecting in suburban natural areas for LGA in addition to managing seed collection contracts.
- Herbicide / chemical inventory management including product acquisition & storage.
- OSH management including safety reviews, JSA preparation, leading toolbox meetings & client liaison re' OSH.
- Staff instruction, training, supervision, mentoring & allocation of staff to work schedules.
- Research & information analysis re' herbicides, legislation, native flora / vegetation, weeds & other natural area environmental threats.
- Report / document writing.
- Stakeholder (private business & Government) liaison / consultation & negotiation.
- Business development.

Key achievements

- Revegetation / rehabilitation of key conservation lands in the greater Perth metropolitan region.
- Assisting stakeholders to meet their environmental & conservation obligations under legislation.
- Development of an in-house herbicide inventory system including OSH protocols.
- Monitoring of a mine site on care and maintenance before preparing an Annual Environmental Report that met the requirements of the Department of Mines & Petroleum (DMP).

- Achieved a high degree of customer satisfaction and commendation from numerous clients including Mammoth Nominees, Water Corporation, Western Power, Main Roads WA, Cities of Wanneroo, Joondalup, Stirling, Gosnells & Swan, DEC (now DBCA), Cardup Landfill Facility, Public Transport Authority (PTA) and Department of Mines & Petroleum (DMP) .

KEY SKILLS AND ABILITIES

Conservation & Land Management Skills

- Extensive knowledge of Swan Coastal Plain & Wheatbelt native flora, vegetation complexes & landforms.
- Extensive Knowledge of natural area biodiversity threats incl' weeds (esp' Swan Coastal Plain).
- Good working knowledge of environmental legislation, Acts & Codes of Practice.
- Knowledge of herbicides, groups, modes of action, science & OSH.
- Substantial knowledge of Noongar culture related to native plants – especially food and medicine use, but also the six-seasons system.
- Highly experienced in native seed collecting & processing.
- Highly experienced in native plant propagation procedures and methodologies.
- Extensive working knowledge of native nursery establishment & management.
- Experienced in revegetation principles & procedures.

General Workplace Skills

- Exceptional networking, liaison & negotiation skills.
- Exceptional written, verbal & interpersonal communication skills.
- Excellent project management skills.
- Excellent working knowledge of OSH, practical applications & legislation.
- Highly organised, self-motivated individual able to focus on detail & the 'Bigger Picture'.
- Proven ability to work alone with initiative and self motivation, or as an integral member of a team.

Desktop Skills

- Experienced in research techniques.
- Extensively developed writing skills from highly technical to general.
- High level of computer skill with proficiency using Microsoft Office suite (esp' Word, Excel & PowerPoint) as well as image editing programs

Lecturing & Training Skills

- Development of learning & training resources both accredited (VET) and non accredited
- Good working knowledge of WA Curriculum & general education standards

FORMAL QUALIFICATIONS

2013	Certificate IV Training & Assessment (TAE). (West Coast Institute of Training, Joondalup, now North Metro TAFE).
2011	Certificate III and Certificate IV Conservation & Land Management (West Coast Institute of Training, Joondalup).
2011	Certificate II Conservation & Land Management (West Coast Institute of Training, Joondalup).

REFEREES

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