

2014 nawic Awards for Excellence

Celebrating the Achievements of Women in the Construction Industry

Awards Presentation Dinner

Friday 24th October, 2014 - 6:30pm
Grand Hyatt Melbourne



nawic
The National
Association of Women
in Construction

Victorian & Tasmanian Chapter

Providing rewarding career opportunities

Probuild are proud to celebrate the achievements women have made to building our reputation as one of Australia's largest and most successful construction companies.

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PROBUILD



At Boral we believe that success comes from the diversity and commitment of our people and we work hard to attract, develop and retain the very best talent across our business.

Boral is proud to sponsor the 2014 NAWIC Diversity and Inclusion Award and congratulates all nominees across all categories.

Discover more:
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Produced on behalf of

National Association
of Women in Construction
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CEO's Message

On behalf of NAWIC we thank everyone who continues to actively participate in the NAWIC Awards for Excellence night including the judges, nominees, corporate members, individual members, sponsors, supporters, as well as all of our friends and family

who continue to support us in doing what we love to do!

NAWIC hold the awards in all of our chapters across all the states and it's exciting to see the calibre of nominees that have been nominated over the years. Next year we will be celebrating our 20 Year anniversary and as such we'll be taking the opportunity to revisit and strengthen our strategic plan to ensure we stay relevant to the industry and our members.

To the nominees - tonight we have enjoyed celebrating your accomplishments and hearing about the wonderful contributions you have made to the industry. Keep up the great work!

Laurice Temple
CEO
NAWIC

Message from the President



Good Evening and a very warm welcome to the 2014 NAWIC Awards of Excellence for Victoria and Tasmania.

Every year we gather here at the NAWIC Awards of Excellence to celebrate the achievements of the many hard working and passionate women in the Construction Industry in Victoria and

Tasmania, and this year is no exception. The calibre of the women nominated tonight, by peers, by managers and by the companies they give so much to, is a testament to the determination and hard work of the women all over the industry that NAWIC is so excited to represent. A huge congratulations goes to all of the winners and nominees tonight who have achieved such success in what has been a challenging year.

On behalf of the NAWIC Council I would also like to extend a very special "thank you" to all our Major and Support sponsors for their generosity and for all of you who have continued to support the NAWIC Victoria and Tasmania organisation over the years. Without your ongoing and much appreciated support, this event would not be possible.

The NAWIC Awards for Excellence are the result of the tireless hard work of a few amazing women, who readily offer their time on a voluntary basis to make the awards night what it is. A very special thank you goes to:

- Jessica Lambourn, AECOM (Awards Chair)
- Genevieve Tessier, Johnstaff

Also a very special thank you to Amanda Dale and Penny Fitzgerald of ADvent Event Management. They both work throughout the entire year to help make this night an exceptional one.

To the panel of industry judges for their time and efforts in making the difficult decisions to select winners from the exceptionally high calibre of nominees received this year.

Finally to the significant contributions of presidents past, who have given us the stepping stones to take us from strength to strength this year. We welcome back Laurice Temple, a former Victorian and Tasmanian

President and Crystal Vision Award winner, who has stepped into the role of CEO of NAWIC in 2014 and is taking our organisation into our 20th year with enthusiasm and the endless passion she has always shown for NAWIC and women in our wonderful industry.

No thank you this year would be complete without expressing the gratitude from the Council and the Organisation to Victoria Hart, our outgoing President. Victoria's commitment over so many years to the organisation and the hard work and leadership she put in as President has given the Victorian and Tasmanian chapter a very sturdy scaffold to continue the climb higher and higher.

We hope you enjoy the night and look forward to seeing you at our many other events throughout the year!

Regards,

Catriona Smith
NAWIC Victorian/Tasmanian President



Message from the Awards Chair



On behalf of NAWIC in Victoria and Tasmania, I would like to take this opportunity to thank all the wonderful organisations who have generously sponsored the 2014 NAWIC Awards for Excellence. The NAWIC Awards would not be a reality without your support, so thank you for allowing us to recognise amazing women and their outstanding achievements in construction.

I would also like to thank all the judges who generously volunteered their time and expertise to this year.

To all the nominees, we applaud you all for your commitment to the industry and congratulate you for your nomination. We encourage you to continue to strive for excellence in everything you do.

Congratulations to the 2014 Award and Commendation recipients. It is an honour to be recognised for outstanding achievement within the construction industry.

To Catriona, Genevieve and Amanda without whom the Awards night would have not been possible, thank you all for your commitment and support and most of all your time over the last year.

On behalf of the Awards committee, we wish everyone an enjoyable night and thank you for supporting NAWIC.

Jessica Lambourn
Chair, Awards Committee
NAWIC Victorian/Tasmanian Chapter

About NAWIC

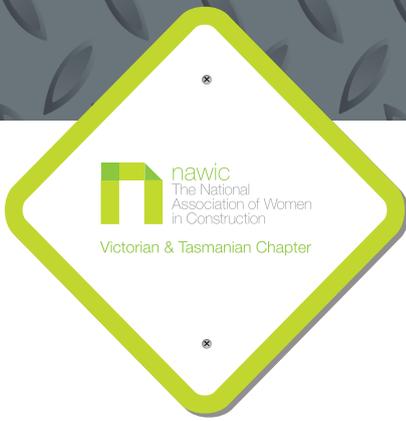
The National Association of Women in Construction's Mission is:

- To raise the profile of women working in the construction industry
- To be a positive instrument for change in the construction industry
- To promote and share construction industry best practice
- To meet, support and network with other women in the construction industry

From its inception in Australia in 1995, NAWIC has strived to build a dynamic organisation which encourages and supports women in the construction and related affiliate industries. Our membership has risen steadily over the years due to enhanced networking opportunities and the continuing development of member services and benefits.

The Victorian and Tasmanian Chapter of NAWIC currently has over 550 members from a wide range of construction industry occupations including: engineers, lawyers, architects, project managers, builders, quantity surveyors, tradeswomen, interior designers, small businesswomen, marketing, education, developers, property, and research and development.

The Chapter has strong support from industry, with over 130 organisations holding corporate membership nationally and many more supporting our activities through sponsorship for events, the Awards, the National Conference and other educational seminars.



2014/2015 Committee

NAWIC Victorian & Tasmanian Chapter

National		
CEO:	Laurice Temple	
National President:	Jane Bateson	Melbourne Water
Victoria/ Tasmania Council		
President:	Catriona Smith	Johnstaff
Vice President:	Cana Loh	Harris HMC
Treasury:	Genevieve Tessier	Johnstaff
Mentoring:	Nathalie Strooper	Lend Lease
Education:	Meg Herrmann	Grocon
	Katherine Brewis	Thiess
Events:	Elinor Moshe	Corplex
Awards:	Jessica Lambourn	AECOM
Construction Champions of Change:	Libby Gordon	Johnstaff

Awards Committee

NAWIC would like to thank the Awards committee for organising this event.

The committee includes:

Chair



Jessica Lambourn
Aecom



Catriona Smith
Johnstaff



Genevieve Tessier
Johnstaff



Amanda Dale
ADvent Event Management



Judges

NAWIC would like to thank the following people for being involved in the judging process:

Name		Organisation
Russell Bates	Director	Johnstaff
Collette Burke	Civil and SA Manager	Leighton Contractors
Stephanie Clarke	Water Services Leader Adelaide / Melbourne	Aurecon
Sandra Costanzo	Legal Counsel	Hickory Group
Jarrod Flanigan	Careers Manager	MBAV
Monica Fontaine	Project Manager	Kane Construction
Assoc Prof. Valerie Francis	Master of Construction Management Coordinator, Faculty of Architecture Building and Planning	University of Melbourne
Linda Maney	General Manager Sales - Southern Region	Boral
Brigitte Meszaros	Associate Director	Davis Langdon
Lisa Stankiewicz	Regional Legal Counsel	Brookfield Multiplex
Wilma Stuart	Executive General Manager - Human Resources	McConnell Dowell
Nathan Theos	Director New Business, Victoria	Probuild
Prof Ron Wakefield	Head of School, Property Construction and Project Management	RMIT University

Awards Categories

PROBUILD

Crystal Vision Award for Advancing the Interests of Women in the Construction Industry

BORAL

Award to a Diversity and Inclusion Champion (Gender)

BROOKFIELD MULTIPLEX

Award to a Young Achiever

MBAV

Award for Outstanding Achievement by a Tradesperson

RMIT University

Award for Outstanding Achievement by a Student

UNIVERSITY OF MELBOURNE

Award for Outstanding Achievement in Design

NAWIC

Award to an Emerging Leader

NAWIC

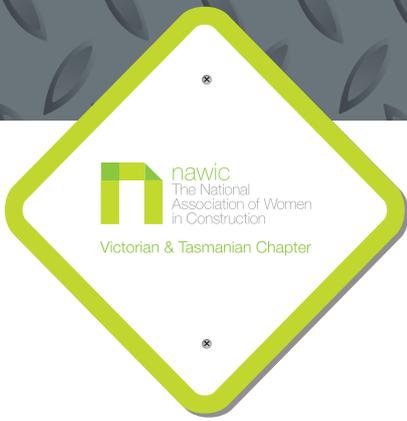
Award for Outstanding Achievement as a Businesswoman

NAWIC

Award for Contribution to Environmental Sustainability

NAWIC

Award for Outstanding Achievement in Delivery, Development or Construction



2014 sponsors & supporters

NAWIC Victorian/Tasmanian Chapter would like to thank our sponsors for their generous support of these awards.

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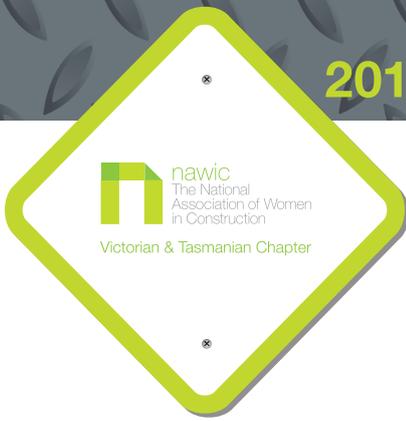


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The National
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in Construction

Victorian & Tasmanian Chapter

WINNERS





**PROBUILD
CRYSTAL VISION
AWARD FOR
ADVANCING THE
INTERESTS OF
WOMEN IN THE
CONSTRUCTION
INDUSTRY**

PROBUILD

WINNER

Leighton Contractors Southern Infrastructure

Through strategic policies relating to effective recruitment, development, advancement and retention of women employees, Leighton contractors have increased female participation from 16% in 2011 to 25% in 2014. Employing 60% female graduates in 2014 they also have 15% of women in engineering roles and 9% as senior managers.

Leighton's have introduced new work-life initiatives such as flexible working arrangements, job sharing and working from home. These along with strong female mentoring and networking initiatives are aimed at improving staff retention and increasing female participation.

We congratulate Leighton Contractors' Southern Infrastructure, and in particular Dr. Collette Burke, for their overall initiatives for women working in construction.







Women in SOUTHERN INFRASTRUCTURE

85
Number of women in Southern Infrastructure

25%
Percentage of women in Southern Infrastructure

65%
Women in professional positions as a percentage of all women employees

Professional women are defined as those who have a tertiary qualification or equivalent experience that allows them to work in a professional role

Awards

- Estimating Manager Cate Marr won the 2014 Civil Contractors Federation (SA) Award in the Women in Civil category
- Civil and SA Manager Collette Burke won the 2013 NAWIC Award for Outstanding Achievement as a Businesswoman
- Senior Project Engineer Nicole Cooper won the 2013 NAWIC Leader in the Construction Industry
- Estimating Manager Cate Marr won the 2012 NAWIC (SA) Outstanding Achievement in Construction Award
- Design Manager Kathryn Winter won the 2012 NAWIC (SA) Design Award for her work as a Design Manager on the new Royal Adelaide Hospital Project

Women in senior project roles

12

1 Project Director

4 Project, Design and Contracts Managers

4 Senior Project Engineers

2 Safety, Quality and P&C Managers

1 Superintendent

1 Average of woman employed in a senior role on each project



38%
Percentage of women in Executive Leadership Team



**NAWIC
AWARD FOR
OUTSTANDING
ACHIEVEMENT
AS A
BUSINESSWOMAN**

WINNER

Kate Wickett

Aurecon Australasia

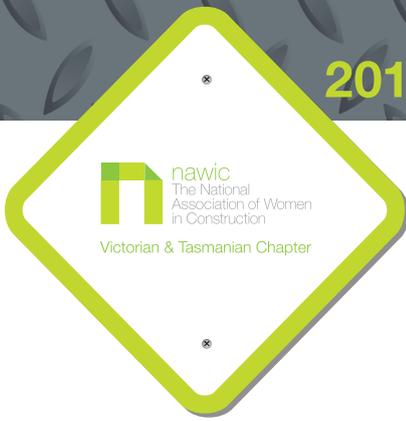


Kate's progression at Aurecon within a very short period is an outstanding example of a female in the construction industry with internally and externally recognised business acumen, which she has utilised to achieve both her organisation's business goals and her own personal success within that business.

Kate's inspirational leadership qualities are also evident in her commitment to helping others in the industry achieve the same success. In her role at Aurecon, Kate contributes to the culture of the organisation by mentoring fellow women, being an active participant in Aurecon's internal Women's Network (AW2) and leading equality and diversity initiatives such as Pride in Diversity. Kate also contributes to the wider construction industry by being an active NAWIC member and sessional lecturer at the University of Melbourne for the Construction Management Masters course.

We congratulate Kate on her holistic approach to business, leadership and achievement.





**NAWIC
AWARD FOR
CONTRIBUTION
TO
ENVIRONMENTAL
SUSTAINABILITY**

**MACARTHUR WIND FARM
PROJECT**

Environmental Handbook
for Construction Phase



WINNER

Priya Pathmanathan

Leighton Contractors

**Project: Regional Rail Link - Work Package F,
West Werribee Junction**



The judges were very impressed with Priya's nomination, in particularly her drive and passion in engaging people and creating a culture of environmentally sustainable practice. Priya is acknowledged for her involvement in two packages of the Regional Rail Link project (Packages E and F) where she was the Sustainability Representative participating at workshops and driving improvements to environmental performance.

Priya has championed the use of the Infrastructure Sustainability Council of Australia (ISCA) industry-wide tool to measure sustainable reporting of infrastructure projects in Leighton Contractors' Southern Region.

Priya has recently been accepted to join the Climate Reality Leadership Corps, a global network of Climate Reality Leaders led by Al Gore. She is hopeful the tools and networks she builds will lead to further innovation and success in her leadership of environmental sustainability at Leighton Contractors.

Congratulations Priya, a very worthy Award winner.





**NAWIC
AWARD FOR
OUTSTANDING
ACHIEVEMENT
IN DELIVERY,
DEVELOPMENT OR
CONSTRUCTION**

WINNER

Sarah Barclay

Monaco Hickey

Project: CSL Privigen

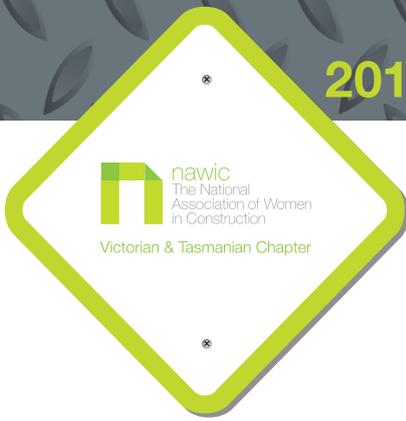


Sarah showed a diversity of skills by taking on the roles of Contracts Administrator and Finishes Foreman on the CSL Privigen Project. Sarah recognised that if the project was going to be finished on time and to a high standard that she was going to take on a hands on approach by supporting the site team in the completion of the project.

The high level of finishes and quality on this project was paramount due to the end product being highly clean laboratories and this was met thanks to the detail Sarah put into the finishing trades, while still maintaining the role of contracts administrator.

Sarah met all criteria's of this award covering the delivery, development and construction of the entire project.





**UNIVERSITY OF
MELBOURNE
AWARD FOR
OUTSTANDING
ACHIEVEMENT IN
DESIGN**

WINNER

Danielle Savio

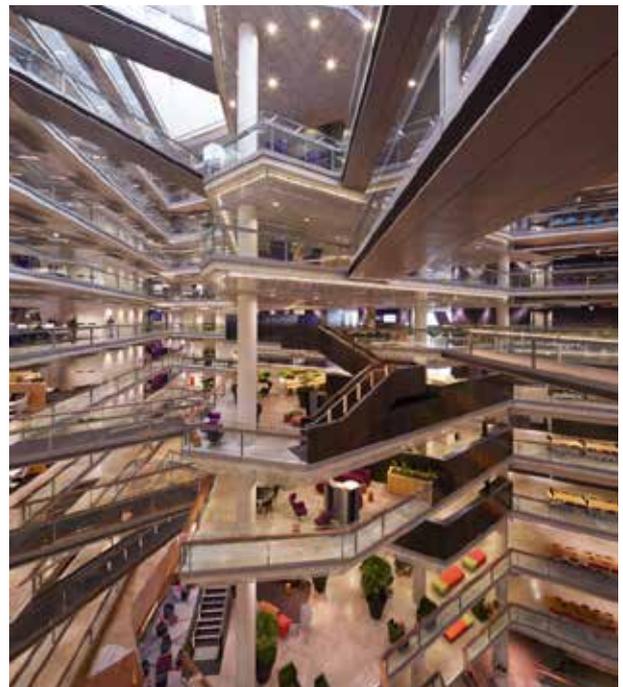
Brookfield Multiplex

Project: 700 Bourke Street Development



Danielle played a pivotal role in the design and construction of a very technical and complex building. The challenges she faced in the design of the façade alone, stand out as an exceptional example of the major role she played in the project team at 700 Bourke Street.

Danielle is a very worthy winner of the NAWIC Design Award.



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**BROOKFIELD
MULTIPLEX
AWARD
TO A YOUNG
ACHIEVER**



WINNER

Stephanie Wood

McConnell Dowell

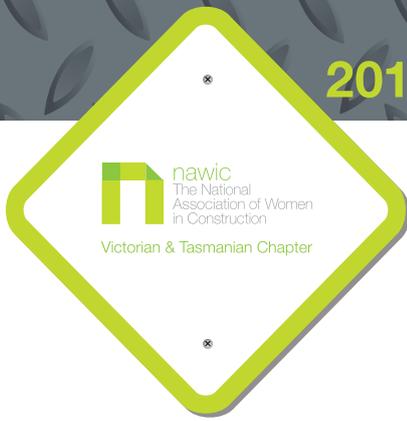


Stephanie impressed the judges this year in particular with her role as site engineer on the Balaclava Station Upgrade Project – a live rail line and station that services the daily commute for over 3000 people. Within a small project team of eight, Stephanie as the sole site engineer has assumed a leadership role beyond that typically required of her positions. The judges were impressed by her multi-discipline skills and approach. She is not only the site engineer, but also a planner, logistician, cost controller and supply coordinator.

In addition, Stephanie impressed with her extensive history of volunteering both in Australia and abroad including a six month stint working in a tsunami orphanage in Thailand, teaching English in a Thai school and volunteering in various youth camps across Australia.

Congratulations Stephanie.





**NAWIC
AWARD
TO AN
EMERGING
LEADER**

WINNER

Benita Husband

Aurecon



Benita is a Technical Director at Aurecon and has led multi disciplinary projects and business units. As a senior executive in the Melbourne Buildings Business Unit and Portfolio Manager responsible for performance of 110 project staff, she is in our view already a leader with what she has achieved to date.

Benita has demonstrated that she has the potential to continue to develop her leadership capability to greater leadership roles in the future. Most recently she has proven herself as the global lead in a multinational business merger and led the design team for the new Australian Embassy in Jakarta. She mentors others while maintaining an active involvement in the community advocating for women to become involved in engineering and construction.

Congratulations Benita.





**MBAV
AWARD FOR
OUTSTANDING
ACHIEVEMENT
BY A
TRADESPERSON**



WINNER

Helen Anthony

Fine Style Painting



Helen is a credit to her profession, a consummate professional that should not be called a tradesperson but an artisan.

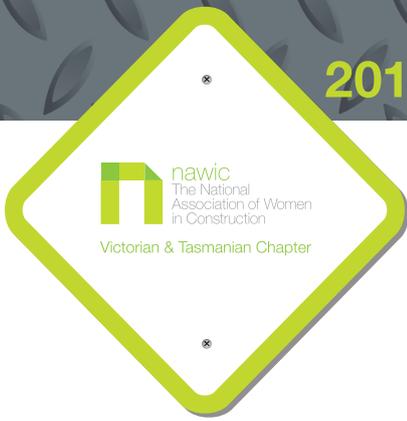
Helen has shown an understanding of all areas of Painting and Decorating from new housing and commercial work through to the delicate art of heritage restoration. Helen has also been a dedicated employee for various companies, taking on such roles as an OH&S rep to successfully running her own business.

With this breadth of experience Helen has also imparted her knowledge to apprentices as a trade instructor, thereby cementing a solid future for not only the apprentices but also for her trade.

When she is not working Helen has dedicated her personal time to various charities such as the Dan Room at Monash Medical Centre.

With all of these personal and professional attributes, Helen is an outstanding role model showing that the application of talent, hard work, dedication and a professional approach can provide you with a rewarding career.





**RMIT
UNIVERSITY
AWARD FOR
OUTSTANDING
ACHIEVEMENT
BY A STUDENT**



WINNER

Elena Casa

**University of Melbourne /
Brookfield Multiplex**



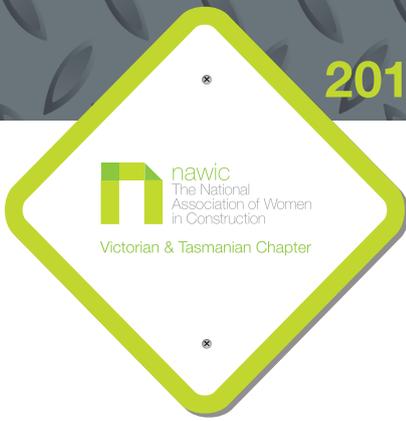
As a cadet at Brookfield Multiplex, Elena has demonstrated great passion for the construction industry, well surpassing the inquisitiveness, enthusiasm and motivation of the average outstanding student.

Elena is already facing the challenges that many young managers in construction have when it comes to balancing life, community, workload and the demands of study. She has met these challenges head on and is proving to be an integral part of the Brookfield Multiplex team.

With a genuine interest and passion for challenging herself through continual learning and development Elena sought opportunities outside of her institutional learning. This led Elena to becoming a member of the Australian Institute of Young Builders (YBA) and the Construction Student Association at the University of Melbourne. Elena volunteered her time as event coordinator for YBA, whilst doing this she sought to encourage students and other young builders to participate in seminars and various events to expose them the opportunities that are available.

Elena has a bright future in the building industry and her passion and drive will assist her to develop into an outstanding young professional.





**BORAL
AWARD
TO A DIVERSITY
AND INCLUSION
CHAMPION
(GENDER)**



WINNER

Clare Robertson

Jacobs



Clare has demonstrated conscious recognition that the diversity and inclusion goals of Women in Consulting and the broader business goals of Jacobs can be aligned in a manner which will enable the success of both. Leaving nothing to chance Clare has taken a multi-faceted approach to building diversity within Jacobs. She has incorporated skill building, internal and external networking (including customers), mentoring, workshops, workplace flexibility and a broad communication program in her extremely comprehensive plan.

In doing so, Clare has also secured the support from senior management for WiC, in the establishment of a formal business plan, reporting process and designated budget for WiC, which has in turn raised the profile and enhanced the credibility of WiC.

We congratulate Clare and WiC on their achievements in delivering a supported forum to introduce initiatives for the benefit of all genders, the individual and Jacobs organisation.





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Our mission is to attract, assist and train the people who wish to establish and develop a career within the building and construction industry.

The Foundation provides many individuals, especially young people with the financial, peer and industry support to undertake pre-apprenticeship qualifying studies, to complete an apprenticeship, to undertake other education or training to gain new experience.

Your tax deductible donation ensures that key Foundation initiatives can continue providing a future for the Victorian building and Construction industry. It enables us to grant scholarships for deserving students.

For further information on the Foundation or to make a tax deductible donation please contact:

Mr Jarrod Flanigan

via Master Builders Association of Victoria

Phone: 03 9411 4555

Email: jflanigan@mbav.com.au

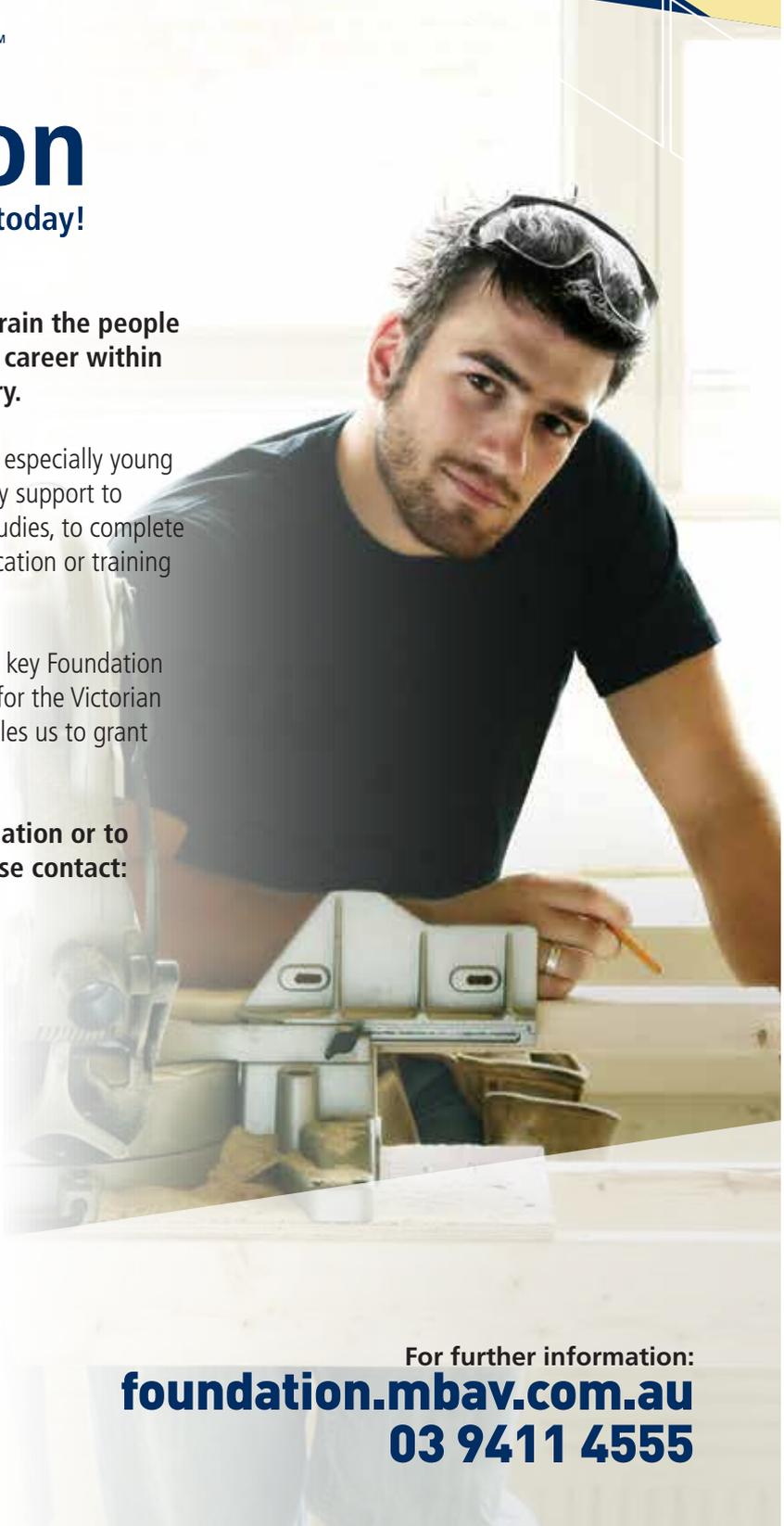
foundation.mbav.com.au

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the Foundation are welcome**



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Builders[™]**

FOUNDATION



For further information:

foundation.mbav.com.au

03 9411 4555



nawic
The National
Association of Women
in Construction

Victorian & Tasmanian Chapter

COMMENDATIONS

Commendation

PROBUILD CRYSTAL VISION AWARD FOR ADVANCING THE INTERESTS OF WOMEN IN THE CONSTRUCTION INDUSTRY

Brookfield Multiplex

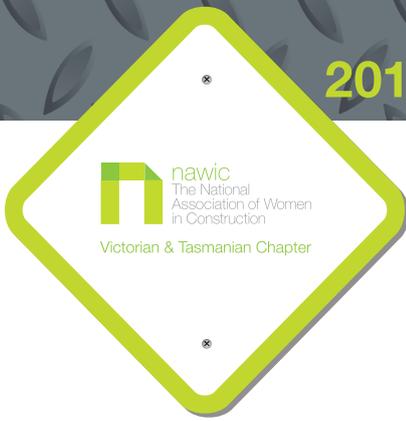


Brookfield Multiplex doesn't regard gender diversity as "fashionable" but key to continuous growth and improvement in the sector. They have increased their Australian Executive group from 0% to 33% in 3 years and up to 40% of their graduate intake is female. To date, they now have a female Project Manager who has delivered a multistorey building.

Brookfield Multiplex is actively removing barriers to progression and introduced an initiative called Women @BM. In addition, they have a "Facebook" page for "BM Mums" and provide as much flexibility as they can to their staff. They are in an active partnership with the Australian Human Rights Commission in implementing best practice in relation to protecting the rights and wellbeing of working parents, pregnant workers and employees returning to work.

We commend Brookfield Multiplex for supporting their women in such a positive way.

PROBUILD



Commendation

BROOKFIELD MULTIPLEX AWARD TO A YOUNG ACHIEVER

Jessica Anderson

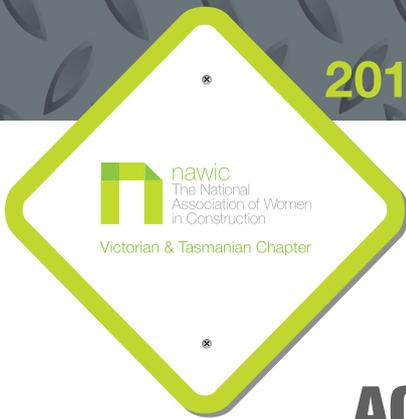
John Holland Group



Jessica is commended for her work on the South Road Superway Project where she was responsible for the delivery of an \$18 million dollar scope of work for the design, manufacture and installation of parapets on the viaduct superstructure.

Jessica was charged with the responsibility of managing the development of a 3D model to show the required location, dimensions and type for each unique concrete parapet. To ensure the challenging program for the project was met, Jessica led the subcontractors to develop a time and motion study for each parapet mould. Through Jessica's commitment and an innovative approach of changing the environment with heating and blankets, the casting program was met.

Since 2006, Jessica has been volunteering with Edmund Rice Camp, a charity organisation who runs camps for children and families who are disadvantaged. She has volunteered as a Camp Leader, Group Leader and Captain on 14 camps including two camps in East Africa. Jessica is commended for her outstanding achievements to date and for her aim to be an inspiration and example for other young women considering a career in the construction industry.



Commendation

MBAV AWARD FOR OUTSTANDING ACHIEVEMENT BY A TRADESPERSON

Rhonda Neil

AGA

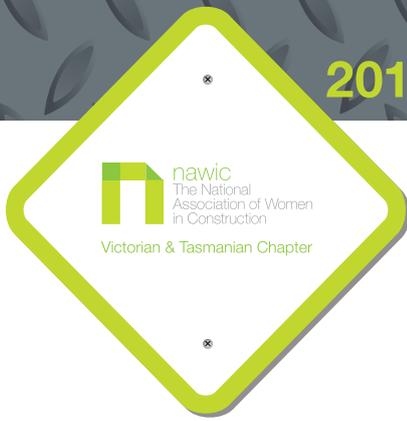


Rhonda is a carpenter recently completing her apprenticeship. Throughout her apprenticeship she has won various awards such as National Carpenters Day, Victorian State apprentice of the year, 2014 Master Builders Female apprentice of the year and a joint winner of the 2014 Master Builders State apprentice of the year.

Rhonda is a committee member with Alink, an apprentice member area at the Master Builders. As a committee member, she has a voice as to how the government and industry perceive the apprenticeship system. She has been instrumental in changing attitudes towards training and making employers aware that they need to explain and treat the apprentices differently. One of the biggest outcomes that Rhonda and the committee are making is giving apprentices a bigger identity not only within the industry but also within government.

Congratulations Rhonda and good luck with your next challenge.

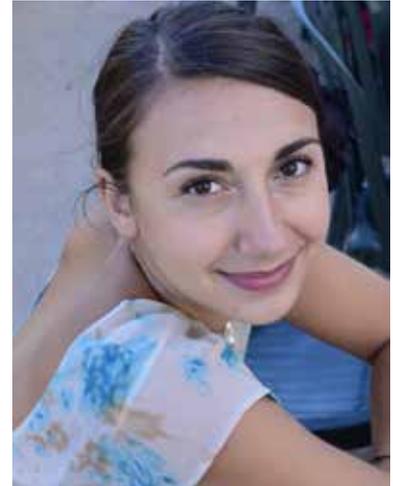




Commendation

RMIT UNIVERSITY AWARD FOR OUTSTANDING ACHIEVEMENT BY A STUDENT

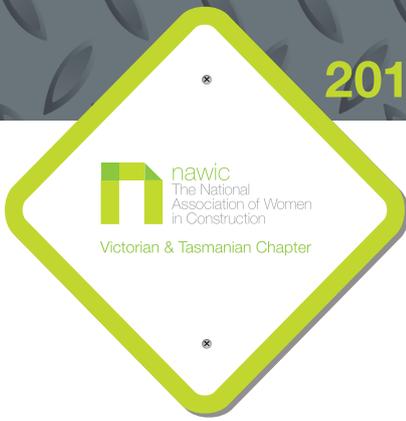
Natasha Ugrinoski
University of Melbourne / Johnstaff



Natasha is currently undertaking a Master in Architecture at the University of Melbourne whilst also working as a Contract Administrator at Johnstaff.

Natasha's passion for helping create a more sustainable environment to live in is clearly evident. She was selected for two Travelling Studios as part of the Master of Architecture course travelling to Malaga in Spain to generate design proposals to adapt the coastal settlement to the predicted impacts of climate change as well as travelling to Santiago and the Atacama Desert in Chile to generate design strategies to further develop a research station that would investigate water harvesting techniques.

We commend Natasha for her active involvement in charity work and fundraising for the community and encourage her to continue to follow her passion for construction, architecture and sustainable design.



Commendation

NAWIC AWARD FOR OUTSTANDING ACHIEVEMENT IN DELIVERY, DEVELOPMENT OR CONSTRUCTION

Anna Marshall

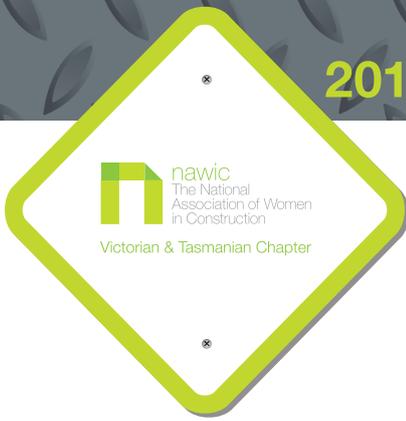
Johnstaff

Project: Olivia Newton John Cancer and Wellness Centre



Anna was heavily involved in the Delivery and Development of what is a landmark project in Melbourne, on the Olivia Newton John Wellness Centre at Austin Hospital. A highly complex project required Anna's skill to bring all project team members to deliver an outstanding facility for the community.

Anna showed a commitment to the project that ensured that the best possible outcome was achieved on the completion of this project. She is well deserving of this commendation.



Commendation

NAWIC AWARD TO AN EMERGING LEADER

Sarah O'Neill
Leighton Contractors



Sarah is a talented HR professional at Leighton Contractors. At just 27 she is currently the People and Capability Manager on the Boulderstone/Leighton's Joint Venture which is delivering part of the Regional Rail Link. As the only HR Manager covering over 4000 Joint Venture staff she has created a true "one team" culture.

Where training and development has often focused on salaried staff, Sarah identified government funding and engaged an RTO to improve the qualifications of the waged staff. Her frank advice and honesty has been appreciated and she does not hesitate to let staff know when their behaviour was contrary to the project values. She has excellent communication skills keeping staff up to date during the tricky phase of redeployment and assists people with their readjustment.

Her leadership skills are seen as a valued part of the senior project management team. Well done Sarah.



“In addition to what I am exposed to at BM, NAWIC has presented me with some amazing opportunities over the years. They are invaluable in helping develop a support network, meet mentors and encourage other women to pursue leadership roles in the industry.”

Kylie Judd - BM Graduate
Winner of the *Young Achiever Award*
at the 2014 NAWIC annual Awards for Excellence



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ENTRANTS



Entrants



Jessica Anderson

John Holland Group

Jessica Anderson is nominated for her achievements and contribution to the construction industry and wider community.

Jessica's technical experience and collaborative approach has seen her succeed in site and tender office based roles. Her appetite to take on complex and challenging roles and her resilience has driven her ability to problem solve and deliver solutions impressing her project teams. With Jessica's natural ability as a leader and determination to achieve, John Holland is confident that she will continue to develop into senior leadership roles throughout her career.

Jessica is a strong role model and informal mentor to young engineers and is passionate about promoting engineering as an exciting and challenging career for young females.



Helen Anthony

Fine Style Painting

Helen is not only a tradesperson but an Artisan. Her commitment to her trade of painting has made her a well respected within the Master Painters Association, both with members and the Board .

Helen has been a member of the Master Painters Victoria/Tasmania for many years before being elected to the Board.

Helen is a gifted and talented painter that also recognised the importance of promoting the trade to future generations. Helen has worked as a trainer and assessor for two RTO's.

Through the Master Painters and her own business she has been able to assist various charity events and has helped in raising large support for the events and by donating time and product.



Entrants



Sarah Barclay

Monaco Hickey

Project: CSL Privigen

Sarah's contribution to the CSL Privigen project, a state of the art blood plasma production facility, was as both the Contract Administrator and Finishes foreman. The small project team allowed Sarah the opportunity to take on these additional responsibilities and gain the experience she believed would lay the foundation for her future career aspirations in project management.

Sarah's commitment to the quality of the details led to the success of the finishing trades. Her previous experience working in Interior Design gave her the opportunity to propose alternative details to the Client that benefited the project and maintained the quality and intent of the design.

Her clear and open communication with the project team and trades onsite gained her their respect so collaborative solutions could be found and issues were raised early. Sarah worked hard to have her opinion heard in the site office with the Monaco Hickey team, with the Client and onsite with subcontractors. This proved to be the greatest challenge on the project.



Katherine Brewis

Thiess

Senior Project Engineer Katherine Brewis is a leader in the making. Highly-regarded among her peers and with a broad range of construction experience, she is authoritative and confident in her ability to lead.

Performance driven and determined to reach her goals, Katherine is not afraid to make tough decisions or to take a risk to better herself, her team and her company. This is evident in the award-winning projects she has helped to deliver, including the M80 Ring Road Upgrade and EastLink. These projects have set new benchmarks in safety, productivity, time and cost while delivering innovations that have set new industry standards.

With her meticulous attention to detail, problem-solving skills and ability to effectively engage stakeholders, Katherine has played a critical role that has made her indispensable to project teams. Her expertise in the industry also extends to contributing to a number of winning tenders.

Katherine is committed to continuous learning and self-improvement, is a role model for women from all areas of the construction industry and is passionate about helping others achieve their goals. Her knowledge, integrity and drive will ensure her success as a leader in the construction industry.



Entrants



Brookfield Multiplex

Brookfield Multiplex

Brookfield Multiplex has been a leader in construction for over 50 years.

Brookfield Multiplex have a vested interest in the character and capability of the sector and are committed to outperforming against the best industry benchmarks for women in the workplace. Not because this is fashionable, but because having a talented and diverse workforce is key to the continuous improvement and growth of the sector.

To lead the way, Brookfield Multiplex embraces innovative and human centred thinking about what it means to engage everyone in the workplace better; to foster the creation of unique and tight-knit support networks within their projects and organisation; and to embed the values of flexibility, diversity and inclusion within their workforce, whilst establishing formal frameworks and informal initiatives to support these efforts.

The outcome has been terrific for them. In the past three years their Australian Executive Group of nine has gone from 0% to 33% female composition. Their graduate intakes are up to 40% female which is well above the industry norm, and they have established a wide range of human and systemic initiatives to improve the way they do business and their standing as an employer of choice for women.



Elena Casa

University of Melbourne / Brookfield Multiplex

Elena Casa joined Brookfield Multiplex in January 2014 as a Cadet where she has taken on a high level of responsibility to deliver the 501 Swanston Street project. From the outset Elena has demonstrated great passion for the construction industry, well surpassing the inquisitiveness, enthusiasm and motivation of the average outstanding student.

While delivering the new Faculty of Architecture, Building and Planning, we established the Living Learning Lab Program through which students could attend lectures and site tours held by the construction team. Elena demonstrated great initiative by lifting the program attendance, engaging students and faculty more thoroughly in the program and provided valuable feedback to the staff.

We are now rolling out the Living Learning Lab on several university projects and have employed Elena as a cadet and provided her with a Graduate to commence next year. As a student of both architecture and construction, Elena brings excellent knowledge and skills to our team and we see a bright future ahead of this well-credentialed, exceptionally motivated and driven young professional.

She has already added great value to one of our project teams and demonstrated a quiet and steadfast ability to lead her peers.



Entrants



Sonia Cavadas-Sklepic

John Holland

**Project: Mitcham and Rooks Road Alliances
Mitcham Level Crossing Removal**

John Holland is nominating Sonia Cavadas for her outstanding contribution to the Mitcham and Rooks Road Alliances (MRRA) quality management. The alliance (MRRA) comprising VicRoads, PTV, Metro, John Holland and KBR successfully delivered the \$197 million Mitcham Level Crossing Removals project. MRRA's success is attributed to Sonia's positive and effective management of the quality system.

Sonia's leadership fostered the teams commitment and adherence to quality management principles ensuring the alliances early completion date to the satisfaction of stakeholders. Sonia's management style and approachability made it easy for the alliance team members to understand and incorporate quality principles in all works planning and execution.

Sonia was intimately involved with all planning from the development of Activity Works Statements (AMS) to Inspection and Testing Plans (ITP). Sonia's expertise was called upon in the development of these procedures and was the prime invitee at all planning meetings.

Sonia was able to gain instant credibility with her peers on the project mainly due to her wealth of experience in the engineering and construction field gained over years. In addition to relevant experience in the field, Sonia holds a Bachelor of Engineering (Civil & Computers) Honours degree.



Lauren Demetriou

AECOM

Lauren is nominated in the category of Emerging Leader due to her commitment to leadership in her role as Principal Engineer and Project Manager in the Strategic Asset Management and Advanced Materials (SAM & AM) team at AECOM.

Lauren's enthusiasm and can-do attitude sees her leading by example and implementing systems that have become key trademarks of her work and contributed to her teams ongoing success.

Lauren is committed to encouraging those around her through recognition and reward and has built a mutual trust and respect amongst colleagues and clients alike. Lauren understands the importance of listening to and understanding the needs of others to implement solutions and actions for positive outcomes.

Fostering a cohesive team environment sees Lauren working outside regular working hours to organise social gatherings including BBQs, lunches and morning teas. Hard work has made Lauren a valued team member and a great example of a well-rounded engineer working in a management role.

Lauren will continue to excel in her career due to the leadership skills she displays each day in her work at AECOM.



Entrants



Kirsty Edwards

Probuild Constructions (Aust)

Project: RIVA Apartment Complex, Hawthorn

Kirsty is employed by Probuild as a Project Coordinator. Her on site role as part of the project team was to coordinate activities including structure, shell works, façade and internal finishes from design phase through to site coordination.

During the design phase of the project Kirsty engaged in the design management role working with consultants and the subcontractor team to resolve the limited design on the project.

One of the initial challenges Kirsty faced was the re-design of the capping beam profile and ground slab due to the staging of the project. Following through the general phases of construction, Kirsty's role saw her manage the commissioning procedures at RIVA alongside the Project Completion and Handover. Kirsty worked with the client team and building manager to realise a smooth transition from construction phase to occupancy.

Outside Kirsty's general construction role she further took an active role in the managing and mentoring of graduates working on RIVA ensuring a smooth transition from university into the industry. Working with three graduates Kirsty's aim was to ensure they were able to fulfil the rigorous requirements of their graduate program.



Lucy Flanders

Probuild Constructions (Aust)

Since joining Probuild in 2013, Lucy has shown a commitment to her own learning and development. Quietly spoken but keenly observant, not much goes past Lucy unnoticed. Lucy has a strong eye for detail and is not afraid to question the norm, using her creative initiative she has been able to get through a number of challenging tasks.

Lucy worked with a small team on a \$300million redevelopment bid producing a comprehensive and competitive bid. Shortlisted to the final two, Lucy's understanding of the complex demolition and construction sequence coupled with her highly developed IT skills allowed Probuild to produce a clear and concise diagrammatical explanation of the intricate project sequencing. In her time on the Swanston Square Project, Lucy has become a valued team member. She is reliable and takes initiative.

Lucy has also made contributions to the Probuild Graduate Program, her proactive approach to learning and progressing her own development within the program framework has made her a role model to new graduates hoping to make the most of their learning opportunity.

Lucy's strong work ethic and intellect will serve her well in the construction industry no matter which path she chooses to take her career.



Entrants



Annette Gibbons

Mirvac

Annette Gibbons is a positive, dedicated and professional woman with a strong passion to learn and develop her skills within the construction industry. Since joining Mirvac in 2012, Annette has continued to increase the roles she plays within the residential MPC projects and has shown herself to be more than just another Contract Administrator.

At every opportunity she has sought out and applied herself to increasing her knowledge, whilst providing valuable support to all facets of the business. As a woman working in an industry surrounded by males; Annette brings a unique perspective to our business, combine that with the ambition and openness that she brings to her role means her future success is all but assured.

Annette is currently Contract Administrator for Mirvac, working within the Queensland and Victorian Residential Housing Construction team. Her role encompasses, but is not limited to, areas such as: Building Approvals Process; Cost Reporting; Customer Variations; Procurement Administration; Process all claims and payments to Subcontractors, Suppliers and Consultants.

Her role requires effective communications skills, attention to detail and careful planning to contribute to delivering projects on time and on budget. These commitments are managed with passion, professionalism, and a personable approach to deliver results



Benita Husband

Aurecon Australasia

Benita joined Aurecon in 2001 as a graduate and within five years was promoted to an Executive Shareholder. The appointment recognised her leadership and ability to deliver successful project outcomes for Aurecon and its clients. It was a significant achievement as only 5% of Aurecon's Executives were female and only 1% were under 30.

During her time at Aurecon Benita has been appointed to a number of roles with challenging targets which she met and/or exceeded. These roles included:

- Global leadership of the change management process for business development during the launch of Aurecon's one global business model - sales and revenue targets were met for the first year of operation;
- Project Leader for the new Australian Embassy in Jakarta (to Tender phase) - innovative building solutions were implemented while delivering the project on time and budget;
- Senior Executive managing Aurecon Melbourne Buildings Unit implementing practices to reduce the debt profile and improve client relationships

Benita's outstanding career achievements are as a role model to our emerging professional females and demonstrating that it is possible to progress quickly in the industry. She has achieved this through resilience, hardwork and by understanding and meeting the needs internal and external clients.

Entrants



Emily Kidd

Probuild Constructions (Aust)

Project: Precinct Apartments, Abbotsford

Probuild have nominated Emily Kidd for her contribution to the successful design and delivery of the Precinct Apartments in Abbotsford, Victoria.

Emily has extensive experience as a Design Manager on residential projects, having commenced as an undergraduate with Probuild in 2002.

Emily's natural approach of working openly and collaboratively with project teams as well as being highly organised and undertaking meticulous planning has seen her achieve strong results in terms of quality, time and cost outcomes.



Michelle Korenko

John Holland Group

**Project: Regional Rail Link
City to Maribyrnong River**

Michelle is the project planner on Regional Rail Link City to Maribyrnong River (RRLCMR) project. On the \$600 million project Michelle had the key responsibility for the successful delivery of railway signalling on the project where scope included one of the most complex signalling projects ever undertaken in Melbourne.

Experienced in the role as project engineer, Michelle has made significant contribution to the successful delivery of the South Morang Rail alliance delivered in April 2012 and the Laverton Rail Upgrade delivered in February 2010.

Michelle's construction and engineering experience was invaluable in the culmination of over 2 years of project and occupation planning. Drawing on first class analytical, design and problem solving skills combined with the embracement of new ideas and challenges with enthusiasm and attention to detail, the result was a new benchmark in project planning and delivery.



Entrants



Divya Kunnath Poovaka

**University of Melbourne
Melbourne School of Design**

Divya is a Civil engineer with almost ten years experience in planning, scheduling, estimation, quantity surveying and contract administration in the construction of roads, residential apartments and commercial buildings.

- Quantity Survey/Estimation: Worked as a team leader in quantity survey/estimation & planning team engaged in subcontractor contracts and billing
- Contracts Administration: Worked alongside General Manager for claiming variations, rate analysis and material reconciliation as per the contracts and FIDIC and COPA conditions. Assisted in preparing documents for Dispute Review Board and Arbitration for claims.
- Planning and Scheduling: Worked as a junior engineer in a planning & scheduling team involved in the day-to-day monitoring and reporting of the road project and also as a Manager in planning and scheduling for residential and commercial buildings involved in preparation of construction schedules in Microsoft Project.



Leighton Contractors

Leighton Contractors

Women comprise only 11.7% of employees in the Australian construction industry, making it one of the lowest industry sectors for female workforce participation.

Leighton Contractors values highly the broad representation of women in its business and is proactive in creating a diverse culture that attracts, supports and retains women with the specific aim of promoting more women into senior roles.

Leighton Contractors has seen a dramatic increase in female participation in its professional and skilled workforce from 16% in 2011 to 25% in 2014 and sees an enormous value in employing women.

"Leighton Contractors need women in their workforce because they give a different perspective and create a good work dynamic" says Collette Burke, Civil and SA Manager.

Collette is strongly supported by General Manager Peter Ryan, who has encouraged the recent promotion of five women into senior roles. Collette acknowledges the need to be more proactive in supporting and advancing women if a real step change in construction is to be created.

Leighton's is addressing this through strategic initiatives to attract, develop, advance and retain female employees together with programs including flexible work arrangements, work-life balance opportunities, and strong female mentoring programs such as the Breakthrough 30 Program.

Entrants



Aimee Luck

John Holland Group

Aimee has been nominated for the commitment, drive and enthusiasm she has consistently portrayed in her career within the construction industry.

As the first Business Graduate to participate in John Holland's National Graduate Program, Aimee continually strives to set high standards with her peers, in particular, future non-engineering graduates.

Aimee has a genuine passion for project managing and producing high quality submissions. Working within a bid environment means tight deadlines, long hours and high stress levels. Aimee's dedication, organisational skills and calmness under pressure has seen her successfully deliver complex and high profile submissions including the largest infrastructure project to be constructed in Melbourne, the East West Link (EWL).

As the Design & Construction (D&C) Submission Manager for the multi-billion dollar Public Private Partnership (PPP), Aimee led a team of writers, editors and graphic designers and worked closely with over 150 multi-disciplinary experts from multiple Australian and international companies to deliver complex commercial and technical material in line with client requirements and the Consortiums overall bid strategy.

Aimee's experience has prepared her to contribute a winning edge to the process of submission management.



Georgina Mahony

Aurecon Australasia

Project: Regional Rail Link - Work Package E

Georgina is one of a few female Technical Directors at Aurecon and leads the Adelaide Melbourne Transport Project Management Team. She is a Member of Engineers Australia, NAWIC and Australian Institute of Project Management.

She was the Project Management Team Leader for the Aurecon Hyder Joint Venture (AHJV) on the Regional Rail Link Work Package E (RRLE). She managed all non-technical management activities for the project and provided smooth operations on a day-to-day basis for the Project Team of 70 people. To achieve this, Georgina worked in a collaborative manner with the AHJV Design Director and Technical Design Manager.

Georgina used her extensive experience in the Design and Construct (D&C) environment to assist Boulderstone Leighton Joint Venture (BLJV) with effective resource management and best practice work processes including design reviews and programme management. This was a pivotal role in the project which led to achieving the goal to reduce programmes from 18 months to 12 months.

Georgina successfully balanced her role as Project Management Team leader whilst working part time and balancing a young family and project demands. She also obtained her Diploma in Project Management and her Certified Practising Project Manager (CPPM) qualifications during this time.



Entrants



Jacquelyn Mangubat

Deakin University

Jacquelyn has nominated for the Student Award in order to gain recognition and as much experience as possible of all the benefits offered through hard work and dedication to her areas of study.

Jacquelyn believes that if her nomination is successful it will help demonstrate her persistence and motivation and help her to achieve her career goals in the future. She believes that the more recognition she has will help her achieve her desire to work in architectural profession. A career that she feels is still male dominated.

Jacquelyn is not intimidated by this and believes that she can prove herself through hard work, determination and education.



Anna Marshall

Johnstaff

Project: Olivia Newton John Cancer and Wellness Centre

The \$189 million Olivia Newton-John Cancer and Wellness Centre (ONJCWC) was an ambitious and innovative project undertaken by Austin Health to integrate the hospital's existing cancer treatment services with new medical technology, cutting edge research facilities and a comprehensive "wellness" approach to patient treatment.

Johnstaff were appointed as Project Managers and Anna Marshall led a team responsible for the design, procurement, construction and commissioning of the ONJCWC. The project was funded in three stages but innovative procurement and buildability solutions allowed for delivery and occupancy in two stages.

This approach facilitated the earliest possible delivery of the new clinical services while maintaining existing hospital operations.

The project included a diverse array of stakeholders and a complex project site surrounded on four sides by key hospital functions. This created a highly complex construction challenge but one that was embraced by the team.



Entrants



Caroline Molloy

Facilities & Services Division, Monash University

'The Senior Management Team' in conjunction with the 'Facilities and Services Division Social Inclusion Committee' have supported and contributed to addressing the development and networking opportunities for women in the Facilities and Services Division (FSD), Monash University, by endorsing the establishment of a dedicated development and networking group.

The Women at Facilities and Services (W@FS) group was introduced in 2011 to support career advancement and professional development of women within the Facilities & Services Division, at Monash University. Acknowledging the gender imbalance in this traditionally male dominated work area, the Divisional Director, Mr Stephen Davey, has supported the women of the Division to meet regularly to network, gain career development advice and have a voice.

The membership of the group has grown steadily in three years, with the current membership of 75 women representing nearly 80% of the female staff employed permanently with FSD. The W@FS group has a yearly action plan, developed by the staff focusing on areas that affect them directly.



Rhonda Neil

AGA

As an apprentice carpenter Rhonda has shown both determination and dedication to her apprenticeship. An outstanding student at trade school Rhonda completed her offsite training earlier than expected and was able to assist other students in completing their schooling.

Rhonda's employer had enough confidence to leave her on site and in charge of the other apprentice to run small jobs.

Rhonda's private works and references are a testament to the quality of work and the respect she has in the industry.



Entrants



Michaela Nikakis

Brookfield Multiplex

With an ageing population in Australia there is a growing need for new health facilities and a world class medical research sector. Future leaders with specialist skills in these fields are vital, as medical research facilities are exceptionally complex and challenging assets that require a high level of multidisciplinary collaboration between specialists and constructors, and a diligent approach to achieve exacting performance criteria.

Michaela is a young leader at Brookfield Multiplex and with just four and a half years in the industry she has already delivered three such facilities and is nominated to commence her fourth sometime this year.

Michaela is a gifted young leader with unique expertise. Having identified her passion for specialist health construction, she has sought out and excelled on the recently delivered Melbourne Brain Centre and Peter Doherty Institute projects for the University of Melbourne. Michaela also undertook a lead role on the smaller yet still highly complex RMIT Micro Nano Research Facility.

Michaela's drive and determination to apply world class techniques to specialists, whilst ensuring a collaborative and engaging approach confirms what we at Brookfield Multiplex already believe Michaela will be a future leader in the vital area of medical research and health construction.



Sarah O'Neill

Leighton Contractors

Sarah O'Neill is a talented People and Capability Manager. At just 27 years of age, Sarah has gained broad experience through various HR roles in the retail, recruitment and construction industries.

Focusing on four specific examples of leadership, Sarah's impact in her role is far-reaching. As an innovator in her field, Sarah is committed to re-shaping the role HR departments play.

Sarah's passion lies in treating people with compassion and respect, providing them with honest and open communication, and empowering staff with meaningful training and development programs which in turn benefit the employer.

Moreover, like all good leaders, Sarah makes herself accessible to the workforce as she knows that her role benefits from being in touch with what is important to work teams. Not only does Sarah deliver all that you would expect from an experienced People and Capability Manager, she also has that special something; that spark which sees people gravitate towards her, which makes people aspire to excel in their roles to the benefit of the greater team.

There is no doubt Sarah is emerging as a leader of the future.



Entrants



Priya Pathmanathan

Leighton Contractors

**Project: Regional Rail Link - Work Package F
West Werribee Junction**

Priya has a proven track record in developing strategies that minimise the environmental impact of construction, having worked on large infrastructure projects for Leighton Contractors over the last 14 years.

In 2013 Priya drove environmentally sustainable practice on the Regional Rail Link Work Package F: West Werribee Junction project. Priya's input to value engineering resulted in the project design far surpassing the environmental sustainability targets - reducing carbon emissions by 42% and energy consumption by 28%.

As one of the first professionals in Australia to gain Infrastructure Sustainability Council of Australia (ISCA) accreditation, Priya championed the use of the industry-wide tool to measure sustainable reporting of infrastructure projects in Leighton Contractors Southern Region. She supported accreditation of a further nine ISCA professionals within Southern Region. Priya has recently implemented a carbon data review program under the National Greenhouse and Energy Reporting (NGER) framework.

At one Leighton Contractors facility alone the Laverton Plant Yard LED replacements and a PV system are set to save over \$20,000 per annum in electricity and maintenance costs and reduce carbon dioxide emissions by 75% or 64 tonnes per annum equivalent to taking 22 cars off the road.



Clare Robertson

Jacobs

Clare Robertson is an example of exceptional commitment to diversity and inclusion in the engineering and construction industry and at Jacobs (formerly SKM).

She is currently Chairperson of the regional Women in Consulting (WiC) group and is responsible for the management and coordination of the WiC committee within South East Australia. Clare's focussed and clear diversity and inclusion ideology translates into a passion for better opportunities for all.

Clare conscientiously seeks to align diversity and inclusion goals with the business imperatives of the company. The outcome of these efforts has resulted in strengthening the WiC brand, providing constant communication to staff regarding the evolution of approaches to diversity and championing greater visibility and transparency in business operations, especially relating to recruitment, retention and promotion.

Clare has been instrumental in influencing and promoting the company's diversity and inclusion policy. She has worked with Regional Management, Human Resources and the wider business to communicate diversity objectives.

With the recent merger with Jacobs, she has engaged with Jacobs management to explain the WiC initiative and how WiC's work in Australia provides a strong position to lead the business into a diverse and inclusive future.



Entrants



Amy Rose

John Holland Group

**Project: Mitcham and Rooks Road Alliances
Mitcham Level Crossing Removal**

John Holland nominates Amy Rose for her outstanding contribution to the Mitcham and Rooks Road Alliances (MRRRA) safety culture that was the catalyst for the successful delivery of the \$197 million Mitcham Level Crossing Removals project. The project's success can be attributed to Amy's experience gained in working on major infrastructure projects over years and her ability to foster and encourage work teams to embrace the safety message.

Amy's authenticity and approachability made it easy for the MRRRA team to understand and incorporate safety principles in all works planning and execution. Amy worked closely with the team in all planning and execution aspects of the project including the development of key risk planning documents. Amy's expertise was called upon in the development of these plans and was actively on site when the works were conducted.

Amy was able to gain instant credibility with her peers on the project mainly due to the relationships she immediately established and her sound construction experience in the safety and construction field gained over the years.

In addition to relevant experience in the field, Amy holds a number of relevant qualifications.



Georgina Ryan

Leighton Contractors

Since graduating from Monash University (Bachelor of Business Marketing) in 2007, Georgina (Georgie) Ryan has worked exclusively for Leighton Contractors. Georgie started as Business Development Coordinator for the Southern Infrastructure Business Unit, and her drive, passion and maturity saw her swiftly promoted to Business Development Manager and then to her current position as Strategy Manager, all within five years.

Georgie continually strives for growth and professional development seeing her recently accepted into Melbourne University's Masters of Business Administration program.

Georgie has been a lynchpin for sustaining long term relationships and opportunities and supporting Leighton Contractors' core purpose to be a trusted business partner, integral to its clients success.

Georgie's business acumen, ability to interpret market dynamics and strong understanding of client needs has improved relationships and directly impacted upon the growth of the business, seeing an average 50% increase in turnover and profitability each year over the last four years.

Georgie is highly respected by clients, peers and senior leaders for her contribution to the strategic positioning and work winning success within the Southern Infrastructure Business Unit, delivering \$700M of work in 2014 across Victoria, South Australia and Tasmania.

Entrants



Danielle Savio

Brookfield Multiplex

Project: 700 Bourke Street Development

Danielle is a young design coordinator who recently distinguished herself during delivery of the design rich and technically complex 700 Bourke St Development which was a shortlisted finalist for the 2014 Australian Construction Achievement Awards.

Despite the design and delivery challenges involved, the project was highly successful. While this was very much a team effort, Danielle's ability to coordinate the developing design, lead the resolution of various project challenges and manage stakeholders at different phases in the delivery cycle, set her apart as a young future leader in design.

Danielle's meticulous attention to detail in the design development phase made important contributions to this complex and technically challenging project's on time and on budget delivery.

It involved a range of specialised design elements and significant challenges that the project, consultant and tenant design teams had to overcome with a collaborative and high performing mindset.

Danielle instinctively knew when to lead and when to listen. She responded wholeheartedly and exceptionally to emerging challenges and was able to take experienced consultants and subcontractor teams along with her to find better and innovative solutions.

Although this was Danielle's first project, time and time again, she demonstrated exceptional promise as a future leader.



Kimberley Smyth

Hey Sista Plumbing

Kimberley Smyth is a co-owner and director of Hey Sista Plumbing: a female plumbing company which aims to provide family friendly hours and to encourage more women with children into the industry.

Kimberley is a mother of four children aged 15, 11, 10 and 5 and understands the difficulties women with young families face in the construction industry. As mature-age apprentice, Kimberley is no stranger to a male dominated industry.

Kimberley began her plumbing career after after she was made redundant following 10 years as a machine operator.

Now in the second year of her plumbing apprenticeship Kimberley's teachers at NMIT Heidelberg describe her as impressive and extremely focused and she is often seen mentoring other students.

Hey Sista Plumbing was established in 2012 and Kimberley is co-owner with husband Mark Smyth also a plumber with over 18 years experience. Initially it was started as a pathway into the industry.

Kimberley is the winner of the 2014 Master Plumbers and Mechanical Services Association's Rose Curtis Award. She hopes to encourage other mothers to begin in the construction industry through the public speaking engagements she volunteers her time to.

As the 5th generation in her family to become a mother at 17, Kimberley hopes to inspire other young mothers to create a career path in the industry.



Entrants



Susie Struhs

Leighton Contractors

**Project: M80 Ring Road Upgrade
Tilburn Road to Furlong Road**

Susie Struhs performed the role of Senior Project Engineer for the delivery of the \$128m Tilburn Road to Furlong Road section of the M80 Ring Road Upgrade project.

The works involved the design and construction of 4.1km of two additional lanes and the widening and strengthening of seven existing structures, one of which was a 600m long at-grade bridge built over the former Sunshine Tip in 1995. This bridge carries 142,000 vehicles per day and by 2013, it had settled 200mm.

The as-built records of this bridge were inaccurate which meant that VicRoads original design was unsuitable. Leighton Contractors spent a year developing an alternative design and Susie developed several initiatives to streamline construction and provide surety of delivery of these works, including:

- Coordination of a simultaneous shutdown by three power supply companies to isolate 21 overhead and underground power lines over a single weekend, to facilitate pile driving works;
- Working closely with a key subcontractor to source and modify two pneumatic drill units to drill approximately 6,000 horizontal dowel holes in the existing bridge deck;
- Working with the international piling specialist Dr Julian Seidel to gain VicRoads approval for Leighton Contractors alternative piling solution.



Rayleen Thewma

Fulton Hogan

Rayleen Thewma is a Sales Administration Assistant, working at Fulton Hogan's Bacchus Marsh emulsion plant. She has been nominated for this award because she continually demonstrates great leadership and initiative that goes far beyond the expectations of her role.

As part of a small manufacturing team, she has been instrumental in its growth and success over recent years. Rayleen is safety, environment and service delivery leader at Fulton Hogan. She has a strong understanding of these issues, legal requirements, policies and management practices associated with civil construction, manufacturing and maintenance activities.

Rayleen has been instrumental in the cultural change in her area with respect to safety and environment considerations. Her determination to implement change that has resulted in positive safety outcomes is particularly notable. For example a safety board developed by Rayleen has assisted the site maintain a ZERO harm outcome (no harm or lost time injuries).



Entrants



Natasha Ugrinoski

Johnstaff

Natasha Ugrinoski has nominated herself for the Student Award on behalf of everyone who has been involved in her time as a student to date. She believes it would be a great honour to be considered for this award as it would not only validate her time as a student but would also be a great way to show her appreciation to those that have made this such a unique and rewarding experience. This includes:

- Her family for their unconditional love, support and understanding
- Her teachers for sharing their knowledge
- Her peers and colleagues for their friendship
- And last but not least her boss, Russell Bates, for providing her with an amazing opportunity to work in the construction industry whilst completing her tertiary studies and encouraging her to enter these awards.

Natasha believes it is a privilege to be a student and have an education. It has provided her with the opportunity to pursue her passion in life which is to help create a more sustainable environment to live in.

Should she win she hopes it will inspire others to follow their passion in life regardless of their gender or race.



Laura Vann

Brookfield Multiplex

Laura is an accomplished young project coordinator earmarked for future leadership within Brookfield Multiplex.

Since joining Brookfield Multiplex in 2011 Laura has delivered three highly challenging projects, distinguishing herself not only for the outcomes achieved, but for the manner in which she worked alongside and outperformed the expectations of client, consultant and stakeholder teams.

Laura was recently named Graduate of the Year and completed her graduate program six months early. Her unique understanding of the human forces that underpins performance has enabled her to support peers and managers on challenging projects that have set new benchmarks in excellence.



Entrants



Kate Wickett

Aurecon Australasia

Kate Wickett is Aurecon's Victorian Advisory Leader and works across a diverse range of Construction and Infrastructure projects from project inception to practical completion to benefits realisation.

Kate's work involves delivering and providing strategic, procurement and stakeholder advice on these complex projects in addition to business development and establishing and maintaining deep and trusting client relationships.

Kate is a Sessional Lecturer of Procurement Methods for the Master of Construction Management for the University of Melbourne and is an active member of NAWIC and Aurecon's internal Women's Network AW2. Kate also mentors three young women who are currently working in the Construction industry.

Kate is passionate about providing sound advice across the Infrastructure and Construction Industry which is relevant, timely and commercial, while providing clients with value for money and targeted outcomes.

Kate is not only the youngest shareholder globally, but she is one of a very few female Technical Directors and owners at Aurecon.

As well as her law degree, Kate has a Graduate Diploma in Communications (Public Relations) and will attain a Master of Business Administration from Monash University at the end of 2014.

In addition to her professional work, Kate undertakes a significant amount of human rights and diversity volunteer work, in particular as a Board Member for the Midsumma Festival.



Stephanie Wood

McConnell Dowell

Stephanie Wood is a site engineer with McConnell Dowell (a major contractor delivering complex infrastructure projects in Australia and overseas). Stephanie joined McConnell Dowell two years ago as part of the company's graduate program.

Of the 450 applications received in 2012, six positions were offered. Stephanie's academic record and extensive community work in Australia and abroad made her an obvious choice. She was one of two women in the 2012 intake.

Since joining McConnell Dowell, Stephanie has worked in a range of roles, from head office estimating and tendering to site based engineering roles. She is currently site engineer on the Balaclava Station Upgrade Project in Melbourne and was previously a site engineer on the Riverback Pedestrian Bridge Project in Adelaide. Both are highly public, inner urban developments with a complex community interface.

Over the past 12 months Stephanie's on-site leadership, consultative approach to the community and mentoring of undergraduate colleagues has contributed directly to the success of the Balaclava Station Upgrade Project. It is on this basis McConnell Dowell strongly commends Stephanie to NAWIC for consideration for the 2014 Young Achiever Award.



Entrants



Cen Zhang

Deakin University

Cen Zhang has just started her new life in Deakin University in Geelong. Previously she completed a Bachelors Degree in Architecture in Wuhan University of Technology (WHUT), in China. During that time Cen Zhang showed great interest in the design courses.

In her third year at WHUT, Cen Zhang, together with two other students took part in a national structure design competition and eventually won the second prize. When she graduated from WHUT, she got an excellent GPA of 8.01 out of 10.0. Cen Zhang also enjoyed other campus activities, such as singing, dancing, volunteering and sports.

Following her graduation, Cen Zhang got a promising job as architectural assistant in Beijing, but she had not satisfied her need to learn. Six months later, she resigned her job and applied for further study abroad.

This time, she stepped into the construction management field which was more relevant to her interests. Cen Zhang was offered a scholarship and is now studying a masters degree at Deakin University.

Cen Zhang is an energetic girl with numerous ideas. She always believes that she can do more to fulfill her life.



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