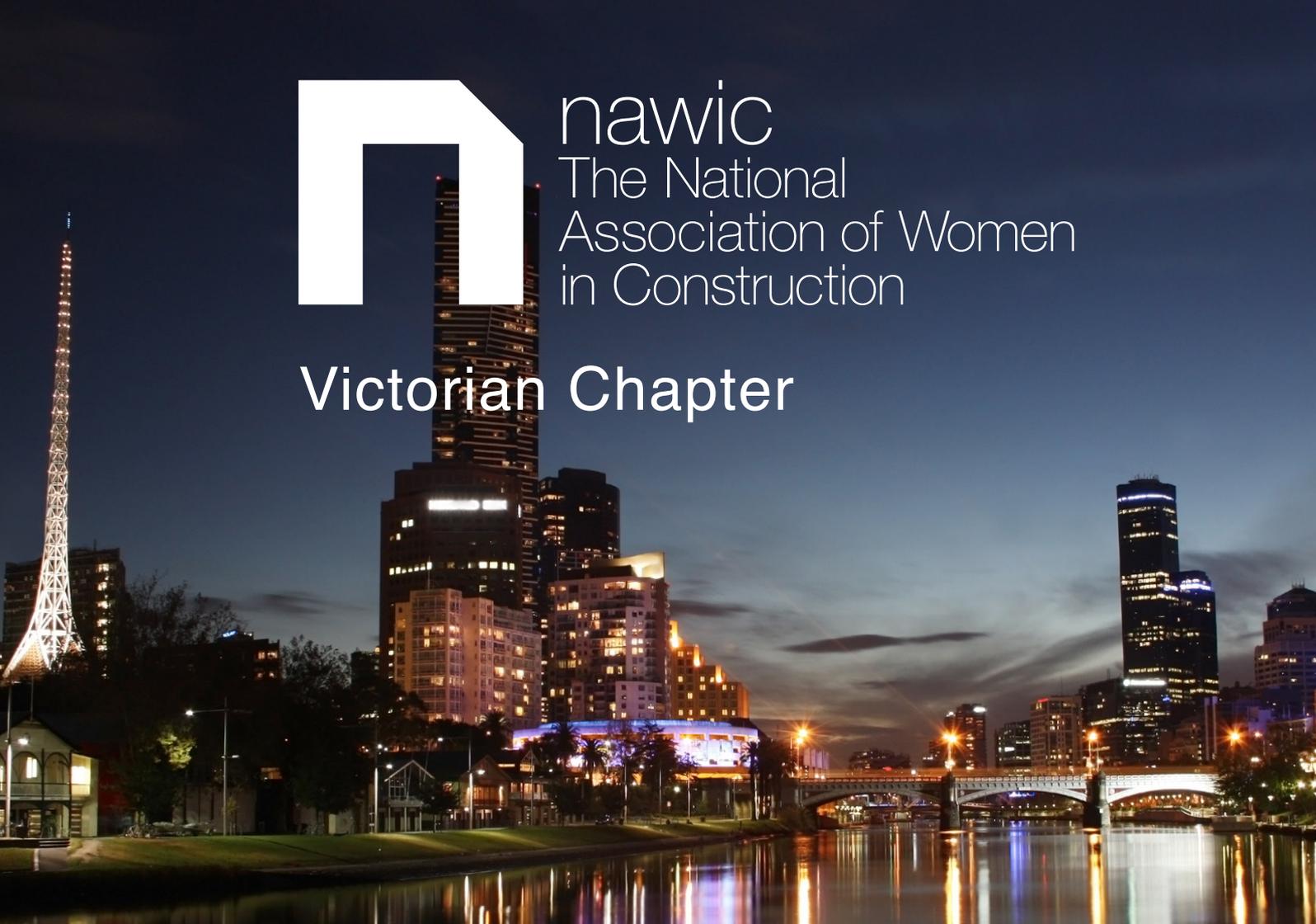




nawic  
The National  
Association of Women  
in Construction

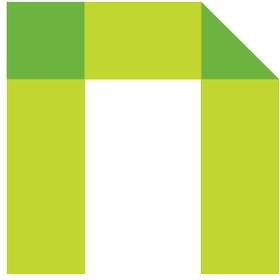
Victorian Chapter



# 2018 NAWIC Awards for Excellence

**CELEBRATING THE ACHIEVEMENTS OF WOMEN IN THE CONSTRUCTION INDUSTRY**





nawic  
The National  
Association of Women  
in Construction

## Victorian Chapter

# Transforming Lives.

From the epic, to the intimate, everything we do improves life for someone, somewhere.

While our competitors talk about what they do, we focus on why we do it.

We believe in delivering positive change for individuals and communities.

We believe in transforming lives.

Our commitment to transforming lives extends to those who work for us. At John Holland we proudly support women through initiatives such as closing our gender pay gap, flexible working arrangements, paid parental leave and supporting our mums at work.

John Holland is proud to be sponsoring this year's Crystal Vision Award, dedicated to encouraging the participation and career progression of women in our industry.



[johnholland.com.au](http://johnholland.com.au)



nawic  
The National  
Association of Women  
in Construction

## Victorian Chapter

ABOUT NAWIC	4
JUDGES	5
AWARD CATEGORIES	6
2018 SPONSORS	7
WINNERS	9
COMMENDATIONS	20
ENTRANTS	29

# 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.

## VICTORIAN COUNCIL

Samantha Woodward	Think-Savvy	President   Sponsorship
Katherine Brewis	CPB Contractors	Vice President   Education Chair
Kate Lynch	Ascot Group	Secretary   Knowledge Management
Sian McKenna	WT Partnership	Treasurer
Fiona Mitchell	Woolworths	Awards Chair
Rhianon Dalmau	Shaw Contract	Events Chair
Samantha Cooper	Carey Civil Contractors	Membership Chair
Mersi Halilovic	SJ Higgins Group	Marketing & Communications Chair
Belinda Nash	DCWC	Strategy Chair
Rebecca Dickson	Acciona	Special Projects: Grants & Submissions Immediate Past President
Tanja Kruger	Gallagher Jeffs	International Women's Day Chair

# JUDGES

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

COMPANY	JUDGE	TITLE
Hickory Group	George Abraham	Construction Director
Johnstaff Projects	Russell Bates	Director and National Leader of Construction Services
CPB Contractors	Katherine Brewis	Project Manager
Probuild Constructions	Sarah Cuscadden	Group HSE Manager
University of Melbourne	Valerie Francis	Associate Professor, Construction Management, Faculty of Architecture, Building and Planning, University of Melbourne
John Holland Group	Larissa Garvin	Communications and Stakeholder Manager VIC   SA   TAS & NZ
CPB Contractors	Graham Hawthorne	Engineering Manager
Downer Group	Allyson Musster	Infrastructure Services Human Resource Manager (Acting)
Metro Trains Melbourne	Kate Rasmussen	Internal Communications Manager, Projects
Watpac Construction	Anthea Savidis	Business Development Manager
RMIT University	Dr Christina Scott-Young	Senior Lecturer, Property Construction & Project Management
Multiplex	Yue-Li Tan	HR Advisor
Lendlease	Sarah Wade	Head of Design and Project Management
Boral	Lloyd Wallace	Executive General Manager - Southern Region
City of Melbourne	Joanne Wandel	Program Director, QVM Precinct Renewal
Think-Savvy	Samantha Woodward	Managing Director

# AWARD CATEGORIES

## **JOHN HOLLAND GROUP**

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

## **BORAL**

Award for Safety

## **DOWNER GROUP**

Award for Outstanding Achievement as a Businesswoman

## **HAMILTON MARINO**

Award to an Emerging Leader

## **HICKORY GROUP**

Award for Outstanding Achievement in Design

## **LENLEASE**

Award for Outstanding Achievement in Building and Construction

## **MULTIPLEX**

Award to a Young Achiever

## **NAWIC**

Award for Communication, Stakeholder & Media Management

## **RMIT University**

Award for Outstanding Achievement by a Student

## 2018 SPONSORS

### MAJOR SPONSORS

# JOHN HOLLAND



## MULTIPLY



---

### SUPPORTERS



## KANE



## PROBUILD



## INTERNATIONAL WOMEN'S DAY SCHOLARSHIP



**Downer is committed to diversity and inclusion and proud to sponsor the National Association of Women In Construction 2018 Awards for Excellence (Vic).**

**We congratulate all finalists on their achievement and wish them the very best.**

[www.downergroup.com](http://www.downergroup.com)



**Downer**  
Relationships creating success



## Women in Construction

**RMIT prepares women for an exciting career in construction**

Each year more women are enrolling to study RMIT's renowned program in Construction Management. The program is constantly evolving to meet the demands of the construction industry and open up new and exciting career prospects.

**RMIT encourages women to explore programs in:**

- Construction Management
- Project Management
- Property and Valuation

Undergraduate and postgraduate programs are available.

Interested in building your career?

Contact: School of Property, Construction and Project Management on 03 9925 2230 or email [construction@rmit.edu.au](mailto:construction@rmit.edu.au)

Find out more at [rmit.edu.au/propertyconstruction](http://rmit.edu.au/propertyconstruction)



# WINNERS

## 2018 NAWIC Awards for Excellence

CELEBRATING THE ACHIEVEMENTS OF WOMEN IN THE CONSTRUCTION INDUSTRY



nawic  
The National  
Association of Women  
in Construction

Victorian Chapter



Metro Trains Melbourne

## **JOHN HOLLAND** John Holland Group Crystal Vision Award for Advancing the Interests of Women in the Construction Industry

The rail industry has traditionally been perceived as a male dominated arena that offers limited career choices for women. Metro Trains Melbourne is proactively disrupting this paradigm and accelerating the rate of change, through a raft of initiatives, including the overhauling of rail industry policies affecting gender balance.

In rail projects, which include the Level Crossing Removal Program, Melbourne Metro Rail Tunnel, Cranbourne-Pakenham Line Upgrade, and the Mernda Rail Extension, female participation is sitting at 29.4%. Some disciplines have exceeded this, with project communications being at 81% rail tunnel construction being 33% and project operations at 53%.

Metro Trains set a positive 50:50 gender target for all new recruitment and are well on the way to achieving their ambitious target of 40% female representation across its workforce by the close of 2024. As the recipient of the 2018 Crystal Vision Award, this organisation is being recognised for its outstanding vision, industry leadership and intentional mindset for successfully engaging women into this non-traditional environment.





Natasha Manley  
Downer Group



## Downer Group Award for Outstanding Achievement as a Businesswoman

Natasha has utilised her expansive technical knowledge and experience in Infrastructure projects to focus on the ‘hot button’ issues within the Infrastructure business – resulting in an impressive 400% increase in the number of projects delivered by the group. Growing the team from 4 to 17 planners, Natasha’s submission made it clear that her focus is to create a diverse and flexible team who are empowered to focus on outcome rather than hours worked.

The judging panel were impressed by Natasha’s ability to effectively turn the business and achieve outstanding results in such a short period of time. A more than deserving winner of the Businesswoman Award and a fantastic example a female leader ‘paving the way’ for the female leaders of tomorrow.





Lindy Stephens  
Johnstaff Projects  
for Austin Health's Critical High Voltage Supply & Generation Project



## Lendlease Award for Outstanding Achievement in Building and Construction

As a Project Manager with Johnstaff, Lindy Stephens oversaw the documentation and delivery of the Critical Infrastructure High Voltage Electrical Supply and Generation Project, otherwise known as the Austin HV Project, valued at \$22 million that achieved Practical Completion in April 2018.

On reviewing her application, it was Lindy's direct and significant impact on the outcome of the project, outside of her original area of expertise – mechanical engineering – that set her apart.

The Austin HV Project Electrical works were large-scale, highly complex, and had to be delivered while the hospital remained fully functional. Additionally, the client demanded comprehensive commissioning to thoroughly prove the system's performance.

Lindy had to meet the expectations of the client for a quality system, overcome a whole raft of different obstacles, including being out of her technical comfort zone, and translate technical issues back to non-technical people, while balancing the objectives of major and minor stakeholders.





Lina McIvor  
Multiplex  
for VRC Club Stand

## **Hickory.** Hickory Group Award for Outstanding Design Building innovation.

Lina was Design Manager on Victoria Racing Club's new world class Club Stand facility at Flemington. In this role, she was pivotal in delivering the Client's brief through the design process.

Due to budget pressures with the initial project concept, Lina led Value Management processes through the design reviews to optimise costs and still produce a high quality facility. In addition, the design had to accommodate the very stringent and sensitive environmental constraints of constructing around an operational horse training and racing facility.

What impressed the judges about Lina was the rigour to which she applied the design management process and the ability to inclusively involve many other stakeholders. Various groups involved were Victoria Racing Club representatives, users of the racetrack, the architects and consultants and the delivery team and under Lina's direction, items such as cost constraints, selection of alternative but high quality finishes and alternative methods of construction were implemented. It was a credit to Lina to drive this outcome through her design management passion and commitment.

Being actively involved on the project from tender right through to construction and completion provided Lina with an excellent platform to understand the Client's requirements and implement these learnings into delivering a successful and world class facility at Flemington.

Well done Lina.





Caitlin Harris Probuild



## NAWIC Award for Communication, Stakeholder and Media Management

Caitlin was required to respond to a major safety incident that occurred on one of the company's construction sites in Sydney, which resulted in the evacuation of residents in the adjoining apartments, and potential impacts to over 50,000 train commuters.

From Melbourne, Caitlin worked throughout the night to develop and direct a crisis management procedure for senior management and flew to Sydney the next day to take control of the communications and media response to the incident. In the absence of any existing company crisis management plans or procedures, Caitlin developed key messages to stakeholders and delivered hands-on media training and guidance to company spokespeople who had never dealt with the media before. This included intensive Q+As and practice drills to cover every potential question from the media, unions and stakeholders.

Through her decisive actions and guidance, Caitlin demonstrated her ability to take control of a crisis situation and to manage the communications and media response in a coordinated and timely manner. Following on from this incident, Caitlin has assisted with the development of a Crisis Management Plan and communications plan and has delivered media training for senior management.

Under extreme pressure, Caitlin was able to demonstrate a highly professional response to a crisis situation and to develop a coordinated and effective media and stakeholder response.

Well done Caitlin





Sarah Cuscadden  
Probuild Constructions  
for Building Safety Greatness



## Boral Award for Safety

Leading effective and sustainable cultural change in any circumstance is difficult. Sarah faced an industry that can be slow to embrace innovation generally, and she was revisiting a topic - albeit a vitally important one - that had been heard many times before, making for a jaded audience. Given the imperative the industry must improve safety, and her formal authority within the organisation, a less successful effort could have relied on a formal mandate to achieve change. Instead and importantly, Sarah sought to build ownership for the desired change within the organisation through 1-on-1 interviews, focus groups and up-skilling of key leaders. The Judges were impressed by Sarah's approach, engaging different parts of Probuild's organisation in ways customised to those audiences' interests and concerns. These audiences ranged from Probuild's board through to the company's subcontractors. The success of this change program over the 12 months that followed is remarkable: 40% reduction in lost time injuries and a 17% reduction in incidents across Probuild's national operations.





Amanda Tan  
Turner & Townsend Thinc



## Hamilton Marino Award to an Emerging Leader

Amanda Tan is a deserving winner of the Emerging Leaders Award.

On top of leading a team of people to deliver a capital works program involving upgrades across 164 stores nationally, Amanda actively promotes the roles available to females in construction and is a true role model. Amanda recently launched a program to reach out to young school girls to not only promote career opportunities available to females within the construction industry, but also implement a “school program” which is currently being trialled within her workplace.

Amanda was interviewed by the Australian Institute of Project Managers (AIPM) for their national publication regarding her passion to support women in the construction and was described in their publication as “breaking the mould” and “one of the fresh faces taking project management to the future”. Driven to empower and inspire whilst creating opportunities to access knowledge and skills for growth, Amanda has recently combined forces with two partners in the construction industry establishing a professional organisation called Workshop. It aims to provide opportunities to females to develop specific skills.

Amanda has demonstrated an ability to lead and drive project outcomes within her everyday work environment, and her efforts in promoting woman through the schools program, the Workshop & program and through mentoring will reshape and increase female participation in the construction industry.





Senjuti Bala  
John Holland Group

## **MULTIPLEX** Multiplex Award to a Young Achiever

Senjuti is a Lead Engineer at John Holland, working on the North Melbourne Precinct area of the Metro Tunnel Early Works. She oversees multiple contractors and has delivered a defect-free project ahead of program and on budget.

As a young leader on one of the most complex construction sites in the state, Senjuti developed an innovative solution using geophysics to locate and remove piles and underground obstructions to make way for tunnels. Her innovation has mitigated delays and costs, increasing productivity by 200%, and cutting costs by a third. This methodology is transferable to future projects.

Senjuti is committed to upskilling those around her and is actively involved in empowering younger people in the industry and encouraging young women to consider STEM careers.





Teba Mazin  
Downer Group



## RMIT University Award to an Outstanding Student

The judges were incredibly impressed by the standard of all the candidates for the NAWIC Student Award. We commend all the applicants and know they all have incredibly bright futures.

The judges' choice of Teba Mazin as the winner was unanimous.

An outstanding and inspiring young woman of great ability, Teba is triumphing over the great adversity experienced in her earlier life. Arriving in Australia as a refugee from Iraq, at the age of 13, Teba spoke no English. She went on to place in the top 2% in Victoria for English for VCE.

Teba exemplifies all the qualities that will transform the construction industry into the future – resilience, humility, hard work and kindness. Teba's goal is to improve the profile and impact of women in the industry, to ensure "the next generation of women in engineering and construction are a force to be reckoned with."

Teba has used her adversity as a strength and has demonstrated her leadership skills in both her work, her mentoring, her fundraising for multiple charities and her support for underprivileged youth. She is an active participant in multiple community organisations, university leadership and support programs, all while studying a double degree in Biomedical Science and Engineering at Monash University and working as cadet at Downer.

Teba credits her passion for giving back to the community to the influence of her heroic father, a dedicated community leader, who always worked to make the world a better place. The judges would also like to recognise Teba's father's influence and congratulate Teba on doing him proud. She is already an inspiration and a force to be reckoned with.



I am sure that as a woman I can do a very good skyscraper.

- Zaha Hadid



# COMMENDATIONS

**2018 NAWIC**  
Awards for Excellence

CELEBRATING THE ACHIEVEMENTS OF WOMEN IN THE CONSTRUCTION INDUSTRY

 **nawic**  
The National  
Association of Women  
in Construction

Victorian Chapter



Jaclyn Gow  
Lendlease

## **JOHN HOLLAND** John Holland Group Crystal Vision Award for Advancing the Interests of Women in the Construction Industry

As a Construction Manager working for Lendlease, Jaclyn identified gaps within the talent pipeline, particularly for site-based roles. Having had no female role models in senior delivery positions herself, she has developed and delivered the Women in Building strategy for Lendlease to boost the profile of female talent within the company. This included professional development workshops, identifying the cause of talent gaps and ensuring females now have the opportunity to attend empowering industry events. She also distributes inspiring content through her fortnightly "elevate" mail out. Recognised in the industry as role model and leader, Jaclyn's efforts with the Women in Building strategy is acknowledged by NAWIC Victoria and also more broadly by the business, senior management of Lendlease, and continues to gain momentum.





Tegan Hart  
Probuild Constructions



## Downer Group Award for Outstanding Achievement as a Businesswoman

Tegan Hart is an outstanding Senior Legal Counsel for Probuild who has led legal negotiations for over \$3.5B of work on their largest projects. In her role, Tegan is often the only female in the room negotiating with other lawyers, CEOs and senior commercial managers. Her affability and trust building relational approach offers a refreshing new role model for conducting negotiations in a traditionally adversarial industry.

Tegan is also an innovative thinker. She recently developed a new Contract Management manual to ensure the strategic alignment of all project stakeholders. This initiative has been so successful that Probuild intends to roll out her manual to all its projects.





Kirsty Edwards  
Probuild Constructions  
for ABC Melbourne Accommodation Project



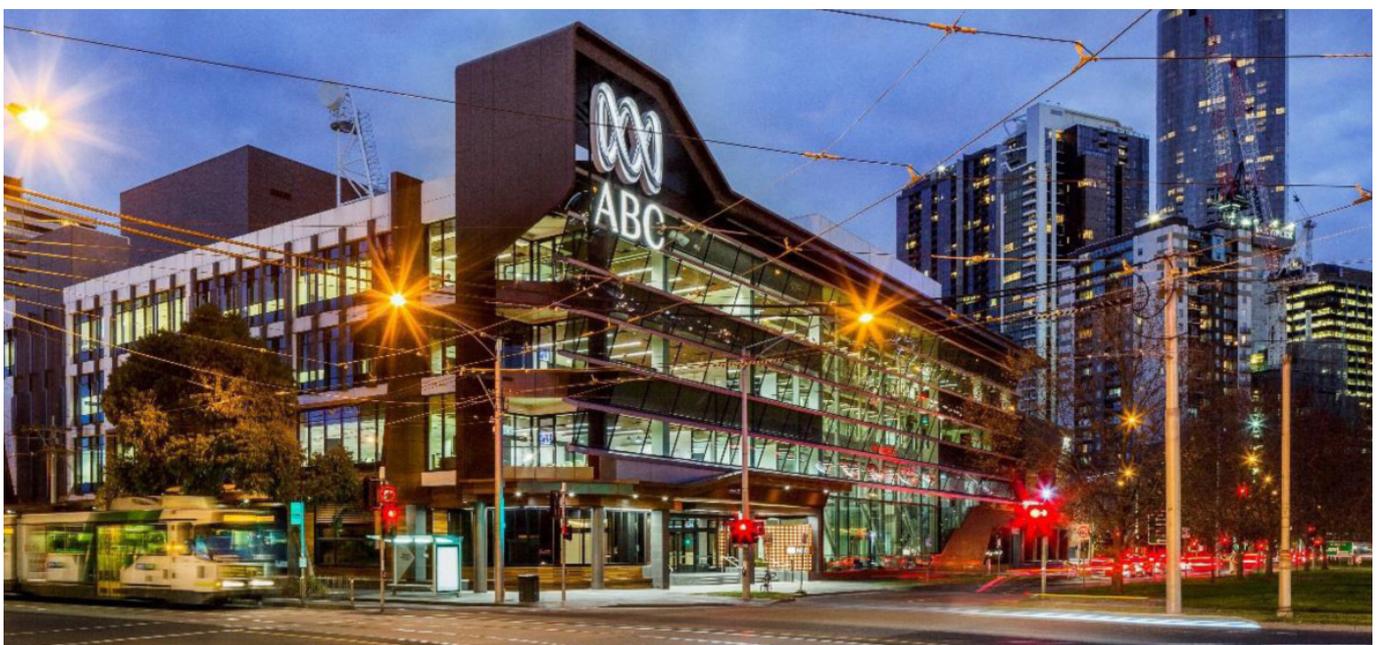
## Lendlease Award for Outstanding Achievement in Building and Construction

Kirsty was Project Manager for the ABC's Melbourne Accommodation Project (MAP). She led a team of 20 Probuild staff and, at peak, 250 subcontractors. The ABC MAP saw three key sites from across Melbourne merged to an existing site at Southbank. Kirsty was responsible for all aspects of the project's performance and construction delivery.

As Project Manager Kirsty was not only faced with the standard challenges but had the added pressure of working around a broadcast facility required to be on air 24 hours a day seven days a week - through the second phase of the project there was only 92mm separating live broadcast from bobcats and excavators. Kirsty had to deal with highly sensitive equipment, ageing infrastructure, high level security requirements and a wide range of stakeholders with conflicting and sometimes unpredictable priorities.

In addition to the physical constraints, the project was subject to a significant funding cut following the 2016 State Election which required a full redesign. Changes were then ongoing to completion and while there were associated construction delays the end date could not be shifted.

Kirsty ensured that she and the team took the time to work with the client to understand the project briefs and the needs of key ABC team members to successfully translate them to the built environment.





Oanh Harding and Louise Hansen  
Hansen Yuncken



## NAWIC Award for Communication, Stakeholder and Media Management

Oanh Harding and Louise Hansen were presented with the task of rebranding the company to adapt to the changing construction industry. They had to integrate the rebranding from the traditional base of the company whilst presenting and capturing a sharper and more dynamic branding strategy. This included selling their ideas and concepts to a sceptical internal group and addressing the potential loss of identity with existing and new clients.

Oanh and Louise were able to successfully negotiate and sell their branding strategy through the extensive use of print and digital media, website design and social media to deliver a new brand for the organisation.

Thank you Oanh and Louise





Joanne Bradshaw  
CPB Contractors  
for FMBH Level Crossing Removal Project



## Boral Award for Safety

Construction within rail corridors come with significant complications at the best of times. Ensuring safety for all stakeholders, not least the commuting public, is a very great challenge at the best of times. However, it wasn't that simple for Joanne. Instead, the project was subject to a substantial acceleration. Joanne and her team were ultimately called upon to deliver the equivalent of 25 weeks of work in 42 days. Achieving no LTIs during the 300 thousand hours worked by 800 people during this time was a remarkable feat of safety leadership. Joanne provided critical input in the redesigned approach necessary to achieve this, bringing in knowledge and expertise from across the Alliance partners. She then followed this redesigned process through execution to ensure the intent was maintained in the face of the inevitable changes in the field. Joanne and the team from the Furlong Main Blackburn Heatherdale Alliance are to be commended for this remarkable achievement.





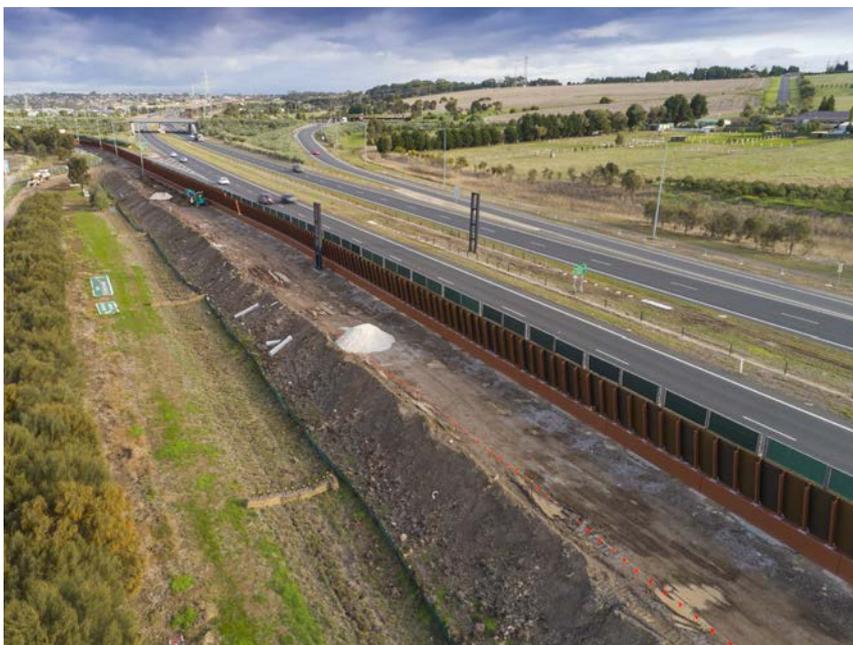
Alyssa Wilder  
BMD

## **MULTIPLEX** Multiplex Award to a Young Achiever

Alyssa is the only female Project manager for BMD in Victoria. She is responsible for the management of numerous projects at one time which are geographically diverse and each with numerous challenges.

She leads a team of 4 comprising of 3 engineers and one administrator, as well as working closely with the foreman and area managers on the projects. Alyssa continually commits to upskilling her staff as well as improving and implementing company systems and procedures.

Despite her heavy workload and travel commitments, Alyssa has been a regular volunteer at 2 grassroots community organisations providing meals to the homeless in the Geelong region.





Olivia Nesci  
BMD



## RMIT University Award to an Outstanding Student

The judging panel were impressed by Olivia's submission as it demonstrated that she is a highly motivated individual who has excelled both academically and professionally. Olivia's passion for her chosen career was clear as was her drive to 'push the envelope' as opportunities arose – evident by her decision to postpone the completion of her degree to undertake an internship with SENER which saw her spending 6 months in Barcelona and gaining experience as a Structural Engineer.

We commend Olivia for her commitment to expanding her knowledge at any opportunity, her willingness to step outside of her comfort zone and her ability to also give back to the community at any opportunity. We have no doubt that this is only the beginning of a very successful career for Olivia.



lendlease

# WE'RE TAKING ACTION ON GENDER EQUALITY ✓

We're allocating resources and making people decisions fairly, without discrimination. We're maintaining a focus on pay parity and workplace flexibility. We're tackling unconscious bias and inclusive leadership.

Above all, we're taking action to give our people the same chance to succeed, regardless of gender.

As proud major sponsors of the NAWIC awards, we wish all our finalists the very best.



# Build something great™

[www.boral.com.au](http://www.boral.com.au)



# ENTRANTS

## 2018 NAWIC Awards for Excellence

CELEBRATING THE ACHIEVEMENTS OF WOMEN IN THE CONSTRUCTION INDUSTRY



nawic  
The National  
Association of Women  
in Construction

Victorian Chapter



**Dunya Ahmed**  
Hickory Group

### Category: Young Achiever Award

Dunya Ahmed was a stand out amongst the graduates when she joined Hickory in 2017, with practical experience as well as a positive attitude and genuine passion for the construction industry.

She played an important role in managing the completion and handover process of one of Hickory's ground-breaking projects, La Trobe Tower. Being the first project to use an innovative construction method on a high-rise tower, it was of utmost importance that the delivery was managed well and completed to the highest quality standards. Accepting this responsibility, Dunya remained positive and dedicated to the goal, working and negotiating with contractors and suppliers to ensure any defects were completed prior to the building handing over. Overseeing the final stages of the project, Dunya's attention to detail and unwavering dedication was instrumental in the successful delivery of La Trobe Tower which has won awards and attracted interest from overseas builders keen to adopt this method.

Displaying a high degree of initiative and attention to detail, Dunya is currently working towards becoming a Contracts Administrator, gaining solid experience on her current project, La Trobe Street Student Accommodation, whilst completing a Master of Construction Management.



**Hangatu Aliy**  
McConnell Dowell

### Category: Student Award

Earlier this year, Hangatu Aily joined the Western Program Alliance as an HSE trainee. The Alliance is tasked with removing level crossings throughout Melbourne. Hangatu migrated here from Ethiopia, and this is her first role in the industry. Working in a marginalised industry, she uses her studies and support network of female colleagues onsite to gain confidence, both personally and professionally.

Undertaking a Certificate IV of Work Health and Safety, Hangatu is on track to complete this and wishes to further her knowledge by intending to complete a diploma and continue her work in the field of safety in the construction industry.



**Ashleigh Badham**  
Multiplex

### Category: Young Achiever Award

As a Contracts Administrator and Project Manager, Ashleigh is dedicated to delivery excellence and has distinguished herself at Multiplex by providing a proactive and resourceful solutions-based approach to all her projects. She consistently demonstrates her foresight and ability to plan ahead and has been selected to fulfil a range of positions on a variety of projects not limited to her core skill in contract administration.

She has proven to be a valuable asset to the delivery of numerous projects including residential projects Premier Tower and Swanston Central and the Werribee Mercy Hospital Expansion which was delivered 3 months ahead of schedule thanks to Ashleigh's involvement in the financial administration of the project.

Now working as Project Manager on residential and mixed-use project 472 Bourke Street, she has made a significant contribution to the Multiplex team and has been identified as a future leader setting a positive example for up and coming females in the industry and helping to drive the financial and commercial success on every project she is involved in.



**Senjuti Bala**  
John Holland

### Category: Young Achiever Award

Senjuti graduated from The University of Melbourne with a Bachelor of Civil & Infrastructure Engineering (Honours) and has worked as an Engineer in both public and private sectors. She has worked in the public sector initially as a Student Civil Engineering and then later as a Developments & Drainage Engineer at local Councils in both Engineering Services and Infrastructure & Maintenance.

After spending a few years in local Government, Senjuti launched her construction career at Lendlease Services working on many Industrial Resource and Maintenance Projects around Australia as a Graduate Engineer and later a Site Engineer. Some of these projects included working on the JUHI pipeline construction in Melbourne, Brisbane and Adelaide Airports as well as working on Fire main upgrades on the Caltex terminal in Newport and Power Station shut down maintenance works at both Loy Yang Power Station in East Gippsland and Mt Piper Power station in Lithgow, NSW. She later moved on to building sub-divisions with Lendlease (the Atherstone community in Melton and Aurora in Epping).

Wanting to expand her working portfolio into Major Projects, Senjuti joined CPB Contractors as a Site Engineer, working on the CityLink Tullamarine Freeway Widening Project in a structures capacity on the new Bell Street to Pascoe Vale road bridge. She currently works for John Holland Group on the Metro Tunnels Early Works Package and is the Lead Engineer for the North Melbourne Precinct. She was recently awarded a Project Values Award on this job for tenacity and care. She endeavours to reinforce a positive and fun work place for everyone on the Project, and many projects to come.



**Fiona Bowie**  
John Holland

### Category: Emerging Leader Award

When it comes to leadership in the field of sustainability, Fiona's passion and purpose shines through in everything she does. In her role as the Sustainability Manager for Metro Tunnel Early Works, she developed and advanced numerous initiatives to ensure sustainability was seamlessly embedded into every part of the project. From facilitating a world-first geothermal innovation, to educating others about sustainability on a project, corporate and broader industry level, Fiona is passionate about pushing standard practices and challenging the industry to find sustainable solutions on large-scale infrastructure projects.

Her collaborative approach across all levels – from a research and development renewable energy pilot program with a leading university, to sustainability education with small contractors – will ensure her legacy of sustainability echoes through the entire industry, while her willingness to share her knowledge and passion as a mentor and peer makes her a true champion of change and leader in her field. Fiona has proven herself as a natural leader who is more than deserving of this award.



**Joanne Bradshaw**  
CPB Contractors

### Category: Safety Award

On the FMBH Level Crossing Removal Project, a 42-day rail occupation was required at Blackburn level crossing to allow track to be removed and rebuilt under a new bridge at Blackburn Road. The original methodology had been planned over two years and safety had been built into the work's delivery plan; however, a late notice change to external resourcing capabilities led to unexpected reduced labour numbers. This change forced the site team to re-sequence the works and change the methodology.

As Safety Manager, Joanne provided crucial safety advice and instruction to the Project Manager and Site Engineers. They then developed, planned and executed a new excavation and shoring methodology that required up to 20 EWP's working in unison, and additional competent labour to operate the equipment; all of which had to be sourced within a tight timeframe to meet the non-negotiable completion deadline. Joanne contributed significantly to the revised methodology from an HSE perspective and ensured that safety was never compromised despite the very challenging program constraint. This rail occupation was subsequently deemed by the client, Level Crossing Removal Authority (LXRA), as hugely successful with several letters of commendation being written.



**Aimee Brennan**  
CPB Contractors /  
John Holland  
Joint Venture

### Category: Emerging Leader Award

As a Senior Submission Co-ordinator with John Holland, Aimee Brennan had managed major submissions before but nothing like the scale and technical and commercial complexity of the West Gate Tunnel Project, then the largest infrastructure project in Australia. As a young woman in the early stage of her career, Aimee quickly gained respect of senior leaders with 20–40 years' experience from the CPB Contractors, John Holland, Aurecon and Jacobs bid team. As part of the senior leadership, she was able to influence the value proposition and manage the unprecedented task over seven months.

Aimee ensured alignment on the technical solution and value proposition across a team of 150 people from 21 companies in Australia and overseas. She coordinated delivery of the extensive collateral: 50,000 words in 100 folders, three custom-made brochures, an interactive 3D model, architectural visualisations and a feature video. Aimee was instrumental in deciphering the client value placed on the community and technical solutions.

In a unique observer role, she attended regular client / stakeholder meetings and then provided feedback to the bid team about its performance in presenting the technical solution and listening to client requirements. This enhanced trust with the client and contributed to winning the bid.



**Kylie Brooks**  
RTL Mining  
and Earthworks

### Category: Emerging Leader Award

Since joining Victorian-based RTL Mining and Earthworks Pty Ltd (RTL) in April of 2014, Kylie has had a swift ascent to her current role of Compliance Manager, encompassing Health, Safety and Environment. Her position also entails a standing on the RTL Leadership Team.

Kylie's tireless work ethic enables her to be across RTL's diverse business of mining, earthworks and heavy mobile plant services, in each of the three brown coal mines in the Latrobe Valley. This is in addition to civil construction projects and RTL's transport business and workshop.

Annually, RTL generates up to \$150 million in turnover, employing a peak workforce of up to five hundred personnel during the earthworks season. RTL also has a significant in-house plant fleet currently consisting of 150 items of plant - dozers from D6 to D11, excavators from 11 to 190 tonne, dump trucks from 15t to 150t, graders, loaders, and water carts. Kylie has been instrumental in RTL having an excellent safety record over the average annual of over 80,000 labour hours.

Kylie is highly regarded and respected by direct reports, peers, clients, suppliers, subcontractors and higher management alike. She's a role model for females and young professionals working in the construction industry.



**Jen Burridge**  
Probuild Constructions

### Category: Young Achiever Award

Jen is a Project Coordinator at Probuild and is currently coordinating the Structure and Facade works at 271 Spring Street. She has coordinated a redesign of the foundation and piling works, managed the delivery of over 2000 structural steel members and delivered a bespoke facade with feature fins.



**Yvonne Chan**  
Built

### Category: Young Achiever Award

Yvonne is a valued member of the Built family and is the perfect example of our Built Worthy values. She works tirelessly to deliver great results for our clients and goes above and beyond in her role to assist all members of her project team. The respectful approach that she takes towards all that she works with, sets the tone for the interactions on the project from the outset.

Yvonne stands out in her project teams, but not in the way that most would expect in the construction industry. She goes about her job quietly and without seeking a pat on the back every 5 minutes. She takes pride in everything she does and can put out a work load the same as three people. She is someone that every project team requests for their jobs, because they know the project is in safe hands with Yvonne in the team.



**Maddie Clark**  
SHAPE Australia /  
Deakin University

### Category: Student Award

Maddie is in her fourth year of study – in architecture and construction management at Deakin University. She has worked for SHAPE since June 2017 in a part time capacity to supplement her studies. At SHAPE, she has been involved in activities such as the Corporate Triathlon and Tough Mudder and aims to become more involved in SHAPE's charities once she completes her course.

Maddie finds that the main highlight of working in the industry is the expansive knowledge sharing that occurs at all levels – between consultants, to tradesmen, and the people she works with directly. At SHAPE, Maddie has worked in the estimating department, assisting with tenders, completing her own, and running training sessions on the software required.

She has since moved into production, where she has already completed 2 fast paced office fitouts and is currently assisting on the \$10M Carlton United Breweries head office fitout. Her main challenge has been keeping up with the fast pace nature of projects whilst studying. She has however quickly developed an ability to multi-task and remain focused on the job at hand. Finally, Maddie aims to pursue an area of the industry that merges her passion of construction and architectural creativity.



**Kayla Cogan**  
John Holland

### Category: Young Achiever Award

As a Logistics Yard Project Engineer on the Metro Tunnel Early Works, Kayla is a cornerstone of the Melbourne CBD North precinct she manages. As part of a two-person site leadership team, Kayla oversees a crew of 20 men, which is no mean feat for a young woman in the construction industry. However she has created camaraderie and tackled complex challenges to earn the respect of her team.

This was largely due to her proactive problem solving around massive deliveries of steel that were not up to Australian standards. This sparked a complex undertaking to have the steel monitored, repaired and returned to the site, in which Kayla played a pivotal leadership role. The result was the successful delivery of the steel with no impact to the shafts' successive programs of works.

Kayla's achievements set a fantastic example for young women, showing that they are not limited in the construction industry.



**Sabrina Colavecchio**  
Insitu Group

### Category: Young Achiever Award

Sabrina is an exceptional candidate for the Young Achiever Award. Her skill set – communication, collaboration, relationship management, administration – has developed and consolidated through her work during 2018. Sabrina is a mentor to a number of Insitu Group's younger employees, encouraging and supporting their development. She provides a working example of an alternative approach to Project Management, favouring collaboration and open communication over traditional, hardline administration. By focusing energy on the relationship with and between the contractors, Sabrina is able to ensure trust is established.

As a result, an effective working group develops, despite the sometimes-challenging nature of the work and the project priorities. Sabrina has embraced Insitu Group's civic focus, balancing her project workload with commitments to fundraising and community. She has ambitions to continue her growth towards a Senior Project Management role, working on larger more complex jobs, while maintaining her community focus and a sustainable work life balance.

Insitu Group are thrilled to support Sabrina's development, we hold her as an exemplar of a modern construction Project Manager: innovative; generous; hardworking; and collaborative.



**Anna Collins**  
Lendlease

### Category: Safety Award

This submission of the Excellence in Safety Award underscores Anna Collins significant ongoing contribution to the successful and safe delivery of the Rod Laver Arena Redevelopment. As the EHS Coordinator, Anna is ultimately responsible for the coordination and consultation of all site related EHS issues.

The complexities of working in a live precinct such as that of Melbourne and Olympic Park are unprecedented and require a great deal of knowledge, leadership and integrity all which Anna demonstrates on a daily basis. Anna's commitment to delivering a safe and healthy work environment is an attribute that cannot be questioned.

This is evident in the high esteem she is held within the RLA Redevelopment team and is developing an excellent reputation as a future safety leader within Lendlease.



**Deb Cownley**  
CPB Contractors /  
John Holland  
Joint Venture

### Category: Emerging Leader Award

Deb Cownley is building up an impressive body of work in the construction industry, with a career fast heading upwards as she takes on ever more critical roles in each project she tackles. A previous NAWIC Award winner in 2010 for Outstanding Achievement in Delivery and Development, Deb is now a shining light in the governance and compliance area.

Over the past 12 months she has been integral to the success of two of Victoria's biggest ever infrastructure projects: Metro Tunnel and West Gate Tunnel. With both high-profile projects under heavy government and public scrutiny, Deb's critical roles have involved ensuring the team meets strict governance and compliance requirements. Her tenacity, integrity, attention to detail, and ability to set up and ensure adherence to the correct processes, have proven invaluable to each project.

She identifies potential issues before they arrive, involves all the key players, gets everyone on the same page and follows through to ensure successful outcomes. A great team player, she leads by example and has the complete respect of her team. What challenge she conquers next will be up to her as she is in great demand!



**Prue Crawford-Flett**  
Downer Group

#### Category: Businesswoman Award

Since joining Downer Projects as General Manager in mid-2016, Prue Crawford-Flett has transformed the business from a provider operating in two states, to a preferred national provider to some of Australia's largest power supply companies. Prue's strategic leadership has seen the business grow to more than 150 team members with new teams in the NSW & VIC markets.

Her authentic style and acumen for key growth opportunities has led to Downer Power Projects becoming a trusted provider with a long-term, sustainable pipeline of works in design, construction, operation, maintenance, management and decommissioning services. Prue's strategic leadership involved leveraging key stakeholder relationships, resulting in exponential growth in the Victorian and NSW markets, together with new reach into the Western Australian market. The business has grown by more than 60% per year in the past two years, and is set to significantly increase on that growth in coming years.

An advocate of flexibility, diversity and inclusion in the workplace, in a short space of time, Prue has built a collaborative culture in her team and points to a focus on outcomes rather than 'clocking hours' as key to attracting and securing resources for the ongoing growth of the business.



**Jessica Creed**  
CPB Contractors

#### Category: Building & Construction Award

As Project Manager, Jessica Creed led Victoria's largest ever 'daylighting' project of a public waterway, managing large-scale asbestos removal and operating within a live creek environment. Jessica was accountable for all aspects of the management and delivery of the project, including resource management and allocation, programming, procurement and financial reporting. The Daylighting Dandenong Creek Project involved the rejuvenation of a neglected waterway. Twelve thousand tonnes of asbestos-contaminated soil was removed from the site, meaning that public safety was a prime concern. Jessica worked closely with local schools, one of which bordered the creek, to ensure a safe working environment.

She also initiated on-site education programs that were incorporated into the curriculum of Bayswater Secondary College's Environment Studies subject. The project has greatly increased the natural amenity of Dandenong Creek, returning the creek to a more natural state, providing opportunities for revegetation, whilst maintaining flood capacity and improving ecological values and general creek health.

Jessica was responsible for meeting and exceeding all of Melbourne Water's objectives, including KRA benchmarks for safety, quality and the environment. She acted as the direct line of communication to Melbourne Water for all project matters.



**Sarah Cuscadden**  
Probuild Constructions

#### Category: Safety Award

At 29 years old, Sarah Cuscadden was appointed Group HSE Manger and tasked with reducing safety incidents at Probuild, as an immediate priority. To do this, she developed a revolutionary HSE strategy now known as Building Safety Greatness. Complacency was Sarah's number one target. She needed to devise a way to get through to people, to make them take notice of things they'd seen and heard many times before. She needed them to listen.

To do this, Sarah focused on the human element of Probuild's workforce - both internal and subcontractors. She spoke to them like humans and got them to finally listen. Building Safety Greatness has been a huge success for the company, achieving a 40% reduction in lost time injuries, 30% reduction in medically treated injuries and the incident frequency rate was reduced by 17% nationally.



**Jessica Dai**  
Probuild Constructions

### Category: Emerging Leader Award

Involved in many multi-million projects, Jessica has demonstrated comprehensive knowledge in the façade field. From sample selection to material tracking, she can turn the much-fragmented process into a cohesive whole. With her communications skills, she has built strong relationship with remote suppliers, local colleagues, and stakeholders.

Jessica has the ability to work within and support multi-disciplinary project teams. She is an emerging leader because of her loyalty to the company, enthusiastic attitude, understanding of the industry, proactive working attitude, good communication skills and problem solving ability. She treats company goals as priority, she will not give up in the face of difficulty and spontaneously improves working procedures.

Jessica is also results driven and never compromises on quality, not even on the smallest piece of the work. With the existing process deeply understood in her mind, she also embeds enhancements to form new standards of best practice, not only within the team, but also implemented with stakeholders across the board.

In work, she can balance the quality-cost-time triangle. And in her life, she balances work and family. As a female co-ordinator, she keeps both family and work tight to her.



**Lorien Dalmau**  
Probuild Constructions

### Category: Building & Construction Award

As Project Manager there isn't an aspect of the stunning Avant Apartments development that Lorien hasn't had an impact upon. From participating in negotiations with International Property Developer World Class Global, to taking ultimate responsibility for every aspect of the design and construct delivery. Additionally Probuild believes Lorien is the first female Project Manager to lead construction delivery of a tower over 50 storeys in Victoria. Avant's most striking feature was also its most challenging; 18,500 square metres of unique facade with custom coloured glazing and a diagrid pattern of feature fins. As a directly procured element, this involved many suppliers both in Australia and overseas. Whether in China inspecting suppliers, or scrutinising the installation on-site, Lorien's leadership and determination to resolve the challenges presented has played a key role in the successful realisation of this element.

Lorien set out to exceed the client's expectations wherever possible and achieved this delivering Probuild's lowest ever purchaser defects rates and finding innovative ways to deliver the vision in the artist's renderings. Avant has been a success for both Probuild and World Class Global, realising the client's vision of delivering a striking high quality residential tower, delivered over three months ahead of contract program.



**Lisa Davies**  
Lendlease

### Category: Young Achiever Award

With over 4 years' experience in the construction industry, Lisa has gained exposure to many facets of the construction process including procurement, contract administration, quality control and managing safety onsite. She continues to develop her management style and create relationships based on mutual respect with consultants and subcontractors alike. Lisa has been successful in letting tender packages and managing subcontractors through to the completion of the works, inclusive of onsite supervision, administration and finance. Among other tasks, this requires checking the claims against works completed and the contract.

More recently Lisa managed the documentation process for the Monash Children's Hospital project. In this role, she displayed a high level of diligence by ensuring that any anomalies were notified to the relevant parties for clarification and resolution prior to being actioned in the built environment. Lisa has also played a large role in securing a 5 Star Green Star Rating on two projects, Green Chemical Futures and City West Police Complex, ensuring that the subcontractors were aware of their responsibilities and delivered on the required result.



**Briana Dowling**  
John Holland Group

**Category: Communication, Stakeholder and Media Management Award**

With more than 16 years' experience in the Victorian government, transport and construction sectors, Briana Dowling is highly regarded within the industry for her communications and engagement expertise for major infrastructure projects in highly scrutinised environments. Briana manages stakeholders and the community sensitively, and works effectively with project teams and clients to deliver best-for-project results with the support of the community. Most recently, this is exemplified by her careful handling of community engagement on the Mernda Rail Extension Project to manage the lived experience for local communities during construction and leave a sustainable legacy.

Briana relishes team spirit and the experience of onsite environments and is actively involved in pre-empting and resolving high-stake public issues. She seeks new ways to understand the community and has developed deeper inquiry methods to ensure she is on top of potential stakeholder challenges. Briana is a role model for young women in the industry. She is passionate about developing young people and is proud of watching members of her team progress into rewarding careers in the industry.

Briana leads by example, inspiring and motivating others by demonstrating her career as a Communications and Stakeholder Relations Manager is a viable path for women.



**Annemie Duggal**  
Jones Lang LaSalle

**Category: Young Achiever Award**

Annemie Duggal has been a driving force within her team, managing the minor works program for the Victorian Department of Treasury and Finance (DTF) where she was accountable for delivering 32 projects over a period of only five months. Annemie's client centric focus has seen her build strong stakeholder relationships and drive a culture of continuous improvement on her account. She is a key member of the JLL Project & Development Services (PDS) team and her achievements on the DTF account were recognised when, after only 12 months in the property/construction industry, she was promoted to Program Manager for the national ISPT account.

Annemie is a great inspiration to others who seek to move into the construction and property industry. With a background in marketing, communications and event management, Annemie draws on her diverse and transferable experience, including budgeting, timeline and stakeholder management for her role at JLL. She has tackled the shift with great enthusiasm, tenacity and professionalism, and has built up profound knowledge of the industry over the past year.

Outside of work, Annemie volunteers with the Property Industry Foundation, as Production Leader with TEDx Melbourne and as Associate Producer with Tuxedo Junction Gala Ball Committee supporting Cancer Council Victoria.



**Kristy Edwards**  
Probuild Constructions

**Category: Building and Construction Award**

Kirsty is a Project Manager with a ten year career in construction. She strives to create great teams working collaboratively with key stakeholders, client groups, consultants and subcontractors to lead the delivery of successful projects for Probuild. Kirsty's skillset shows strength in Project and Design Management ensuring her clients vision is achieved to the highest quality, on time and within budget.

Kirsty has worked on a number of successful jobs including the delivery of the ABC Melbourne Accommodation Project (ABC MAP) which remained broadcasting television and radio for the duration of the project works. This submission relates to her delivery of the ABC MAP. ABC MAP provides a consolidated centre for a vital institution not only ingrained in Victoria's history but Australia's history. The ABC has been key to the cultural, political and social fabric of Australia. The site sees a merging of 3 keys sites across the wider Melbourne area to an existing facility located on two very public thoroughfares of Southbank Boulevard and Sturt Street. It was decided by ABC that they would remain broadcasting live television and radio out of the Southbank facility for the duration of the project.



**Annika Field**  
Probuild Constructions

### Category: Emerging Leader Award

For the past year, Annika has been based at Caulfield Village Precinct 2 as the Assistant Design Manager – the only female in this role within the Victorian Business. This was Annika's first focused design role and leadership position and after only 2 months on site, she began acting as the Design Manager of the project.

Annika has been able to successfully lead and assist the Consultant Team in finalising documentation, whilst finding her own feet as a Design Manager and mentor to the other members of the team. Annika has directly managed both Services and Finishes through to the completion of design, procurement and the finalisation of shop drawings and has had a hand in coordination of both Structure and Façade.

Annika's true contribution to the project lies in being a constructive and influential team member – an anchor for the team. Her 'can-do' attitude has helped bind the team together and aided in maintaining a positive atmosphere even through difficult times in the project. She prides herself on developing fun and mutually respectful relationships and firmly believes that there is always a solution to a problem, it's just a matter of working as a team to find it.



**Joanna Fitzpatrick**  
Built

### Category: Building & Construction Award

Jo has been a key member of the Built team for over 10 years. She is now a leader for all of the Contract Administrators in the Refurbishment division of Built Vic. Her diligence and passion for understanding the broader commercial business processes has supported her growth within our business. Jo has had the fortune and challenge of procuring and delivering some monumental projects at Built. From our largest project at the time – the \$155 mill ATO commercial office development in Docklands, to the fastest turnover of a project on the \$40 mill AGL workplace creation project delivered in just over 6 months, which holds the Built record for highest turnover in one month, as well as the bespoke 'Deferred Let' procurement model incorporated in the recently completed LaTrobe University project ECRB3B P4-P6 project.

The journey and learnings for Jo have contributed to one of her current key roles, leading the Contract Admin team at the iconic State Library of Victoria redevelopment. A vital, long standing member of the Built team and walking demonstration of our Builtworthy values. An impressive track record and great representative of the benefits of growing our own at Built.



**Grace Frazzica**  
CPB Contractors

### Category: Emerging Leader Award

Grace is a Senior Project Engineer who constantly displays leadership in highly technical and complex project areas as well as guiding and mentoring less experienced colleagues.

She has worked on some of the most critical pieces of recent infrastructure in Victoria including the \$700m Southern Cross Station project, \$239m Deer Park Bypass, Furlong Main Blackburn Heatherdale (FMBH) Level Crossing Removal programs and Western Treatment Plant upgrades.

Grace is highly respected by her peers and a stand-out member of every construction team she has worked on. As well as being a cool head under pressure, as shown in her ability to meet deadlines on Level Crossing removal projects, she is also the type of team member that will put the needs of others, especially junior team members, above her own.

Known for her enthusiasm mentoring graduates (females especially), her advice to young team members is to always have a good rapport with your supervisor, don't be afraid to get your hands dirty and to look for mentors but be true to yourself.



**Carolyn Gleixner**  
Kane Constructions

## Category: Young Achiever Award

Kane Constructions nominate our Trainee Site Manager Carolyn Gleixner, for the 2018 NAWIC Young Achiever Award. Carolyn's practical background, Construction Management Degree and Project Management Masters, combined with five years' national and international industry experience, make her an outstanding award candidate.

From the moment Carolyn started with Kane, she demonstrated clear leadership qualities, an impressive work ethic and well-rounded initiative. Carolyn's passion and abilities persuaded Kane to promote her as the first female Trainee Site Manager, where she's quickly become a very capable and highly valued employee. Leadership comes naturally to Carolyn, and people readily accept her in that role.

Carolyn is a positive motivator, has great respect for subcontractor expertise and has built a strict reputation for safety. She is vigilant with quality control and achieving the best possible outcomes within schedule. Carolyn faces challenges being a young woman in a male dominated industry. However, she focusses on equality and respect, seeing just as many advantages of being a woman in construction, particularly in relation to managing conflict, negotiating and interfacing with stakeholders.

Carolyn actively participates in women in industry 'Lean In' networks and is a positive role model and support to all staff within the industry.



**Bronte Gobbo**  
SHAPE Australia

## Category: Young Achiever Award

Bronte has successfully delivered a number of projects in her role as a Project Co-ordinator within the building industry specialising in the fitout and refurbishment sector. She has the ability to lead and motivate with an enthusiastic, can-do approach. Her previous experience in design and construction brings a new perspective to the project team, bringing new innovative solutions to SHAPE, which have been well received by clients.

Bronte's communication skills and ability to adapt to different environments have seen her collaborate with clients, consultants and subcontractors, resulting in a positive journey for all stakeholders along the way. Her attention to detail and record of defect free and on time delivery are evident in her positive client relationships.

Bronte has gone above and beyond her role by becoming the Victorian representative for SHAPE's RAP Program. She's currently developing and implementing a framework of actions for SHAPE and external organisations. Her aim is to make a real contribution to reconciliation in Australia and encourage us all to do our part in closing the economic, social and health gap between Aboriginal and Torres Strait Islander peoples and the broader Australian community.



**Jaclyn Gow**  
Lendlease

## Category: Building & Construction Award

Jaclyn Gow was the Construction Manager of the recently completed 883 Collins Street project, which are high rise residential towers in the Docklands. The \$187.5 million project consists of 528 one, two and three bedroom apartments, delivered under a Construction Management contract for our internal client, Lendlease Development, through our integrated model. 883 Collins Street features a resort style offering with the inclusion of a 20m lap pool, spa, theatre room, games and billiards room, private dining and entertaining room, yoga room and resident pocket lounges.

883 Collins Street was a highly successful project, well regarded by the client (Lendlease Development) and Lendlease Building's senior management. It delivered a strong commercial outcome, was finished 7 weeks ahead of program, had an excellent safety record and was delivered to a high-quality standard, exceeding quality benchmarks established on Lendlease Development's other residential developments delivered recently in Australia.

Jaclyn is a strong leader and was instrumental in rolling out initiatives to ensure the team was engaged and motivated throughout the project and that the site workers were passionate about looking after their own safety.



**Jaclyn Gow**  
Lendlease

**Category: Crystal Vision Award**

Jaclyn is a construction manager with Lendlease, a Tier 1 construction company, and leads large-scale commercial construction projects. She is currently delivering a \$274m 46-storey high rise residential project on Flinders Street in Docklands.

Jaclyn is held in high esteem by up-and-coming female engineers, and is very much seen as a role model and leader in the Building business and broader industry. She is very generous in sharing her wisdom and knowledge with young women in the industry, particularly in proactively organising professional development events to connect women in the business.

During her own journey that commenced 16 years ago with Baulderstone and Lendlease, she had no previous female role models in senior project delivery roles to seek inspiration from. This spurred Jaclyn on to help develop, mentor and empower the 82 women in Lendlease's Victorian Building business to strive for success and challenge their derailers along the journey.

For the past, almost 2 years, Jaclyn has been initiating and facilitating her "Women in Building" diversity strategy, which includes professional development workshops, reviewing causes for talent gaps with senior management, ensuring females are getting opportunities to attend empowering industry events and distributing inspiring content via her "Elevate" mail out.



**Lisa Grant**  
CPB Contractors

**Category: Communication, Stakeholder and Media Management Award**

Lisa provided a human solution to a complex issue on the recent Furlong, Main, Blackburn and Heatherdale Road (FMBH) Level Crossing Removal Project. Due to high levels of noise, local residents were offered temporary accommodation for sleep respite. Lisa's role as Community Relations Co-ordinator with the primary responsibility as a relocations specialist was a first of its type on projects like this. Lisa rehoused 250 households. The program was initiated with an initial letterbox drop for residents in the affected area to inform them of the impending works and the relocation options. Lisa then personally followed up by door-knocking all affected properties to communicate with them face-to-face.

Lisa's success was largely due to her ability to deal with constantly changing needs and circumstances. In any one week she might have found herself dealing with an elderly frail couple, mentally ill middle-aged person, family of five with pets or recent refugee. For all of these groups and others, she adopted a personalised approach rather than just treating them as 'another stakeholder'. She used good listening skills and patience and always tried to put herself in the other people's shoes during what was an extremely stressful period for many local residents.



**Oanh Harding &  
Louise Hansen**  
Hansen Yuncken

**Category: Communication, Stakeholder and Media Management Award**

Louise and Oanh were responsible for the planning and implementation of HY's rebrand and 100 year strategy. Their vision for the new brand was bold, effective and sophisticated in its delivery. Embedded throughout each stage of the process, they focused on engagement, ensuring all stakeholders felt part of the journey from start to finish. Despite facing initial pushback and scepticism from senior decision makers, they commanded respect by presenting a strong marketing strategy based on solid ground work and research to deliver a forward looking brand with a strong vision.

It takes strong, bold, often outspoken women to achieve this in a somewhat brash and male dominated industry. Holding true to what they believed in and standing their ground to deliver in the utmost professional manner - pushing change in perception of brand and in marketing. Since the rebrand launch, HY has been overwhelmed by positive comments from industry peers.

However the best feedback and perhaps measure of success, is the refreshed energy and positivity from staff. After all, the story of Hansen Yuncken is the story of its people and the pride in what they do. An independent building company, crafted with 100 years of construction expertise. Driven by challenge, built with pride.



**Adele Hardwick**  
John Holland Group

### Category: Emerging Leader Award

Through Adele's versatile role as a Senior Project Engineer on the Metro Tunnel Early Works, she has demonstrated her natural abilities as a leader over the past two years. Whether it's managing stakeholders and facilitating workshops that lead to Victorian-first innovations, finding opportunities to improve efficiencies around timelines and quality control, or coordinating complex working rosters on a 24-hour, 7-days-a-week project, Adele leads the way through empathy and empowerment.

Her leadership style is all about giving her team the support they need to grow and learn, while also giving them autonomy and trust to be accountable in their roles. She leads by example. In particular, as an agent of change and successful role model for flexible working arrangements, she paves the way for future employees to achieve work/life balance while excelling in and advancing their careers.

Not only is Adele an exceptional engineer, a wonderful mother, and a mentor to her team – she is also committed to supporting young people in the industry by formally participating in John Holland's mentoring program for graduates. This broad leadership experience makes her a worthy candidate for the Emerging Leader Award.



**Caitlin Harris**  
Probuild Constructions

### Category: Communication, Stakeholder and Media Management Award

A PR professional with a decade's experience in communications, Caitlin heads up the national marketing, media and communications at one of Australia's leading construction companies, Probuild. Caitlin was 26 years old when she was appointed to lead one of the country's biggest construction company's media and communications departments. A new role, the position had only existed some six months before she took it on. It became vacant while she was working for the company's then PR agency, after the man hired before her said it was too much work for one person.

Three years on, her team size has now tripled. After establishing and delivering internal and external communications at Probuild, Caitlin now leads the strategic marketing, media and communications initiatives focused on external stakeholders, as well as handling all crisis media management.

A career highlight for Caitlin was managing communications around a collapsed crane at a project, where she fielded constant media enquiries, worked with the client on strategy, held two formal press conferences and issued three media releases.



**Tegan Hart**  
Probuild Constructions

### Category: Businesswoman Award

Tegan joined Probuild 4 years ago as Legal Counsel and was promoted to the role of Senior Legal Counsel 2 years ago. In her time at Probuild, Tegan has played a key role throughout the life of Probuild's largest projects, from the tender process by leading contractual negotiations with the client through to providing legal support and guidance to project teams during the build.

Tegan has played a pivotal role in the growth and maintenance of key relationships with marquee clients helping Probuild as a business move into an entirely new market category by assisting the company in the conversion of over 20 projects with a current national pipeline of work in excess of \$5B.

Tegan is known for her commercial and affable approach to contract negotiations and the provision of legal advice during the build phase of projects. As one of Probuild's most senior female employees, she is a strong female leader and influencer within the business and is passionate about promoting a diversity in the industry.



**Caitlin Hession**  
Johnstaff Projects

**Category: Young Achiever Award**

Caitlin successfully project managed three projects for the Court Services Victoria, Safe and Secure Courts Upgrades Project to deliver Ararat, Hamilton and Bairnsdale courts in June 2018 as a part of the larger Programme of works which involved upgrades to 16 Courts across Victoria to improve critical safety and functionality elements so that vulnerable court users feel safe enough to exercise their right to legal redress. Given the high profile nature of the project, and the fact that construction was occurring in a live environment, it was imperative that the Western and Eastern packages of works were strictly monitored to ensure contractor safety obligations were being adhered to in order to minimise safety risk.

Caitlin's ability to cement and foster productive working relationships across the Project Team, inclusive of consultants, Courts staff and the Head Contractor was the ultimate key to the successful delivery of the three projects. Caitlin managed key challenges which would have opened up extreme risk profiles to the safety of Court Patrons, Court Staff and the Head Contractor.

This is an exemplification of her ability to resolve challenges under pressure and provide strong leadership to the Project Team to navigate them through these challenges.



**Hannah Hoang Le**  
SHAPE Australia

**Category: Building & Construction Award**

Hannah is a Project Manager for Shape Australia and led the project team for Trout Creative from concept to completion. This project represented the innovative and creative hub for their business and was the launch pad for the Next project. The space has since been used to develop new product by various user groups to facilitate the creative hub environment they promote.

Her passion for the project is evident in her interactions with the project stakeholders and the fondness in which she recalls the challenges. She continues to deal with the client even after completion, dealing with post occupation queries and issues. The client has consistently praised Hannah for her dedication to the project and how it could not simply have been achieved without her unwavering drive.



**Katherine Holden**  
Watpac Construction

**Category: Building & Construction Award**

Katherine Holden was the Design Manager for the Flinders Street Station Administration Building Conservation works which included the building structural repair and seismic stabilization to the clock tower, parapets, roof top pavilions, gymnasium and the ballroom.

The building required facade repairs and restoration to render, tuck pointing, balustrades, ornamental features and state of the art facade lighting upgrade. The building also required an hydraulic drainage upgrade, internal strengthening to load bearing walls, removal of failing existing screeds and replacement with a new reinforced concrete slab, new clock face glazing, restoration of the clock face metalwork, the clock mechanism dismantle, service, repair and restorations and an upgrade of the hydraulic winder, as well as copper dome repairs, south facade metal work and restoration, new external awning to Flinders Street.



**Alexandra Keppell**  
John Holland Group

### Category: Communication, Stakeholder and Media Management Award

Alex is a worthy recipient of the Communication Award due to her ability to connect with the community, not just to deliver on the project values, but because it is a personal attribute and one she strives to instil in her team and the wider construction team. She has led a considered and more empathetic approach to how John Holland Group engages with the community.

By tailoring communications to meet the needs of stakeholders, Alex uses the power of listening and empathy to engage with the community and find solutions that work for both parties. Her approach from the outset has been to work with stakeholders and the community in a transparent, reliable, cooperative and collaborative manner.

There are two parts to this. Firstly, Alex led the careful planning of essential communications frameworks (including a Communications and Stakeholder Relations Management Plan, a Business Disruption Plan and a Relocation Management Framework). Secondly, Alex ensures her team is always available providing timely day-to-day responses to the community's concerns and needs.

Under Alex's leadership, MTEW team members scored 90% from the community in terms of personal contact with representatives from the team, including in the areas of professionalism, respectfulness and responsiveness.



**Erin Kyne**  
Built

### Category: Design Award

Erin is a diligent and meticulous Design Manager and a valuable member of the Built team.

Faced with considerable project design challenges, Erin has shown significant initiative toward the betterment of processes in support of project success. Erin has been a true example for her team members, setting standards for others to strive toward.

Erin's understanding of stakeholder management and her ability to cultivate successful relationships is a testament to her collaborative and conciliatory nature.



**Amanda Lay**  
Hickory Group

### Category: Emerging Leader Award

Since graduating with a Bachelor of Environments, Majoring in Construction, and joining Hickory Group four years ago, Amanda Lay has shown promise as a leader. With attention to detail and a great deal of care, she has managed the quality process on some of Hickory's highest profile projects.

On The Fifth Apartments project, Amanda led the façade design which was incredibly complex with three types of façade systems. Facing challenging installation and logistics issues, she took positive action by implementing practices and processes to ensure successful outcomes. With an incredible ability to simplify complex information and communicate effectively, she guides others with patience and leads by example.

Amanda takes an inclusive, whole team approach, and acts as a coach and mentor to support the development of others, demonstrating her ability to lead teams. With such a promising start to her career in construction, Amanda is a valued team member who is sure to continue to succeed and excel in leadership roles in the future.



**Jade Lim**  
John Holland Group

### Category: Young Achiever Award

A humble and quiet achiever who is more interested in going about her work than having the spotlight on her, Jade has been put forward for the Young Achievers Award due to her ability to step up and deliver on massive projects as well as her natural ability to lead others.

As a Project Engineer on the Metro Tunnel Early Works package, Jade is a key contributor to advancing innovations, design solutions and the flow of information at the sites where she works. She also is on the frontline for stakeholder management, maintaining a respectful, empathetic and professional dialogue with everyone she interfaces with.

Although she is not yet at management level, Jade displays a natural ability to lead others and is seen as a mentor and role model to young engineers entering the business. This leadership potential has been formally recognised through her nomination and acceptance into John Holland's Women of Worth Leadership Program as one of the youngest participants.



**Tess Lombard**  
Multiplex

### Category: Emerging Leader Award

A highly respected up and coming Design Manager who has distinguished herself in recent years through her successful delivery of complex project components, skilful subcontractor management and strong record of successful design resolution and implementation, Tess is quickly being recognised as a role model for young women entering the industry and as one of Multiplex's promising future leaders. She consistently demonstrates an active commitment to the construction industry and has been recognised for her mentorship of the next generation of female construction leaders.

She also volunteers her time to take part in community-focused building projects such as helping STREAT, a social enterprise who work with homeless and disadvantaged youth, expand to two new locations.

Recognised by senior management, she has been nominated for the Emerging Leader Award due to her outstanding performances on the Lighthouse residential tower and the highly technically complex the Monash University Biomedical Learning & Teaching Building, which is due for completion in the coming months.



**Jacqui Lyon**  
Lendlease

### Category: Design Award

This submission recognises the outstanding contribution and achievement of Jacqui Lyon, Lendlease Senior Design Manager, on the Rod Laver Arena Refurbishment project (RLA).

RLA is an extremely challenging project and Jacqui maintained her integrity and professionalism throughout the project. The relationships that have been developed with the stakeholder group and the consultants has ensured a high quality design that meets the clients brief requirements in providing a world class facility.



**Sarah MacNish**  
John Holland Group

### Category: Emerging Leader Award

Sarah MacNish was involved in the Metro Tunnel Early Works as a Precinct Manager, incorporating the service relocation, design and construction for the Domain and Eastern Portal precincts, as well as the Network Enhancement Program, designed to alleviate traffic congestion caused by the works.

Sarah has energetically risen to every challenge presented to her in such a complex environment, whether that was taking the lead on sensitive community concerns, like tree and monument removals, or providing valuable hands-on safety training for external contractors. Sarah's long-term vision and strategic abilities ensure she is always balancing stakeholder expectations with what needs to be done to move the job along.

She also acts as a mentor to current and former members of her team, and her relationship-based leadership style means she is well respected by clients, stakeholders, colleagues and staff. Her lively and focussed approach to managing complex projects makes her an extremely worthy candidate for the Emerging Leader Award.



**Jacquelyn Mangubat**  
Gray Puksand /  
Deakin University

### Category: Student Award

Jacquelyn Mangubat is currently a Masters of Architecture (Design Management) student at Deakin University and her University's 2018 student representative of the Student Organised Network for Architecture (SONA). Being in an active role as a student leader, she has taken this as a platform to not only advance students' networks within the industry, but also help open and expand learning opportunities for students to engage their interests in architecture.

Such access to enriching learning experiences is something that Jacquelyn highly values to advance an individual's knowledge and key for the field. Through this, she has displayed her advocacy, strong motivation and dedication of her passion for architecture and value for education.

Jacquelyn is currently working at Gray Puksand in Melbourne as an architectural graduate. She is continuing to enhance her educational and professional journey forward by pursuing her thesis research and studio design exploration in Biophilic Design in Melbourne public high school settings through her masters course, a design phenomenon she is very passionate about.

She believes that the knowledge she is progressively obtaining will be effective in her future career in improving health and wellbeing in the built environment benefiting both building users and the natural environment.



**Natasha Manley**  
Downer Group

### Category: Businesswoman Award

Natasha Manley joined Downer's Infrastructure Projects (IP) division as National Planning Manager in late 2016. In a short period of time, her engaged and inspirational style of leadership has seen Natasha preside over a major cultural shift where sophisticated project planning and controls are now essential to risk mitigation and commercial growth within Downer IP. Natasha grew her team from 4 to 17 planners, and has helped underpin an unprecedented 400%+ growth in the number of projects being tendered and delivered by Downer IP.

As a family- and career-focused woman, Natasha's empowering leadership encourages flexibility and an outcomes-focused use of time from her team, essential in securing and developing resources in a constrained market. Natasha continues to lead business improvement through finding efficiencies with automation in the planning and controls function, in turn freeing up planners to focus on adding value through claims, forecasting and creation of opportunities.

Bringing more than 15 years as director of her own planning and controls businesses, Natasha's business acumen in this bespoke role has resulted in outstanding material benefits for Downer IP, and has direct on-flowing benefits for its other major business streams.



**Moana Matthews**  
Downer Group

**Category: Communication, Stakeholder and Media Management Award**

Moana Matthews is the Indigenous Specialist Officer with Downer's Infrastructure Projects division, and in the space of less than six months, Moana has led engagement with Indigenous communities and stakeholders nationwide to build Indigenous supply chains, increase procurement from Indigenous businesses, and dramatically improve Indigenous workforce participation.

In the past six months, Moana has worked to build and maintain relationships as far and wide as Berry, Newcastle, Moree, Brisbane, Perth, Tom Price, Karratha, Uluru, Nowra and Darwin. Moana's targeted communication and engagement with Indigenous stakeholders has seen Downer transform from having no footprint or history of recognition in Indigenous communities, to becoming sponsors of local football teams, running 8-week job readiness programs, delivering tender writing workshops to help Indigenous businesses build skills and capacity, and sponsoring community artwork programs.

The success of Moana's communication and engagement work is evident in the number and quality of relationships that exist between Downer and local Indigenous communities. The material success of Moana's communication and engagement methods is shown in how well Downer is tracking to meet Indigenous participation targets across all projects in the Transport and Infrastructure division.



**Teba Mazin**  
Downer Group /  
Monash University

**Category: Student Award**

Teba Mazin has been a Downer Transport & Infrastructure undergraduate cadet since November 2017, and is achieving a distinction average studying a Bachelor of Biomedical Science and a Bachelor of Civil Engineering (Honours) at Monash University.

Warm, funny and inspirational, Teba's traumatic childhood has not stopped her from becoming an incredibly high achiever. Born in Iraq, Teba's family escaped as refugees and came to Australia in 2011. Speaking no English on arrival, Teba worked and studied hard to finish high school with an ATAR score of 97.2, topping her school for Specialised Mathematics and English, and incredibly, landing in the top 2% of the state for English.

Teba measures her success on the impact she has on her community, and draws her passion from her heroic father, whom she lost as a child in the Iraqi war. Teba remembers him as a dedicated community leader who supported people with less opportunity and privilege however he could, and carries on his legacy through active involvement in mentoring and leadership programs, microfinance and social enterprise support, and fundraising. Teba is a bright light with a meteoric future, undoubtedly set to lead major positive change in the world around her.



**Lina Mclvor**  
Multiplex

**Category: Design Award**

Design Manager Lina Mclvor has been recognised for the outstanding contribution she made to the highly successful delivery of the Victorian Racing Club's new Club Stand at Flemington racecourse. With an aspirational design by renowned architects Bates Smart, this landmark project needed to be completed within a tight timeframe, in and around an operating environment. The project budget was under considerable pressure and as Design Manager, Lina was involved in the tendering and negotiation phases to resolve the scope and contract of works and set the project up for a successful delivery. She implemented a range of Value Management options to reduce the project's overall budget by nearly \$8m without compromising the architectural integrity.

Lina has worked in design co-ordination roles on a range of Multiplex's projects. The VRC Club Stand saw her take on more managerial responsibilities which she embraced and excelled at. She is viewed as a future leader and role model for up and coming female designers.

The spectacular new Club Stand was delivered to the highest standard of quality, on budget and ahead of schedule in time for the 2018 Spring Racing Carnival receiving outstanding feedback from the VRC and racing community.



**Metro Trains Melbourne**

**Category: Crystal Vision Award**

Metro Trains Melbourne operates and maintains the metropolitan railway in the nation's fastest growing capital city. The company works closely with government to deliver major infrastructure projects that increase the capacity of the metropolitan rail network. The rail industry, however, has traditionally been perceived as a male dominated arena that offers limited career choice to women.

Metro Trains Melbourne is disrupting this mindset and accelerating the rate of change through a raft of initiatives designed to entice more women into the industry. This includes a new approach to recruitment strategy, talent management, policies and procedures, parental leave entitlements, as well as facilities and amenities. Metro Trains Melbourne has successfully recruited and retained a strong female workforce, outperforming railways in the UK, EU and USA. Over 7 years of operation, total female participation has risen from 13.7% to 23.3%.

In the rail projects and construction space, it's an even better story with female participation sitting at 29.4%. In fact, some disciplines have exceeded all expectations including project communications (81%), rail tunnel construction (33%) and project operations (53%). Today the company is pushing even harder, setting a new target of 40% female representation across the entire rail workforce by 2024.



**Metro Tunnel Early Works John Holland**

**Category: Crystal Vision Award**

The Metro Tunnel Early Works is an exemplary model of female empowerment within the construction industry. Over 30% of the total staff and 50% of the leadership team were women. As a result, a number of initiatives were established to support the individual needs of staff to create a positive and productive work environment. These initiatives included flexible working arrangements for better work/life balance (particularly for parents); investment in training, coaching and mentoring programs to set up female leaders for success; and the transferability of learnings to other projects within John Holland's remit and across the broader construction industry.

The project demonstrated the business benefits – like talent retention, a strong accountability culture, and team camaraderie – that come from a softer, more empathetic approach to leadership.



**Rachel Morley**  
Kane Constructions

**Category: Communication, Stakeholder and Media Management Award**

Kane Constructions nominate our Office Manager and Business Development Co-ordinator Rachel Morley for the 2018 Communication Award. Rachel's wealth of experience across a range of industry sectors coupled with her passion for marketing and communications are strengths which make her shine.

Rachel is a successful, well respected and ambitious employee at Kane. Following a newly created role in 2014, Rachel has taken key ownership of this position and significantly in the areas of marketing, branding and communication nationally. Rachel fulfils this non-traditional role and constantly delivers projects that exceed client and key stakeholder expectations.

Key projects include the website re-build, release of an internal communication website, integration of a marketing automation system, management of the national social media platforms and implementation of templates to achieve branding consistency with documents including the monthly report to key clients and stakeholders, and construction update flyers.

Rachel's positive outlook and ability to respond to changing conditions under frequent demanding and deadline driven environments make her a valued employee. Rachel is the 'go-to' marketing and communications specialist within our business. The improvement and progression that Rachel continues to demonstrate ensures our brand is effectively positioned, allowing us to remain at the forefront of our industry.



**Tanya Moscicki**  
Multiplex

## Category: Building & Construction Award

Tanya is a highly motivated Project Manager with considerable experience working across a broad range of projects. She has a detailed knowledge of construction engineering principles and concepts and employs innovative and highly effective methods to motivate construction teams to exceed client expectations and achieve the highest possible delivery standards.

Tanya has been nominated for this award on the back of her integral role in managing the delivery of Werribee Mercy Hospital Stage 1C Acute Expansion which was delivered 10 weeks ahead of schedule and received exceptional client feedback. This followed on from her successful and notable role on the team delivering the Epworth Geelong hospital. In the role of Project Manager, overseeing all site personnel, Tanya worked with the client Mercy Health through a D&C process to ensure the design solution met the project brief and that design development and finalisation processes met their aspirations.

Tanya's team targeted early completion of the project that allowed Mercy Health to implement their operational commissioning and training. She and her team then brought forward procurement, floor energisation, commissioning and defecting, ultimately delivering the facility ahead of schedule.



**Nancy Nashed**  
Probuild Constructions

## Category: Young Achiever Award

At the age of 26 Nancy Nashed was placed on Victoria's first Hotel built atop a live shopping centre - Sage Hotel, Ringwood. As sole Contract Administrator, Nancy was responsible for the overall cost management and financials on the \$43M project. The project had many complexities including building above a fully operational shopping centre, a 12-month construction program and overseas procurement. Although only 26, Nancy was a senior leader on the project and had to gain the respect of her peers.

Nancy did so by using a collaborative approach, involving the team in scope reviews prior to tendering packages. This in turn resulted in the team owning the scope and minimising costs associated with variations. Nancy has been heavily involved in training graduates through the Contract's Administration module at Probuild and is also involved in many community initiatives including Procommunity and Oznam house soup kitchen.

Nancy's drive, hard work and dedication over the last 8 years has allowed her to establish herself as an integral asset to the companies she has worked for. Nancy has paved the way for strong females in construction, showing strength and courage in the face of negative stereotypes held by some through her career.



**Olivia Nesci**  
BMD /  
RMIT University

## Category: Student Award

Olivia is studying a Bachelor of Engineering/Bachelor of Management double degree at RMIT. In 2016, she was awarded the RMIT BMD Group Scholarship and now works in BMD's estimating department. Last year, Olivia obtained a six-month work experience placement at international engineering firm SENER. Between February and June 2018, Olivia relocated to Barcelona where she worked in the organisation's Structural Engineering Department.

In her first year of study, Olivia was awarded a Certificate for Excellence for achieving an outstanding GPA of 3.9. Today, Olivia maintains a GPA of 3.3 with Distinction across most of her subjects. Olivia is part of the Open Day team for the Civil Engineering faculty at RMIT. She has also taken part in the RMIT Academic Peer Mentoring Project where she volunteers her time assisting students with their studies.

In 2018, Olivia ran presentations at Essendon Primary School as part of National Science Week where she encouraged students to study STEM subjects. Olivia believes that engineers have a responsibility to design with the intention of improving communities' quality of life.

She aspires to become a Project Manager and be recognised as an expert in her field for positively impacting the way the industry faces engineering challenges.



**Melinda O'Brien**  
Root Partnerships

### Category: Building & Construction Award

Representing Root Partnerships, Melinda was the Superintendent for the multi-award winning \$125m Bunjil Place, a new cultural precinct created for the City of Casey. The 25,000m<sup>2</sup> building is an integrated cultural precinct anchored around an 800-seat performing arts centre, multi-purpose exhibition space, art gallery, three level library, community meeting rooms and civic customer service centre, Council chambers / public function centre and administrative offices for Council staff along with a 5,000 m<sup>2</sup> community plaza that unites this unique community focused precinct.

The number of differing operational elements to be integrated within the building, the complexity of the curved architectural aesthetic of the building along with the largest timber grid structure to be built in Australia provided many project challenges. Melinda was the key conduit between the client, the construction contractor and sub-contractors for the project. Melinda played a pivotal role in creating and maintaining strong relationships between all project stakeholders. In what was a very demanding, high pressure environment, Melinda effectively mediated difficult situations, enabling the achievement of positive outcomes for the project.

Melinda has recently been promoted to Project Director at Root Partnerships, in part because of her outstanding performance on the Bunjil Place Project.



**Jane Ogilvie**  
CPB Contractors

### Category: Businesswoman Award

Jane is Commercial Director on the D&C Subcontractor, CPB Contractors and John Holland Joint Venture: this is one of most significant commercial roles in the industry. The West Gate Tunnel project is one of the largest, commercially complex, technically diverse infrastructure projects currently being undertaken in Australia, and Jane is a leader in its strategic planning and by extension its parent companies. Jane was a key member of the tender team that successfully won the project from second place in intense international competition. Jane led the negotiation of the upstream contractual framework which was pivotal to the success of the CPB-John Holland Group consortium. In this time, Jane gained and has subsequently maintained the trust and respect of many senior representatives of Transurban, Government and key Stakeholders.

Jane is passionate about achieving a diverse workforce in construction and has been instrumental in including tough social inclusion and workforce development contractual targets into subcontracts. A founding member of the West Gate Women in Construction committee, Jane has helped implement the target of 20% female participation for the West Gate Tunnel project. The target has been exceeded with over 400 women currently working on the project.



**Amy O'Neill**  
John Holland Group

### Category: Safety Award

This nomination seeks to recognise the innovative safety solution Amy spearheaded as Project Safety Manager on John Holland's Metro Tunnel Early Works package. The package was particularly complex, spanning 30 environments and engaging over 3,000 workers as contractors or Utility Service Providers. Amy's solution included the development of a sophisticated Safety Strategy, using collaboration, communication and empathy to solve complex safety problems. This process involved crafting and implementing a Safety Culture Plan that facilitated the collaborative development of the MTEW Safety Charter, a shared commitment from all project staff in regards to safety, created through workshops and collective input from the entire team.

The result is a successful and replicable model for engaging contractors and Utility Service Providers across the entire industry, and a demonstration of Amy's outstanding capabilities when it comes to building relationships, influencing thought and moving the dial on attitudes and behaviours around safety.



**Florabel Page**  
CPB Contractors

**Category: Emerging Leader Award**

As an engineer specialising in utilities, Florabel Page is responsible for some of the most complex tasks on major infrastructure projects, with the relocation and protection of utilities (power, sewerage, water, gas, oil, telecommunications) costing up to 20% of a project's total budget.

During her 22 years as an engineer, Florabel has taken it upon herself to solve difficult problems. Recently, on the West Gate Tunnel Project she took the lead assessing the initial list of affected utility services. After detailed analysis and close consultation with the design team, through smart design initiatives she reduced the list of 700 affected utilities to just 380, an almost 50% reduction.

Florabel is also known for dedicating her time to others, especially young female engineers. As an immigrant from the Philippines and a female working in a male-dominated field, she empathises with others in a similar position. On the West Gate Tunnel Project, she went out of her way to mentor Lubna, a former-refugee from Iraq employed under the project's social inclusion program. Not only was she able to pass on valuable technical skills, but she was also sympathetic to the challenges encountered as a young female immigrant in a high-pressure work environment.



**Paul Price**  
Downer Group

**Category: Crystal Vision Award**

Paul Price has been National Pavement Preservation manager with Downer Transport & Infrastructure since 2013, and his field crews are responsible for undertaking road pavement preservation and maintenance works Australia-wide.

When his business area experienced a surge of demand and rapid growth in early 2017, Paul seized the opportunity to significantly expand diversity and female participation in labour crews, driving a rapid increase in female participation from 2.4% to 20% of the workforce. Paul commanded a strategic change in recruitment tactics, and a major cultural shift on the ground to attract, secure and maintain a labour force with a strong female representation.

With Paul as a positive driving force, the business area has capitalised on the opportunity to build diversity, and on discovering a sustainable pipeline of labour employees in a previously untapped area. The success of Paul's strategy has led to notable cultural shifts with new levels of mateship, friendliness and trust in work crews.

This has resulted in a lower turn-over of staff and improved stability in the labour force. Paul is a leading advocate for workforce diversity and inclusion, and is working to embed the vision across the Downer business.



**Adrita Rahman**  
Donald Cant Watts  
Corke

**Category: Emerging Leader Award**

Adrita is a highly talented, vibrant project manager with six years' experience within the built environment. With a career spanning the United Kingdom, New Zealand and Australia - having initially worked as a graduate architect following her Master of Architecture - she has now cemented her status in the project management field. She has displayed numerous examples of leadership, through team management, idea initiation, best practice, contract negotiation, and ensuring her clients are satisfied with project outcomes.

In her short career, Adrita has already shown a passion for the construction industry and signs of being a successful leader. She has gained unique skills from each of her Project Mentors across many aspects of the construction industry, be it as a Design Consultant, Main Contractor or Client-Side Project Manager, and from a range of iconic projects such as 405 Bourke Street Melbourne, the award-winning Caribbean Business Park, Monash College & the redevelopment of the historic Battersea Power Station in London.

Adrita is a proactive learner and is well-respected amongst her peers. She has grown from strength to strength, is always on the look-out for opportunities to develop her skills, knowledge and expertise, and is passionate about making a difference through both paid or voluntary work.



**Kate Ryder**  
BMD

### Category: Communication, Stakeholder and Media Management Award

As the Stakeholder Engagement Communications Co-ordinator on the Yan Yean Road Upgrade project, Kate plays a vital role in communicating between client, Major Road Projects Authority, construction contractor, BMD Constructions, and the varied stakeholder groups impacted by the major infrastructure upgrade. With the project stretching approximately 4.2 kilometres, across 10 different work zones, the variety and breadth of work activities occurring at any one time is extensive. To inform key stakeholders of changing work conditions and project milestones, Kate develops a range of targeted communication materials using the principles of the International Association of Public Participation.

A lengthy land acquisition process prior to construction led to aggrieved residential stakeholders and local community groups along the project alignment. As such, the project has received a higher than normal number of enquiries. Kate's capability to build relationships, and her proven ability to get the BMD project team to implement initiatives to alleviate stakeholder concerns has eased the need for the client to become involved in the majority of enquiries.

During the project, Kate has successfully developed positive stakeholder relationships evidenced by more than 25 years' experience in the stakeholder engagement industry, and the significant amount of positive feedback received since project commencement.



**Marielle Salom**  
CPB Contractors

### Category: Student Award

Times are changing, but Marielle doesn't want to just watch it happen, but to make it happen. Marielle has risen to every challenge put before her, being the youngest member and one of the few females working on the Blackburn Level Crossing Removal Project and the West Gate Tunnel Project. She is currently working on the West Gate Tunnel Project with CPB Contractors during university and breaks, having worked for the company for 18 months since she was 19 years old. Marielle is currently in her third year of a Bachelor of Civil Engineering (Honours) and Commerce at Monash University.

Working part-time, studying full time and being on the committee for Female Engineers Monash is difficult, but Marielle wouldn't want it any other way. Not only has it developed her organisational skills to an exceptional level, it has inspired Marielle to achieve her full potential in an engineering career. Being the first recipient of the Female Leaders Alumni Monash University Engineering scholarship reflects her drive and motivation to use engineering for the greater good, whether that is volunteering on projects in third world countries or encouraging other women to join her.



**Tania Sasik**  
Refresh Renovations

### Category: Building & Construction Award

Female builder, Tania Sasik is a director of a residential construction company, a property developer, a mentor and has extensive experience in the building industry and now a Franchisee Business Manager for Refresh Renovations, teaching other business owners how to run their own building companies. Being one of the 0.0012% of female registered builders in the State of Victoria, she began working in the Western suburbs of Melbourne but has now moved onto the Northern suburbs where she works on projects 3 times in value since starting out 6 years ago. As a female in a male dominated industry, there was only one thing on her mind - she was not allowed to fail, she would feel as though she'd fail her female counterparts if she did.

Tania is now committing her time to mentor and teach others how to succeed in the building industry and is currently developing an online learning portal for those that are interested in pursuing a career as a registered builder with over 15 years of construction field experience, "I am frustrated with the lack of innovation and knowledge sharing in our field."

Tania has been recognised by Victoria University and RMIT for her dedication and excellence to making a difference in her time in the building Industry in Victoria and devotes time and effort into bettering processes within Victoria.

Next Generation Building has made it their mission to change the way Australians know and understand building in light of the alarming number of builders closing their doors and leaving Aussie families in massive debt with no homes to show for it!



**Ebony Sharman**  
Donald Cant Watts  
Corke

**Category: Emerging Leader Award**

Ebony Sharman is a highly talented, confident project manager who has made a conscious effort to be educated and experienced in both the builder and client sides of a project. On many occasions - such as on the Magnolia Doncaster Hill apartments and the Gravity Tower project at Fishermans Bend - she has been given high levels of responsibility, requiring her to fend for herself and overcome challenges.

Appreciating the value of mentoring, Ebony has taken it upon herself to be a role model to others, through both formal and informal university-related programs. She enjoys inspiring others – both in the construction industry and through a book club she founded where women gather to discuss ideas, careers, news and the selected book – and prioritises developing quality relationships with clients, colleagues and friends.

Ebony has a strong sense of self and has a natural curiosity for success. She values having support structures and a “strong mentoring network” including skills and knowledge she attains each time she works on a project to further enhance her leadership potential; and is proud of the significant career growth she has displayed in her five short years in the industry, particularly across the commercial, residential, mixed use and education sectors.



**Christine Sheehan**  
Donald Cant Watts  
Corke

**Category: Businesswoman Award**

Christine is the Managing Director of Donald Cant Watts Corke Advisory and the national sector lead for health. Since joining the organization in 2014, she has made a significant impact on the business which has experienced 33% growth for three consecutive years. Her approach to stakeholder engagement, both internally and externally, has been proactive and beneficial to the Donald Cant Watts Corke business.

She has been successful in streamlining the company’s service offering through the “Joined-Up Thinking” approach. As a Managing Director and member of the Executive Board Christine is a shining example for women in business. Her involvement in the delivery of major projects includes conventionally funded and Private Public Partnership (PPP) projects.



**Brooke Smith**  
Insitu Group

**Category: Businesswoman Award**

Brooke is an authentic advocate for women in the Construction industry and an outstanding candidate for the NAWIC Businesswomen Award. Having worked as a Project Manager both builder and client-side, while managing a growing family, Brooke has a first-hand account of the barriers women face in the industry.

Brooke is committed to setting a new standard for women in the industry. The young men and women starting their careers in the industry will expect to have paid parental leave available to them; expect a diverse group of colleagues and expect to be treated with respect. It will be a given that training and networking opportunities are available to all.

Brooke promotes the idea that if equality and diversity can be part of the fabric of a developing business like Insitu Group, they should be a given in larger, more established businesses. Brooke has fostered an inclusive, diverse and gender equal workplace with a culture that is truly remarkable. She is a strong figure in the organisation and provides leadership, inspiration and support to our next generation of leaders.

We are exceptionally proud of what Brooke has achieved and the positive impact Brooke has on those around her and the industry.



**Tanya Smith**  
Downer Group

**Category: Emerging Leader Award**

Tanya Smith joined Downer's Infrastructure Projects division as National HR Manager in 2017, recently being promoted as General Manager of HR for Downer's Rolling Stock Services. In 18 months, Tanya has taken the human resources function from skeletal to fully fledged, with a team of 14 supporting over 1600 staff.

Tanya has driven significant changes to minimise business risk, reducing four payroll systems to one logical system each for blue and white-collar workers and overhauling the on-boarding processes to provide substantial benefits. Tanya has led diversification of a graduate program that provides for cross-stream rotation, increased exposure and up-skilling. Tanya's leadership resolved a major risk around project resource requirements where she led development of a workforce plan now in force nationally. The plan ensures projects are adequately resourced through delivery, and resource levels are protected from project to project.

Tanya's leadership has led to consistency, reliability and high levels of quality in the way human resources are managed. Tanya is known as a strong relationship builder and demonstrates a true commitment to the growth and development of employees within the business. Tanya is a trusted advisor and strong emerging leader, and her positive impacts are sending ripple effects throughout Downer.



**Lindy Stephens**  
Johnstaff Projects

**Category: Building & Construction Award**

Johnstaff Projects was appointed by Austin Health to provide Project Management Services for the Critical Infrastructure High Voltage Supply and Generation Project. The project had a total end cost of approximately \$22 million and achieved Practical Completion in April 2018.

As Project Manager, Lindy had the ability to directly impact the outcome of the project, with responsibility for management, co-ordination and reporting across all aspects of the project during construction and commissioning stages.

These electrical works were large-scale and highly complex and were required to be delivered whilst maintaining full functionality of the hospital. The client also demanded comprehensive commissioning to thoroughly prove the system's performance and in turn, ensure complete confidence in the electrical supply to the hospital. Lindy developed a deep understanding of the client's priority for quality, following a history of unplanned faults and failures on the site. Lindy also drew on her engineering background to decipher the highly complex technical issues and communicate progress and issues back to the client and project control group.

Lindy carried out her project management role in the final delivery of this project to meet the expectations of the client for a quality system, whilst balancing the objectives of all other stakeholders.



**Amanda Tan**  
Turner & Townsend  
Thinc

**Category: Emerging Leader Award**

Amanda Tan is someone who constantly exhibits significant initiative and consistent leadership qualities. In summary these highlights form the basis of her award submission:

- A Senior Project Manager delivering large and complex national and global, high-profiled projects;
- Managing, mentoring and motivating multi-disciplinary national teams throughout various Australian offices;
- Exhibiting leadership amongst clients, colleagues and stakeholders, demonstrated both personally and professionally
- With her two industry partners launching 2 e-books attracting more than 1000 social media followers, as well as developing a productivity tool utilised nationally and internationally;
- An active industry mentor at Women@RMIT and past NAWIC Council Events Chair; - Through NAWIC, a recognised individual amongst architectural companies; panellist at RMIT Mentoring and nominated for the 500 Women in Property by the Property Council of Australia;
- Proactively conceptualising and facilitating professional workshops aimed at empowering people to embrace a modern career and life;
- A recognised progressive industry contributor, recognised by the Australian Institute of Project Managers (AIPM) for her passion to support people in construction; in a recent published interview with AIPM described as someone who is "breaking the mould" and "one of the fresh faces taking project management into the future."



**Dobu Ungureanu**  
CPB Contractors

### Category: Emerging Leader Award

Dobu Ungureanu is an experienced project manager who has been trusted to deliver some of the most complex and important infrastructure projects in Australia. Starting her career in 2000 on a student placement at Ok Tedi Mine in Papua New Guinea, Dobu experienced what it's like being the only female in a male-dominated profession.

From that time on, Dobu has taken every challenge head-on. Her career has been punctuated by achievements such as when in 2016 her exceptional performance on the Torrens Road to Torrens River (T2T) Project saw her promoted to Project Manager for the southern half of T2T, leading a team of 28 engineers.

Working on the \$54b Gorgon LNG Project in Western Australia, Dobu showcased her perseverance and leadership, guiding a large team of multi-discipline engineers on the largest single resource project in Australia's history. Recently, on the West Gate Tunnel Project, Dobu has led a series of complex bridge piling constructability investigations necessary for the construction of four major bridges across and beside the Maribyrnong River.

With a breadth of technical and management experience, Dobu leads complex engineering solutions, and prides herself on helping her team develop the skills and confidence they need to succeed.



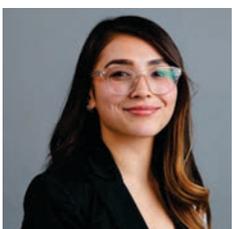
**Cheryl Unwin**  
Hickory Group

### Category: Building & Construction Award

Cheryl (Chez) Unwin is an active and dedicated member of the construction industry. After working as a carpenter since 2007 and as a self-employed tradeswoman, she joined Hickory Group in 2011 working on major Melbourne residential projects.

Whilst gaining valuable knowledge and skills on the job, Chez studied part-time for a Diploma of Building & Construction in 2014. Dedication to quality and strong leadership behaviours saw her promoted to her first role as a Forewoman in 2017, managing the completion and handover of The Fifth residential development. Achieving outstanding results, the project manager recommended Chez for the role of Forewoman on Conservatory Melbourne, an important project for Hickory with first time client, UEM Sunrise.

Impeccable attention to detail, commitment to continuous improvement and an enthusiasm to mentor others make Chez a vital member of the group and a positive addition to any Hickory work site.



**Claudia Valle**  
Office of Projects Victoria  
/ RMIT University

### Category: Student Award

Claudia is passionate about promoting diversity and equality in engineering. Originally from a rural Queensland town, a school outreach program is what first made her consider pursuing engineering.

She volunteers with Engineers Without Borders to promote engineering to females and those from disadvantaged backgrounds. Claudia likes to contribute to the university community, volunteering as a peer mentor and student representative.

She founded the RMIT Civil Engineering Student Association, creating a platform for work opportunities for her fellow students and to assist them in transitioning into the workforce.



**Kate Van Der Kruik**  
Root Partnerships

**Category: Young Achiever Award**

Kate Van Der Kruik undertook the role of External Project Manager and Superintendent on the T2 8th Reclaim Project at Melbourne Airport, and was the key link between the client (Melbourne Airport), the construction contractor (John Holland) and the Consultant team (AECOM, Grimshaw Architects, Daifuku BCS, Lehr Consultants International and ARUP).

Kate was instrumental in creating a team environment which ensured the project team worked as a cohesive unit rather than individuals. This led to the project's significant complexities and challenges being successfully resolved and co-ordinated with the Airport's services and operations. Kate's key skills of effective communication and maintaining strong relationships saw the multitude of Airport stakeholders fully informed and assured that the works were progressing in line with the program without significant impact to Airport operations.

Kate was persistent in her efforts to achieve positive outcomes for both the client and the project, and her meticulous management and guidance of the project team ensured the project was delivered under budget, on program and without any client issues. Kate has achieved an outstanding result with the delivery of the T2 8th Reclaim Project and sets an extraordinary example for other young Project Managers in the Construction Industry.



**Heleen Van Ieperen**  
Lendlease

**Category: Emerging Leader Award**

Lendlease recognises Heleen as a future leader within our business and the broader industry through her rapid career growth and development since commencing in the role as a Graduate Engineer. Her maturity, commitment and sound judgement sets her apart from her peers, and during her highly varied project roles, Heleen has demonstrated superior leadership qualities well beyond her rank and experience.

Heleen is currently the Assistant Services Manager for the One Melbourne Quarter \$170 million, Lendlease's new Victorian headquarters. This is a highly technical role involving managing all key services trades including the trade budgets, delivery program and commissioning process.



**Theresa Walsh**  
RMIT University

**Category: Safety Award**

RMIT University owns 6% of Melbourne CBD and campuses in Bundoora and Brunswick. Capital investment in this extensive property portfolio can be in excess of \$200M per annum. Individual projects have historically ranged in scale from \$20k - \$220M. Such variety leads to contractors of varying size, scale and experience, performing works within RMIT's operational University environment.

Theresa Walsh was appointed as Property Services Manager of Safety in July 2017. Since this time her focus on holistic review and systematic improvement has evolved the safety landscape at RMIT to now include a dedicated Construction Safety team, supported by a practical Safety framework, which not only looks after the construction workers of today, but is also focused on the safety and wellbeing of future occupants.

Theresa's unique role sees her effect positive safety outcomes across flagship projects such as the \$25M refurbishment of the historic Capitol Theatre and involvement in the city shaping Metro Tunnel project, representing the safety and wellbeing of RMIT's 45,000 person community. The key measure of success is a workforce of empowered people, contractors and direct staff, who have the skills to identify risks and to make changes to mitigate potential safety issues.



**Megan Ward**  
Multiplex /  
Monash University

### Category: Student Award

Megan is a talented young Cadet who has already achieved a lot within the construction industry, whilst also studying a construction industry-related course. She has been working with the team at the Monash University Biomedical Learning & Teaching Building. This technically complex development spans four levels, plus a lower ground floor and roof plant room, and provides a total of 11,400 sqm of state-of-the-art learning space.

Megan's professionalism is underpinned by the respect she has gained from the wider project team, clients and consultants. As a methodical and well-organised aide at the Site Office, Megan was entrusted with greater responsibilities on site, including procurement and equipment testing.

Megan is quickly being recognised as a role model for young women entering the industry. She consistently demonstrates an active commitment to the construction industry, and has been recognised by her mentor as the next generation of female construction leaders. She received multiple nominations from her managers for this award due to her outstanding performance at the Biomedical Learning & Teaching Building with duties including design and procurement coordination, and testing. This innovative building, being delivered in a sensitive live environment, has been tracking according to programme and is due for an early delivery.



**Sally Webber**  
John Holland Group

### Category: Young Achiever Award

Sally has proven herself to be a dedicated, proactive and results-driven Submissions Co-ordinator on complex large-scale bids, including the successful billion-dollar Melbourne Metro Rail Infrastructure project.

She proactively and intelligently manages large multi-disciplinary bid teams and subject matter experts to deliver complex commercial and technical content in line with bid strategies and client requirements, excelling in the demanding and challenging bid environment.

Sally establishes positive relationships at all levels of the business and consistently meets tight deadlines, even when IT crashes at the last minute! Her maturity, professionalism and calmness under pressure position her as an inspirational Young Achiever in the construction industry.



**Louise Wells**  
CPB Contractors

### Category: Young Achiever Award

Louise is a young, emerging leader in construction who takes the initiative on projects and looks for ways to improve herself. She's been described as a "sponge" by her manager, as she's always wanting to soak up new information. Louise is a Civil Engineer in her second year of her graduate program at CPB Contractors.

She joined the Melbourne Water Capital Delivery Framework team in February 2017, a complex, high-profile project involving some of Melbourne's most critical infrastructure. Louise took responsibility on the North Drop Structure Project for liaising with subcontractors, working with Melbourne Water to attain permits, addressing technical queries, maintaining onsite safety and running daily pre-start meetings. She has been instrumental in initiating an enduring and fruitful relationship with the Melbourne Water Retired Officers Association, a relationship that is preserving knowledge from past generations that have worked on Melbourne Water infrastructure.

Louise is valued by her peers for her timeliness, dedication and enthusiasm. With civil engineering skills spanning concrete, structural steel, safety and quality inspections, she is an important member of CPB Contractors' water team, delivering design and construction projects as part of the \$350m Melbourne Water Framework Agreement.



**West Gate Women in Construction Committee**  
CPB Contractors /  
John Holland  
Joint Venture

### Category: Crystal Vision Award

The West Gate Women in Construction Committee was established before contract award in 2017 to bring about tangible change for women on the West Gate Tunnel Project and advance women in the industry. To ensure the committee could influence project-wide culture, the inaugural committee of three women and three men comprised the project's executive leadership, including the Project Director.

Its purpose was to go beyond the minimum contractual target of 20% female participation (400 women) for the project over the 58-month D&C phase. It also acknowledged that current practices did not enable equal numbers of women to succeed, gain promotions and reach management levels. New strategies had to be quickly actioned to:

- Attract and retain women in blue- and white-collar roles
- Provide a culture of support for project women
- Actively recognise and promote the achievement of women
- Enable greater female participation in non-traditional roles and support career progression of the existing workforce
- Educate and inform the project team on gender equity issues and reward positive behaviour.

The committee has worked for the past year to implement robust strategies to further its aims, resulting in employment of 510 women over 13 months against a target of 400 over 58 months.



**Renee Whitten**  
CPB Contractors /  
John Holland  
Joint Venture

### Category: Emerging Leader Award

Design Co-ordinator Renee Whitten came to the West Gate Tunnel Project with strong project management skills although new to the design management role. Her time as a consultant in project management for numerous high-profile projects honed her skills at an early stage of her career.

She has enthusiastically embraced the role with the CPB Contractors/John Holland Joint Venture (CPBJH JV), demonstrating she is eager to learn and achieve excellence. Over the last 12 months, Renee has thrived on this project – the largest road project in Victoria's history. Renee has already successfully managed several major critical path design packages to completion, on time and under budget. She sets high standards for design documentation, establishing a high bar for consultants through thorough reviews and ongoing feedback. Her ability to understand the project program's critical elements and the productive and respectful relationship she has developed with project stakeholders has resulted in condensed design timeframes.

Renee possesses strong interpersonal skills and has led engagement with asset owners including the City of Hobsons Bay, VicRoads and Melbourne Water. Her ability to bring together the expertise to solve complex engineering issues is invaluable to the project.



**Alyssa Wilder**  
BMD

### Category: Young Achiever Award

As the only female Project Manager in BMD's Victorian operations, Alyssa is a key role model for the organisation's female engineers. As a Project Manager in BMD's urban development business, Alyssa is responsible for the management of numerous projects at any one time. The value of the projects managed by Alyssa equates to approximately \$25 to \$35 million of work.

Alyssa's natural leadership ability, as well as the technical skills she obtained through her previous work experience and on-the-job employment while at university, led to her promotion to Project Manager just nine months after commencing employment with BMD. Through hard work and determination, Alyssa continues to deliver exceptional project outcomes while also making an effort to positively impact BMD's operations as a whole through the improvement of processes and compliance documentation such as up-to-date subcontractor agreements and Inspection Test Plans templates.

Despite working an average 55-hour week, Alyssa goes above and beyond within local communities and is committed to undertaking regular community work for two organisations including Fare Share which rescues surplus food and cooks free, nutritious meals for Victorians doing it tough, and a Geelong homeless shelter where she volunteers each Sunday.



**Michelle Zuvich**  
John Holland

## Category: Young Achiever Award

Michelle is a strong, adaptable and diligent female leader, in charge of the Franklin Street shaft site as part of the Metro Tunnel Early Works. This is Michelle's first city-based job, and with it comes a number of challenges, specifically around the Environmental Protection Authority (EPA) noise requirements.

Michelle's sense of empathy and understanding means she goes above and beyond to consider and minimise the community impacts of her site's work, whether that's using welding screens to protect high-rise apartment residents, advocating for directional lighting to reduce light pollution, or being on-ground for stakeholder conversations. No two days are the same for Michelle, and she constantly needs to adapt to changing conditions. In fact, as this particular role is new to her, she's had to learn every day on the job.

Not just content with upskilling herself, Michelle has also acted as a mentor to a roster of rotating undergraduate engineers, sharing her knowledge and enabling them to better operate in the site environment. Michelle's adaptability, commitment and generosity make her an ideal candidate for the Emerging Leader Award.



Multiplex is a proud sponsor of the 2018 NAWIC Awards.

Congratulations to all nominees.

**MULTIPLEX**  
Built to outperform.

[www.multiplex.global](http://www.multiplex.global)  
For Melbourne enquiries please call +61 3 9353 3500  
**SYDNEY PERTH MELBOURNE ADELAIDE BRISBANE**

# 2018 NAWIC Awards for Excellence

CELEBRATING THE ACHIEVEMENTS OF WOMEN IN THE CONSTRUCTION INDUSTRY

 **nawic**  
The National Association of Women in Construction

Victorian Chapter