

STEWART KIELY

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OVERVIEW

A professional with over 30 Years of experience managing projects, operating exclusive properties and facilities, and leading people. I strive to provide value and create positive outcomes to achieve results. Working in some of the most remote locations worldwide and in Australia, I've managed exclusive properties and facilities, achieving extraordinary outcomes and successfully managing projects over \$500M in value, achieving the objectives of both owners, investors, and stakeholders. I work with multicultural teams, always striving to develop and enhance local talent to ensure organisational continuity. I believe in a simple motto that "the standard you walk past is the standard you accept", and I always hold myself accountable to this, leading by example. I strive to exceed expectations and add value to every situation with my considerable knowledge and experience. I have experience and have worked in the following industries: construction, health, hospitals, state and local government, consulting, utility, marine, mining, luxury hospitality, aviation, and airports.

PROFESSIONAL ASSETS

- Recognised as a strategic and visionary leader who inspires others and has delivered extraordinary outcomes through unique commitment and genuine passion.
- I've driven organisational change and operational optimisation and built capability within teams to foster teamwork and ensure succession plans are embedded within the business.
- I have a proven ability to motivate, empower and lead others and work as a professional and multidisciplinary team member.
- I foster team trust and respect to provide outstanding outcomes and service.
- I'm adept in strategic development and delivery of innovative ideas whilst driving key initiatives and facilitating change.
- I've utilised quality-driven methodology with experience leading process and operational improvements and projects across geographically dispersed locations.
- I have an astute understanding of Australian and International standards and regulations, their application to current business practices, and their implementation into workplace strategies.
- I can mould operations and projects to deliver the best business practices, initiatives, efficiencies, and outcomes, and I am adept at contract negotiation and management to achieve optimal performance outcomes.
- I can interact, communicate, and engage with members of a board, owners, steering committees, operational staff, and clients to determine their needs and requirements and deliver desired outcomes.
- I have solid problem-solving experience capability, being able to analyse and repair engineering systems and components, with the ability to scrutinise systems and manipulate them to achieve peak performance parameters, and I take a hands-on approach.
- I'm experienced in developing financial and business plans, Opex and Capex budgets, forecasting and long-term financial objectives, and contract development and negotiation.
- I've previously managed complex operations or multiple projects within organisations and achieved and produced extraordinary outcomes on all levels.
- I'm fluent in working with different cultures worldwide, can understand several languages, and manage people to achieve extraordinary outcomes.
- Given the ever-changing circumstances in business, I am flexible, open to change, and willing to do what it takes to succeed.

CAREER PATH EXPERIENCE

Jan 2024 to Present	Project Director PT Bali Destanasi Lestari - Nusa Dua, Denpasar - Bali, Indonesia
Aug 2022 to Jan 2024	Development Project Director Baylinks Pty Ltd & Booral Road Pty Ltd & Northlinks Pty Ltd – QLD, Australia Northlinks Street estate - 194 lots @ 600-800 sq mtrs per lot. Baylinks Estate - 322 lots @ 650-850 sq mtrs per lot. Booral Road - 48 lots @ 2500 sq mtrs per lot.
Aug 2022 to Jan 2024	Project Director Moddex - Maryborough & Melbourne & Rangiora, QLD & VIC, Australia & New Zealand
Feb 2021 to Aug 2022	Executive Manager – Corporate Projects & Asset Management Fraser Coast Regional Council, Hervey Bay, Australia
May 2020 to Feb 2021	Project Director Western Downs Regional Council, Dalby, Australia
Feb 2019 to May 2020	Senior Asset Consultant and Reliability Engineer Assetivity, Brisbane and Perth, Australia
May 2017 to Feb 2019	Complex Director of Engineering and Project Director Marriott International, Aloft Hotel, and Westin Hotel, Perth, Australia
Oct 2013 to May 2017	Senior Director of Engineering Four Seasons Resorts in Mahe, Desroches Island and Lodge Serengeti and The Westcliff, Seychelles, Tanzania, and South Africa
Feb 2012 to Oct 2013	Director of Engineering and Island Manager Laucala Island, Fiji
Feb 2010 to Feb 2012	Project Director and Asset Manager North Queensland Airports, Cairns & Mackay, Australia
Apr 2008 to Feb 2010	Services Project Manager – Cairns Domestic Terminal Redevelopment Coffey Projects, Cairns, Australia
Feb 2006 to Mar 2008	Systems Specialist and Service Manager Arizona Generator Technology, Arizona and California, USA
Mar 2003 to Jan 2006	Director of Engineering and Project Manager Peter Island Resort, British Virgin Islands
Feb 2002 to Feb 2003	Director of Engineering K Club, Antigua and Barbuda, West Indies
Feb 2000 to Jan 2002	Director of Engineering and Project Manager Fregate Island, Seychelles
May 1994 to Jan 2000	Chief Engineer / Maintenance Manager Club Mediterranean, Worldwide

EDUCATION, CERTIFICATION AND TRAINING

2025	Associate Degree in Engineering University of South Australia – Commenced
2024	Advanced Diploma of Building and Construction (Management) TAFE Queensland
2023	Diploma of Building and Construction (Management) TAFE Queensland
2019	Certified Practitioner in Asset Management (CPAM Certification) Asset Management Council of Australia
2019	Certified Asset Management Assessor (CAMA Certification) World Partners in Asset Management
2019	IAM Asset Management Masterclass (Institute of Asset Management) Asset Management Master Class Certification
2017 and 2018	Tier V Certification International Security University
2017	Asia Works - Leadership Program Basic through to Advanced training and then on to LP145
2014	Asia Works - DLTP Professional Program Dynamic Leadership Team Program (3 days)
2011	Graduate Diploma in Project Management Open Universities Australia (University of South Australia)
2008	Coffey Projects Project Management Fundamentals Certification Extraordinary Achievements Award Coffey Projects
2007	Power Generation Generac Certification Phase A certified Generac Technician John Deere certified Diesel Generator Mechanic Technician On-Site Power Generation Systems Specialist Generac CAT Certified Diesel Generator Mechanical Engineer
2007	Electric League of Arizona, United States of America Diploma in AC/DC Machinery and Transformers Diploma in Concepts of Electricity and Electronics
2005	Company Marine Security Officer & Coxswain British Maritime Administration
2003	Advanced Dive & PADI Commercial Diver Certification
1994	Trade Qualified Boilermaker Brisbane City Council

KEY EXPERIENCE AND ACHIEVEMENTS

PROJECT DIRECTOR

Shangri-la Resort, Kimpton Resort, International Tennis Nusa Dua, 80 Private Luxury Villas and Batu Bolong Resort
The 100 Ha property in Nusa Dua went into receivership due to COVID-19. The Bangkok Bank and new ownership, Amani Minerals, have purchased the property and the property in Changgu and we are now rebuilding. The Shangri-La is a five-star facility with 140 keys; the Kimpton Resort has 120 keys in Nusa Dua 100 Ha estate. The international tennis facility is a greenfield site with 7 courts, two of which match standard design identical to Melbourne International, restaurant, wellness facility, gymnasium, and coaching academy area. The 80-plus luxury villas are built within the 100 Ha property in Nusa Dua and have been designed by several different architects; each is a minimum of 2,000 sq mtrs in size with three- and four-bedroom options, full kitchen and living facilities. The Batu Bolong Resort is a greenfield site in Changgu with 224 keys luxury suites and beach club.

Key Experiences and Achievements:

- Set up of PMO and creation of project team, finance, logistics, office management, villa management and other required staff
- Development of concept and master planning for the entire 100 Ha estate, along with creating commercial zones and residential zones
- Design management for the two resort facilities and overall conception management for ownership of all commercial and residential areas
- Development of complete MEP master plan and sustainability practices, centralised recycling and waste management and new MEP facilities to cater for future development
- Creation of high level budgets, cash flows and overall development budgets for all separate properties
- Development of business case and business plans for each facility and overall strategy for property development and performance
- Engage with international operators to select final operating entity for managing the old Shangri-la property and operators for the new promenade food and beverage entities.
- Recruitment and development of project management team to oversee each of the developments and MEP construction
- Development and award of early works packages for the demolition of existing incomplete villas and other ancillary structures
- Creation and initiation of full MEP audit with external entities, and management of design team to utilise as much of the existing facilities as possible
- Manage the redesign of the existing 18-hole golf course to change from a tournament course to a resort course in alignment with new commercial and residential areas
- Engage architects, design teams and consultants to redevelop each of the existing facilities, promenade, golf club house, international tennis facility and new luxury villas
- Development of project scoping documents and contract management for each of the different sites
- Liaison with QS to prepare and manage tender documentation to tier 1 contractors both local and international candidates
- Negotiate and manage head contracts for selected tier 1 contractors for each of the different sites
- Oversee design and design packages prepared for tendering and ensure alignment with owners and Bangkok Bank requirements
- Oversee direct site supervision of the construction for all new facilities, attendance of daily project progress meetings and workshops as required
- Integrate new international operating entity requirements into design to ensure contractual compliance with agreement, verification of operating entity KPIs and integration into design elements
- Management of all interior design elements, OS&E and FF&E elements in alignment with new operating entity requirements
- Site management for the tennis facility's construction includes continuous bore piling and ground stabilisation works.
- Site management of the construction and refurbishment of four private villas, engagement with the architect and contractor to oversee the renovations as per ownership requirements.

DEVELOPMENT PROJECT DIRECTOR

Baylinks, Booral Road, and Northlinks QLD

Baylinks, Booral Road, and Northlinks are all developments within the Fraser Coast region that are privately owned land. Each development came with its own special nuances. Each development was undertaken over several stages, always keeping cash flows for the privately funded work in mind and ensuring not overextended. Weekly and fortnightly meetings and monthly reporting are key to ensuring that stakeholders are updated and that forecasting is at the forefront of decisions. Each development has several trustees and stakeholders that must be kept informed and provide approvals to decisions as required.

Key Experiences and Achievements:

- Managing the funds and cash flows and providing trustees with regular cash flow analysis and forecasting.
- Managing design contracts and contractors concerning the design and development of the civil and electrical, hydraulic, and ICT disciplines.
- Coordinating meetings between the town planner, design group, and the Fraser Coast Regional Council.
- Collating documentation and submission for plan sealing of stages, including titling of the lots, with the legal consultant.
- Creating a timeline and cash flow analysis for discussion and approval by the trustees and the wider involved family members.
- Liaise with the local Fraser Coast Region Council for matters and approvals.
- Arranging all sub-contractors on site, developing tenders and scope of works, and overseeing contractual arrangements and agreements.
- Development of AS1224 contracts for sub-contractors and administering T&C.
- Development of BOQ for early procurement of civil materials.
- Collating documentation for RAL/DA (development application) with the RE PQ engineer and town planner.
- Develop and administer the PMP (Project Management Plan) and EMP (Environmental Management Plan) for the different estates and coordinate inspections with the local authorities.
- Undertake all material procurement for developing and negotiating contracts and pricing.
- Development of the master plans for each estate in line with current planning regulations and local council approvals.
- Management of quarterly design meetings between all parties to ensure that all facets of design are aligned with projected milestone dates.
- Monthly trustee meetings for 30+ trustees to advise them of progress, further milestones, and critical path planning.
- Development of staging plans with RE PQ engineers and coordination between the main civil engineer and other areas
- Development and submission of tenders for works and preparation of tender assessments for review and approval with trustees.
- Site planning and security management of the site, specifically around the site compound and machinery.
- Facilitation of bonds, payments between development entity and local Council, and management of Qleave and other authority payments and charges.
- Liaison between landowners' builders and legal concerning land titles and plan seal
- Liaison with sales agents concerning communication with landowners and sales and marketing programs for the estates.
- Coordinating town planning with the engineer and local Council and liaison between the parties.
- Working with trustee accountants UBTA and other entities concerning land tax and settlement payments and other necessary documentation for the closure and sale of each stage.
- Development of the critical path and overall timeline with sufficient breakdown to communicate this to the trustees, other stakeholders, and contractors.
- Development of the PMP (Project Management Plan), EMP (Environmental Management Plan), and Covenant Plan for the entire estate and conveying this to trustees, stakeholders, landowners, and contractors and facilitating these elements.
- General day-to-day correspondence and site management as required and overseeing contractors on site.

PROJECT DIRECTOR

Moddex QLD & VIC & NZ

Moddex is Australasia's leading manufacturer of innovative barrier systems for large-scale infrastructure and non-residential construction projects. An extensive range of handrails, barriers, and commercial and industry balustrade and guardrail systems are specifically designed for a wide range of industrial, commercial, and civil applications. All our systems comply with Australian and New Zealand standards, BCA, and WHS regulations.

Key Experiences and Achievements:

- Oversee the greenfield site development of the Moonaboola Industrial Estate for the primary manufacturing facility inclusive of:
 - Detailed master plan of the overall proposed site
 - Document the master plan, including proposed future uses and subdivision of the lot.
 - Services plan development, RAL, and OPW work development.
 - ERA 38 application development for HDG Plant.
 - Development of power demand and transformer requirements and utilities.
 - Water usage for facilities and fire services.
 - Sustainability design development for the site, including but not limited to solar, chemical/waste disposal, recycled water, tree planting, and design
 - Development of the Civil Design, Traffic Plan, and Civil BOQ
 - Approaching the market to obtain a bulk civil works estimate
 - Development of the overall project budget
 - Development of the Project Gantt Chart (end to end)
 - Liaising between stakeholders, lean consulting experts, and other stakeholders on the final master plan
 - Internal stakeholder review with all stakeholders on the internal layouts and detailed designs
 - Review with contractors on updated building costs
 - Development of the tender on the land proposed to the Council
 - Identification and submission of applications for suitable grants with State Gov, including MiQR5 and IPP
 - Support the HDG Detail Design with the provider
 - Develop tenancy and separation of costs for construction and leasing
 - Overseeing the construction on-site
- Oversee the greenfield site development of the Melbourne manufacturing plant.
 - Development of operational planning to stage the relocation of offices to new locations.
 - Development of staging plans, variations to the contract, and liaison with owner/builders to negotiate changes to builds to suit operational needs and requirements.
 - Development of project budgets.
 - Development of contract and administration of the contract and financial components.
 - Prepare and amend AS-4000 and AS-4902 contracts with the legal team and ECI T&Cs for the tender phase of the project.
 - Development of all project governance and development application details.
 - Creation of design briefs and master plans for both facilities.
- Creation of ECI (early contractor involvement) contracts and administration.
- Set up and establish project governance and performance reporting criteria.
- Establish ECI (early contractor involvement) contracts, AS400 & AS4902 contracts, and T&Cs.
- Development of overall project budgets and cash flow requirements.
- Liaison with Fraser Coast Regional Council town planning to finalise Development Applications.
- State and Federal Government for assistance grants (MiQR5, IPP, W4Q)
- Develop Fit out plans and FF&E components for the Rangori office, New Zealand
- Create CCTV, utility, advertising, and FF&E set out points to negotiate with builder and owner
- Facilitate project meetings with internal stakeholders on development and relocation to the new office

EXECUTIVE MANAGER – CORPORATE PROJECTS AND ASSET MANAGEMENT

Fraser Coast Regional Council

The Fraser Coast Region is a local government area in the Wide Bay–Burnett region of Queensland, Australia, about 250 kilometres north of Brisbane, the state capital. It is centred on the twin cities of Hervey Bay and Maryborough and contains Fraser Island. The Council was founded in 2008 with a population of over 105,000 and covered an area of 7,105 km².

Key Experiences and Achievements:

- Undertake the ISO 55001 Gap Assessment for the Council-wide Asset Management Strategy and Improvement Roadmap for strategic assets.
- Commencement of the review and updating of the Council's Total Asset Management Plan and delivery of asset management improvement program in close consultation with relevant stakeholders.
- Commence review of Asset Custodian matrix inclusive of areas of responsibilities, developed the workshop.
- Undertake the Senior User responsibilities for the Coast to Cloud project and commenced development of the EAM requirements alongside consultants to facilitate the "go live" date inclusive of:
- Set up and establish the PMO and develop systems based on a hybrid of Prince2 and PMBOK.
- Development of change management dialogue with stakeholders and creation of end-to-end scenario testing
- Review strategic plans and policies and Cat A Project Management reporting to assist Council alignment with corporate projects, asset management outcomes, and risk appetite.
- Undertake the lead role on Cat A projects
 - Hinkler Regional Deal
 - Pinalba City Centre Masterplan
 - Range & Level of Service
 - Moonaboola Industrial Estate
 - Fraser Coast Sports Precinct Stage II
 - Maryborough Library & Administration Building
 - Traffic Management and Public Realm for Pinalba
 - Local Government Infrastructure Plan update project
 - Esplanade Masterplan upgrade project
- Set up the Project Management Office governance and documentation to align with corporate governance and business plan.
- Development of the Capital Variance reporting and monthly financial reporting and development and roll-out of the long-term financial planning strategy and quarterly project governance steering committee.
- Create and document InfoCouncil reports for various projects and other requirements per EMT (executive management team) requirements.
- Develop and report to EMT on all Council Cat A PMRs in the current format.
- Undertake the internal corporate audit on Project Management with an external auditor.
- Manage the \$40M Hinkler Regional Deal development with the Federal Government and oversee the following projects.
- Oversee the Fraser Coast Sports Precinct Master Plan development and adoption.
- Oversee the Coast to Cloud ERP (Enterprise Resource Planning) project concerning the EAM (Enterprise Asset Management) component and Senior User management.
- Develop and roll out Corporate Project policy and strategies for:
 - Project Management
 - Asset Management
 - Asset Data Management
- Oversee revamping the "As Con" process and asset data capitalisation within the new ERP system.
- Facilitate internal training with staff in Asset Management and Project Management.
- Oversee the LGIP and local building code update projects to ensure compliance with BCA and other regulatory standards.

PROJECT DIRECTOR

Western Downs Regional Council

Western Downs Regional Council is a region the size of Tasmania, just 2.5 hours west of Brisbane and an easy drive from the Sunshine and Gold Coasts. The Western Downs has a growing population of over 34,000 people. The region's diverse economy, vibrant, active communities, extensive infrastructure, and multi-billion-dollar energy investments ensure that the Western Downs continues to go from strength to strength.

Key Experiences and Achievements:

- MyALL107 Cultural Precinct Masterplan & Construction (\$15M), Redevelop the existing arts facility, library, movie theatre, commercial kitchen and café, and utility upgrade and compliance with BCA standards.
- Chinchilla Cultural Precinct Masterplan & Construction (\$10M), The redevelopment of the Lapunyah art facility, movie theatre, auditorium, service upgrade, surrounding precinct roads, car parks, and business centre.
- Waterloo Plains, Thomas Jack Park, Chinchilla Weir, Lake Broadwater & Caliguel Lagoon & Tara Pool Precinct Masterplan and Constructions, Three master plan projects, each over \$25M in value, full facilities upgrade, landscaping and re-vegetation, day-use facilities, irrigation systems, communal camp kitchen, vehicle barricading, children's playgrounds, and BBQ facilities.
- Develop PMO, Governance, and Asset Management System, Develop and deliver a one-day training course on project fundamentals, develop PMO governance and set up PMO organisation and reporting structures, liaison with State and Federal Government funding managers and schemes, undertake Council meeting debriefings and reports, develop stakeholder presentations and community awareness briefings, initiate governance around Native Title and interface management with the current Asset Management System.
- Create the PMO (Project Management Office) and develop all governance and reporting structures.
- Create and implement governance documentation for all projects, including risk, procurement, and terms of reference.
- Develop a "Project Management Training" package to bring another team member in line with current project strategies and methodologies based on PMBOK & Prince II.
- Liaise with State and Federal Government Management to facilitate the funding process for:
 - Building Better Regions Funding (BBRF)
 - Works 4 Queensland (W4Q)
 - COVID-1919 Recovery Package Stimulus
 - Local Roads & Community Infrastructure Program (LRCIP)
- Undertake Native Title audit and review all current and future masterplans and projects.
- Initiate and manage Environmental Assessment reports on all master plans and projects.
- Set up the PMO team (Project Management Office) in the Dalby and Chinchilla offices.
- Liaise with the Asset Management office to ensure the system aligns with project needs.
- Manage the entire tender, contract and negotiation process for all projects, including:
 - Early contractor selection criteria
 - Development of amended AS4902 & AS4000 contracts
 - Undertake SWOT analysis and viability of contractors and develop a scoring matrix
 - Development of probity plan and execution as part of Council due diligence
- Assist Engineering and Facilities departments in project management and technical issues.
- Undertake and develop stakeholder and community engagement presentations.
- Develop media briefs for the Communications and Marketing department.
- Develop budgetary, critical path, and council reporting briefs for council members and the executive team.

SENIOR CONSULTANT AND RELIABILITY ENGINEER

Assetivity

Assetivity is a specialised management consulting and training organisation for the oil and gas, mining and mineral processing, utilities, defence, and manufacturing industries. Assetivity's consulting staff have a wealth of asset management, operations, maintenance, and supply consulting experience.

Key Experiences and Achievements:

- Asset and maintenance management desktop document audit, Territory Generation, Northern Territory
- Asset management system gap assessment and development, Department of Infrastructure, Planning and Logistics, Northern Territory
- Asset management accountability framework compliance implementation, Royal Women's Hospital, Melbourne
- Reliability Engineer & Maintenance process audit, Rio Tinto Iron Ore, Yandicola & Hope Downs, Western Australia
- Work management process development & alignment of ISO Standards, APA Group, Queensland - Asset and maintenance management assistance
Transfield Worley Power Services, Collie Power Station, Western Australia, Development of Asset Policy, Strategic Asset Management Plans, and AMPs
- ISO 55001 Gap Assessment and Asset Management System implementation, Department of Local Government, Sports and Cultural Industries, Western Australia
- Root cause analysis training and coaching, Rio Tinto Iron Ore, Western Australia
- Asset management plan review and reliability engineering, Rio Tinto Aluminium, Queensland
- Fiona Stanley Hospital facility management independent reviewer and specification, South Metropolitan Health Services, Western Australia
- Asset management plan assessment and development, BHP Iron Ore, Western Australia
- Review of estate management plans, South Metropolitan Health Services, Western Australia
- Maintenance planning and scheduling training, facilitation, and development, Ngaanyatjarra Council, Western Australia
- Public training and coaching (Western Australia) Courses developed and delivered:
 - Asset Management Master Class
 - Maintenance Planning and Scheduling Excellence
 - Facilities Management & Reliability Engineering principles
 - Defect Elimination & Introduction to Reliability Improvement
- The utilisation of an expansive toolbox of strategies, including:
 - Asset management creation and development & asset performance measures and investment planning development
 - Asset integrity management planning
 - Integrated maintenance and operations performance improvement development
 - Operational readiness planning
 - Equipment selection and Life Cycle Costing (LCC) analysis
 - ISO 55000 readiness assessment and gap assessments and implementation processes and development
 - Maintenance assessments and audits strategy, performance measurement development and implementation
 - Maintenance benchmarking implementation, planning and scheduling review and improvement
 - Production resource tool and standard operating procedure development and implementation
 - Maintenance skills assessment and training needs analysis
 - Computerised Maintenance Management System (CMMS) specification selection
 - Reliability Centred Maintenance (RCM) facilitation and training
 - Preventative Maintenance Optimisation (PMO) development and Plant maintenance resource
 - Root Cause Analysis (RCA) facilitation and training
 - Maintenance management facilitation and training
 - Effective shutdown planning and implementation training and on-site assignment

COMPLEX DIRECTOR OF ENGINEERING AND PROJECT DIRECTOR

Marriott International

Aloft Hotel is a 224-room, 4-star high-rise hotel in Rivervale, Perth, with two restaurants, a gymnasium, a ballroom and WXYZ bar. A new and trendy sheik-designed property catering to the businessperson. The Westin Hotel is a 5-star, 366-room high-rise hotel located within the CBD of Perth. With award-winning Garum restaurant, spa, meeting rooms and conferencing centres, the Westin caters for the businessperson right in the city's centre.

Key Experiences and Achievements:

- Leadership and coordination of all processes required for the successful opening and management of two hotels located in Perth: The Aloft Hotel in May 2017 and the Westin in April 2018.
- Development of the opening \$4.5M R&M and \$3.5M HL&P budgets.
- Analyse business operations to create capital expenditures (Capex) and operating expenditures (Opex) budgets and forecast Capex for five years.
- Liaison with local councils to gain licensing approvals and all other required certifications.
- Purchase and installation of the industry-leading Assa Abloy Ving security system, including card keying systems, security access and CCTV.
- Completion of Tier V security training to set up and effectively operate the security department.
- Implementing Marriott policies, processes, and procedures concerning engineering, security and loss prevention.
- Establishment of security protocols for the hotels.
- Negotiated external service contracts, ensuring agreements met initial and projected service requirements.
- Conduct system analyses to build energy systems to achieve a Green Star rating.
- Compilation of monthly billing of tenants for utilities and base build maintenance.
- Liaison with tenants regarding base build specifications, internal design specifications and tenancy logistics.
- Provide training to team members and senior staff regarding operational policies and procedures, security measures, system protocols and emergency management, including fire drills and evacuations.
- Establishment of preventative maintenance programs, including the Perfect Room and Perfect Area programs for room maintenance and area maintenance to maintain standards.
- Liaison between owners and contractors within the Defects Liability Period (DLP).

SENIOR DIRECTOR OF ENGINEERING

Four Seasons Resorts

The Mahe, Desroches Island, Lodge Serengeti, and Westcliff properties have 187 privately owned villas and 267 resort villas. The properties include a spa, water sports, conference rooms, three restaurants and two bars, all built into the side of volcanic, granitic slopes over 178 acres of private land.

Key Experiences and Achievements:

- Conduct M&E engineering review analysis and design for the Desroches Island Resort development
- Undertake master plan activity for Desroches Island and Tanzania resorts to upgrade infrastructure and develop new assets.
- Review of market influences and owner expectations to develop a master plan for Desroches Island and Serengeti Resorts.
- Coordination and collaboration with other departments, the regional VP, senior management, and resort owners to ensure the alignment of goals and plans.
- Development, communication, and implementation of a practical engineering strategy that incorporated the company's strategic plan for the Seychelles, Desroches and Johannesburg properties.
- Leadership and management of all phases of capital project work, including:
 - \$48M Villa renovations
 - \$55M Power generation upgrade to 7 MW (Megawatt) prime power plant
 - \$25M solar panel project & \$75.5M R22 HVAC replacement
- Liaison with local government departments and authorities to ensure adherence to all regulations.
- Implement and oversee preventative maintenance programs for facilities, rooms, utilities, kitchens, and laundries.
- Construction and opening of The Westcliff property in Johannesburg and management of the construction contracts.

- Management of the upgrading of the utility systems to conform to government regulations.
- Identify opportunities for improvement in operational effectiveness to drive necessary changes in policies and processes.
- Review production performance against operating plans and Four Seasons standards through metrics and reporting.
- Development of annual operational and capital budgets carefully monitored and measured against agreed targets.
- Negotiate and manage external contracts, ensuring adherence to agreed terms and achieving quality standards.
- Development of performance improvement goals and objectives for the department, which was implemented through the delivery of targeted training to ensure buy-in by all team members.
- Implementation of ongoing training and mentoring programs to improve individual and team capacity.
- The leadership of the sustainability committees in their projects to develop Sustainability Management Plans for the resorts, with a particular focus on obtaining the Seychelles Tourism Sustainability Label for the Desroches Island Resort.

DIRECTOR OF ENGINEERING AND ISLAND MANAGER

Laucala Island, Fiji

Management of all engineering, marine, hydroponics, farm, and airport operations for the island, including the coordination of a redevelopment project (\$42M), cobblestone road project of 35km (\$3.5M), and the construction of a two-person submarine(\$27M). In the absence of a General Manager for a period of time, I stepped into the role of General Manager. I undertook all those duties and the duties of the Island Manager and managed the staff accommodation island, located five nautical miles from the main island.

Key Experiences and Achievements:

- Staff and personnel management of over 300 people and management of staff village island
- Manage the fleet of vessels, 6 in total, ranging from 20ft to 180ft long and crews, maintenance and operations.
- Management of island aircraft and airport fleet as the responsible operational individual to oversee all regulations, maintenance and operational schedules.
- Oversee daily operations of F&B, Housekeeping, maintenance, grounds, horticulture and other departments.
- Develop projects for the following areas:
 - Creation of cobblestone for all major roads on the island, including civil design and services
 - Redevelopment of all structures and refurbishment of main areas and services
 - Design and construction in California, USA, of a two-man submarine for owners' use
 - Refurbishment of the main owner's residence and other facilities
- Review and update the operational programs and procedures for maintenance and grounds landscaping and farming.
- Review and update the technology and management of the farming programs and horticulture areas.
- Liaison with local authorities and tribal members and attend necessary functions and occasions on behalf of the owners and EMT.
- Manage the EMT weekly discussions, operational meetings, and financial, budget, and staff reviews.
- Meet and greet all VIP guests and ensure their needs and requirements are met.
- Oversee all procurement and negotiations with local providers for the island.

PROJECT DIRECTOR AND ASSET MANAGER

North Queensland Airports, Cairns & Mackay

North Queensland Airports owns and operates the Cairns Domestic, International Airports, and Mackay Domestic Airport. My duties were between entities managing all projects on behalf of NQA and commercial tenants. A portion of each week was spent at Mackay Airport to manage projects and the remainder at Cairns Airport.

Key Experiences and Achievements:

Management of up to 40 concurrent projects valued between \$5M and \$55M, including:

- Commercial and retail fit-out
- Service upgrades and installations
- New and temporary building structures

- Civil, asphalt, drainage, runway work and airport lighting
- Renovations of existing structures
- Land use plans and master planning
- Airport lounge tenancy developments
- CAN (Campus Area Network) upgrades and development
- HVAC chiller systems refurbishment
- Standby and backup power generation replacement
- Upgrade of airport lighting
- Replacement of FID and NIGS systems
- Aerobridge upgrades and refurbishment

SERVICES PROJECT MANAGER

Coffey Projects, Cairns

Client-side Project Manager for the \$200M redevelopment of the Cairns Airport Domestic Terminal, during which the terminal continued to operate around the project works.

Key Experiences and Achievements:

Project management of the brownfield terminal redevelopment, including:

- Electrical distribution and high voltage ring main distribution and transformers, Backup power generation system and ATS
- Hydraulics and symphonic systems, Fire systems (wet and dry)
- Building management and energy management system (BMS & EMS)
- Campus Area Network (CAN) System and Public address and hearing loop system
- Aerobridges and JUHI fuel system
- HVAC and mechanical systems, Central services building chilled water plant
- Operation and Maintenance Manual verification and implementation
- Training development of operational staff on systems and functionality, handover, and warranties
- Quality assurance and defects management
- Furniture, fixtures, and equipment design and procurement
- Contract administration and management and monthly financial and progress reporting

PROFESSIONAL MEMBERSHIPS

Member of:

- Australian Institute of Project Management
- WPIAM & Asset Management Council
- Engineers Australia
- Australian Hoteliers Association
- Queensland Building and Construction Commission

ADDITIONAL INFORMATION

Operational Licence:

- Open C (Car) Class & Motorbike
- Boom equipment-rough terrain forklift
- Warehouse forklift
- 35T Excavator & 15T Dump Truck
- Coxswain ticket
- PADI Rescue Diver

Workplace Licences:

- Construction Induction White Card – QLD Gov
- Workplace Health & Safety Officer- QLD Gov
- Water and Wastewater Treatment Plant Operator- Simons & Bristow
- Scaffolding ticket - BCC
- Certified Boilermaker - BCC
- Certified Generator Diesel Mechanic - Generac
- Certified Power Generation Electrician - Generac
- Site Supervisor licence – Structural Steel - QBCC
- Site Supervisor Open-Medium-Low Rise - QBCC
- Advanced First Aid – St John Ambulance (2023)
- Commercial Drone Licence - CASA