

Resume' - GARY FEATHERSTON

NAME: Gary Robert Featherston

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SKILL SETS

- Forest certification, Chain of Custody certification, preparation, compliance and auditing of the Forest Stewardship Council, Australian Forestry Standard and the Code of Forest Practices and standard development processes.
- Auditing and compliance testing skills at the field and desk-top levels.
- Leadership and discipline to deliver outcomes on time, within budget and to specifications.
- Wildfire experience and ability to manage emergency incidents.
- Plantation establishment and management in both operational and policy formulation contexts.
- Ability to complete strategic analytical reviews of resource, market, industry, enterprise, planning and change management projects.
- Project and change management skills relating to planning, delivery and review.
- High level budget and financial management skills.
- Communication skills, including written, spoken, reporting and presentations.
- Extensive knowledge of marketing logs to the Victorian hardwood timber industry.

KEY RESULT AREAS:

- Provide clients with a quality management system that is suitable for certification against the Forest Stewardship Council and Australian Forestry Standard chain of custody standards.
- Work as contractor for JASANZ as an authorised assessor of certification body auditors for the two forest related Australian Standards AS4708 and AS4707.
- Key role in the establishment team for the start up of VicForests, a state business corporation to manage Victoria's commercial forests. The corporation manages timber sales from native forests to the Victorian Timber Industry. Using his extensive knowledge of the Victorian Timber Industry, he developed sales contracts to replace licences, completed the fundamental design of an open market place for future sawlog sales and conducted three sealed bid auctions.
- Established a forest consultancy business that has completed many projects.

- **KEY RESULT AREAS (continued):**

- The preparation of Sustainable Forest Management Plans for accreditation against the Australian Forestry Standard and Forest Stewardship Council.
- Managing a Group Scheme for certification of small forest holdings and timber processors to the Forest Stewardship Council forest management and PEFC chain of custody standards.
- Distinguished service at major fires as the Planning Officer and Operations Officer. Experience at the Caledonia fire 1998 and at the Alpine Fires 2003.
- Provided executive support to bushfire management agencies and coordination of wild land fire emergency services in Victoria and nationally.
- Successfully managed a plantation establishment and reforestation program of 2000 ha per year in the Central Gippsland Region.
- Establishment of Mill Door Sales Contracts in the Tambo and East Gippsland FMAs. These Contracts, for a combined value in excess of \$25M, allowed the Department to supply log timber to a range of customers. The Tambo Contract was the first of its kind and was implemented as a trial. The East Gippsland Contract will be the biggest in the State and contains many innovations designed to enhance performance.
- Successfully managed a business unit of 56 staff and an annual turnover of \$6.1M.
- Conducted the first Customer Satisfaction Survey for Forestry Victoria
- Establishment of the Gippsland Timber Development site for the \$2.5M training, research and development complex at Kalimna West.
- Preparation of the Statewide Forest Resource Inventory Strategy.
- Successfully lead parts of the Our Forests Our Future program to shape Government policy on difficult and far reaching changes to the sustainability of Victoria's Timber Industry.
- Prepared the budget analysis and cabinet submission to improve the funding platform for the wildfire and emergency management delivered by DSE in Victoria.

CONSULTANCY PROJECTS DELIVERED

- Project management for the review of the Australian Forestry Standard
- Design of open market system to price and allocate native forest sawlogs for VicForests.
- Design and conducted sealed bid auctions for surplus sawlogs for VicForests.
- Strategic market analysis for sawmills purchasing logs in the VicForests online auction.
- Provide the role of Group Manager for the Rural and Land Management group within the Australasian Fire and Emergency Service Authorities Council.
- Established and achieved funding for the National Burning Project to provide national doctrine to support land managers undertaking prescribed burning.
- Provide Chain of Custody systems suitable for AFS, FSC and PEFC standards for sawmills and timber processors.

• **CONSULTANCY PROJECTS DELIVERED (continued):**

- Preparation of a Sustainable Forest Management Plan and EMS components for VicForests for accreditation against the Australian Forestry Standard.
- Report on the suitability and price of tropical hardwood logs available for supply to Victoria for Black Forests Timbers.
- Preparation of factual forest information for presentation on a walk through web site and as printed material for VAFI.
- Preparation of submissions to Government inquiries and comment on draft policy documents.
- Operational review of the Emergency Coordination Centre, State Aircraft Unit and the Strategic Planning Unit and the preparation of operational documents including State Fire Equipment Plan and standard operational procedures for water replacement and non fire personnel for the Department of Sustainability and Environment (DSE).
- Preparation of a Biodiversity Report consistent with the Australian Forestry Standard for VicForests.
- Preparation of Road Plan documents including operating procedures for VicForests.
- Preparation of a review of the valuation of plantation and forested land for DSE and private forest owners.
- Compile a policy register required for compliance with the Australian Forestry Standard for VicForests.
- Review of the Fire Accreditation Manuals for General Fire Fighter and operations Officers for DSE.

EMPLOYMENT:

2004 – present. Principal Consultant, Managing Director, Forest Strategy Pty Ltd.

2004 – 2004. Acting Chief Marketing Officer, VicForests.

2004 – 2004. Marketing Manager, Forestry Victoria Department of Sustainability and Environment.

2003 – 2004. Manager Business and Infrastructure, Fire Management Branch, Department of Sustainability and Environment

2001 – 2003. (Concurrently with below) Project Officer. Licence Renewal Project. Department of Natural Resources and Environment.

2000 – 2003. Marketing Manager, Forestry Victoria Department of Natural Resources and Environment.

2000 – 2001. Project Manager, Forestry Victoria Implementation Department of Natural Resources and Environment.

EMPLOYMENT (continued):

- 1995 - 2000.** Senior Forester, East Gippsland FMA, Orbost, Gippsland Region, Department of Natural Resources and Environment.
- 1993 - 1995.** Senior Forester, Tambo FMA, Bairnsdale, Gippsland Area, Department of Conservation and Natural Resources.
- 1985 - 1993.** Production Planning Officer, Central Gippsland and Warragul Regions, Department Conservation and Natural Resources.
- 1984 - 1985.** Utilisation Forester, Warragul Region, Neerim South, Department of Conservation Forests and Lands.
- 1980 - 1984.** Research Forester, Eastern Research Centre, Orbost, Forests Commission Victoria.
- 1978 - 1979** Hardwood Utilisation Forester, Heyfield, Forests Commission.

LICENCES: Victorian Driving - 2591 7769 9

HOBBIES: Cycling and boating
Bonsai and Gardening

ACHIEVEMENTS: Queens Scout
National Fire Medal

ASSOCIATIONS: Graduate Australian Institute of Company Directors
Fellow of Institute of Foresters Australia.

BOARD MEMBERSHIPS: Forest Strategy Pty Ltd (current Director)
Institute of Foresters Australia (current)
Gippsland Timber Development Inc (former)
Victorian Eastern Development Association. (former)
Timber Promotion Council (Deputy) (former)

ACCREDITATIONS: Registered Forestry Professional No. 038
Operational Fire Fighter Level 3
Planning Officer AIIMS ICS Level 3
Incident Controller Level 2
Quality Management System
Log Grader Accreditation
Contract Management
ORACLE Competency Accreditation

EDUCATION: 1968 -1974. Murrumbena High School
HSC. Completed 1974
1974 -1977. School of Forestry, Creswick, Diploma of
Forestry. Completed 1977.
1979 - 1980. Melbourne University Bachelor of Forest
Science, Honours. Completed 1981.
2008 Diploma for the Company Directors, Australian
Institute of Company Directors

TRAINING: AS/NZS ISO/IEC 17021 Management system JASANZ November 2018
AS/NZS ISO/IEC 17065 Product conformity JASANZ November 2016
Marketing Essentials AIM May 2004
Trade Practices Act for Government 2002
Risk Management for NRE 2000
Customer Service, November 1997.
Understanding Financial Management, March 1996.
Winning Negotiation Skills, October 1996.
Benchmarking Seminar, February 1996.
Accrual Management Awareness, January 1996.
Project Management, July 1993.

REPORTS AND PUBLICATIONS:

Fagg P.C., B.K. Ward and G.R. Featherston 1982. Eucalypt crown dieback associated with *Phytophthora cinnamomi*, following the September 1973 wild fire near Cann River, East Gippsland, Research Branch Report No. 208. Forests Commission Victoria, 15pp.

Featherston G.R. 1983. Seed tree health and survival of Maramingo and Reedy Creek Pulpwood Demonstration Areas, East Gippsland, five years after harvesting. Research Branch Report No. 219, Forests Commission of Victoria, 9pp.

Featherston G.R. and P.C. Fagg 1983. Seed bed assessments and resulting regeneration on two, high elevation, mixed species logging coupes in East Gippsland. Research Branch Report No. 229, Forests Commission Victoria, 17pp.

Campbell R.G., E.A Chesterfield, F.G. Craig, P.C. Fagg, P.W. Farrell, G.R. Featherston, D.W. Flinn, P. Hopmans, J.D. Kellas, C.J. Leitch, R.M. Lyon, M.A. MacFarlane, L.A. Pedrick, R.O. Squire, H.T.L. Stewart and G.C. Suckling 1984. Silvicultural and Environmental aspects of harvesting some major commercial eucalypt forest in Victoria: A Review. Forests Commission Victoria, 176pp.

Featherston G.R. 1985. Harvesting history of a coastal forest area in East Gippsland in relation to eucalypt species composition. Research Branch Report No. 290. Department of Conservation Forests and Lands, 17pp.

Fagg P.C., B.K. Ward and G. R. Featherston 1985. Eucalypt dieback associated with *Phytophthora cinnamomi* following logging, wild fire and favourable rainfall. Australian Forestry Vol 49 No 1, p 36 - 43.

REPORTS AND PUBLICATIONS (continued):

Featherston G.R, Fagg P.C. and F. Morris 1987. Climatic Features of the Errinundra Plateau, East Gippsland. Proc. R. Soc. Vic. Vol 99 No 2 p89 - 97.

Squire R.O., R.G. Campbell, K.J Wareing and G.R. Featherston 1987. The mountain ash (*Eucalyptus regnans* F. Muell). Forests of Victoria: Ecology, silviculture, and management for wood production. Paper presented to Forest Planning Conference Perth 1987.

Featherston G.R. and R.O. Squire 1989. Regeneration methods and results (1962 - 1980) for high elevation mixed species eucalypt forests in East Gippsland. In A review of monitoring methods and regeneration practices in Victorian mountain eucalypt forests, Proceeding of a workshop held at West Sale, Central Gippsland Region 22 - 23 April 1986, 230pp.

Wiseman Anne and G. R. Featherston 1991. Hardwood Timber Resources in the Central Gippsland Forest Management Area. Resource Assessment report No. 91/01. Department of Conservation and Environment, 33pp.

Pearson P. and G.R. Featherston 1992. Forecast of Sustainable Yield for Grade C and better Sawlogs in the Central Gippsland Forest Management Area. Lands and Forests Technical Report No. 10, 25pp.

Victorian Department of Natural Resources and Environment 2002. Estimate of Sawlog Resources. ISBD 1 7410 6003 6. 299pp

REFEREES:

Names and contacts can be supplied on request.