



Image courtesy of LXRA and North West Program Alliance

# 2022 NAWIC VIC AWARDS for excellence



# NAWVIC

THE NATIONAL ASSOCIATION OF  
WOMEN IN CONSTRUCTION

VICTORIA



**JOHN  
HOLLAND**

## Transforming Lives

At John Holland, our purpose is simple: we transform lives with everything we do. We know infrastructure has a big impact on the community, the economy, and the planet. It's no coincidence there's a person at the heart of our logo. The work we do is a means to an end. And that end is to create better lives for people.

We proudly support women through initiatives such as our gender pay equity program, flexible working arrangements, generous paid parental leave, our mentoring program for all women across our business, and project leader and project manager leadership program.

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)

PRESIDENT'S MESSAGE	4
CHAIR'S MESSAGE	6
ABOUT NAWIC	7
2022 NAWIC VICTORIA COUNCIL & COMMITTEES	8
2022 NAWIC VICTORIA AWARDS COMMITTEE	9
JUDGES	10
AWARD CATEGORIES	11
MAJOR SPONSORS	12
SUPPORTERS	12
WINNERS	14
COMMENDATIONS	25
ENTRANTS	36



Katherine Brewis

## PRESIDENT'S MESSAGE

Once again we come together to celebrate the achievements of the fantastic people working in our industry.

I think it's fair to say that we're progressively getting back to normal operations, or the "new normal" as we approach the end of this year. When I reflect on the past 12 months I realise that every year has its ups and downs, even when we haven't spent 6 months in lock down.

At NAWIC we've had another very successful year with so many events, programs and initiatives being held and launched. International Women's Day was celebrated at our sold out event, with Yemi Penn speaking at the MCG. Our end of financial year event in Melbourne was a great success at the Victorian Pride Centre, as was the Regional end of financial year event. And while we're on that topic, the Regional team have gone from strength to strength with a number of networking events and site tours. Our new building equality committee have launched by engaging with industry and government bodies regarding advancing women in the industry and instigating the "Behind the Barriers" school events. Our education team continue to provide personal and professional development opportunities, and have once again managed a fantastic mentoring program and most recently launched our industry first buddy program for final year students. We continue to engage with the industry, and our Marketing and Media team are doing a stellar job of keeping you all informed with what's going on.

And while we all adjust to our diaries having more entries, I remind myself and the team that you can't be all things to all people.

While many of us have weathered the storm, and as I have said the last two years, each and everyone of us has overcome challenges this year, tonight we celebrate the extraordinary achievements of our colleagues. Those who have gone above and beyond and performed well beyond expectations. This year we have again had more than 100 nominations and I want to recognise that being nominated is an achievement in itself. Your colleagues, managers, and clients have seen and recognised what you are doing and acknowledge the excellence.

As an association, we at NAWIC would like to express our appreciation to those who support us to promote NAWIC's values and support NAWIC's work. We thank you for this ongoing support. In particular, we'd like to recognise our

### **Major Sponsors for tonight's awards:**

- John Holland
- ACCIONA
- Built
- CPB Contractors
- Icon
- Lendlease
- Multiplex
- Roberts Co
- Symal



### **And our supporting sponsors**

- ADCO
- Ediom
- Hansen Yucken
- Harris HMC
- Inhabit
- Johnstaff
- Kane Construction
- Mirvac

Of course, all those nominations had to be judged so to all our judges, we truly appreciate you volunteering your time to assess this year's nominees.

For our sponsors and judges, a small token of our appreciation has been placed on your table.

Our awards would also not be possible without the hard work of the NAWIC Volunteers. In particular I want to thank Fiona Mitchell and Vesna Newman. Fiona recently handed the baton to Vesna to lead our awards team. Thank you to Fiona for the many years she led the awards team, and congratulations Vesna on a successful first awards at the helm.

Vesna has been supported in preparing for tonight by Amanda Dale from ADvent Management, thank you Amanda and Penny for all the behind the scenes work you have done once again this year. I would also like to thank Amy Cassidy, Ricki Toms, Lynette Correia and Meg Anderson for their contribution in the Awards Committee.

As we look forward into 2023 (yes, for those who have lost track of the year, we're in November and next year is 2023!), I want to thank the 2022 Victorian Council for their efforts: Meg, Sian, Sam, Fiona, Livon, Maria, Vesna, Sinead, Angie, Holly Anne, Amy and Paula, without your commitment and enthusiasm, the past 12 months would have looked very different.

The challenges and opportunities our industry has in store for us in the coming years will give us all an opportunity to grow, test ourselves and hopefully recognise each other in next year's awards (and the following years) for a fantastic job well done.

Please enjoy tonight's celebration.

Kind regards

**Katherine Brewis,**  
**President NAWIC Victoria**



Image courtesy of LXRA and North West Program Alliance



Vesna Newman

## CHAIR'S MESSAGE

I'm always excited for the NAWIC Awards season, and 2022 is no exception. I've had the pleasure to read the wonderful nominations of our industry's talented and inspiring women. We have our highest ever number of entrants who are so skilled and dedicated and I'm confident in saying the future of our industry is bright.

This year, I have been fortunate to have stepped into the NAWIC Victoria Awards Chair role, and I look forward to supporting the promotion of our industry and our work.

**Vesna Newman**  
**NAWIC Vic Awards Chair**



# ABOUT NAWIC

**WE ADVOCATE FOR CHANGE | WE EDUCATE & EMPOWER | WE CONNECT WE ARE NAWIC**

The National Association of Women in Construction (NAWIC) is an Australian, not-for-profit organisation formed in 1995.

NAWIC is led by a team of passionate volunteers who all strive to help champion and empower women in the construction and related industries to reach their full potential. With Chapters in every state and territory, we are also part of a global network of NAWIC organisations, including those in the United States, New Zealand and Canada.

NAWIC provides a forum for its members to meet and exchange information, ideas and solutions. We also offer our members an opportunity to expand personal and business networks, maintain awareness of industry developments, improve skills and knowledge and make a contribution to other women in the construction industry.

## Our Vision (Where We Are Heading)

An equitable construction industry where women fully participate.

## Our Mission (How We Do It)

To achieve 25% minimum female participation across all of the construction industry by 2025. 25BY25

### What Do We Do

***Advocacy and lobbying for change.***

With our combined experience, our Advocacy team will be leading change across government and industry. We will be the 'go to' voice for comment around women in construction.

***Education for individuals, companies and industry as a whole.***

We focus on education at all levels, supporting robust initiatives designed to foster success, create future leaders and role models and empower our industry associates to make informed decisions

***Connection, Celebration and Support for all women in construction through our membership Community.***

The presence of energetic and vocal NAWIC Chapters in every State and Territory delivers networking opportunities, individual support, recognition and a lifelong community for women on a personal level that is safe, supportive and welcoming right throughout Australia.



Image courtesy of LXRA and North West Program Alliance



# 2022 NAWIC Victoria Council & Committees

<b>Katherine Brewis</b>	President	CPB Contractors
<b>Meg Anderson</b>	Vice President	Development Victoria
<b>Samantha Cooper</b>	Secretary & Membership Chair	Carey Civil Contractors
<b>Sian McKenna</b>	Treasurer	WT Partnership
<b>Vesna Newman</b>	Awards Chair and Communications & Engagement Co-Chair	John Holland
<b>Maria McCarthy</b>	Communications & Engagement Co-Chair	Communications Professional
<b>Livon Joseph</b>	Education Chair	CPB Contractors
<b>Angelique Kyparisis</b>	Events Co-Chair	St Vincent's Private Hospital
<b>HollyAnn Walters-Quan</b>	Events Co-Chair	Pinsent Masons
<b>Sinead Redmond</b>	Regional Chair	Harris Kmon Solutions
<b>Lexie Dempster-Hoad</b>	Sponsorship Chair	Icon
<b>Amy Cassidy</b>	Equality Chair	Seymour Whyte





Image courtesy of LXRA and North West Program Alliance



# 2022 NAWIC Victoria Awards Committee

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



**Vesna Newman**  
Awards Committee Chair  
John Holland



**Katherine Brewis**  
NAWIC President  
CPB Contractors



**Meg Anderson**  
NAWIC Vice President  
Gallagher Jeff



**Amy Cassidy**  
Awards Committee  
Seymour Whyte



**Lynette Correia**  
Awards Committee  
PricewaterhouseCoopers



**Fiona Mitchell**  
Awards Committee  
Bayside City Council



**Rikki Toms**  
Awards Committee  
Laing O'Rourke



Image courtesy of LXRA and North West Program Alliance

# JUDGES

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

COMPANY	JUDGE	TITLE
<b>Gallagher Jeffs</b>	Meg Anderson	NAWIC Vic Vice President
<b>Harris HMC</b>	James Bader	General Manager - Electrics
<b>CPB Contractors</b>	Katherine Brewis	NAWIC Vic President
<b>Johnstaff</b>	David Burnell	FAIB Contracts Manager
<b>PricewaterhouseCoopers</b>	Lynette Correia	Associate Director - Integrated Infrastructure - Capital Projects
<b>Symal</b>	Sandra Costanzo	General Counsel
<b>Ediom</b>	Terry Cotton	Director
<b>ADCO</b>	Anthony Flynn	Construction Manager
<b>Kane Constructions</b>	Tristan Forster	Joint Managing Director
<b>Mirvac</b>	Joel Frederick	Construction Operations Manager - Vic
<b>Kane Constructions</b>	Richard Frisina	Joint Managing Director
<b>Lendlease</b>	Wendy Geitz	Business Specification Manager
<b>Icon</b>	Steve Gredler	Operations Manager
<b>Hansen Yuncken</b>	Oanh Harding	National Marketing and Communications Manager
<b>John Holland Group</b>	Meaghan Hunter	GM, Building, People and HSE
<b>Roberts Co</b>	Andrew La Rocca	Pre Construction Director
<b>Mutiplex</b>	Daniel Maloney	Project Manager
<b>VACCHO</b>	Maria McCarthy	Senior Strategic Communications
<b>Built</b>	Nicole McIntyre	Submissions Manager
<b>Inhabit</b>	Suzie Mogyorosi	Façade Engineer
<b>ACCIONA</b>	Aimee Najdovski	Alliance General Manager
<b>John Holland Group</b>	Vesna Newman	Awards Committee Chair
<b>Laing O'Rourke</b>	Rikki Toms	Innovation, Sustainability and Quality Lead
<b>CPB Contractors</b>	Peter Zmuda	Business Unit SHEQ Manager, Vic-Tas



# AWARD CATEGORIES

## JOHN HOLLAND

CRYSTAL VISION AWARD

## ICON

AWARD FOR OUTSTANDING ACHIEVEMENT AS A BUSINESSWOMAN

## LENDLEASE

AWARD FOR OUTSTANDING ACHIEVEMENT IN BUILDING AND CONSTRUCTION

## ROBERTS CO

AWARD FOR OUTSTANDING DESIGN

## BUILT

AWARD FOR COMMUNICATION, STAKEHOLDER & MEDIA MANAGEMENT

## CPB CONTRACTORS

AWARD FOR HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY ASSURANCE

## SYMAL

AWARD TO AN EMERGING LEADER

## MULTIPLEX

AWARD TO A YOUNG ACHIEVER

## ACCIONA

AWARD TO AN OUTSTANDING STUDENT, APPRENTICE OR TRAINEE

# 2022 SPONSORS

Image courtesy of LXRA and North West Program Alliance



## MAJOR SPONSORS

# JOHN HOLLAND

**MULTIPLY**



## SUPPORTERS



REIMAGINING URBAN LIFE SINCE 1932





BUSINESS AS UNUSUAL

**ACCIONA** is a global leader in sustainable solutions for infrastructure, renewable energy, and water treatment projects.

Our idea of industry leadership is radically different. We aim to reimagine infrastructure: to invest in, develop and operate assets that don't just aspire to neutrality but aim to make our societies more sustainable.

In short, we offer **REGENERATIVE INFRASTRUCTURE**.



**Proudly  
supporting  
women in  
construction**

At Built we're on a mission to advance the industry forward, to create foundations for the future and to forge new pathways. We're proud to sponsor the 2022 NAWIC Awards to inspire future generations of women with the achievements of women in construction today.

# 2022 NAWIC VIC AWARDS

for excellence



Image courtesy of LXRA and North West Program Alliance

# WINNERS

# WINNERS

Image courtesy of LXRA and North West Program Alliance



**Taryn Bitzas** | Symal / Swinburne University of Technology

## ACCIONA AWARD TO AN OUTSTANDING STUDENT, APPRENTICE OR TRAINEE



Taryn was a standout nominee, impressing the judges from the get-go with her involvement in an array of education and social experiences – from Tasmania to LA to Engineers Without Borders. What won't she do!

What really stood out in Taryn's submission, was her ability to take control when her project manager contracted Covid. During this time, she rose to the challenge and excelled in ensuring all critical activities were completed and project milestones met, despite being the only engineer on-site. This requires a certain level of skillset, demonstrated initiative and a drive to succeed. All qualities Taryn clearly possesses.

Congratulations Taryn, we hope you continue to rise to the challenge as you work towards your goal of becoming the first female project manager at Wamarra.





**Dev Chandraratne | North Western Program Alliance**

## MULTIPLEX AWARD TO A YOUNG ACHIEVER



Dev's nomination was a great example of real leadership and change. Her drive to make a difference in addressing the issues of the climate change crisis, identifying opportunities and seeking commitment and buy-in from senior project managers is the exciting direction we need our future leaders to be heading in.

Realising the construction industry's substantial carbon footprint, she identified opportunities to reduce emissions at a large scale, creating long term benefit to the community. Dev's drive and push to collaborate with her project teams meant that the sustainable opportunities are embedded in her projects throughout the construction lifecycle. This was shown through improved sustainability calculation methodologies by creating a program wide approach for estimating baseline energy and materials emissions for the Level Crossing Removals Projects Bell to Moreland and Glenroy.

We loved that Dev's work was recently recognised by the Green Building Council of Australia, being named Future Green Leader of the Year for 2022, as it only strengthens her position as our winner for Young Achiever at the NAWIC awards.

Congratulations Dev.







WINNERS

Image courtesy of LXRA and North West Program Alliance



Cassie Kiepas | Johns Lyng Group

### SYMAL AWARD TO AN EMERGING LEADER



It's rare to find an individual in the construction industry that exudes leadership and displays a passion for her role and the people around her more than this year's Emerging Leader award winner Cassie Kiepas. Judges were inspired by Cassie's tireless endeavours in taking up the challenge during the height of the COVID pandemic to build and lead a large team that has had to manage a doubling in insurance related repairs over this time. What was super impressive was that Cassie stepped up from a junior position to take up the challenge, and at the same time took on extra training and study to upskill her professional qualifications.

Cassie's leadership skills were further demonstrated through her efforts in developing and driving new systems to manage the volume of claims within the business all of which are now embedded into the Johns Lyng way of business. Cassie remains instrumental in training and developing staff in the new systems which she developed within Johns Lyng Group.

Cassie's ability to build relationships, build culture and form a strong team around her epitomises what the emerging leader award is about. Cassie is a terrific role model for our industry who will continue to inspire more females to begin a career in construction and no doubt positively develop the industry as a whole

Congratulations Cassie on your inspiring nomination.



# WINNERS

Image courtesy of LXRA and North West Program Alliance



**Jennifer Boyd | Lendlease**

**Project: Pathway to 144 Mental Health Beds**

## CPB CONTRACTORS AWARD FOR HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY ASSURANCE



Jennifer is the Environment Health and Safety (EHS) Coordinator on Lendlease's Royal Melbourne Hospital Pathway 144 project, a refurbishment and expansion of an existing mental health facility at The Royal Melbourne Hospital (RMH) in Parkville.

The scale of the EHS challenge within an operating brownfield hospital has been immense, with a wide variety of EHS challenges occurring on a daily basis such as working with asbestos and other hazmat risks, dust control in a live hospital, infection control, and risk factors related to the age of the buildings and existing services.

Jennifer's 'Working in the hospital' safety campaign educating site workers as to the requirements and expectations of them when working in the live hospital environment was highly commended. Not only did it include measures around infection and dust control as well as overall behaviour but also considered and promoted mental health support for site workers who may be confronted with distressing and emotionally charged situations due to working alongside a live hospital environment.

Jennifer's efforts have been recognised internally for their excellence and her positive collaboration to achieve broad buy-in and a safe workplace culture. And now, the wider industry has recognised her amazing achievements.

Congratulations Jennifer! A well-deserved win.

# WINNERS

Image courtesy of LXRA and North West Program Alliance



**Ashleigh Bojanic** | Hansen Yuncken  
Project: Victoria Pride Centre

## BUILT AWARD FOR COMMUNICATION, STAKEHOLDER & MEDIA MANAGEMENT



Ashleigh played an instrumental role in the effective delivery of strategic marketing and communication campaigns during construction and completion of the Victorian Pride Centre. Involved from its inception during pre-tender stage, right through to post project completion, she has played an integral role in the production, scheduling and deployment of all media, communications and stakeholder relations.

Shrouded with controversy, the project was fraught with a myriad of complex and evolving challenges such as managing the diverse needs of a politically divided community. Flexibility to respond to these challenges, combined with a highly and consultative collaborative approach was fundamental to the project's success.

Congratulations Ashleigh – you are now proudly part of a legacy – a unique Melbourne icon – changing the narrative of Australian pride forever.



# WINNERS

Image courtesy of LXRA and North West Program Alliance



**Rebecca Muscat | Lendlease**  
Project: Pathway to 144 Metal Health Beds

## ROBERTS CO AWARD FOR OUTSTANDING DESIGN



Rebecca is the Senior Design Manager overseeing Lendlease's Pathway to 144 Mental Health Beds Project.

The client's requirement to utilise modular design and construction techniques provided significant challenges, particularly as this was the first time this technique had been used in mental health facilities in Australia. The judges were particularly impressed how Rebecca managed to incorporate the client's aspirations into the design while maintaining constructability.

In one instance, competing requirements led Rebecca to reach back into the broader Lendlease business to understand previous experience, as well as engaging with third-party specialists to understand possible outcomes and associated time and cost impacts.

In consultation with the client a satisfactory outcome was achieved, saving time and cost, and data obtained to inform future projects for the client.



WINNERS

Image courtesy of LXRA and North West Program Alliance



**Stefania Calati** | CYP Design & Construction Joint Venture  
Project: Arden Station

## LENLEASE AWARD FOR OUTSTANDING ACHIEVEMENT IN BUILDING & CONSTRUCTION



Stefania Calati is the Building Manager – Arden Station based at the Metro Tunnel Project’s North Melbourne site. Stefania is responsible for the planning and construction management of all below-ground and surface-based civil construction works.

Stefania project managed all aspects of the station entrance arch construction, from construction engineering and procurement through to transport, installation and finishing works including 15 arches which were made from precast concrete lined with more than 100,000 hand-laid bricks made up of 45 individual segments and seven support columns, each weighing between 45 and 60 tonnes.

Facing the unprecedented challenge of a two-week, construction industry-wide shutdown just days prior to installation works starting, Stefania led her team to safely and successfully plan for, lift and install the arch segments over a period of three weeks – two weeks ahead of program – with no time lost due to injury.

Stefania is committed to fully participating in the construction industry. She is inspired to leave a legacy based on her contribution to significant Victorian infrastructure projects and bringing forward a new generation of engineers.





**Chi Shankar** | Premier Cranes & Rigging

## ICON AWARD FOR OUTSTANDING ACHIEVEMENT AS A BUSINESSWOMAN



Chi Shankar has had an enormous impact since joining Premier Cranes & Rigging resulting in demonstrated economic growth, brand strengthening and workforce wellbeing. Chi was a standout submission for the judges capturing the true essence of Excellence as a Businesswoman of the year. From Chi's strategic planning to build the business to a scale capable of leading the current infrastructure boom, through to developing a sustainable growth plan, Premier Cranes & Rigging have an incredible Chief Executive Officer at their helm.

With her forward thinking, strong client engagement and negotiation skills, Chi helped grow Premier Cranes from a handful of staff, to a three level office, yard and a second depot with 160 team members. During Chi's executive leadership as a COO and now CEO, the business turnover increased by 53%. Chi achieved this by transforming the business structure, and culture, in what the judges considered an incredible feat.

The judges were particularly impressed by Chi's initiative to lead a multibank debit approach to protect Premier's fleet expansion from the banks risk averse appetite during the pandemic.

Congratulation Chi on your achievements for 2022



# WINNERS

Image courtesy of LXRA and North West Program Alliance



Caroline Boyce | Lendlease

## JOHN HOLLAND CRYSTAL VISION AWARD

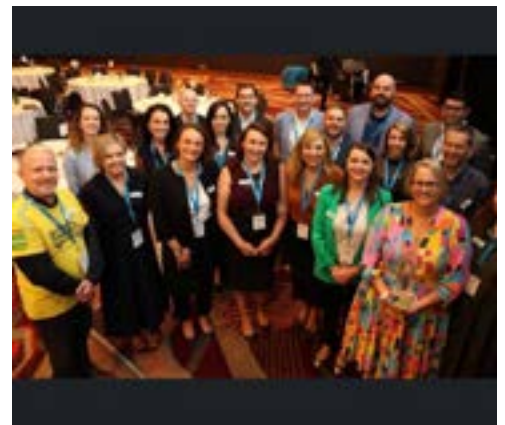


Judges concurred that Caroline Boyce has forged a strong reputation throughout the industry through many years of passionate advocacy and sponsorship in the industry. Her role allows her to influence workplace culture both at Lendlease and in the many organisations Lendlease partners with. Caroline uses this influence to steer the industry towards practices that drive equality and psychological safety in the workplace and enable women to thrive.

She is known for championing talented women across the industry and for opening doors wherever possible. As a senior workplace strategy consultant at Lendlease, Caroline sponsors young women within the industry promoting them to achieve their full potential in understanding organisational culture.

A keynote speaker, innovative mentor and leader for organisational support of women, judges were impressed at Caroline's personal commitment to improving the wellbeing of women in our industry. To being a champion for women in the industry. During her 16 years in the industry, Caroline has developed a thorough, research-based approach to organisational culture and a passion for developing new ways of working.

Congratulations Caroline



# Constructing our future **together**



CPB Contractors is building a huge range of exciting infrastructure projects including new airports, railways, tunnels, motorways, metros, hospitals, schools and office blocks.

We need people who are talented, motivated and disciplined, and who have a strong work ethic that drives them to succeed.



Apply to join us

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

Constructing our future **together**



## Icon is a proud sponsor of the 2022 NAWIC Awards.

Congratulations to all of the nominees on their achievements in the construction industry.





# 2022 NAWIC VIC AWARDS

for excellence



Image courtesy of LXRA and North West Program Alliance

# COMMENDATIONS

# COMMENDATIONS

Image courtesy of LXRA and North West Program Alliance



Emily Patten | TVN On-Country

## ACCIONA AWARD TO AN OUTSTANDING STUDENT, APPRENTICE OR TRAINEE



Each of the judges were moved by Emily's submission, cheering her on when reading it and were compelled to award her a commendation.

Emily is an impressive individual, who sought out a mentor at a young age, showing her mature level of awareness. She embodies the essence of NAWIC: empowerment, connection and celebration of women.

With natural leadership qualities, Emily will undoubtedly be a true leader in whatever community she takes part in. We look forward to seeing Emily's successes in the future.



# COMMENDATIONS

Image courtesy of LXRA and North West Program Alliance



**Phoebe Jamieson** | Donald Cant Watts Corke

## MULTIPLEX AWARD TO A YOUNG ACHIEVER



Phoebe's nomination was so encouraging and her current success is commendable.

After working for 5 years in a Site Engineer role, Phoebe's work at The Lort Smith Animal Hospital Redevelopment project in North Melbourne showed her ability to step up and move into a more strategic position as PM and Superintendent. Not an easy feat as there are many obstacles that she had faced in that transition including complexity from a constrained site, commercial agreements, and stakeholder relationships.

Phoebe's drive and passion for the industry is admirable. She is a young mentor for students and those new to the industry, showing ranges of opportunity to progress a career in the construction industry.



# COMMENDATIONS

Image courtesy of LXRA and North West Program Alliance



**Alexandra Som** | CYP Design & Construction Joint Venture

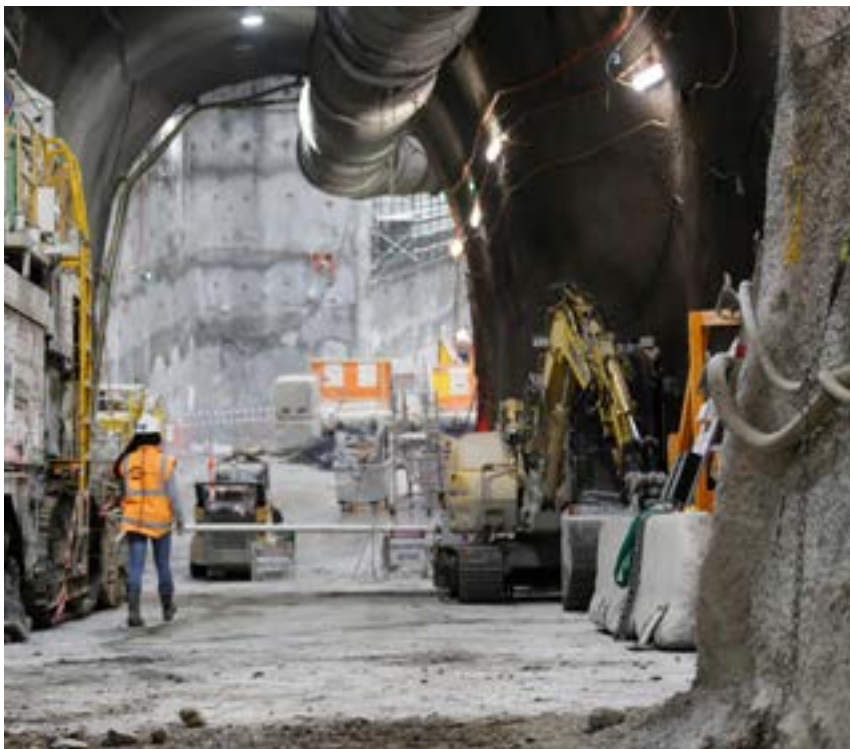
## MULTIPLEX AWARD TO A YOUNG ACHIEVER

## MULTIPLEX

Alexandra's drive and determination to push boundaries and participate is highly commendable. Pushing herself into a very male dominated area of the construction industry is so important to show diversity and ability on site. Also, her success in the tunnelling space, working in a fast-paced environment requiring quick and considered decisions is a great example of why Alexandra's ability to lead is commendable.

An important part of leadership is the ability to build team morale and reduce stress. The wellbeing initiatives that Alexandra introduced, encourages participation and inclusion.

What really stood out is her persistence and drive. Her application stated that: "Alexandra has found that in tunnelling and excavation the foremen/shift bosses have developed their own way of doing things over many years and that they generally do not respond well to young (and female) engineers telling them what to do. At the beginning of each shift, Alexandra instigated daily 15-minute catch-ups with these groups to ensure the works would be delivered to the highest safety standards, approved work procedures and technical specifications", this act is exemplary behaviour.



# COMMENDATIONS

Image courtesy of LXRA and North West Program Alliance



**Teeshal Bal | Metro Trains Melbourne**

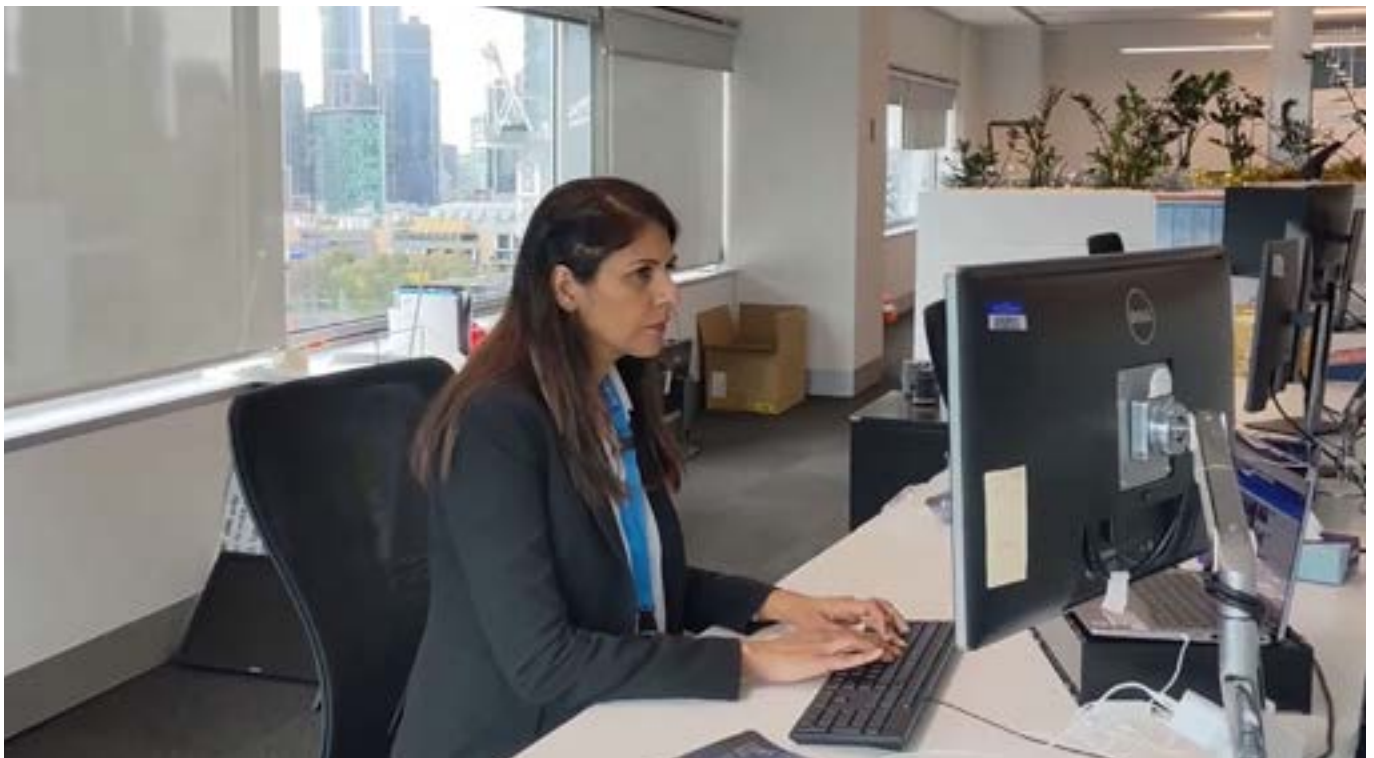
## SYMAL AWARD TO AN EMERGING LEADER



Judges were impressed at Teeshal's unique and rare understanding of project engineering, project management, leadership and coaching skills which she continually displays as Program Manager/Interface Manager with Metro Trains Melbourne. Teeshal has demonstrated her ability to lead a high performance team to support third party clients and stakeholders delivering projects. Examples of Teeshal's leadership skills include facilitating continuous improvement workshops to educate all project parties about the purpose of system engineering and assurance, which resulted in a saving of over \$300,000 in her first year of delivering projects as a result of improvements made to reduce cost, time and effort.

In addition to doing her job and supporting colleagues through coaching junior engineers and mentoring, the judges were particularly impressed with Teeshal's actions outside of her work. Teeshal has been active in promoting the industry and encouraging more females to consider a career in construction/engineering through her social media enterprise 'Grit Leadership'. Grit Leadership aims are to tackle gender inequality and diversity in senior leadership and offers leadership programs to help women be seen and heard. Teeshal is helping our future generation of girls become unstoppable leaders.

We congratulate Teeshal.



# COMMENDATIONS

Image courtesy of LXRA and North West Program Alliance



**Shannyn Landry** | Development Victoria

## SYMAL AWARD TO AN EMERGING LEADER



The judges agreed that Shannyn Landry displays strong leadership skills and consistently demonstrated that she can resolve complex issues for the ultimate benefit for her project. Shannyn's leadership skills were demonstrated more during the COVID pandemic where she was able to lead her team and the builder to a successful outcome on the Docklands Sound Stage Studio 6 project. The project overcame some significant challenges during construction which included several restrictions as a result of COVID and some complex ground contamination issues. Despite these challenges, the project was delivered on schedule.

A further demonstration of Shannyn's leadership skills is the peer-to-peer network or 'Let's Have a Chat' sessions Shannyn implemented within Development Victoria during Covid. These sessions brought together other project managers within the business to share knowledge and learning and have become a forum to make recommendations for continuous improvement to senior leadership. The peer-to-peer network sessions have proven to be very valuable and have now become business as usual within her organisation.

We congratulate Shannyn for her commendation.





# COMMENDATIONS

Image courtesy of LXRA and North West Program Alliance



**Brodie Aumont | BMD**

**Project: Fitzsimons Lane/Williamsons Road, Templestowe Upgrade**

## CPB CONTRACTORS AWARD FOR HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY ASSURANCE



Brodie is the Environmental Advisor on Fitzsimons Lane, a project involving the upgrade of Fitzsimons Lane and Williamsons Road in Templestowe at Foote Street, Porter Street and Main Road.

Brodie has been fundamental to ensuring all environmental concerns have been communicated, managed and maintained. Brodie developed a new environmental resource during the early design and construction phase of a project by providing information and guidance to BMD's project teams on how to incorporate the local community and traditional landowners into the design and construction of a project.

Brodie consistently aims to foster a positive working environment and attitude towards sustainability and preservation of the ecosystems in which BMD operate. She challenges the team to see the holistic view of how changes to processes and systems can greatly benefit sustainability and the environment and ensures the overall project strategy aligns with the requirements of the business and promotes a culture of continuous improvement.

Congratulations on this commendation Brodie!





# COMMENDATIONS

Image courtesy of LXRA and North West Program Alliance



**Blythe Chidgey** | CYP Design & Construction Joint Venture  
Project: Town Hall Station, Metro Tunnel Project

## BUILT AWARD FOR COMMUNICATION, STAKEHOLDER & MEDIA MANAGEMENT



Blythe is the Communications and Stakeholder Manager for Town Hall Station, located in the CBD South precinct of the Metro Tunnel Project. She led significant communications and stakeholder engagement initiatives for the Victoria's largest ever public transport project, at the busiest landmarks in Melbourne's CBD. Throughout these unprecedented works, Blythe has successfully minimised disruption to major stakeholders, pedestrians, cyclists, public transport users, businesses and residents.

During her time on the project, Blythe has nurtured strong and trusted relationships and she is able to anticipate many potential issues for specific stakeholders and address them before they escalate.

Congratulations Blythe on your well-deserved commendation.





# COMMENDATIONS

Image courtesy of LXRA and North West Program Alliance



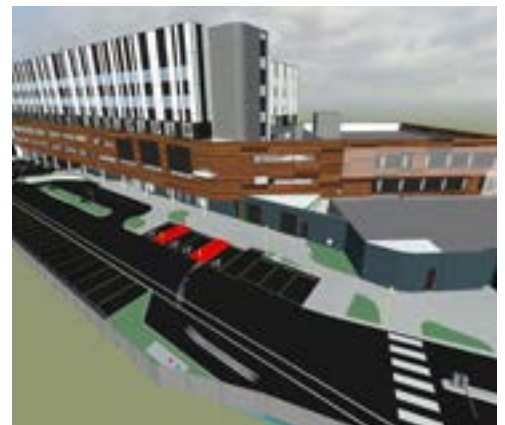
**Hannah Carracher | Built**

Project: Built's Free-roam Virtual Reality Experience for Sunshine Hospital

## ROBERTS CO AWARD FOR OUTSTANDING DESIGN

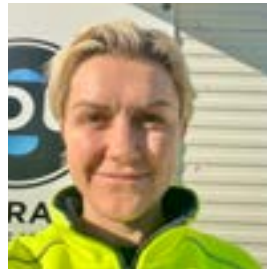


As the Digital Engineering Coordinator for Built on the Sunshine Hospital project, Hannah was central to the successful ECI phase. Hannah built 3D free-roam virtual reality prototype rooms for all key areas of the hospital. This ensured all stakeholders were able to understand the design readily and effectively, and the associated functionality



# COMMENDATIONS

Image courtesy of LXRA and North West Program Alliance



**Olivia Kennedy | Stowe Australia**

Project: The Centre of National Resilience, Melbourne Quarantine Facility

## LENLEASE AWARD FOR OUTSTANDING ACHIEVEMENT IN BUILDING & CONSTRUCTION



Olivia Kennedy of Stowe Australia worked on the Centre of National Resilience Melbourne as the electrical leading hand managing the entirety of external lighting site wide and the medical facility.

Olivia has gained a lot of experience and confidence in her three years of being qualified electrician, progressing and adapting quickly into new and challenging roles.



# Places. For. Everyone.

A more inclusive and diverse workforce is critical for innovation, growth and sustaining business success.

Lendlease's enduring partnership with NAWIC is ensuring that this important work for women in the construction industry continues.



1962 ◆ 2022

As we celebrate our 60<sup>th</sup> year, Multiplex is proud to once again sponsor the 2022 NAWIC Awards.

Congratulations to all nominees.

# 60

MULTIPLEX



# 2022 NAWIC VIC AWARDS

for excellence



Image courtesy of LXRA and North West Program Alliance

# ENTRANTS

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Women of ADCO**  
ADCO Group

## Category: John Holland Crystal Vision Award

The Women of ADCO (WoA) was formed more than ten years ago by ADCO's owner and Chairman Judy Brinsmead AM to help women succeed in a career in construction. The WoA is the name given to our national cohort of women who work to ensure fair and equitable opportunities and support for women across the business. ADCO's vision and values, combined with our WoA charter, provide a visible platform to attract, retain and advance women in the industry.

The WoA has driven and delivered on various initiatives, providing national membership and involvement in industry associations, introduction of WoA mentoring program, promoting the construction industry in schools and universities and community engagement.

A pivotal initiative in helping women overcome challenges they face in the industry is the WoA Biennial National Conference which gives every woman in the business a chance to speak out and be heard in a safe and open forum which includes male and female board members and senior leaders. The WoA conference also focused on developing the WoA strategy for the next two years which is followed by quarterly meetings in each State to drive these initiatives keeping the business accountable and ensuring positive changes are continued.



**Emma Aitken**  
CPB Contractors

## Category: Symal Emerging Leader Award

When it comes to leadership in the field of governance and completions, Emma's passion and purpose shines through in everything she does. In her role as the Completion, Governance and System's Lead for Monash Freeway Upgrade 2, she developed and advanced numerous initiatives to ensure completions and sustainability were seamlessly embedded into every part of the project. Emma is passionate about pushing standard practices and challenging the industry to find innovative solutions to educate and build project teams, in support of completions strategies and plans.

Her collaborative approach will ensure her legacy echoes through the entire project through to completion. Her willingness to share her knowledge and passion as a mentor and peer makes her a true champion of change and a leader in her field. Emma has proven herself to be a natural leader who is more than deserving of this award.



**Audrey Ang**  
West Gate Tunnel  
Project CPBJH Joint  
Venture

## Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award

Audrey is an accomplished Environment and Sustainability professional who has worked on a variety of construction projects throughout her career.

On the West Gate Tunnel Project (WGTP) Audrey has been key in driving the improvement of our environmental processes particularly in relation to spill incidents which since Audrey's involvement and the development of the "Collaborative Clean-up" has resulted in clean up times being halved, and associated risks being significantly minimised.

Audrey has proactively developed relationships with key stakeholders to drive improvements to the sustainability and environment processes and governance on the WGTP. Audrey promotes good governance and encourages project staff to follow processes to achieve better outcomes on the project. Audrey is highly driven and adaptable and continually strives to better herself and deliver outcomes that benefit her stakeholders.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Monique Astorino**  
Roberts Co

## Category: Multiplex Young Achiever Award

Monique has challenged the way we communicate, report and measure our success with a focus on opportunity and ownership through the development of a program that tracks project status as a tool utilised by subcontractors and project managers.

The program encourages open, transparent communication and accountability whilst reducing physical time spent discerning the status and progress of a project and accurately observes causality for delay, providing forecast opportunities for project progression. Monique overcame the obstacles of developing this program through thorough research, data collection, design and development stages across the last 2 years. She has provided a solution that has now been effectively utilised through 2 major projects and is currently undergoing feasibility to be implemented across the company's portfolio of projects.

Monique recently overcame the challenging experience of going through a company liquidation. Although unexpected and testing, she changed what could have been a detrimental career experience into a career defining opportunity, setting an example of resilience and leadership for other women and young leaders. Monique is now thriving in a structure and facade coordination role on a large high rise residential project and is developing a mental health awareness event for the 300+ construction workers on the project.



**Amalia Athanassopoulos**  
Resolve Insight

## Category: Icon Businesswoman Award

As Executive Director and founder of Resolve Insight, Digital Engineer Amalia Athanassopoulos is changing how projects are conceived, undertaken, and realised. Registered in 2019, Resolve has grown from comprising Amalia alone to employing a team of 21 professionals from all over the world. Resolve's extraordinary year-on-year growth is propelled by relationships, with Resolve partnering on projects with some of the country's largest companies.

While BIM technologies are commonplace in some industries, in others exposure has been limited. This is where Amalia enters with her belief that when approached as a truly collaborative process, digital design holds limitless potential. She delivers for her clients and leads her team with energy enough to power every project.

As an experienced engineer on major infrastructure projects, Amalia saw how critical the management of information was to a project's success. Heading up her own business allows Amalia to eliminate risks inherent in outdated or poorly implemented methods. Resolve's rapid growth in scale and services offered has allowed Amalia to create an inclusive environment for women in construction who share her passion for creating safer, smarter, and stronger processes that are built for every client, project and user.



**Brodie Aumont**  
BMD Constructions

## Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award

BMD is proud to nominate Brodie Aumont for the Health Safety Environmental and Quality Assurance Award. Brodie is currently working as an Environmental Advisor with BMD, and she has over four years' experience in mitigating risks associated with health, safety and the environment. Brodie has worked across varying industries from airport to civil construction and property development.

Brodie graduated from Deakin University with a Bachelor of Environmental Science and Sustainability Management before starting her first health, safety and environment role as a contaminated land consultant where she managed large-scale contaminated land projects. After a few years developing her skills, Brodie took on her next challenge joining BMD.

Currently stationed on BMD's Fitzsimons Lane upgrade project for Major Road Projects Victoria (MRPV), Brodie has been fundamental to ensuring all environmental concerns have been communicated, managed and maintained. Brodie consistently aims to foster a positive working environment and attitude towards sustainability and preservation of the ecosystems in which BMD operate. She challenges the team to see the holistic view of how changes to processes and systems can greatly benefit sustainability and the environment and ensures the overall project strategy aligns with the requirements of the business and promotes a culture of continuous improvement.



**Teeshal Bal**  
Metro Trains  
Melbourne

**Category: Symal Emerging Leader Award**

Teeshal Bal brings over 20 years' experience in large rail infrastructure project delivery across Victoria and Western Australia to her role as Program Manager with MTM. She brings a unique blend of entrepreneurship, engineering expertise, project management and leadership skills. Teeshal's career experience includes project management, stakeholder consultation, strategic implementation and team building. She has managed passenger and heavy haul railway projects in brown and greenfield environments.

Teeshal currently leads a high performing team that supports third party clients and stakeholders to deliver projects within Melbourne's metropolitan rail network. She is proud to be supporting Melbourne's transformation through Victoria's Big Build Projects and enjoys collaborating with government stakeholders including the Department of Transport, VicTrack and Major Road Projects Victoria. Teeshal is a Fellow and Chartered Engineer with Engineers Australia. She is also a Founder of a certified social enterprise, Grit Leadership, tackling diversity and inclusion at its core. Grit Leadership exposes and challenges leaders to see different perspectives using virtual reality and gaming technology. It also runs leadership programs, where women leaders are seen and heard. Surplus funds from Grit Leadership support the next generation of female leaders through Flourish Girl, a charity building resilient teenage girls.



**Jessica Bennett**  
Aurecon

**Category: Symal Emerging Leader Award**

An Associate at Aurecon, Jessica is a leader in sustainable design, helping colleagues and clients to build their eminence in sustainability. She is extremely passionate about delivering high performing sustainable developments and is a leader in the wellbeing movement, working closely with the IWBI as WELL Faculty and WELL City Advisor. Leading the industry at a critical time in decarbonising our built environment, Jessica is extremely passionate about reimagining existing buildings through electrification.

Jessica's early pioneering work in healthy buildings saw the delivery of exemplary projects, like The University of Melbourne's Faculty of Engineering and Information Technology (FEIT) workplace at Melbourne Connect. Working closely with her colleagues and clients, Jessica built their capacity and understanding of healthy buildings. This practice of mentoring and capacity building ensured success as FEIT staff were able to effect positive change within FEIT through their deeper understand of wellbeing within the workplace. As a result, FEIT is delivering holistic wellbeing programs which build upon the workplace's design for wellbeing.

As Aurecon's Victorian Sustainable Buildings Leader, she works closely in mentoring emerging professionals, particularly championing other young women. By implementing practices within Aurecon Jessica is building their knowledge to develop a deep understanding of how to achieve healthy, sustainable development.



**Laurelle Bird**  
Aurecon

**Category: Roberts Co Design Award**

Laurelle Bird is a Technical Director with Aurecon in Melbourne and served as the Engineering Design Manager of the Department of Justice and Community Safety's (DJCS) Youth Justice Redevelopment Project (YJRP) in West Werribee in 2017. Laurelle was responsible for leading a large multi-disciplinary engineering team to deliver the project's engineering master planning, design and construction phases.

Laurelle led the engineering design team through this incredibly complex project to deliver a critical piece of social infrastructure to support the changing nature of youth crime and address the needs of young offenders. This required Laurelle to navigate the project's significant challenges including the physical scale of the project, the complex stakeholder engagement, challenging site conditions and program and budget pressures.



**Taryn Bitzas**  
Symal Group

**Category: ACCIONA Student, Apprentice or Trainee Award**

Taryn Bitzas is an undergraduate site engineer/project administrator at Wamarra, a division of Symal Group.

Taryn is an exceptional student. After graduating high school with an ATAR of 89.45, she enrolled in a Bachelor of Business at Swinburne University of Technology, achieving a GPA of 3.474. Taryn attended Loyola Marymount University in Los Angeles, California, for a study abroad term, where she achieved another stellar GPA of 3.88 for the term and was named to the Dean's List. Taryn achieved a perfect GPA of 4.0 in her first year studying engineering at RMIT.

At Wamarra, Taryn has worked on various complex projects. She is a self-starter who takes initiative and ensures projects are completed to the highest quality. For example, when a project manager contracted COVID-19, Taryn was the only engineer on-site for a project that was scheduled for its project defects walk. Taryn rose to the challenge, scouring through the drawings and specifications to support her site team and subcontractors in completing their duties for the week. Working closely with the leading hand, she ensured all critical activities and key project milestones were met by attending several daily site walks, making herself a resource where needed.



**Ashleigh Bojanic**  
Hansen Yuncken

**Category: Built Communications, Stakeholder and Media Management Award**

Ashleigh has demonstrated industry best practice in stakeholder and community engagement for the Victorian Pride Centre (VPC). Involved from its inception during pre-tender stage, right through to post project completion, she has played an integral role in the production, scheduling and deployment of all media, communications and stakeholder relations, and is proudly part of a legacy – a unique Melbourne icon – that changes the narrative of Australian pride forever. Shrouded with controversy, the project was fraught with a myriad of complex and evolving challenges imposed by external factors – most notably the many disruptions felt by the effects of the global pandemic – but also managing the diverse needs of a politically divided community. Flexibility to respond to these challenges, combined with a highly and consultative collaborative approach was fundamental to the project's success. Responsible for leading a comprehensive and dynamic marketing and communications strategy comprised of print, online and digital media, Ashleigh adapted to many external constraints beyond her control. These proven communication tactics and strategies now form the basis for all project communication plans, assisting others to effectively connect with key stakeholders and build lasting relationships that created a foundation of strength for future projects and partnerships within the community.



**Miranda Borg**  
Ventia

**Category: Symal Emerging Leader Award**

Miranda Borg is an employee who embodies collaboration, integrity, and ingenuity. Her dedication to her work has resulted in not only quality outputs to our clients but an improved delivery framework for the whole Sustainability Team. This includes efficiencies in the team's delivery while providing an enhanced and more detailed outputs. This coupled with her team-oriented approach and her friendly approachability, has given Miranda the respected and admiration of her colleagues and management team.

Recently, Miranda took a large step up and has become Sustainability Manager, taking on responsibility for meeting client requirements through the delivery of high-quality services. Miranda has proactively embraced leadership tasks with other staff members in terms of training, quality reviews and client interactions. This has prompted clients to provide feedback on their appreciation of her approach and superior outcomes.

Miranda's team spirit and positive nature is infectious within the Sustainability team and its very rewarding to watch her grow from strength to strength as a leader. Miranda is very well respected at Ventia and is now a role model for her peers and future leaders of the business.





**Caroline Boyce**  
Lendlease

**Category: John Holland Crystal Vision Award**

Caroline is one of the most visible and passionate advocates for inclusion, diversity and the advancement of women in the construction industry today. Both in her role as Senior Workplace Strategy Consultant at Lendlease and through extensive engagement with the wider industry, she works tirelessly to promote flexible work provisions, equality of access, psychological safety in the workplace and other practices that benefit women. She is a great mentor and role model, known for championing talented women across the industry and opening doors wherever possible.

Caroline has forged this reputation through many years of passionate advocacy and sponsorship in the industry. She sits on the executive committee of CoreNet Australia and manages a wide variety of industry events, as well as participating regularly as a speaker, panellist and facilitator. She is widely recognised for her work in ensuring balance of representation on industry boards, panels and programs.

Her role allows her to influence workplace culture both at Lendlease and in the many organisations Lendlease partners with, and Caroline consistently uses this influence to steer organisations towards practices that enable people, and especially women, to thrive. Slowly but surely, Caroline's work is transforming the idea of workplace in the construction industry.



**Jennifer Boyd**  
Lendlease

**Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award**

Jennifer Boyd is the EHS Coordinator on Lendlease's Royal Melbourne Hospital Pathway 144 project, a refurbishment and expansion of an existing mental health facility in Parkville. The project is a complex, multi-stage project comprising a major refurbishment of an existing facility as well as vertical expansion across four floors. There are a number of significant challenges on the project from an EHS perspective. One is the sheer complexity of the works, which encompass multiple work-fronts across the site, with multiple construction phases and high-risk activities occurring simultaneously. Another challenge arises from the site's location within a live working hospital, which raised a number of significant challenges, especially around high-risk activities such as demolition and façade installation.

To manage these challenges, Jennifer favours a collaborative, hands-on approach. She believes that to maintain a safe worksite it is vital to actively engage and consult with workers on the ground. She also ensures that the EHS focus is on continuous risk management across the whole project rather than mere regulatory compliance.

Thanks in large part to Jennifer's leadership, incidents on the RMH project remain impressively low, with just one medical treatment and 12 first aid treatments recorded to date across the entire project.



**Tessa Briese**  
Johns Lyng Group

**Category: Built Communications, Stakeholder and Media Management Award**

Makesafe Builders specialises in Emergency, Disaster and Safety Response. Tessa Briese is a Business Partner and directly oversees the response unit within the group for Victoria and Tasmania.

There is no certainty on what project will arise, and no indication of the challenge as the circumstances and the scale of the impact varies with each incident. Tessa's submission addresses the terrifying fact that in emergency situations, not everyone has an immediate solution. It's with knowledge, maturity, and professionalism that Tessa can document and deliver critical actions within moments. Being the point of call for Emergency Services, her ability to identify risks, report on contingencies, and action in the ever-changing conditions gives stakeholders the confidence to deliver accurate information to responders, communities and news groups. This is measured by the seamless response process with the only adaptation to the required communication being if, and when, the site conditions change. Tessa's reference really comments on her ability to provide accurate, detailed information whilst remaining empathetic to all affected by the situation at hand.

When Tessa is not responding, she reports back to the Board for all business operations and is a key speaker in presenting to stakeholders on a global scale.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Stefania Calati**  
CYP Design  
& Construction  
Joint Venture

## Category: Lendlease Building & Construction Award

Stefania Calati is the Building Manager – Arden Station for the CYP Design & Construction Joint Venture, delivering the Tunnels & Stations package on the Metro Tunnel Project. She is responsible for construction of the new Arden Station in North Melbourne, a key feature of which was the installation of the station entrance's 15-metre-high signature brick arches.

Stefania project managed all aspects of the station entrance arch construction, from construction engineering and procurement through to transport, installation and finishing works.

Construction of the station entrance involved 15 arches made from precast concrete lined with more than 100,000, hand-laid bricks; 45 individual segments and seven support columns, each weighing between 45 and 60 tonnes; a 70,000+ unit frame of precast steel falsework, and a team of more than 70 staff and workforce to bring it all together.

Facing the unprecedented challenge of a two-week, construction industry-wide shutdown just days prior to installation works starting, Stefania led her team to safely and successfully plan for, lift and install the arch segments over a period of three weeks – two weeks ahead of program – with no time lost due to injury.



**Hannah Carracher**  
Built

## Category: Roberts Co Design Award

Since Registered Architect Hannah Carracher entered the industry she has gradually redefined to those around her what strong design processes and innovations look like. As the Digital Engineering Coordinator for Built on the Sunshine Hospital project, Hannah was central to the successful ECI phase, creating the solutions necessary for the project to proceed. Hannah built 3D free-roam virtual reality (FRVR) prototype rooms for all key areas of the hospital. The use of 3D virtual reality allowed for transparency, collaboration, and feedback from all user groups. Equipped with a virtual headset, user groups at Sunshine Private Hospital were able to walk through various rooms and envision what their future workplace would look like.

By leveraging 3D models on the Sunshine Hospital Project, Hannah took control of the digital environment from the onset. This allowed Hannah, the Built team, and user groups, to plan the most efficient and effective design and buildability solutions, before the project took form. By building the 3D models inhouse, Hannah was able to mitigate any potential risks to the project in both time and costs and achieve sign off from the client to commence construction.



**Sarah Caruana**  
AECOM

## Category: Icon Businesswoman Award

As AECOM's Group Director for Building and Places, Victoria, South Australia and Tasmania, Sarah Caruana is well respected influencer within the business, clients, and the infrastructure industry. Appointed as Group Director in early 2020, Sarah has expanded her business line, bringing a 'people-first' focus leadership, she has successfully restructured the team to focus on growth sectors following the impacts of Coronavirus. Under Sarah's leadership, revenue has grown by over 35% in the last two years, and profitability doubling.

Sarah plays a vital role in the delivering the single, largest scale infrastructure project of national significance, ever delivered by the ANZ B+P business line. As the Governance Lead for the Centres for National Resilience, Sarah has been the key interface between AECOM and the Commonwealth Government, leveraging her knowledge and experience in the delivery of complex multidisciplinary projects to deliver this challenging and time critical project.

Sarah demonstrates a commitment to diversity and inclusion that goes beyond the corporate Equity, Diversity, and Inclusion strategies. She has created a culture of growth and belonging within the B+P business by working to actively neutralise workplace biases and foster an environment that is diverse, equitable, and inclusive through awareness, intention, and regular practice.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Stephanie Castaldo**  
Hutchinson Builders

## Category: ACCIONA Student, Apprentice or Trainee Award

Steph is currently undertaking her Certificate III in Building and Construction, specialising in Carpentry (Apprenticeship), with CFMEU Education and Training through Hutchinson Builders, where she is in her 2nd of 4 years. She is currently using her course training onsite in a live environment on the VSBA 2023 Bundle A – Tarneit Missen House Primary School project.

Since joining Hutchies and in her short time within the construction industry, Steph has established herself as an accomplished member of the team. She has had exposure to all aspects of the construction process and gained a comprehensive understanding of the individual components of a complex build and how their interdependencies. Steph is a highly motivated and self-disciplined operator. She prides herself on delivering quality outcomes for clients.

Her current onsite role has seen Steph assisting different trades where required, working with various contractors on their packages and ensuring they meet specifications and occasionally building the odd item for site use. She has worked through an entire program, from conception to handover, gaining knowledge about each section of the construction process.



**Samantha Chandler**  
John Holland

## Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award

Sam Chandler is a highly skilled Senior Environment and Sustainability Advisor with John Holland's Infrastructure and Major Projects team in Victoria. Working at corporate level and across a range of major projects, she has demonstrated her commitment to improving sustainability and environmental performance and brings a rigour to the teams that she leads, facilitating collaboration and knowledge sharing as part of a best-practice culture. Sam is also recognised for the significant contribution she makes beyond day-to-day activities, stepping up to deliver solutions to help manage major business challenges, such as the introduction of new environmental legislation that had a significant impact on the organisation's operations at business unit and project level. She is also known for her work in supporting the development and wellbeing of staff through the rollout of a staff retention and career progression program and the introduction of an Infrastructure Fitness Challenge as part of her membership of the John Holland Health and Wellbeing committee.



**Dev Chandraratne**  
North Western  
Program Alliance

## Category: Multiplex Young Achiever Award

Dev Chandraratne is an emerging leader in the sustainability field who is motivated to make a difference in addressing the issues of the climate change crisis. While the construction industry has a substantial carbon footprint, she also believes it presents an immense opportunity to reduce emissions at a large scale to create long term benefit to the community.

Dev's work was recently recognised by the Green Building Council of Australia, being named Future Green Leader of the Year for 2022.

Over the past year, Dev has worked for the North Western Program Alliance as a sustainability advisor on its Bell to Moreland and Glenroy Level Crossing Removals Projects. Here, she improved sustainability calculation methodologies by creating a program wide approach for estimating baseline energy and materials emissions for the Level Crossing Removals Project. Furthermore, she demonstrated excellent skills in leadership by proactively pushing for higher sustainability ratings on the Bell to Moreland project to maximise sustainability outcomes for the Alliance, client, broader community & environment. Her passion and tenacity led to Bell to Moreland achieving the highest Infrastructure Sustainability Council As Built score to date (98 points) and Coburg Station being named the first 6-star green star train station in Australia.



**Linden Chapman**  
Fulton Hogan

**Category: Multiplex Young Achiever Award**

In 2019, Linden began her engineering career undertaking the Fulton Hogan Graduate Engineering Program. Completing the program in 18 months and becoming Site Engineer at the age of 25, Linden has excelled in her career and has become an advocate for promoting women in construction and engineering. Linden's passion for engineering has helped drive positive change for women in the industry and her voice has allowed others around her to gain the confidence to speak up. Linden and her colleague were responsible for calling out the need for female tailored white night-time PPE which is now available on the Australian Market.

As well as being a voice for women in the industry, Linden is a buddy to three Graduate Engineers and was the first Graduate to be invited on to a Fulton Hogan Committee becoming a voice for her counterparts. She continues to break down the barriers and stigma associated with females in construction – specifically around work life balance and culture. Linden's promotion of STEM and women in construction has created awareness within her workplace and in the greater industry – her work has started important conversations and has led to change for a more inclusive female workforce in construction.



**Blythe Chidgey**  
CYP Design  
& Construction  
Joint Venture

**Category: Built Communications, Stakeholder and Media Management Award**

Blythe Chidgey is a communications and engagement specialist. She is the Communications and Stakeholder Manager for Town Hall Station, located in the CBD South precinct of the Metro Tunnel Project being delivered by the CYP Design & Construction Joint Venture (D&C JV).

With a broad range of stakeholders – from state government and business organisations to residents and commuters – Blythe's activities are many and varied. While she is able to plan for and moderate the severity of many anticipated issues associated with such a major project, there are occasions when unforeseen circumstances require immediate – and often unprecedented – attention.

During her time on the project, Blythe has nurtured strong and trusted relationships and she is able to anticipate many potential issues for specific stakeholders and address them before they escalate.

A project of this size and complexity presents a multitude of constraints, and Blythe is committed to addressing issues as they are raised, as well as providing as much information as far in advance as possible and ensuring that stakeholders are aware of communication channels. Her ability to respond to each and every stakeholder communication is imperative, and appreciated by those she is charged with assisting.



**Emma Cho**  
Aurecon

**Category: Multiplex Young Achiever Award**

With her outstanding contribution to enabling energy-efficient and sustainable education precincts, Emma Cho, Aurecon's Senior Consultant for Sustainability & Climate Change, proves that she is one of Australia's key young achievers in the construction industry.

For La Trobe University, Emma played a key role in helping the university achieve net zero for its Mildura and Shepparton campuses, the first Victorian campuses to achieve this milestone target.

For University of Melbourne, Emma helped implement its Smart Campus Energy Upgrades Program by standardising its approach for rolling out energy efficiency initiatives across the university's large building portfolio. Through her strong leadership, Emma delivered workflows that enabled the cross-application of decarbonisation solutions for different situations.

Beyond her job role, Emma has been a role model for other female emerging professionals and has acted as first point of contact to welcome graduates into the workforce. Emma has also taken on informal mentoring roles to provide guidance to peers seeking to implement sustainability practices into their skillsets. By sharing her passion and expertise in bringing sustainable projects to life, Emma is inspiring emerging sustainable engineers in the construction industry to imagine and create a better future for our people and planet.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Sarah Coleman**  
CYP Design  
& Construction  
Joint Venture

## Category: John Holland Crystal Vision Award

Sarah Coleman's passion and drive has led her to think outside the box in terms of regular human resources activities. As HR Manager for CYP Design & Construction Joint Venture which was contracted by Rail Projects Victoria to design and construct the tunnels and stations works for the Metro Tunnel Project, she has been at the forefront of one of Australia's largest infrastructure projects.

To ensure the project's workforce is able reach its full potential, Sarah has used her skills, both as a Masters degree-qualified human resource management specialist and as a Master Trainer in Neuro Linguistic Programming, to create and facilitate programs aimed at improving conditions for women in the construction industry and to challenging those women to achieve their full potential. Her Change Champions Program provides a forum for senior male executives to identify and action ways to address inequality, while her Mindset and Empowerment Program enables women to challenge their thinking and face their unconscious hurdles head on.

Sarah is also committed to showcasing female success in the workplace, with online 'seated site tours' profiling the success of women across the project and engendering a sense of pride in CYP's work on this challenging and legacy-building program.



**Ashleigh Connolly**  
Incolink

## Category: Icon Businesswoman Award

Ashleigh is a proven leader in the building and construction industry and works with stakeholders at all levels to deliver consistently excellent outcomes. Her leadership was especially valuable during the height of the global pandemic when the industry faced significant challenges. Ashleigh led the effort to bring people together to roll out tests, vaccines, and industry-leading safety standards.

Ashleigh has worked to bring more women into the industry at all levels and was instrumental in creating the Women in Construction team at Incolink. This team, under Ashleigh's leadership, guides women who want to work in the industry with information, help with training and skills, and linking them to employment opportunities.

There are few areas of the Incolink business that have not been positively impacted by Ashleigh's leadership. Her recent promotion to Chief Operating Officer is a recognition of that important work, and she is leading efforts to expand our service offering to members.

Just as one example, Incolink is developing on-site and ongoing health and wellbeing programs. This includes our recent flu jab rollout and will next include heart checks. This is an area of growth for the organisation which is greatly assisted by Ashleigh's leadership.



**Anna Cornell**  
Grove Australia

## Category: Lendlease Building & Construction Award

As a Project Manager working with Grove Australia, Anna Cornell delivered a Modular Building program for the Victorian School Building Authority (VSBA), consisting of 4 Kindergartens which included full playground and carparking facilities and 14 double storey buildings all with the required Disability Discrimination Act (DDA) compliance in preparation for the 2022 school year. Her ability to multitask between numerous sites around Metro and Regional Victoria all while dealing with the added pressures of the Covid Pandemic, supply shortages and contractor availability, and continuous lock downs meant this was a highly challenging program to deliver. Whilst maintaining stringent budgets and time constraints was extremely important, client engagement and end user satisfaction was what really gave Anna the most satisfaction in this program. As mum of 4 children Anna was able to manage times of living away from home for 3-4 days at a time with one major project being delivered in Mallacoota, whilst coordinating home studies for her children, and utilising the online platform for all required meetings. The 2021 program for the VSBA was delivered on time and budget, for students to be able to return to studies with face-to-face learning at the beginning of 2022 as required.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Sandra Costanzo**  
Symal Group

## Category: Icon Businesswoman Award

As the general counsel of Symal, a dynamic and well-established infrastructure and construction group, Sandra Costanzo has contributed significantly to the growth and success of the business in the last financial year. Sandra has played an instrumental role in diversifying Symal's brand portfolio and sector capabilities through providing measured legal advice during Bridge and Civil's acquisition, as well as delivering essential legal services and support during Symal's rebranding. Sandra is a key driver in managing the complexity and nuances of Symal's brand portfolio through providing quality legal advice to each business, ensuring the commercial interests of the group are protected.

She is a strategic thinker with proven experience in ensuring the companies' legal and commercial requirements are fulfilled as per industry standards and company guidelines. Sandra is immensely proud to be a strong woman in a male-dominated industry. With a passion for developing others to achieve their goals, Sandra is a knowledge champion, bringing her fun sense of humour to every occasion, ensuring legal advice and knowledge is accessible to all.



**Michelle Coupar**  
Gallagher Jeffs

## Category: Symal Emerging Leader Award

Michelle Coupar's success within the building industry was always meant to be. Setting her sights on a career in construction from a young age, she's never deviated from her plan to make her mark in this profession. From the five-year-old who frequented building sites with her Dad, to the teen who'd happily spend her school holidays working in her step-mum's construction company, to the full-time university student who also juggled full-time work, she's inspired everyone she's encountered along the way.

This submission reflects Michelle's tenacity, patience, proactive professionalism and outstanding successes. One of two senior females at Gallagher Jeffs and the only female invited to be a shareholder (of which there are just nine, company-wide), it's a direct reflection of her unwavering leadership. A lateral thinker with a diverse and broad knowledge, it's why clients continually request Michelle to lead their projects. It's also why she's risen through the ranks of Gallagher Jeffs so swiftly, earning two promotions since joining in 2018, culminating in her appointment as Project Director. Unshakeably composed in the face of any challenge, and committed in her mission to inspire others, Michelle Coupar has cemented her place as a future leader in the construction industry.



**Grace Creati**  
Multiplex

## Category: ACCIONA Student, Apprentice or Trainee Award

Grace is a current student at the University of Melbourne, studying her Master of Construction Management while also working as a cadet at Multiplex. Grace is a highly motivated and creative thinker who strives to push herself within her studying and work, taking every new challenge as an opportunity to learn. She is socially and environmentally conscious and not afraid to use her voice for change. She enjoys contributing to her communities through fundraising, initiatives and mentoring. Grace is grateful for the belief her workplace has put into her at an early stage in her career and the work they do to foster her skills. Grace does not know where her career may take her but is looking forward to the journey ahead.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Julia Crockett-Grills**  
Symal Group

## Category: Symal Emerging Leader Award

Julia is a surveyor at Symal. After her immediate supervisor left the business, Julia became the only surveyor. With less than a year's experience, Julia had to step up, taking on responsibility for managing workloads and projects, delivering outcomes to the team, and learning additional aspects of her job so that she could continue to operate at pace.

Julia noticed that the business did not have a survey and design program. So, along with undertaking day-to-day activities to meet the demands of each worksite, Julia took it upon herself to coordinate the program. Her focus on efficiency and prioritisation meant that Julia continued to deliver exceptional outcomes for Symal and its customers, despite her lack of experience and lack of support from a senior surveyor.

Julia has carved out a role as an unofficial mentor and role model within the organisation, acting as a sounding board and advisor for younger engineers, all of whom look up to Julia immensely. Julia's natural leadership capabilities have also seen her voted into the leadership group of the Geelong AFLW side. She is heavily involved in Geelong's Djilang program, which promotes football and provides opportunities for Indigenous children to engage with the sport.



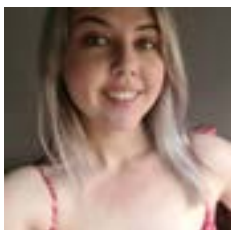
**Rachel David**  
BESIX Watpac

## Category: Multiplex Young Achiever Award

BESIX Watpac's Site Engineer Rachel David demonstrated an exceptional level of initiative in her secondment to modular building contractor Fleetwood for the Centre for National Resilience Melbourne Project. Only 6 months after graduating and gaining her first job in the industry, Rachel showed exceptional initiative and leadership, delivering tasks normally undertaken by an experienced Project Engineer, including managing quality assurance inspections and subcontractor rectification works for over 60 modular units. Despite having no experience in these areas, Rachel demonstrated excellent leadership qualities, managing and mentoring subcontractors to rectify defects and achieve compliance, to ensure the works were completed in a very tight program.

Rachel's ability to rapidly learn on the job, manage a diverse range of people effectively, and unwavering attention to detail were crucial to ensuring the highest quality was achieved for the client. The skills she has learned through this experience have set her on a path to success within the construction industry.

Rachel is currently responsible for the concrete and structure trades on BESIX Watpac's Project Banksia, a \$350M+ pharmaceutical manufacturing facility in Tullamarine, while also performing a mentoring role for the new estimating assistant in BESIX Watpac's Melbourne Office.



**Isabella Divic**  
Greater Western  
Water

## Category: Multiplex Young Achiever Award

Issy is a Program Advisor within Greater Western Water's renewals program – which involves the replacement of water and sewer pipes that have poor service history or are beyond their useful life. She is responsible for overseeing the tendering, evaluation, and the facilitation of approvals for all projects that go through the program – which is around \$50m of capital expenditure every year. While still new to the role Issy's impact has been immediate. In the space of 5 short months she has really got the program humming. She has:

- Coordinated the establishment of a 6 month pipeline of work for delivery partners
- Reactivated challenge works that had been on hold in and around the CBD
- Established improved ways of working to ensure seamless delivery of projects that are integrated with council road programs
- And delivered numerous process improvements that saw the renewals program hit all its KPI and budget targets in spite of the various COVID disruptions and the various other supply chain challenges that have existed in the past 12 months

Issy has a can do attitude, is quick to take ownership, and is a pleasure to work with, and a worthy winner of this year NAWIC Young Achievers Award.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Nicole Donnison**  
Icon

## Category: Built Communications, Stakeholder and Media Management Award

Nicole Donnison is the Social Procurement and Inclusion Manager at Icon, joining the team in 2021 following her role as National Place & Partnership Manager at Lendlease.

In recognition of her efforts on the Ground Lease Model Project (PPP), Nicole has been nominated for the Communications, Stakeholder and Media Manager Award. Nicole's commitment to social sustainability and community engagement both externally to a range of social enterprises and internally to improve Icon's workforce, subcontractors and ongoing processes around social inclusion have been fundamental to the project's success.

Nicole is passionate about the construction industry's collective capacity to support women. Creating a sense of purpose, dignity of work and a place to connect with other women experiencing common challenges is fundamental to Nicole's work with the Big Issue Women's Workforce. Nicole is hopeful that this partnership will encourage other organisations in the construction industry to engage the Women's Workforce and increase the industry's support of vulnerable women.

Nicole curated meaningful engagement and opportunities in her dedicated execution of the social procurement and inclusion strategy across the GLM and in turn has been integral in developing and communicating an effective social procurement and inclusion strategy and practices across the Icon business.



**Amanda Fontaine**  
FSC

## Category: Multiplex Young Achiever Award

Since graduating from Monash University's Bachelor of Materials Engineering in 2021, Amanda has used her understanding of the way metallic, polymeric, ceramic and composite materials are manufactured and treated to drive sustainability and environmental outcomes in a succession of projects with FSC.

Since joining FSC in December 2021, Amanda has worked as a Sustainability and Environmental Advisor on a series of major projects, including the Narre Warren Cranbourne Road Upgrade, Corio Quay Redevelopment, Princes Highway East Duplication Stage 3 and Barwon Heads Road Upgrade. Each of these projects demonstrates her passion for increasing the use of recycled and alternative materials in the construction industry, and breaking down barriers to a circular economy. Her sustainability and environmental work has included groundwater monitoring, soil investigations, mine stability advice and developing IS schemes.

Outside of work, Amanda has been a career mentor and coach for YouThrive since 2019. YouThrive strengthens rural communities by supporting, empowering and developing young people as they transition from school to further education or the workforce. Amanda has mentored and supported 35 school leavers, building their confidence and ability to successfully navigate their post-school lives.



**Tatiana Franco**  
Development Victoria

## Category: Lendlease Building & Construction Award

As the Senior Project Manager Civic Infrastructure for Melbourne Park Stage 3 project, Tatiana Franco was instrumental in leading the quality management throughout delivery of this complex project and ensuring it was aligned with client expectations and contractual obligations.

Her strong stakeholder management skills were put in to play as she managed the complex needs and priorities of varying stakeholders including Melbourne and Olympic Parks, Tennis Australia and Sport and Recreation Victoria. Plus, she met the challenge of operating during the COVID-19 pandemic and the expectation that the works would not impede the running of the 2021 and 2022 Australian Open.

Tatiana implemented new processes to ensure the Operating and Maintenance Manuals were correct, consistent, relevant, and presented in a systematic way. Many of these processes and approaches have now been adopted by Development Victoria.

During the project, Tatiana showed how much she valued developing and strengthening relationships by coordinating regular workshops and meetings for stakeholders and builders and ensuring they felt that their feedback and concerns were heard. She was always conscious of not disregarding requests from stakeholders, and was intent on making them feel heard, and trying to address requests wherever possible.



# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Candece Frazzica-Kara**  
Hutchinson Builders

## Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award

Candece Frazzica-Kara is the Victorian HSE Manager for Hutchinson Builders. She has been nominated for the Health, Safety, Environmental and Quality Assurance (HSEQ) Award for her work with implementing and improving the online safety software system; HammerTech at Hutchinson Builders. Candece continues to be the point of call for all Hutchinson Builders employees in regard to all technical issues, training and feedback for the HammerTech platform. She also has the trust and respect from HammerTech's Director, Ben Leach, to assist and provide honest feedback regarding her opinions on the software platform to prospective HammerTech customers.

By using HammerTech across the business, Candece spends less time on paperwork and documentation, and more time on site; building rapport with our project teams and subcontractor network and/or conducting workshops involving our subcontractors, and at times our clients.

Candece loves nothing more than ensuring every single worker on each and every Victorian site gets to go home to their families safely, every night.



**Colette Gold**  
Development Victoria

## Category: Lendlease Building & Construction Award

Always driving to deliver best solutions, Colette's excellent stakeholder management, solid understanding of OHS compliance, and strong communication skills allow her to make an outstanding contribution to the construction industry. Colette was the Senior Project Manager on the \$46 million, 3,700sqm Docklands Studios Sound Stage 6 project, officially opened on 26 March 2022, that has increased Melbourne's capacity by 60 per cent and help attract large scale international productions.

One of Colette's main responsibilities was to manage the site coordination between the Head Contractor, Kane Constructions, and Docklands Studios Melbourne to ensure the construction did not impact site operations. The COVID-19 pandemic changed the delivery of the project in many ways.

Design meetings were moved online which was particularly challenging as not all stakeholders were initially set up to work from home. Colette established regular builder/stakeholder workshops to develop and maintain relationships while also dealing with the challenge of managing site-related issues while working from home and keeping all stakeholders informed of COVID-19 restrictions.

Colette's ability to build respectful relationships, plus her strong project management skills allowed her to ensure the project was able to continue to meet milestones even while in lockdown during the COVID-19 pandemic.



**Sheetal Gounder**  
John Holland

## Category: Symal Emerging Leader Award

Sheetal is a dedicated, passionate, and hardworking Site Engineer on the \$362 million Cherry Creek Youth Justice Project involving the construction of a new secure 140-bed youth justice centre that will focus on the rehabilitation of young people who have offended.

Coordinating the pre-cast component of the works, Sheetal has been critical in ensuring the offsite procurement of all structural elements are complete and prepared prior to commencement on site. Concurrently, Sheetal managed the coordination of several trades organising the most efficient and productive sequence to maximise productivity and avoid delays to program, despite the complications posted by the Covid-19 pandemic. She continually strives to challenge and improve sustainable outcomes within the construction industry. Her work constantly exceed the client's expectations, performing above and beyond what is expected of a Site Engineer.

Sheetal demonstrates leadership qualities through her ability to collaborate with stakeholders from Clients to team members and subcontractors. Her enthusiasm is contagious driving her peers and leaders to consider alternative problem-solving solutions and the environmental impact of activities. Sheetal independently pursues growth and knowledge positioning her as a certain future leader.



**Camille Graham**  
Lendlease

**Category: Icon Businesswoman Award**

Camille Graham is the National Workplace Relations Manager at Lendlease. Her role is to partner with the business to build an engaged workforce that is aligned to the company's vision and goals, and help secure Lendlease's position as a flexible, inclusive and diverse employer of choice. One of the focuses of her work is in building engagement with the labour force, developing relationships at the local level and using that to give the workers a greater voice in the business. By partnering with the business, she aims to use these viewpoints to influence meaningful policies and practices in the company and ensure they accurately address the needs of all stakeholders.

One major focus has been encouraging more women to join the construction workforce. Through consultation, Camille understands that the best way to achieve this is by enabling and encouraging more flexible work practices on building sites, thereby giving opportunities for more people from a wider variety of backgrounds to join the company.

The benefits of this accrue not just to the workforce but to the company as well, by helping to attract and retain talent; broadening the talent pool; increasing employee satisfaction, performance and productivity; and fostering problem-solving and innovation.



**Donna Groves**  
Comacon

**Category: Icon Businesswoman Award**

An early adopter of community engagement as a profession, Donna founded Comacon in 1998 to fill a critical gap she saw between projects and the community. Over the last 25 years, she has built Comacon to an international company with offices around the world and an extensive client list of tier one companies and government agencies including the United Nations.

Today the value of community and stakeholder engagement to infrastructure project success is understood, but when Donna started her business there was little appreciation of its importance. Donna pioneered Comacon to provide better outcomes for projects and communities. Starting a female-led business, in a male-dominated environment, at a young age was not easy. Over time construction companies saw the worth in Comacon's services and today Donna is a respected leader in the industry.

Donna is inspired by giving a voice to the marginalised and Indigenous communities, leaving a legacy from infrastructure projects, and advancing females in construction. She is a board member and one of the founders of NCEIF – National Community Engagement for Infrastructure Forum and has established programs such as the Ellen Rigby Memorial Scholarship for Western Sydney University undergraduates.



**Hansen Yuncken**

**Category: John Holland Crystal Vision Award**

Embedded within HY's culture is the ongoing commitment to support women already in the construction industry with their career advancement, and also to inspire and mentor young women entering the industry. As part of HY's overall vision, our goal is to challenge gender stereotypes and embrace the benefits gender balance and diversity can provide for both our business and the industry.

HY has policies in place to support women's equality and safety in the workplace. These are reviewed on an ongoing basis to ensure they remain relevant and forward focused. In addition to our corporate policies is the respectful and inclusive culture built over 100+ years as a family-owned business that has always put our people first. We do this by creating a warm and friendly environment whilst focusing on increasing the attraction, development and retention of talented women across all parts of our business, particularly in non-traditional areas and senior leadership roles.

HY is a proud supporter of various social enterprises and female-based organisations such as NAWIC, TEN Women and the Property Council of Australia. Through this diverse and connected network, we proactively play our part to encourage women who are looking for opportunities in construction.

Image courtesy of LXRA and North West Program Alliance



**Casey Hansen**  
Laing O'Rourke

**Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award**

Casey is an Environmental Lead for the South Eastern Program Alliance (SEPA), one of the Alliances removing Melbourne's most dangerous and congested level crossings. Casey plays a critical role in managing environmental impacts and project compliances within environmental and heritage frameworks to protect the environment in which SEPA's works are carried out. Casey has taken her role to another level with an approach that has added respect to the Environment function and how it's now perceived as a vital component of successful project delivery, using her leadership, collaborative skills and passion for innovation to create a culture where the workforce actively seeks to 'do the right thing' without having to be asked. Casey has introduced a number of innovations to site, and is a champion of the Environmental function, promoting its benefits and achievements across SEPA and outwards to Laing O'Rourke and LXRP. In particular, Casey has developed and introduced the Heritage Unexpected Finds Record Form, an innovation that has reduced the risks to SEPA's program of works caused by a previously lengthy compliance process, and saved time and costs. The Form has now been accepted by Heritage Victoria, providing potential benefits industry-wide.



**Karen Hayes**  
Laing O'Rourke

**Category: Icon Businesswoman Award**

Karen's primary role is supporting SEPA's Alliance General Manager, providing help and advice to two AGMs during her time at SEPA, but through her own initiative she expanded her role to provide valuable support to the entire SEPA team and several social enterprises.

She uses every opportunity to procure goods and services from social enterprises, and has proved she will put in the effort required to ensure a positive outcome for both businesses.

Karen works to develop staff, not just her trainees but everyone she comes in contact with. She has been in the industry for many years and can see people's strengths, and has conversations that help people further develop their career.

Karen worked throughout the pandemic with the Health, Safety and Environment team to enact all the requirements of the Construction Industry Guidelines, assisting to ensure SEPA was compliant.

Passionate about creating a positive change around mental health in the industry, Karen actively supports R U OK? Day and has had numerous mental health conversations with staff over the years. She continues to contribute to this on the Wellness in Infrastructure Committee Working Group and the Blue Hats program.



**Alexandra Holman**  
Symal Group

**Category: Multiplex Young Achiever Award**

Alexandra Holman is an engineer at Symal who shows exceptional initiative and unparalleled attention to detail. She began her career as part of the Symal undergraduate program where she single-handedly designed and oversaw the creation of a parking area to overcome safety issues.

Alexandra has since been involved in various projects, including one where she was the only woman among more than 60 men. Undaunted, she quickly created a strong rapport with that team and contributed strongly to the project.

While at Swinburne University, which she attended on a STEM scholarship, Alexandra designed solutions for water conservation in a residential development and to avoid smoke inhalation from indoor stoves. She is passionate about the real-world applications of the designs she creates, and is motivated by the impact those designs can have on people's lives.

Alexandra is a young leader who worked as a student teacher while at university and also held down numerous other jobs to help her gain experience and map out a future career path. She has achieved a significant amount in her career to date, and her future will be equally impressive as she draws on her considerable skills to continue to make a difference.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Ami Humpage**  
North Western  
Program Alliance

## Category: Built Communications, Stakeholder and Media Management Award

Ami Humpage is nominated for her exceptional work on the Preston Level Crossing Removal Project (LXRP) delivering innovative outcomes for the community.

From day one Ami established herself as a strong leader, putting her hand up to lead communications and stakeholder relations in the northern precinct, a complex area encompassing two large apartment blocks and the Preston Market.

One of the apartment blocks, with 140 units and a single vehicle entry and exit point, is the focus of this nomination, where driveway access was blocked nightly for nine nights.

Early engagement saw an array of concerns raised, indicating a one size fits all approach would not work.

It was Ami's idea to lean on a strong relationship with the neighbouring Preston Market to enable residents to securely park close to home - it was a game changer.

A triage matrix system was devised to provide options based on individual requirements and an SMS group was established to keep stakeholders up to date.

Ultimately only three out of the 140 apartments were relocated with 37 registering for parking, delivering cost savings in relocation expenses, and with no noise complaints!



**Kelsey Icardi**  
Kane Constructions

## Category: Roberts Co Design Award

Over the last year, Kelsey contribution to the industry, Kane Constructions and her projects has been significant, highly successful and Kelsey has gone the extra mile.

This is highlighted by the design management of the technically challenging Northcote Aquatic and Recreational Centre (NARC) and the development of the Kane Constructions Consider Construction Program that aims to break down barriers and stigma perceived of the construction industry to make it a more appealing pathway for all, with a particular focus on young women and diversity.

Throughout this, Kelsey has shown a unique ability and unwavering energy to collaborate with stakeholders, deliver on time, cost and quality. Beyond the projects, Kelsey is promoting the industry in the pursuit of a better industry for all.



**Haneen Jaber**  
Built

## Category: Symal Emerging Leader Award

Natural leaders are people with an innate capacity to effectively manage and lead groups of people to achieve collective goals. Instead of learning to become an effective leader, they have the instinctive ability to inspire others and encourage them to follow their vision. Haneen Jaber distinguished herself as a leader when she started working at Built as a Graduate in 2018, performing roles in Estimating and then on-site. She was promoted to Project Coordinator in 2019 and continued to work on the Scape CUB site. In 2021, Haneen was promoted to Project Engineer, Sustainability, and ensures key sustainability and social impact targets are met on construction projects in Victoria, Adelaide, and Western Australia.

Haneen influences key sustainability and social impact deliverables, positioning her as a leader that gets the job done. She sits across 7-9 live projects targeting Green Star, WELL, NABERS and even Climate Active Carbon Neutral certification and assisting the up-front team to tender projects with sustainability targets. Haneen recognises that actions drive real change and embracing sustainability goals and targets on projects means that she can reduce Built's environmental impact during construction and throughout the entire lifecycle of a building.



**Phoebe Jackman**  
John Holland

**Category: Multiplex Young Achiever Award**

Since commencing in the building industry five years ago, Phoebe has quickly progressed from Cadet Engineer to Site Engineer, working in a variety of engineering roles on high-value projects. These include major mixed-use developments in Melbourne's CBD, such as Collins Arch and Melbourne Grand, working closely with builder/owner clients. She has demonstrated her ability to deliver the fit-out and finishes stages to the highest quality within the timeframe and budget, and has diverse and extensive defect management experience developed through more than two years' experience coordinating the process with three different clients and architects.

Phoebe currently provides onsite engineering services and technical support to ensure defects management processes are completed in conjunction with the site supervision staff on time and budget and to client and technical specifications. Phoebe has established herself as an outstanding graduate who now leads a small team on the Chisolm Road Prison Project. Her ability to quickly understand tasks and stakeholder drivers has enabled her to deliver success after success for our project team providing her constant accolades from those that work with her.



**Phoebe Jamieson**  
Donald Cant  
Watts Corke

**Category: Multiplex Young Achiever Award**

Phoebe has proven she is a natural leader in many aspects of her life. As a young female in a male dominated industry, Phoebe has continuously pushed herself to learn and develop her skills. She has actively involved herself in unfamiliar environments and has not let unexpected life events deter her from achieving her goals and progressing her career. Phoebe has always faced challenges head on and committed the time to ensure she gives herself the opportunity to reach her full potential.

Phoebe's desire to help others any way she can was evident from day one on Lort Smith where she has gone above and beyond for the client, meeting challenges head on and leading a demoralised team through multiple design changes during construction, significant latent conditions, and site remediation. Phoebe has added value at every step, providing a right-hand woman to the executive team, lending guidance to the consultants, and, despite the constrained circumstances, developing a strong relationship with the contractor based on fairness, respect, and clear direction.

A future leader in the construction industry, Phoebe also sets an amazing example as a working mother to her now 1 year old daughter, Grace.



**Camille Jasson**  
APP Corporation

**Category: Lendlease Building & Construction Award**

Camille's skills and experience gained on major health developments, have established her as a sector expert, specialising in complex live-environment staging.

Her role as Project Director on the fifteen storey Epworth tower required a hands-on and strategic approach to navigate large stakeholder groups, four contractors, a main contract with nine separable portions and the design and implementation of a bespoke vibration management process. A key measure of project success is that over three-years' construction, all hospital departments and clinical tenants were able to continue operations. This was both due to success in planning and staging.

Assuming the role of Innovation Lead at APP in 2021, Camille believes that the construction industry is at a cultural tipping point – in the way people work, the things they work on and the way they feel at work are poised for revolution. Her passion lies in helping the APP team, and others in the industry, on that journey, whilst embracing innovation, technology and creating inclusive and safe workplaces.

Camille is devoted to the ongoing battle for women's equality in the industry, as well as the fight for the rights of all genders (including trans & non-binary humans) which she believes is emerging and connected.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Joanne Jeffs**  
Fulton Hogan

## Category: Symal Emerging Leader Award

Jo Jeffs joined Fulton Hogan as the People Project Manager on the Craigieburn Road Upgrade Project in January 2021. She quickly built the trust and respect of the community, through her authentic engagement approach, and passion for kick-starting and developing the careers of underrepresented groups in the industry.

Jo is a supportive and inclusive leader that has championed multiple strategies to develop and deliver best practice processes in Diversity and Inclusion, Social Procurement, Aboriginal Workforce Participation, and Workforce Development, including, a bespoke coaching and mentoring program for the projects First Nations employees known as the Kicking Goals Program. Understanding that knowledge is power, Jo shares the lessons she has learnt with other Fulton Hogan projects, so they can also positively impact the communities they are working in.

Jo's professional purpose is to use her industry and community connections to change lives, by creating genuine opportunities for people to succeed. Her ability to lead positive change and influence others to be more socially conscious defines her unquestionable leadership ability and future leadership potential.



**Jessica Jones**  
Balmain and Co

## Category: Symal Emerging Leader Award

Jess has shown an unapologetic passion for setting up programs and initiatives to benefit underrepresented women and community groups in the construction industry. Her goal is to provide an environment where gender, ethnicity or age is not a barrier to having a successful career in construction. She leads by example within her team at Balmain & Co and other areas in her life with her ability to listen and create real change



**Claudia Jong**  
Built Environs

## Category: Multiplex Young Achiever Award

Claudia is a Project Coordinator for Built Environs constructing the Haileybury, Brighton Campus – Senior School Year 9 Building which provides a new state of the art 3 level facility with open learning spaces for Year 9 students.

Claudia is a key member of the team dealing with a variety of stakeholders to ensure a successful outcome for all parties involved whilst ensuring a high-quality facility is delivered to the client. Building within an operational campus, Claudia was the key liaison with several stakeholders to ensure that adequate preparation was completed to minimise disruption during critical exam periods.

Claudia is a well-rounded construction professional with a wealth of technical knowledge for which she applies to every project she is assigned to.

She enjoys mentoring cadets and graduates by supporting their development and teaching them various components of coordination and contract administration whilst emphasising the importance of quality and safety on site to ensure that the new generation of builders understands the legislative requirements and expectations as well the reasonings as to why the systems are in place and the potential risks when the company's systems and policies are not adhered to.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Nicola Kapetanov**  
CYP Design  
& Construction  
Joint Venture

## Category: Symal Emerging Leader Award

Training and Resourcing Manager for CYP Design & Construction Joint Venture, Nicola Kapetanov manages training and resourcing for more than 900 staff and a contracted workforce in excess of 4,000 working on the Metro Tunnel Project's Tunnels and Stations package. Her leadership skills are displayed in her role as manager of two distinct teams, as well as in her relationships with JV parent companies and the wider group of project stakeholders. Nicola's exemplary stakeholder management, relationship building and clear communication style have been pivotal to her success.

Nicola thrives on challenges and looks upon new opportunities outside her comfort zone as both a means of professional and personal development and as a way to inspire her teams. She has created ways to identify current and upcoming vacancies across the project to ensure more stability within the workforce – both to the benefit of the employing entities as well as employees themselves – and has ensured information sharing and instilled open lines of communication between each of the JV partner organisations.

Nicola loves the construction industry and what she is doing within it. She enjoys on learning on the job and flourishes under pressure – and would have it no other way.



**Ainslie Kennedy**  
CYP Design  
& Construction  
Joint Venture

## Category: Multiplex Young Achiever Award

With the support of a team who encourages independence and autonomy, Ainslie Kennedy has excelled as Graduate Engineer on the Anzac Station Building and Fit Out team. Going above and beyond her duties as a graduate, Ainslie made herself available to support her team in several different ways across the site, resulting in several successful tenders and designs which are to be used as a benchmark across the project.

Ainslie's 'drive and tenacity' has meant that she has been able to support site teams by composing tenders and coordinating complex site logistics to ensure works are being successfully and safely completed at a high standard.

Ainslie's background in competitive sporting environments has helped her develop the skills to collaboratively organise complex site logistics through a strong work ethic and dedication to the project. Further, her experience with her sporting community has helped her develop an approachable character that makes her an ideal candidate to liaise with diverse site teams and subcontractors.

Ainslie provides support and guidance to her fellow graduates and cadets on the project and has ambition to become a mentor to young female employees herself when the opportunity arises in the upcoming year.



**Olivia Kennedy**  
Stowe Australia

## Category: Lendlease Building & Construction Award

CNR was a demanding project for all parties involved. With numerous challenges faced throughout her time on the project, Olivia displayed a thorough understanding of her role, the outcomes expected and how to support her team in order to achieve those outcomes.

Over the five-month period, Olivia was a leading hand of three separate crews, successfully managing 40 different personality types. Her successful relationships with her team mates, Multiplex management and all other stakeholders she collaborated with, emphasised her ability to develop and maintain professional relationships to accomplish shared objectives.

Olivia's time-management proved fundamental to her roles on the project. Her coordination of labour, orders, deliveries of materials and submissions of required correspondence all contributed to a timely handover - meeting all energisation and program targets throughout the build.

Olivia displayed a high level of commitment and consistency, going above and beyond to work alongside the client. She enjoyed mentoring and learning from her team and endeavoured to promote and support women in the process. The Senior Foreman managing the project relayed to Stowe's Project Manager, that Olivia was his best leading hand throughout the entirety of the project, emphasising Olivia's value to her company and her success on the project.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Cassie Kiepas**  
Johns Lyng Group

## Category: Symal Emerging Leader Award

Cassie Kiepas is the Customer Connect Manager for Victoria/Tasmania at Johns Lyng Group, a market leading building services group, delivering building services across all regions in Victoria and Australia across the construction industry, listed on the stock exchange at a value of over 2 billion dollars. She leads a team of customer service representatives and claims specialists who help connect all parts of the Group and provide a service for their Customers and Clients.

Cassie's hard work and dedication in supporting and developing her team has been a breath of fresh air the organisation hasn't seen since the team has evolved. She has the ability to empower those around her, a passion for driving better outcomes for our customers is next to none and her ability to manage pressure and challenging situations while keep her team motivated is inspiring.

Cassie has been nominated for the Emerging Leader Award, being one of the Group's talented leaders who leads by demonstrating Johns Lyng values and vision. The Customer Connect team would not be where it is without Cassie's support and dedication to influencing change and developing her team to continue to deliver efficient and amazing outcomes.



**Lauren Knights**  
North Western  
Program Alliance

## Category: Multiplex Young Achiever Award

Lauren Knights is a John Holland site engineer with experience in delivery of several major infrastructure projects with the North Western Program Alliance, including the Preston Level Crossing Removal Project (LXRP).

Lauren was responsible for construction of the viaduct approach structures and associated civil works for the Preston LXRP, with her outstanding leadership approach culminating in successful commissioning of the Stage 1 approach structures and completion of an ambitious occupation scope to deliver the Stage 2 structures. Lauren led her team with resilience and optimism to meet the project's challenges, including development of construction staging and a complex construction methodology to facilitate completion of the southern abutment works within an extremely limited space and access constraints. This required extensive collaboration and negotiation with senior project managers, Melbourne Trains Melbourne, designers, geotechnical consultants and subcontractors. It also involved supply and delivery program accelerations to be negotiated fairly with suppliers, which achieved beneficial outcomes for the project and stakeholders.

Lauren actively upskilled two undergraduate engineers during the project and mentored her peers and graduates across the organisation. She also seeks out opportunities to present her experience as a young, female site engineer at university industry nights and graduate cohort panel discussions.



**Dhitika Kopa**  
Cobild

## Category: ACCIONA Student, Apprentice or Trainee Award

Born in India, Dhitika moved to Australia to further her studies, enrolling in a Master of Construction Management (Project Management) at The University of Melbourne. She relishes the opportunity to work as team, devising solutions to the various challenges inherent to a new project and drawing on her acquired knowledge. Observing each new development progress, doing her part to deliver on safety, quality-control, and cost.

An interest in the circular economy of material availability across Australia, highlighted more than ever by recent and ongoing supply chain issues, is an area Dhitika is keen to pursue, participating in workshops to expand her knowledge of salvageable materials from demolished buildings to be repurposed for new projects.

Beginning a masters degree during the pandemic lockdowns presented a host of challenges beyond the obvious isolation of relocating away from friends and family to Australia. Dhitika rose to the situation by standing as a Construction Students Association committee member, helping to host events designed to bring people together as a community and encourage inclusion.

Dhitika is genuinely excited to be part of the growing cohort of professional women working in an environment traditionally populated by men, alongside women committed to industry change.



# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Shannyn Landry**  
Development Victoria

## Category: Symal Emerging Leader Award

As the Senior Project Manager, Civic Infrastructure, at Development Victoria, Shannyn Landry is known for her calm and assertive leadership.

She is a leader who is relentlessly diligent in pursuing high-quality outcomes and her approach engenders deep respect from everyone who works with her, from consultants to client and government stakeholder groups.

As a Senior Project Manager, Shannyn has developed a series of outcomes for some significant challenges identified on the Docklands Studio Melbourne Sound Stage 6 project including:

- Resolving project cost issues associated with escalation of international copper prices
- Managing construction activity within a live film and television studio.

Her colleagues also benefit from her leadership and passion to share knowledge and improve outcomes through the Peer to Peer Network group for project managers and senior project managers in the Civic Projects business group.



**Rebecca Lanza**  
Mirvac

## Category: Lendlease Building & Construction Award

Rebecca Lanza is currently working on the Flinders West precinct which includes the LIV Aston Build to Rent Tower and an adjacent commercial tower. Rebecca has been on this project since the very beginning, working through all of the early works design development with the team all the way to managing one of the largest and most complicated packages on the project. During the early stages her largest focus was the complex logistics of the adjacent buildings, major road ways and train lines that all had specific requirements and very invested stakeholders. The careful planning and management of this process has set the project up well and it is now well into the delivery phase on site where all this hard work has come to fruition.

Rebecca is a mentor to a female graduate engineer on the project, Rebecca has invested significant time in ensuring her mentee has the best opportunity to learn with more structure and support.



**Georgie Laverick**  
Hutchinson Builders

## Category: Lendlease Building & Construction Award

Georgie is currently undertaking the role of Senior Project Engineer at Hutchinson Builders working on the NewCold Advanced Cold Logistics Melbourne II Expansion project. Over her 6 years at Hutchies she has completed 13 projects valuing up to \$178M.

The project Georgie is working on is a design and construct contract for the expansion works for NewCold at their existing cold storage facility in Truganina, Victoria. With this new expansion, NewCold will more than double the size of their Melbourne II facility with additional cold storage and freezer storage space. This makes this infrastructure building the largest high-bay warehouse in the Southern Hemisphere.

This project has seen Georgie redesign and develop a new programme to suit the structural steel hold points and all the precise structural steel requirements. This includes over 3,500 tonne of structural steel, 36,000 lineal meters of coil used to fabricate PIR insulated panel, 60,000 screws, 1,000 tonne of reinforcement and 8,000m<sup>3</sup> of concrete.

The project Georgie is working on is incredibly complex and technical. On a day-to-day basis she works with multiple subcontractors, client engaged specialist contractors and ensures all specialist building elements are being constructed to the projects requirements, PPR, brief and contractual requirements.



**Clara LeBlanc**  
CYP Design  
& Construction  
Joint Venture

**Category: Roberts Co Design Award**

Since 2018, Clara LeBlanc has played an integral role in managing the design development of several Metro Tunnel Project station precincts.

Part of the CYP Design & Construction Joint Venture team, Clara used her knowledge of fire-resisting concrete to develop specifications to meet client's requirements. She has managed the completion of structural design packages and the coordination between consultants and packages to ensure approval from all stakeholders. As a result, tunnels have been completed setting the construction team up for success.

Clara has transitioned into the construction phase in a design role which involves daily liaison with the construction teams to implement optimisation and design coordination and updates to ensure the project meets program deadlines and client expectations. CBD stations are now her focus, where she resolves design issues and ensures their completion within the construction program.

She has established a thorough understanding of the interrelationships between clients, stakeholders, the community and project co-workers and has developed a broad and extensive knowledge of project operations and maintained detailed records of decisions and outcomes. This knowledge has proven to be significant with so many interfaces across the Metro Tunnel Project and the multiple stakeholders involved in meeting the client's brief.



**Stephanie Lee**  
Fredon

**Category: Multiplex Young Achiever Award**

Stephanie Lee is a Project Administrator working with Fredon (VIC) Electrical. She is a dedicated individual who has recently been involved in the delivery of the redevelopment of Melbourne Park Precinct as an integral part of Fredon's site management team.

During her time on this project, Stephanie developed an electronic process for completing inspection and commissioning test sheets on iPads which could be sent to the client on completion of each zone. This process has created consistent documents and transparency with clients as well as improved efficiency for site teams.

Stephanie was instrumental in coordinating Fredon's response to COVID and government restrictions on this site. She played a pivotal role in communicating with employees who were forced to stay home which gave them a sense of stability and connection. Stephanie was also influential in conducting remote toolbox talks and daily pre-starts due to the limited number of people permitted on site.

The Melbourne Park Project has since been completed and Stephanie is now responsible for training new Project Administrators in Fredon processes and policies whilst supporting them through their development.



**Sarah Lenart**  
Cladding Safety  
Victoria

**Category: Built Communications, Stakeholder and Media Management Award**

Sarah Lenart has carved a niche for herself in drawing out the human impacts of highly technical information and tackling the most disruptive and controversial elements head-on.

Her nous for detail, strong team leadership and capacity to acknowledge and address people's concerns have been instrumental in delivering the first flammable cladding rectification program in the world.

Sarah has been an integral part of CSV's communication and engagement since the program was first announced by government.

Her influence within the organisation has meant Cladding Safety Victoria's approach to communications and engagement always begins and is followed up with direct conversations.

Sarah has recruited and trained a team of customer liaison officers who are encouraged to face into issues, have difficult conversations early on, and to know they have the support of Sarah as the senior manager and the broader CSV executive behind them.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Lauren Leslie**  
Icon

## Category: Roberts Co Design Award

Lauren Leslie is Icon's recently appointed Head of Design Management, recognising over 15 years' experience in the construction industry, including 13 years at Tier 1 construction company Multiplex.

In recognition of her efforts as Senior Design Manager on the Ground Lease Model PPP Project, delivering 1100 social, affordable, and private dwellings across three sites, Lauren has been nominated for the Design Award. Lauren's dedication to leading her design team through a fast-tracked development approval process and aggressive design program, amidst the COVID pandemic and associated lockdowns, from concept to delivery was a key component of the project's success. Additionally, Lauren achieved Homes Victoria's complex design objectives through coordinating a team of Design Managers and specialist consultants, including three of Australia's leading architectural firms.

Lauren's role involved extensive consultation with community members and external stakeholders across the three sites, personally conducting over 40 design presentations and workshops during the planning phase. A key challenge for Lauren and her team was combatting the public perception of social housing in affluent areas. After actively listening and responding to the local communities' priorities, Lauren and her team have created designs that exceed the community's expectations, whilst achieving Homes Victoria's objectives and vision.



**Peta Lough**  
Harris HMC

## Category: Lendlease Building & Construction Award

A well-versed Contracts Administrator, Peta has worked onsite in construction for 8 years, with the last 2 and a half years at Harris HMC. She has completed the Allison Parkside Apartments – 28 luxury 2 and 3 bedroom apartments each of which was completely unique due to purchaser customisations.

Her extensive building knowledge combined with her tenacious personality meant that she was able to solve complex site issues such as redesigning precast shop drawings to minimise visible joints, find a solution to fixing metal cladding around a curved precast balustrade to produce a weightless organic look and suggesting alternative façade products that delivered on the client brief whilst optimising time management onsite.

Peta took the lead role in handling all purchaser customisations from conception to completion. Her outstanding communication and organisation skills ensured the liaison with stakeholders, design team, subcontractors and suppliers were seamless and delivered the high standard of finish that we have grown to expect from her every time.

Peta's drive, tenacity, and passion for delivering the best possible outcome for all stakeholder every time cannot be put better than in the words of the delighted client-side Project Manager: "the efforts Peta put in were second to none."



**ChiChi Luan**  
CYP Design  
& Construction  
Joint Venture

## Category: Symal Emerging Leader Award

ChiChi Luan has a natural drive for success. Her positive attitude, coupled with her ability to develop fruitful relationships with team members across the entire Metro Rail Project, has made her an instrumental contributor and enabled her to deliver excellent results in all areas of the site with which she has been involved.

From assisting with the successful operation of two tunnel boring machines (TBMs), used to create the tunnels leading into the future Anzac Station, to a logistical role in rail and tunnel fit out, ChiChi has approached her tasks with enthusiasm and has made the most of the opportunities presented to her. As a woman working in a predominantly male environment, she has earned the respect of her co-workers because of these skills and her dedication to furthering her knowledge and developing her engineering skills.

She has developed reporting tools which have become critical aspects of accountability across the project, and has identified, and managed, significant project savings because of her tenacity and attention to detail. ChiChi has embraced the challenges she has faced working on such an expansive and complex project and is excited about her future possibilities as a result.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Kate Lucarelli**  
Hutchinson Builders

## Category: Multiplex Young Achiever Award

Kate is currently undertaking the role of Project Manager at Hutchinson Builders working on the Victorian School Building Authority (VSBA) 2023 Bundle A – Rockbank Murray Primary School project, prior to this she was a Project Engineer on the VSBA 2022 Bundle B – Greenvale Secondary College project. Her incredible work and leadership on the VSBA 2022 Bundle B was rewarded at the end of 2021 with a promotion to Project Manager.

In her short time within the Construction Industry, Kate has made an impact on everyone she comes into contact with. This is by championing large trade packages, mentoring multiple women, pushing mental health across many channels and working within her communities and aboriginal groups.

Her current onsite project role also sees her work closely across multiple facets of the project and assist wherever she can ensuring the project is getting constructed in the best way possible. The project Kate is working on is complex and incredibly important to the growing communities. She has sharp problem-solving skills, and a solid understanding of a range of construction techniques. Kate takes an active role in all her projects, driving program to ensure milestones are met and the highest quality is delivered.



**Olivia Magree**  
ADCO Constructions

## Category: Multiplex Young Achiever Award

Since joining ADCO in 2021, Olivia has proven to be a pivotal and vital member of every project she works on, including both client builds and internal programs. With a repertoire fast and vastly growing, Olivia has been involved in a number of initiatives that focus on increasing female engagement in the industry, a personal passion and objective of hers. As well, Olivia has championed several initiatives driving Indigenous engagement and representation. More recently, Olivia joined ADCO's new initiative with Head Space, a mental health foundation, as Morale Office Coordinator, where she works alongside Head Space representatives to help offer support and skillsets to young workers.

In her most recent client project, her role saw her address multiple challenges and implement a series of measured systems and tailored processes, targeting subcontractor quality management systems. As well as pursuing her own industry acumen and expertise, Olivia aims to lead the way for other cadets like herself, offering collaboration and excursions to enable further development opportunities for her peers.

Considering what she's achieved so far in so little time - and the resilience, initiative, and unwavering passion she brings to every project - we're truly excited to see what the next few years bring from Olivia



**Rutendo Manatse**  
CPB Contractors

## Category: Multiplex Young Achiever Award

Rutendo is a motivated, diligent professional who thinks holistically and always looks beyond the current task to understand how she can best benefit the project and achieve results. Though she is employed as a graduate, Ru has consistently acted as a leader, taking on responsibilities of an experienced HR professional. She is an exceptional example to her peers and will continue to set an example for the industry in the years ahead.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Clare Manning**  
McConnell Dowell  
Constructors -  
Western Program  
Alliance

## Category: Built Communications, Stakeholder and Media Management Award

Clare Manning led the communications on the Ferguson Street project – a project that had a very active and engaged community, which was only compounded by a pandemic and a state-wide shut down.

Clare needed to be able to adapt and be flexible with how the local community was approached and engaged with, while meeting distancing requirements, and other government mandates. This meant that “business as usual” comms was no longer an option, and that opportunities to build relationships were fewer and farther between. In addition, Clare had to help support a team dealing with a high influx of complaints and ensure that morale was high amongst the communication advisors working on the Ferguson Street project.

Clare led the team with a calm approach, keeping level-headed at all times, and providing sound, empathetic advice on how to best close out complaints, deal with issue that arose within construction teams, and how to best achieve community-focused outcomes.

Despite all of this, the feedback from the community was highly complementary, with residents describing the team as extremely professional and responsive.



**Lauren Marcianti**  
Metro Trains  
Melbourne

## Category: Multiplex Young Achiever Award

Lauren started her career while completing her Bachelor of Civil Engineering and Bachelor of Commerce degree, working as an Undergraduate Engineer first on the Caulfield to Dandenong level crossing (LX) removal and then working for the South Eastern Program Alliance (SEPA) Toorak Road project. At SEPA Lauren has gone from strength to strength, moving on to the Manchester & Maroondah (M&M) and then the Union & Mont Albert (UMA) projects and gaining valuable leadership experience along the way. Lauren became a Site Engineer with the M&M Structures team after she graduated, and due to her exemplar performance ended up delivering the scope with full responsibility. This work has seen Lauren meet all challenges with a professional attitude, ensuring that all aspects of her scope are delivered to an extremely high standard from initial permits and planning to completions.

Lauren took part in the Women in Transport Mentoring Program, and is part of the Metro Trains Melbourne mentoring circle. Her favourite part of being a leader is sharing her skills and championing other new engineers through mentoring an undergraduate engineer, who with Lauren’s support has become a valuable team member.



**Cate Marr**  
John Holland

## Category: Symal Emerging Leader Award

Cate has been an Estimating Manager in the construction industry for two decades. She has extensive experience in bidding for and delivering complex infrastructure projects across the estimating lifecycle, from optioneering to completion of TOCs and handover to delivery teams. Her leadership capability in driving accurate cost estimates, identifying cost efficiencies and implementing rigorous reporting structures ensures certainty of project delivery.

As TOC Manager with North Western Program Alliance. Cate played a key role in securing additional Level Crossing Removals, including delivery of accurate package TOCs and ongoing tracking of costs against targets. The cost tracking and benchmark reporting tool she developed has given LXRP confidence in NWPA’s cost management processes. Cate leads project teams to challenge cost estimates and achieve best value project solutions. In 2021 she led the Beerburrum to Nambour Rail Upgrade bid team to identify cost efficiency improvements in the cost estimate, establishing challenge registers and running challenge workshops to inform robust cost solutions.

Cate focuses on learning and development of the teams she leads. On becoming Senior Estimating Manager in John Holland’s Infrastructure Estimating team in 2021, empowered Estimating Leads to develop and deliver monthly Estimating Virtual Training sessions to address identified skills gaps.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Ellen McNulty**  
Lendlease

## Category: Lendlease Building & Construction Award

Ellen McNulty was Project Engineer on Lendlease's Northern Hospital project, a brand new 30-bed acute mental healthcare facility. Her role included managing and coordinating the design, construction and commercial components of the project from documentation to delivery. To reduce delivery time and minimise disruption at the construction site (an operating hospital), the project used an off-site, modular approach to construction, a methodology that had never previously been used in Australia in a project of this size and complexity. It was a first of type for both Lendlease and the state, as well as the first Type-1 fire-rated building in the country to use modular.

The project faced several major challenges, foremost among which was the loss of the preferred subcontractor for the modular construction – several months into the design and procurement phase – due to unforeseen budgetary issues. At this stage, Ellen led the charge in finding a new subcontractor and refocusing the design team in a fast-tracked redesign process that effectively rescued the modular requirement for the project and brought the modular program back on budget. This was achieved despite a rigid set of clinical design constraints and high demands in terms of structural engineering, fire engineering and heavy services.



**Tahlia McCarthy**  
BMD Constructions

## Category: ACCIONA Student, Apprentice or Trainee Award

A motivated, confident and hardworking student, Tahlia is in her final year of a Bachelor of Engineering (Civil and Infrastructure) (Honours) at RMIT. Tahlia commenced her workplace integrated learning with BMD in November 2021, working as an undergraduate engineer on the delivery of the \$144 million Hall Road Upgrade for Major Road Projects Victoria (MRPV). The Hall Road Upgrade will see the addition of an extra lane in each direction between McCormicks Road and Western Port Highway in Carrum Downs, 49 kilometres from Melbourne's CBD. Currently working in the utilities team, Tahlia was allocated the non-contestable APA gas relocation package, and the contestable AusNet electricity relocation package. Tahlia's level of responsibility in relation to the electricity relocation works on the Hall Road Upgrade project is akin to that of a site engineer. She is quick to learn and has taken on all challenges on the project with enthusiasm and ease. Tahlia's involvement in the industry has included participation in Constructionarium and Engineers Without Borders Australia, and she was recently invited to motivate and inspire high school girls to consider pursuing careers in civil construction and STEM related fields at her former secondary college in Carrum Downs.



**Laura McCarthy**  
Multiplex

## Category: Symal Emerging Leader Award

Laura McCarthy is a young, passionate and dynamic woman, who has rapidly affirmed her talents and capabilities with her employer Multiplex Constructions. Currently a Project Coordinator with the company, she can already lay claim to having delivered one of Melbourne's most iconic and instantly recognisable developments – the Australia 108 residential tower which is the southern hemisphere's tallest residential structure. She originally felt a career as an architect calling – but her exposure to hands-on, on-site construction has firmly put that initial feeling to rest. A social and outgoing person, Laura has thrived in the challenging site environment and has been a key member of a tight-knit delivery team for the past year. Showing a degree of maturity, level-headedness and determination that is beyond her years, Laura helped manage and deliver the critical services commissioning and handover component of the project, ensuring the building was approved for occupancy by the Melbourne Metropolitan Fire Brigade (MFB) and meets the quality expectations of the client. At the same time, Laura has been busily completing her Bachelor of Applied Science degree at the RMIT University where she has focused a key part of her learning on sustainable construction and minimising wastage across the industry.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Nina McHardy**  
Fulton Hogan

## Category: John Holland Crystal Vision Award

Nina McHardy is Fulton Hogan's Regional Communications and Stakeholder Manager (Southern Region Construction,) and brings more than a decade of experience to the construction industry. She is passionate about creating inclusive team cultures and breaking down barriers for women by addressing bias and identifying opportunities for greater female participation in the industry.

Nina led the development of the first women's white night-time PPE on the Australian market - breaking down another proverbial 'concrete barrier' for women in construction. She was also a key conduit in building partnerships between Fulton Hogan, the Women's Richmond Football Club (AFLW) and Amateur Football Clubs, which have resulted in flexible employment pathways for the clubs female players.

She is a values driven leader that consistently goes above and beyond the requirements of her role to influence and drive positive change. Nina dedicates hours of her time Co-Chairing Fulton Hogan's (Southern Region Construction) Diversity and Inclusion Committee, where she is driving initiatives that foster a supportive and inclusive workplace culture.



**Erin McKenna**  
Metro Trains  
Melbourne

## Category: John Holland Crystal Vision Award

Erin is responsible for the planning, delivering and communicating network disruptions to minimise impacts on Metro passengers.

Beyond the scope of her role, Erin has led the development of a gender diversity strategy for a MTM major project team of more than 300 employees.

The strategy is currently being rolled out, extending Metro's enterprise gender diversity objectives through the introduction of four portfolio-specific initiatives to move the dial within the 300-strong project team.

She is regularly contacted for informal mentoring and coaching conversations, helping to build networks across the project. Erin's ethos as a leader who supports employees to achieve their goals has seen several of her staff promoted to taking on new challenges across rail construction industry.

Erin has fostered colleague participation in NAWIC and Department of Transport mentoring programs, including driving many project leaders to become mentors. Erin's passion to bring gender to the forefront of decision making has brought gender inclusion to the forefront of leadership meetings across the project. She has challenged leaders to review their succession plans for diversity, use gender decoders for job ads, and commit to diverse interview panels.



**Stephanie Melitsis**  
John Holland

## Category: Multiplex Young Achiever Award

Stephanie has been an integral member of the Marvel Stadium Upgrade Project Team with John Holland. She has taken on a number of responsibilities including overseeing the delivery of the demolition and concrete packages, assisting in the delivery of the Town Square separable portion of work, document control and quality and defects management.

Maintaining the live stadium environment was critical to the client and this has been essential to the delivery of the project. Stephanie was integral in the delivery of the new hoarding lines at Town Square which involved numerous trades and interface meetings with the client and consultants to ensure that all operational and logistical needs were met, while ensuring that the zone remained suitable for construction plant and traffic.



**Grainne Moore**  
Kapitol Group

**Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award**

As the HSEQ Manager for the young and rapidly expanding Kapitol Group construction company, HSEQ Manager Grainne Moore always has a full plate. This doesn't, however, stop her from piling on more by identifying problems in need of solutions and processes that require an overhaul. Grainne invests her time in consulting with experts and engaging team members to create fit-for-purpose outcomes that are embraced and embedded through ongoing education and training, creating positive impacts.

While overseeing safety on the delivery of Data Centres Grainne became more aware of hand safety. In working closely with PPE and hand injury experts Grainne developed and implemented stringent glove standards for all Kapitol Group teams and sites. Amongst a raft of ongoing education and behaviour enabling measures, Kapitol has seen a dramatic reduction in hand and finger injuries.

Grainne has also worked closely with Kapitol site teams to overhaul and implement an integrated site safety checklist system. When processes become undertaken on autopilot, they become dangerous. The new streamlined checklist is populated from team observations, lessons learnt and high-risk workshops. It's been successfully built around the objective to cultivate an empowerment-based safety culture that encourages everyone to lead health and safety on site.



**Jessie Murray**  
ADCO Constructions

**Category: Symal Emerging Leader Award**

Jessie's daily leadership towards construction excellence, commercial management, program efficiencies, team coordination and stakeholder management is unquestionable and revered, exemplifying her as a future leader within the commercial construction sector. Having come through the ranks on-site, as a leader her primary focus is towards building an equal learning environment and creating opportunities for all staff.

Strength of character, resilience, adaptability, and high standards are exhibited in all aspects of her management and leadership style. Often found assisting others above and beyond her job title, she's never afraid to roll her sleeves up to get the job done, figuratively and literally speaking. In her pursuit to grow and develop, Jessie has undertaken a master's degree in Construction Law, in addition to her full-time role at ADCO, to advance her commercial management abilities.

Jessie strives towards collaborative work environments between all stakeholders, recognising buildings are created and delivered by a wide variety of participants, each with their own drives and motivations. Therefore, she's ensured stakeholder management, team communication, and negotiating are a part of her fundamental repertoire.

Jessie is a future leader in the industry, seeking to break down barriers for women entering; a true advocate for this exciting sector.



**Rebecca Muscat**  
Lendlease

**Category: Roberts Co Design Award**

Rebecca Muscat is the Senior Design Manager on Lendlease's Pathway to 144 Mental Health Beds Project, a \$492 million program to deliver new mental health beds and facilities across four sites: Royal Melbourne Hospital in Parkville, Sunshine Hospital in St Albans, Northern Hospital in Epping and the McKellar Centre in Geelong. Three of these are brand new facilities, while the Royal Melbourne is a multi-stage refurbishment and expansion.

The project presented a number of difficult challenges from a design perspective, many of which arose from the client's requirement to use a modular design and construction methodology in three of the four facilities. This is the first time the technique has been used in mental health facilities in Australia, and the first significant experience of modular for the consultant team, the client, and the project team. When the constraints of modular design were applied to the requirements of mental healthcare, numerous unforeseen conflicts emerged. There was also a rigorous build program in place, so Rebecca had to work fast to find innovative solutions and finalise the design in an extremely fast-tracked schedule. Nonetheless, Rebecca coordinated her resources to resolve all issues and deliver the design on time and within budget.



# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Michelle Nation**  
John Holland

## Category: John Holland Crystal Vision Award

Michelle is a dynamic senior leader who leverages her role as General Manager Health, Sustainability and Climate on the John Holland Infrastructure and Major Projects team to pave the way for women to advance their careers in construction. She uses her role on senior leadership teams and steering committees to break the bounds of traditional models and educate senior leaders in diversity, promoting opportunities for women and their inclusion in leadership positions.

Michelle focuses on supportive organisational structures for women as they progress through their careers into senior leadership roles, actively seeking leadership opportunities and promoting individual careers to sustain cultural change in the industry. Michelle acts as a positive role model through mentoring, sharing her experience as a senior industry leader to develop assertive women who are able to challenge the cultural norms and be accepted in leadership positions.

Leading by example, Michelle continues challenging these norms on projects through her membership of project leadership teams and visible leadership on project sites. Her ability to constantly question decisions and practices in relation to diversity has contributed to the building of sustainable, welcoming project environments for all, and acceptance of women as equal in their ability to lead as men.



**Jo Nicholls**  
Hutchinson Builders

## Category: Symal Emerging Leader Award

As Contracts and Administration Manager, Jo provides invaluable support and wide-ranging assistance to the team, and more specifically to Dan Casey, her Team Leader. Jo always ensures that all members of her team are adequately trained, supported, and valued including mentoring the CAs in her team. Outside of her role within the business unit, she is regularly called upon by our Head Office for input and feedback on issues that have company-wide impact.

Jo's kind, attentive and thoughtful nature will mean she always goes well over and above the requirements of any role, and she approaches every task – and life in general – with a happy demeanour and a smile on her face.

Jo already performs a leadership role within the team to many of her peers in the contract administration field within Hutchies, winning this NAWIC Award would culminate all her efforts and solidify what we at Hutchies already know. She is an outstanding person, colleague and friend.



**Kim Norton**  
CYP Design  
& Construction  
Joint Venture

## Category: Built Communications, Stakeholder and Media Management Award

Kim Norton is the Media, Communications and Engagement Manager with CYP Design & Construction (Lendlease Melbourne Metro, John Holland and Bouygues Construction Australia), the joint venture delivering the tunnels and stations package on Melbourne's Metro Tunnel Project.

Kim is responsible for identifying and developing external media and communications and internal communications opportunities to showcase project-wide progress as well as the achievement of key project milestones. Her role goes beyond that of standard media and communications management and includes managing the engagement aspects of key project deliverables including special community and stakeholder engagement events.

Over an extended two-year period, Kim managed planning for the Arden Station and Tunnel Tour – the second community day to be hosted by the Metro Tunnel Project, and the first since the COVID-19 global pandemic. Kim also managed the project's first ever community day, held in August 2019.

Kim's patient and proactive approach to delivering what for some will be a once-in-a-lifetime experience, delivered not only on a request from some of the project's most invested and influential stakeholders but also provided the perfect opportunity for the Victorian community to see, first-hand, progress made on what remains the Victorian Government's signature public transport infrastructure project.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



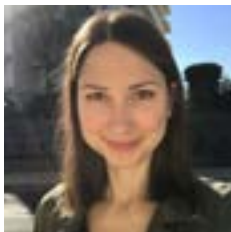
**Joanna O'Brien**  
Lendlease

## Category: Symal Emerging Leader Award

Jo O'Brien is a Commercial Manager at Lendlease, whose outstanding results and consistent professionalism have seen her singled out as a future industry leader. Most recently, Jo's leadership has been apparent in her involvement on the Pathway to 144 Mental Health Beds Project, a \$409m mental health beds expansion program being undertaken by Lendlease for the Victorian Government. Jo began the project as Senior Contract Administrator on one of the four Pathway to 144 projects – the \$78m refurbishment and expansion of the Royal Melbourne Hospital mental health unit. Owing to her outstanding performance and excellent stakeholder management, Jo was soon promoted to a greater leadership role, taking over as Commercial Manager of the entire Pathway to 144 program.

In both of these leadership roles she has exhibited great adaptability and initiative, including expert management of a potentially problematic GCS submission; outstanding stakeholder engagement; and mastery of the numerous challenges involved in taking on the commercial leadership of a complex, multi-site project in the middle of the program.

At every stage, Jo has approached the challenges presented to her with total commitment and integrity, and she has been recognised internally for her extraordinary performance



**Natalia O'Grady**  
Pareto Way Consulting

## Category: Icon Businesswoman Award

Natalia O'Grady is a founding Director at Pareto Way Consulting, a Digital Engineering company that assists its customers in the construction and infrastructure sectors successfully fulfill their Digital Engineering obligations on projects, develop and implement long-term Digital Engineering strategies, solve complex problems, steer change and grow in all directions. These result in proven cost, time and risk benefits.

Natalia plays an active role in managing all aspects of the business operations, from project management and client relationship management to overseeing the finance, planning and marketing functions of the business.

Natalia is passionate about implementing digital process improvements on projects across all business verticals. Natalia is focused on empowering teams to use their existing industry skills and experience to come up with new creative digital solutions that reduce time and effort.

Apart from being a businesswoman, Natalia enjoys spending time with her husband and three little children. She also enjoys running and yoga as a way to keep the mind and body in balance. Natalia also volunteers at her local community Church and the school that her children attend.



**Erin O'Herlihy**  
TVN On-Country

## Category: Symal Emerging Leader Award

By age 30, Erin O'Herlihy had experienced the very best and worst of the construction industry. Having been mentored and supported as a young woman in a male dominated industry, slowly she began to experience a change. And it wasn't good.

Erin saw the industry shift; where once there was a caring and supportive environment for juniors, this was replaced by unending churning and burning out, driven by senior management, and impacting young recruits and project teams as a whole. Morale fell on big projects, quality took a downturn, contracts were impacted, and Erin became a gun for hire, sent out to 'fix' broken jobs.

Erin rallied and became a voice for the oppressed. She worked overseas advocating for and training unskilled teams that went on to win awards. Returning to Australia and familiar Tier 1 roles, Erin found the same old construction industry she had left. The industry was split between overpaid, uncaring managers and underpaid, overworked project teams. She'd had enough.

In 2021, Erin accepted a role with a regional Indigenous-owned head contractor. She wanted a company that invested in people, valued young recruits, and treated women as equals. Erin has found her home at TVN On-Country.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Stacey Palmer**  
Laing O'Rourke

## Category: John Holland Crystal Vision Award

Stacey Palmer is the People, Capability and Inclusion Manager at South Eastern Program Alliance (SEPA), one of the Alliances removing 85 of Melbourne's most dangerous and congested level crossings. As SEPA's People leader, Stacey has introduced a number of programs to encourage and retain women in the industry. In particular, Stacey has developed the Female Trainee Participation Program, which has given eight women the opportunity to work in construction based roles and gain valuable skills for their future career. She is a true champion of inclusion, going the extra mile to provide to authentically living the values she supports and encouraging her team and family to take part. Stacey actively encourages women to take part. She has also been a mentor and participant in the Women in Transport Mentoring program. Stacey's most enduring legacy is the creation of the SEPA Story and Welcome Wall a concept that connects the entire SEPA team with SEPA's values, by encouraging the sharing of stories to create an open and inclusive workplace where every team member can be themselves and be their best.



**Emily Patten**  
TVN On-Country

## Category: ACCIONA Student, Apprentice or Trainee Award

At just 20 years old, life has already been full of challenges for proud Malyangapa, Duduroa and Yorta Yorta woman, Emily Patten. Losing her mother at aged six, and unable to live with her father, Emily was raised by her nan, Malyangapa woman, Janice Quayle.

In Year 11, Emily embarked on an Education Support traineeship but quickly realised that was not her destiny. While still at school, Emily worked part time at the local Woolworths, and quickly found herself moving around departments as the managers discovered how capable she was.

But Emily, while conscientious, was not happy. As school ended and adult life began, Emily worked longer hours at the supermarket and wondered about her future.

It was Duduroa Elder, Auntie Valda Murray, who steered Emily into the path of Jebb Hutchison, a Wiradjuri man and owner of TVN On-Country, an Indigenous owned commercial construction company. Within weeks, Emily was employed and enrolled in a business administration course which she completes this year.

Surrounded by positive female role models, Emily is thriving. She will start her Bachelor of Construction Management at university next year.

Emily is already inspiring other young Indigenous women to consider a career in construction.



**Billie Pazeski**  
CPB Contractors

## Category: Symal Emerging Leader Award

Billie is passionate about supporting women in the construction industry and on the West Gate Tunnel Project (WGTP) she has driven many programs that demonstrate this passion. Billie has rolled out resilience training, engaged schools to participate in International Women in Engineering Day, developed a work experience program focussing on construction careers for women and people from disadvantaged backgrounds, created a breastfeeding and lactating room for new mothers who are still breastfeeding, and organised a virtual Women In Leadership breakfast to name a few.

Billie is able to connect and communicate with senior leaders throughout the West Gate Tunnel Project (WGTP) to engage them to participate in the initiatives that she advocates. She can overcome barriers and find solutions that benefit the business and staff.

Billie is hoping to continue her passion on the WGTP by implementing a mentoring program to help retain talent and to further promote the career progression of women on the project.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Marijana Perin**  
Multiplex

## Category: Roberts Co Design Award

Located on the corner of Geelong and Ballarat Roads, the new Footscray Hospital will support the increasing demand from Melbourne's booming western suburbs. The hospital is replacing the existing hospital focusing on new models of care for patients with chronic and complex medical conditions and including 608 Points of Care. Marijana is the Senior Services Manager with Multiplex working within the integrated engineering team delivering engineering solutions that support the architectural design and Client's project scope and delivery requirements, having been involved through the bid and now in to design and delivery. Marijana's role is primarily focused on the delivery of the Engineering Services design in line with the Client's Project Scope and Delivery Requirements with consideration to flexibility, adaptability, redundancy and whole of life approach through the progressive development of the design from Bid to construction documentation.



**Chloe Pukk**  
BESIX Watpac

## Category: Multiplex Young Achiever Award

Chloe Pukk is a Site Supervisor on the Saint Teresa of Kolkata Building that BESIX Watpac is delivering for the Australian Catholic University. Chloe is a trailblazer when it comes to paving the way for other women in construction, and she is driving change to build a culture of equality on site. Her adaptability and ability to rapidly learn new skills, as well as her initiative and determination, have seen her career evolve from Building Cadet to Site Supervisor in four short years. She has been instrumental in delivering the Mary Glowrey Building refurbishment works, ensuring the works had zero impact on the building's occupants. She achieved this exceptional outcome for our client and the project through her outstanding leadership skills, natural ability to forge strong relationships with our client, subcontractors and all stakeholders, and unwavering focus on project requirements. Chloe has a deep knowledge of the project through her involvement from the tender stage, and has become BESIX Watpac's go-to person for this project, which is a huge nod to her ability.



**Eunice Quah**  
CYP Design  
& Construction  
Joint Venture

## Category: Multiplex Young Achiever Award

CYP Design & Construction Joint Venture

Eunice joined the Metro Tunnel Project in April 2020 as a Slurry Treatment Plant (STP) Engineer and has led innovation and change through the STP process to drive process improvements.

These process improvements have yielded both cost and environmental benefits through minimising water use, maximising reuse and minimising contaminated spoil disposal.

Eunice has owned the improvements and driven the success which has been recognised by the project and also broader industry and she has done this with drive, tenacity and leadership. This contribution has been successful and demonstrates the ability of a Young Achiever.

Image courtesy of LXRA and North West Program Alliance



**Lisa Ranftl**  
FSC

### Category: Lendlease Building & Construction Award

Lisa Ranftl is a civil engineer with over 25 years of experience in the construction industry across mines, bulk earthworks, road construction, railways, concrete structures and major infrastructure working on some of Australia's landmark infrastructure projects in various roles.

Lisa is currently a Senior Project Engineer on the Monash Freeway Upgrade Stage 2. The project involves 36km of new lanes on the Monash Freeway, a major interchange, and extending and widening adjoining roads. Lisa took on responsibility for the Police Road outbound entry ramp, leading a team of seven engineers. The ramp work needed to be completed day and night throughout winter, facing challenges from inclement weather, interfaces with live traffic and the brownfields environment. Adding to the complexity, the work was completed in a 12m wide corridor enclosed by walls adjacent to live traffic. Despite these challenges she delivered the Police Road ramp in just 9 weeks, open and ready to run traffic, Lost Time Injury free and built to a high standard.



**Danielle Rant**  
North Western  
Program Alliance

### Category: Symal Emerging Leader Award

Dan Rant is an emerging leader in every sense. She has tackled and resolved some of the most difficult, delicate and emotive issues during her time as the Communications and Engagement Manager for the Glenroy Level Crossing Removal Project.

With Dan, there is no issue too small, large or complex to tackle. Whether managing land acquisitions and tree removals, looking after local traders or even managing people sleeping rough in a project's vicinity, her ability to resolve issues and bring her team along for the journey demonstrates why she will be a future leader.

Dan isn't the type of manager who just delegates responsibility, she works closely with her team to find the best solutions. She can see both sides of an issue and empathises with those who need support and care, while still getting the job done. She loves to share her experience and expertise with her team and enjoys mentoring them to gain new skills and experience to progress their careers.

She has inspired the Glenroy LXRP Communications and Stakeholder team to take ownership of issues and can be very proud of the legacy she will leave, both for the project and her team



**Lindsay Rattray**  
Kane Constructions

### Category: Multiplex Young Achiever Award

Over the last year, Lindsay's contribution to her project, Kane and broader construction has been significant. Lindsay should be commended for her Project Administration role in supporting the team on the challenging Northcote Aquatic and Recreational Centre project that has been critical in its delivery. Lindsay's commitment and leadership in building a better construction industry, elevates her above the norm and why she deserves the Young Achiever Award.

Lindsay's achievements are highlighted by her leadership:

- Consider Construction Program
- Identification and implementation of cultural awareness and disability confidence training
- Adaption of policies and procedures to provide a safer, more inclusive environment on-site
- Refinement of the Kane social procurement framework to maximise the outcomes on the NARC project
- Development of framework and support of our project teams in meeting the Local Job First requirements including Major Projects Skills guarantee (MPSG)

For any young person to join the industry can be difficult, however when coming from non-building background that must be all the more challenging. Lindsay has overcome challenges and created her own opportunities in becoming the expert, leading the way in our business in the important social commitments and responsibilities. Through her commitment, Kane is creating culturally safe and welcoming environment for all.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Lorraine Reilly**  
Symal Group

## Category: Symal Emerging Leader Award

Lorraine Reilly is a committed HR manager who never compromises in her quest to create a culturally safe, inclusive, and high-quality workplace. Having seen Symal grow from around 120 employees five years ago, Lorraine now oversees a team of 11 people looking after 1,100 employees.

Lorraine helped the business continue to grow during COVID-19 lockdowns, interviewing new staff members and ensuring they could start or come back to work according to COVID-19 regulations. This meant that the business was never held back and was able to operate with confidence. Her relentless pursuit of the right culture fit meant that the employees who joined Symal were not only the most talented but also were less likely to turn over. This approach saved Symal significant time and money during the uncertainty of COVID-19.

Lorraine also helped Symal start its Indigenous business, Wamarra, which employs 60 people, 70% of whom are Indigenous. Lorraine ensured the appropriate cultural training was delivered across the entire organisation, and personally sat with Indigenous staff members on site at Wamarra to ensure their 12-month training plans were set. Lorraine is a strong driver of cultural improvement and recognition at Symal, and is emerging as an exceptional leader.



**Jenika Rivera**  
North Western  
Program Alliance

## Category: Symal Emerging Leader Award

Jenika Rivera is the Senior Communications and Engagement Advisor at the North Western Program Alliance (NWP) working on the Preston Level Crossing Removal Project.

Since starting with the Alliance in early 2021, Jenika has been invaluable in mentoring and leading new team members, introducing and improving processes and proactively establishing effective working relationships with both internal and external stakeholders.

Jenika has also led by example, tackling complex construction campaigns with smart strategic thinking and guiding team members through sensitive stakeholder issues in the issues-rich south area of the project. Key highlights to date include leading briefings, introducing new processes within the team and implementing an extensive communications and stakeholder campaign for major works over Bell Street in Preston.

Jenika has been consistently recognised throughout her career in the construction industry for her calm and proactive leadership style. She has always worked to build positive and supportive environments within her teams and bring people together to learn and share information. These attributes, combined with her communications and engagement expertise has set her up as a valuable member of the Alliance and a future leader in the building and construction industry.



**Rork Projects**  
- Victoria

## Category: John Holland Crystal Vision Award

Rork Projects understands the pivotal role we play in integrating a positive cultural change within our industry, one that embraces and supports all genders and cultures. As a business, we strive to achieve our common goal of 'Influencing a Nation'. We are here to challenge the status quo and pave a greater way for women, and for our industry.

We believe that an inclusive and diverse work environment contributes to the quality of our decision-making and successful business outcomes. In our experience, we know there is a real and tangible benefit to creating equal employment opportunities and employing more female staff – and we proactively work to remove the barriers to success for women at all levels of our organisation.

Our purposeful actions have seen continued growth of female representation across our company increasing from 26% to 40% this past year. We are exceptionally proud to have achieved a result that far exceeds the growth rate across the construction, particularly during a period where our industry was navigating the challenges of COVID. We know our voices and our actions as a business are powerful and we are committed to positively influencing our networks and championing change for gender equality.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Chloe Rowse**  
Hutchinson Builders

## Category: Multiplex Young Achiever Award

Chloe Rowse is a Contract Administrator with Hutchinson Builders. She has been nominated for the Young Achiever Award for her work on the New Schools 2023 Program - Bundle A project, a bundle of five primary schools and one special school throughout five physical site locations. Chloe implemented a strategic procurement method to ensure all structural steel elements were delivered to site and installed within the tight program parameters. This method involved procuring the steel per building – 27 in total, to 13 different steel subcontractors which enabled steel contractors with limited capacity to fulfil a smaller contract and continue trading profitably.

Chloe is an outstanding communicator and creative thinker. She has the ability to talk to anyone and everyone, building relationships with every conversation. Chloe enjoys solving problems and improving processes, adapting to her current surroundings and anything that is thrown at her. At only 26 years of age, Chloe has a long and prosperous career ahead of her.



**Nicole Sambrook-Dixon**  
Laing O'Rourke

## Category: Symal Emerging Leader Award

Nicole is a confident, collaborative, and enthusiastic leader. In her brief time in Laing O'Rourke, she has overcome many leadership challenges including establishing an entirely new 'innovation' function and embedding a culture of creativity where people feel empowered to speak up. She also has driven many value-adding and efficient outcomes across both the organisation and the industry and steps up to fill in gaps in the business to drive 'best-for-program' outcomes, often operating out of her swim lane and taking on new areas of leadership outside her comfort zone. Nicole is resilient and shows empathy in her leadership style, capturing the room with her high energy and passion for people and change.



**Chanelle Secatore**  
Cobild

## Category: Symal Emerging Leader Award

Chanelle's focus has always been on forging strong ties and productive relationships. Backed by an RMIT Bachelor of Applied Science, Construction Management (Hons.) and Certificate IV Building & Construction, her intuition, empathy and highly responsive nature results in positive industry connections and she relishes the role she plays in ensuring the safe delivery of quality projects.

As part of a growing cohort of women working in construction, Chanelle loves her job and the opportunities it affords, but the simple fact remains that 2% of women make up the industry. Safe, inclusive and financially equitable workplaces are key to changing this statistic.

Chanelle is committed to enacting change in a culture that has often featured rigid work practices, inadequate facilities and, more disturbingly, exclusionary, sexist behaviours or gendered violence. Chanelle has worked to create key benchmarks within her workplace specifically designed to attract more women into a construction career path.

Chanelle is aware of the enormous responsibility assuming a leadership role in this sphere entails, changing long entrenched behaviours and attitudes takes time, but she is driven to be part of this movement and unafraid of challenging the status quo and embracing true gender equality.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



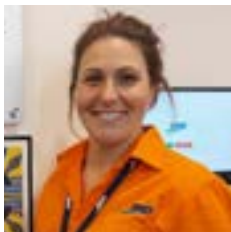
**Naomi Semercioglu**  
Coleman Rail

## Category: Multiplex Young Achiever Award

Naomi has worked in the rail industry for four years. She is excelling in her role as Site Engineer with Coleman Rail, working on the Southern Program Alliance (SPA) and completing tasks well above the expectations of her role.

Naomi has recently risen to the challenge of leading a program of continuous improvement, LEAN in Construction, on SPA Additional Works Package 2. In six months of implementing this process, Naomi has initiated efficiencies in on-site construction that have improved timelines, reduced waste and resulted in cost and program gains across three sites and a huge scope of work.

Aside from her technical achievements, Naomi's accomplishments outside her day-to-day role are many. On SPA, she is a member of the Women in Construction Committee, a Mental Health First Aider and involved in the Schools Program. She is a mentor with Coleman Rail's Cadet Program, coaching junior engineers, helping them enter the industry job-ready and with confidence. Last year, after being nominated for the City of Kingston Women of the Year Award, council invited Naomi to join its Young Women's Mentoring Program, recognising that Naomi is an inspiration and a role model to other young women.



**Chelsea Seville**  
BMD Constructions

## Category: Symal Emerging Leader Award

BMD is proud to nominate Chelsea Seville for the Emerging Leader award. Chelsea is a senior project engineer with over 12 years' experience at BMD in civil and road/rail construction. She specialises in utilities management and has successfully completed significant construction projects for BMD in Victoria, including the \$207m Victoria International Container Terminal (VICT) Project, Phases 1 and 2.

Throughout her career, Chelsea has demonstrated exceptional leadership skills, in particular on VICT Phases 1 and 2 where she led a team of four site engineers and managed the complete civil scope for this impressive award-winning project. Chelsea has consistently demonstrated a passion for teaching, inspiring and leading young and upcoming engineers and managers. Her friendly and collaborative demeanour makes her an approachable and reliable leader who is well respected by her peers. Not only has Chelsea demonstrated exceptional team leadership, but she's proven her ability to engage and collaborate with a wide range of stakeholders in a productive and professional manner.

Chelsea's commitment to her own personal development and growth, along with that of the team members she works with, are a true testament of her desire to better herself and the people she works with.



**Chi Shankar**  
Premier Cranes  
& Rigging

## Category: Icon Businesswoman Award

When Chi Shankar joined Premier Cranes, she set to strategically build the business to scale for the upcoming infrastructure boom through a sustainable growth plan, while simultaneously setting a new industry standard for how contractors should trade, manage risks and provide project management-led solutions. With her forward thinking, strong client engagement and negotiation skills, she helped grow Premier from a handful of staff to a three level office, yard and a second depot with 160 team members. In fact, during her executive leadership as a COO and now CEO, the business turnover increased by 53%. She helped achieve this by transforming the business structure, and culture. This involved Chi introducing innovative methodologies, developing new policies, staying ahead of the skillsets Premier required to achieve its goals and leading the IT infrastructure investment to improve informed decision making. Always proactive, rather than reactive, she led a multibank debit approach to protect Premier's fleet expansion from the bank's risk averse appetite during the pandemic. Being a prime example of thriving women in construction herself, she feels passionate about creating opportunities for women to succeed in the industry. Therefore she has introduced a parental leave policy for both primary and secondary caregivers



Image courtesy of LXRA and North West Program Alliance



**Amy Sheane-Smith**  
Multiplex

**Category: John Holland Crystal Vision Award**

Amy has a highly positive and acclaimed background as a senior industry leader who is actively advocating for increased female participation in the construction industry across both management and trade roles. A Construction Manager at Multiplex, she is also the Chairperson of the Building Equality Committee, a subcommittee of the Building Industry Consultative Council which advises the Victorian State Government on relevant economic, industrial and policy issues affecting the construction industry. Amy was instrumental in her role of the Chairperson of the Building Equality Committee in the creation and implementation of the Government's 'Women in Construction Strategy' and development of the Building Equality Policy (BEP).

The BEP seeks to address gender imbalance in the construction industry by introducing targets and requirements for women on government funded construction projects valued at \$20 million or more. The BEP provides training and employment opportunities for women which will disrupt the existing gender stereotypes, norms and roles in the sector. Amy is a strong advocate across all facets of the construction industry and its various stakeholders on the opportunities the BEP presents, providing for a more diverse and inclusive culture and fostering an environment where more women feel accepted and encouraged to participate.



**Stephanie Sirianni**  
Lendlease

**Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award**

Steph Sirianni is the Regional Sustainability Manager, Building & Development for VIC at Lendlease. For the past two years she's been on a mission to promote and implement a new concept in sustainable development known as Biodiversity Sensitive Urban Design, or BSUD, in collaboration with the RMIT ICON Science team. This emerging discipline aims to enhance biodiversity in our cities through the use of strategic, intentional design elements that actively benefit native species and ecosystems. It's an area that has often been overlooked in the past, but Steph hopes to change that by implementing BSUD initiatives on a number of Lendlease projects in Victoria.

So far Steph has secured funding and support to trial biodiversity initiatives across two projects: Melbourne Quarter in Docklands and the Averley Communities Project in Pakenham East. She has also developed partnerships with research teams and local government to help develop biodiversity solutions appropriate to these projects. Interventions include providing habitats for a range of native species, building connectivity corridors, providing food sources and fresh water, and adding native plant biodiversity. The first initiatives are currently being integrated into the designs for the two projects, and they will provide invaluable data for other projects going forward.



**Sarah Skeels**  
Cladding Safety  
Victoria

**Category: Symal Emerging Leader Award**

As Senior Manager of Contracts and Delivery at Cladding Safety Victoria, Sarah has provided management oversight of the delivery of the Victorian Government's \$600 million residential cladding rectification program, involving more than 300 complex projects.

Her innovative solutions enable broad reaching continuous improvement within the organisation, and drive development, transparency and collaboration across the key stakeholder groups she engages with. Most importantly, Sarah's leadership helps ensure positive outcomes are achieved for owners corporations across Victoria.

Sarah is committed to mentoring and empowering those that she works with to realise their full potential. She has also worked to raise awareness of the struggles and successes of women in the construction industry in the effort to promote positive change.

Sarah has shown exemplary leadership qualities in many facets of her role and senior position. She strives to bring all stakeholders together, identifying shortfalls and providing achievable pathways to successful solutions. Sarah has achieved remarkable success and is an exciting emerging leader to watch in the construction industry.



**Brittany Soens**  
BMD Constructions

**Category: Multiplex Young Achiever Award**

Brittany is a Sub-Foreman working in the challenging scope of permits and managing works around services on the Fitzsimons Lane upgrade project BMD are delivering for Major Roads Projects Victoria (MRPV). Brittany has actively contributed to BMD's goal to increase female representation by attracting and retaining women into the business by recruiting three women to join her in the utilities and permit to work department. Brittany saw the potential in three women who were, at the time, working on the Fitzsimons Lane project as a labourer, non-destructive digging (NDD) operator and traffic controller, and encouraged them to join her in the utilities team to grow and learn in their careers. Under Brittany's leadership, the team have developed their skills and understanding of the industry and now confidently deliver information to multiple work fronts and further drive the successful outcomes Brittany is achieving in the utilities space. As a young 28-year-old woman, Brittany has made significant strides in her career since joining the construction industry five years ago as a traffic controller and is empowering other women in the industry to do the same.



**Alexandra Som**  
CYP Design &  
Construction Joint  
Venture

**Category: Multiplex Young Achiever Award**

Alexandra Som is an instrumental team player on the Metro Tunnel Project, working on and implementing a number of key activities affecting women in the construction industry. In addition to her keen eye for detail as a Site Engineer and the many responsibilities this position entails, Alexandra has been able to navigate the often challenging and sometimes intimidating world of construction with a contagious positivity that has benefited her co-workers.

She embraced her role in the male-dominated world of tunnelling, contributing to the successful completion of works between the South Yarra and Domain precincts. She has added great value by advocating for women in engineering, attending events that support and encourage their involvement, and introducing wellbeing initiatives for women and men on the project.

Alexandra has proven that a young female engineer can have a major impact on a large project through hard work, recognising the impact of a high-pressure work environment and taking steps where she can to rectify any issues faced by team members. She has mentored a young female engineering graduate, helping her to develop her engineering skills and, as a consequence of her mentee's positive experience, encouraged other young women to consider joining the construction industry.



**Rebecca Somerville**  
Symal Group

**Category: Built Communications, Stakeholder and Media Management Award**

Rebecca Somerville is Symal's communications and stakeholder engagement manager. In this role, she chooses the right methods and messages to keep stakeholders informed and comfortable during construction projects. Rebecca's focus is on minimising project risk through exceptional stakeholder engagement, and she frequently develops creative and innovative approaches to overcome challenges created by changing market conditions, government legislation, or other requirements.

Rebecca manages communications and stakeholder engagement for highly complex projects which involve various stakeholders. She finds the most appropriate way to communicate with each stakeholder group, often using non-traditional methods to overcome barriers such as travel restrictions or lockdowns. For example, Rebecca sometimes identifies local residents who can act as influencers within the community, and works with those people as a proxy to communicate with stakeholders. This has the added benefit of letting stakeholders hear from someone in the community they know and trust.

Rebecca also uses Facebook groups to communicate with stakeholders, often providing near-real-time information that lets stakeholders know how they will be affected by construction works. This immediacy has proven invaluable, and Rebecca has found ways to scale this approach across various projects for optimal results.



**Jemma Stewart**  
CYP Design  
& Construction  
Joint Venture

### Category: Icon Businesswoman Award

As Legal Director for the CYP Design & Construction Joint Venture delivering the Metro Tunnel Project Tunnels and Stations package, Jemma Stewart is responsible for the provision of all legal services to the project team. Her clients range from the project team itself and the Joint Venture partners through to the Project Company and the Rail Projects Victoria team.

Jemma strives for continual improvement and pushes for appropriate representation of women in construction roles responding to those women seeking help and guidance. She acknowledges the many talented female professionals in senior roles in construction in Australia, and within government, and fosters these legal relationships to the benefit of the project.

She is excited by the possibilities for women in construction and loves to see younger women, and women from different industries, enter the construction industry and embrace the opportunities it offers and be celebrated for their successes



**Elissa Stirling**  
Inhabit

### Category: John Holland Crystal Vision Award

Advocating for the interests of women in her industry has been a central focus throughout Elissa career. She now leads the Victorian Region of Inhabit, providing guidance and mentoring to a team of professionals with a current gender balance of 47% women to 53% men in technical roles.

Elissa has led the development of a Corporate Social Responsibility program with initiatives to deliver carbon neutral, zero waste operations. She has championed the development of a Reconciliation Action Plan to achieve meaningful engagement with Aboriginal and Torres Strait Islander peoples including empowering First Nations women to achieve tertiary studies in engineering. Elissa has been instrumental in advocating for change in the company's parental leave policy to enable equal sharing of parental leave duties. She has championed a review of infrastructure for returning to work in all offices including for the provision of safe spaces for parents.

Externally, Elissa has been an active participant in the construction industry, presenting at events, webinars and conferences, sharing her knowledge and acting as a role model for women in the industry. She is also advocating for change with her engagement with the Victorian Building Authority to try and establish recognition of skills within her field.



**Janelle Szabo**  
Harris HMC

### Category: Symal Emerging Leader Award

Janelle's role as Group Submissions Manager transcends the entire Harris HMC business. She is a respected employee recognised for her business acumen and sound judgement. It allows her to confidently identify issues and initiate improved business practices to drive change and achieve business-wide goals across all divisions of Harris HMC. She is considered a leader of the future because she:

- Has identified challenges and developed solutions to evolve the submissions team. This includes key relationships at all levels to influence change and bring ideas to life in growth markets.
- Has identified and implemented formal systems and processes to manage commercial opportunities and concentrate efforts to develop winning bids.
- Has curated a submissions team that is empowered and has individual skill sets to complement one another.
- Is outstanding at championing female participation in the construction industry.
- Continues to build a knowledge centre and imparts this to influence social and cultural change at Harris HMC.
- Is a change agent who has launched significant CSR initiatives and partnerships.



**Effie Thompson**  
McConnell Dowell  
Constructors -  
Western Program  
Alliance

**Category: Symal Emerging Leader Award**

In summary, Effie is a natural and developing leader within construction and engineering. Above and beyond the challenging role of managing multi-discipline teams from varying organisations within a complex stakeholder environment to tight budget, program, scope and assurance requirements, Effie has the ability to see 'what good looks like', the initiative to move towards it and the people skills to make it happen. Effie is a key contributor to the weekly Engineering and Design leadership meetings. She seeks input on challenging issues and both initiates and facilitates discussions to help the group move towards a common vision and pathway to achieve continuous improvement on a host of items.

Effie is naturally driven to achieve, to deliver excellence in all she does. She has the foundation knowledge, intelligence and experience to perform the Engineering Manager role, her ability to see, communicate and rally the team together towards 'what good looks like' is what sets her above others.

As Effie's career progresses and she manages increasingly larger teams and takes on future challenges, these leadership skills and commitment will ensure Effie's ongoing success in whatever she chooses to do.



**Sheila Tie**  
North Western  
Program Alliance

**Category: Symal Emerging Leader Award**

Sheila Tie is nominated for the Emerging Leader Award for her outstanding work as an agile, results-oriented and trusted collaborator who has led successful development of the North West Program Alliance's Total Outturn Cost for the Keon Park Level Crossing Removal Program.

Sheila has drawn on her networks and used methodological, clear and consistent messaging to guide her multi-disciplinary team through complex issues and the competing drivers of multiple stakeholders to achieve significant project outcomes. Her conscientious determination to 'leave no stone unturned' has enabled her to clear pathways to resolve unique challenges and find efficiencies to optimise critical project outcomes. She has also challenged industry norms, paving the way for the reuse of signalling equipment on new projects and improving rail industry practices.

Sheila is recognised by the Alliance as a consistent high achiever with foresight and strong communication and collaborative skills. Her ability to appreciate the drivers of each player in resolving issues and challenging project solutions makes her a leader for tomorrow's construction industry.



**Chloe Twidale**  
BMD Constructions

**Category: Symal Emerging Leader Award**

BMD is proud to nominate Chloe Twidale for the Emerging Leader award. Chloe is an accomplished civil engineer and project engineer with over eight years' experience working in the construction industry. She has played a lead role in design and construction management of numerous high profile road duplication and rail projects across Australia.

Chloe brings exceptional experience and a technical ability to deliver high quality projects while meeting budget and deadline requirements safely and successfully. Chloe has contributed to significant projects within Victoria, New South Wales and Queensland including the Inland Rail project from Parkes to Narromine and MRPV's Hall Road West Upgrade. She is currently a Project Engineer on the civil and landside works for the relocation of the Spirit of Tasmania to Corio Quay.

Chloe has strong experience and knowledge across all aspects of projects works including site safety, environmental management, quality assurance, contract procurement and management of site, graduate, and undergraduate engineers. Chloe is a pivotal member of the BMD team, with strong expertise of major road construction and overall project operations, to deliver successful localisation requirements and meet client expectations.



**Joanne Tyrrell**  
Cladding Safety  
Victoria

**Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award**

As Construction Quality and Safety Manager for Cladding Safety Victoria (CSV), Joanne Tyrrell was responsible for leading the implementation of CSV's Clerk of Works inspection function across all residential cladding rectification project sites.

With Joanne's expert guidance, the key role of the Clerk of Works has been re-introduced to the construction environment to oversee adherence to standards of workmanship and safety at construction sites, to engage in open discussions about improvements to onsite safety practice and quality, and where required, to issue directions for corrective action to be taken wherever safety is being compromised or quality standards are not being met.

Joanne's significant contribution in operationalising Cladding Safety Victoria's Clerk of Works function resulted more than 7,000 quality and safety inspections across 190 projects between 1 July 2021 - 30 June 2022. In this period more than 4,000 proactive observations were assigned, including the identification of 700 safety hazards.

The Clerk of Works function has had a positive impact on contractor performance across the Cladding Rectification Program and Jo's work has helped deliver Cladding Safety Victoria's vision for leading health, safety and quality.



**Sophia van der Westhuizen**  
Mirvac

**Category: Multiplex Young Achiever Award**

Sophia van der Westhuizen is a finishes engineer on the LIV Aston build to rent project on the corner of Flinders Street and Spencer Street in Melbourne's CBD. Sophia commenced as a Cadet at Mirvac during the planning phase of the project. Prior to construction commencement Sophia was involved in all stages of the preplanning process including cost planning, value management, design, and site establishment.

Construction has now commenced on the project and Sophia has coordinated key design changes such as the transition to bathroom pods which allows time, cost, safety and quality benefits on the project where these were not initially planned for. Sophia is now the finishes engineer in which she manages the packages from design, procurement and through to delivery. These packages include plasterboard, floor finishes, joinery, carpentry, and bathroom pods.

Sophia has forged a path where she has become the go-to person for many additional tasks as she is driven to get things done with outcomes that favour the construction process and the project team. With just 12 months at Mirvac, Sophia has been flagged as a Project Manager in the making, reflecting her ability to seek answers, drive outcomes and effectively communicate.



**Jemma Walshe**  
Fulton Hogan

**Category: Built Communications, Stakeholder and Media Management Award**

Jemma Walshe joined Fulton Hogan as part of the Metropolitan Roads Project Alliance (MRPA) in 2020. In her role as Alliance Communications and Stakeholder Manager, she provides exceptional communications and stakeholder management skills to successfully support project teams to deliver community objectives and meet targets, while building and maintaining strong relationships with clients and stakeholders alike.

The Building Blocks community sessions were Jemma's brain child, working with the Clyde Road Level Crossing Removal team, she established the concept to educate children aged 3 to 7 about local construction projects and what they involve, specifically the Level Crossing Removal Project. The sessions encouraged kids to use their imaginations by utilising foam building blocks and tailored activity books to create miniature bridges and underpasses, just like the ones they drive by every day.

Building Blocks was created with the purpose of engaging children but has also provided the opportunity to talk to parents who learn about the project, its benefits and impacts, and get information on any related disruptions. These interactive sessions are also a great opportunity to actively engage with the community to understand how the project impacts on them, and in turn collect valuable information to inform future engagement strategies.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Kate Xerri**  
Mirvac

## Category: CPB Contractors Health, Safety, Environmental and Quality Assurance (HSEQ) Award

Kate is passionate about driving HSE cultural change. To continually develop a culture first mindset, Kate implemented a cultural development program in Victoria in 2021, and since running that program there have been tangible improvements to both lead and lag indicators. The program received great feedback and has been expanded nationally within Mirvac. Kate developed a dedicated HSE channel at Mirvac, containing current and historical HSE resources to address a gap identified between sophisticated systems, and the project specific planning undertaken site by site. Kate has established working groups in HSE and women in construction within Mirvac, and actively participates in industry wide groups such as VCSA. Kate has revamped a consolidated HSE training and development program within Victoria. Kate is the most senior female within the Mirvac Victorian construction team who works part time and sets a great example to others as to how to make a flexible arrangement successful. Kate is a founder of the ProQM Women in Construction Mentorship Program, which is unique in industry and includes technical training to support women in engineering. Kate is driven to challenge what is normal and acceptable today to bring safer, healthier, and more inclusive workplaces in the future.



**Ivana Zovak**  
Multiplex

## Category: Multiplex Young Achiever Award

Ivana Zovak is a young, driven, empathetic and passionate Project Coordinator who has quickly established herself as a highly capable and respected site team member at one of Melbourne's most complex and iconic developments: the \$565 million interconnected twin-tower Sapphire by The Gardens. While engaged as one of Multiplex's Project Coordinators on the project, Ivana has tackled a range of multidisciplinary challenges across the works including structural design, services design and coordination works and high-quality fitout works for the residential component of the project. Additionally, and what is a testament to her character and personality, Ivana has acted a mentor, teacher and guide to young cadets and graduates engaged on the project, providing leadership, guidance and insight into the works delivery process, career pathways and sharing her design, construction and engineering knowledge and foresight across the project.



**Radmila Zubovic**  
South Eastern  
Program Alliance

## Category: Lendlease Building & Construction Award

During her time at Manchester Road and Maroondah Highway Level Crossing Removal Project, Radmila was consistently a stand-out performer, not only in her approach to the work she was accountable for, but also in the support she provided across all areas of the project. In her role, she has defined exemplar performance for integration of works for future SEPA projects.

Radmila was the Rail Systems Lead responsible for the design, delivery and commissioning of the Track, Overhead Line Equipment (OHLE), Combined Services Route (CSR) prior to transitioning into the role of SEPA Utility Delivery manager. Radmila utilised her exceptional communication skills to engage with internal and external stakeholders to ensure required works were completed in line with expectations.

Throughout her time at SEPA as a Project Manager, Radmila has also been a great mentor and guide to other female engineers as well as student engineers that are starting their careers in the construction industry, providing support and dedicating time in sharing her broad industry knowledge to help them develop the vocational skills they need to succeed in their careers as engineers.

# ENTRANTS

Image courtesy of LXRA and North West Program Alliance



**Olivia Zuccala**  
ADCO Constructions

## Category: ACCIONA Student, Apprentice or Trainee Award

Originally pursuing a career in architecture, Olivia Zuccala soon discovered her desire and excitement for a more hands-on role in construction. A second year Cadet, Olivia works concurrently on the Wantirna Aged Care Development and the Bond Institute of Health and Sport Expansion projects for ADCO Constructions, after joining the Victorian-based role in 2020.

Her role and responsibilities on these two projects encompass a variety of tasks vital to the day-to-day operations and overall success of both projects, including time and cost management, procurement of subcontractors, and social and local procurement reporting.

Whilst holding her full-time position, Olivia also earned her Master of Project Management at RMIT University with High Distinction, finishing in December 2021. Whilst completing her second University degree and starting her first industry role, Olivia also held two volunteer positions. First as Secretary and then Vice President at RMIT's Project Management Chapter. As well as Project Coordinator at RMIT University's Volunteer Strategic Planning Project for Tree Project.

Olivia's energy and enthusiasm is contagious and inspiring. Her ambition, tenacity, and collaborative team management skills are highly revered and respected. Olivia is a passionate advocate for networking and providing more opportunities for minority groups in the construction industry.



Build a Better Way

Symal is the proud sponsor of the NAWIC Emerging Leader Award.

Congratulations to all the nominees.



Building.  
Better.  
Together.

