

The graphic features a dark blue background with a central burst of red and blue lines radiating outwards. At the bottom, two women in white hard hats and orange safety vests are shown from behind, looking towards the center. The text 'NAWIC VIC Awards for Excellence 2023' is prominently displayed in white, with a red and white checkered logo to the left of the main title.

NAWIC VIC

Awards for Excellence

2023







**JOHN
HOLLAND**

Transforming Lives

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

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

We believe in delivering positive change for people and communities.

We believe in transforming lives.

Our commitment to transforming lives extends to those who work for us and the communities in which we operate.

At John Holland we proudly support and celebrate women through our generous paid parental leave entitlements, flexible working arrangements, leadership and mentoring programs, and by driving gender pay equity across our business.

John Holland is proud to be sponsoring this year's Crystal Vision Award, which recognises individuals or businesses that actively promote and encourage participation and career progression of women in construction.

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PRESIDENT'S MESSAGE



Katherine Brewis

I'm profoundly honoured to acknowledge the exceptional contributions and accomplishments within our industry. At the 2023 NAWIC Awards for Excellence, we gather to celebrate achievements and to express our gratitude to those who make our industry thrive. First and foremost, I want to extend my heartfelt appreciation to each and every one of you for joining us in recognising the outstanding talent and dedication that has shaped our industry over the past year.

The 2023 Awards provides us the privilege of shining a spotlight on those remarkable individuals who have not only met these challenges but have surpassed our highest expectations. To all the nominees, I offer my sincere congratulations. Your nominations are a testament to your exceptional contributions and the esteem in which you are held by your peers, mentors, and clients. I would like to extend our deep appreciation to our sponsors, both major and supporting, who have steadfastly supported NAWIC's mission. Your dedication has played an instrumental role in advancing our industry and empowering women in construction.

2023 Sponsors

PLATINUM	John Holland
GOLD	ADCO, Lendlease, Mirvac, Multiplex, Symal
SILVER	ACCIONA, Built, CPB Contractors, Roberts Co, Seymour Whyte
EVENT	Building Engineering, ProQM
BRONZE	BESIX Watpac, Harris HMC, Inhabit, Johnstaff, Kane Constructions, Metro Trains Melbourne, Premier Cranes and Rigging, Spark North East Link D&C, Winslow Infrastructure

A special note of gratitude goes out to our esteemed panel of judges, who volunteered their time and expertise to meticulously evaluate this year's nominees. Your commitment to fairness and excellence is truly commendable. As we look ahead to 2024 I want to express my gratitude to the 2023 Victorian Council for their hard work: Sam, Vesna, Livon, Lynette, Lexi, Maria, Sinead, Velina, Angie, Holly Anne, Michelle, Amy, and Paula. Our success is a reflection of the work and commitment you have to NAWIC which is evident in our continued success in supporting women in our industry.

The challenges and opportunities that lie ahead in our industry in the coming years will allow us all to grow, test our limits, and, hopefully, see each other recognised in next year's awards (and the years that follow) for the outstanding work we do.

Thank you all for your participation in our 2023 NAWIC Victoria Awards for Excellence

Kind regards

Katherine Brewis, President NAWIC Victoria

CHAIR'S MESSAGE



Vesna Newman

As the Victoria Awards Chair, I'd like a moment to express my deep gratitude to all who support our awards year after year. It's been an incredible honour to be a part of this process.

Organising an event of this magnitude requires a collective effort, and I am genuinely humbled by the dedication and hard work of our events manager Amanda Dale. Together, we've faced challenges head-on and worked tirelessly to ensure that this event is a memorable and meaningful one.

Whether you are a nominee, a judge, a sponsor, or an attendee, your presence and involvement have contributed to the success of our NAWIC Awards. You are the heart and soul of our industry, and it's an honour to have you here with us.

I would like to extend a special thanks to our sponsors, both major and supporting, for their unwavering support and to our dedicated panel of judges, who have been instrumental in ensuring that our awards program maintains its integrity and prestige. Thank you for your invaluable contributions.

Here's to a bright future and continued success for all.

Vesna Newman
NAWIC Vic Awards Chair & Co-Vice President

ABOUT NAWIC



WE ADVOCATE FOR CHANGE WE EDUCATE and 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,



2023 NAWIC Victoria Council and Committees

VICTORIAN EXECUTIVE COMMITTEE

Katherine Brewis	Chapter President
Samantha Cooper	Chapter Co-Vice President
Vesna Newman	Chapter Co-Vice President
Lynette Correia	Chapter Secretary
Livon Joseph	Chapter Treasure
Lexie Dempster- Hoad	Chapter Partnership Chair

EDUCATION COMMITTEE - MENTORING AND CEO SHADOW

Michelle Cook	Chapter Education Co-Chair	Johnstaff Projects (Vic)
Livon Joseph	Chapter Education Co-Chair	CPB Contractors
Amelia Bowen		Case Meallin
Sarah Coleman		Bouygues Construction Australia
Abid Hasan		Deakin University
Maggie Loveland		
Nicola Macrow		Pinsent Masons
Sadie Mason		Multiplex Constructions
Tomi Paripisa		GHD
Anna Sturmeay		Johnstaff Projects (Vic)

EVENTS COMMITTEE

Angelique Kyparisis	Chapter Events Chair	St Vincent's Private Hospital
Teyarna Egglestone-Smith		Carey Civil Contractors
Aimee Elliott		Kane Constructions
Stacy Finnegan		AON Risk Services Australia
Melanie Gregan		Roberts Co
Oanh Harding		FSC
Aurynes Rojas Mendez		Case Meallin



2023 NAWIC Victoria Council and Committees

MARKETING AND COMMUNICATIONS COMMITTEE

Maria McCarthy	Chapter Marketing & Communications Chair	VACCHO
Abbey Casey		Metro Trains Melbourne
Erin Warner		MODE Design Corp

REGIONAL COMMITTEE

Velina Genova	Chapter Regional Chair	Deakin University
Lisa Cunningham		K5 Furniture
Rita Koritsas		Jacaranda
Imogen Lyons		WTP Australia
Claudia Montalvo		APP Corporation
Claire O'Reilly		Brady Marine and Civil

GENDER EQUALITY COMMITTEE

Amy Cassidy	Chapter Equality Co-Chair	Seymour Whyte
Paula Hernandez	Chapter Equality Co-Chair	Laing O'Rourke Australia
Melanie Anderson		Lendlease Building
Gabby Bush		Transurban
Simone James		ADCO Constructions



JUDGES

NAWIC would like to thank the following people for their involvement in the judging process.

COMPANY	JUDGE	TITLE
Multiplex	Nick Anderson	Project Manager
Harris HMC	James Bader	General Manager - Services
ADCO	Glen Blamey	Business Development Manager
Lendlease	Caroline Boyce	Senior Workplace Strategy Consultant
SPARK North East Link D&C	Sarah Coleman	Director P & C
NAWIC	Samantha Cooper	NAWIC Co-Vice President
Major Road Projects Victoria	Steve Cornish	COO MRPV (MTIA)
Symal Group	Sandra Costanzo	General Counsel
CPB Contractors	Marcus Daniell	Health, Safety & Environment Manger
Building Engineering	Chris Doufas	Building Engineering Director
Winslow Infrastructure	Ebony Fisher	Senior Manager, Communications & Engagement
Roberts Co	Rose Fleming	Senior Design Manager
Mirvac	Joel Frederick	Regional Operations Manager
Kane Constructions	Richard Frisina	Joint Managing Director
Seymour Whyte	Rob Hewson	Operations Manager
ACCIONA	Lyndal Isakhan	Environment & Sustainability Manager
NAWIC	Maria McCarthy	NAWIC Comms & Marketing Chair
Built	Nicole McIntyre	Submissions Manager
Metro Trains Melbourne	Amanda Millar	Head of Business Transformation
BESIX Watpac	Nicki Muir	Submissions Coordinator
John Holland	Michelle Nation	GM Health, Sustainability & Climate
Inhabit	Farzaneh Rahgozar	Senior Façade Consultant
Major Road Projects Victoria	Katrina Rio	Director Social Value Capability & Inclusion
Premier Cranes and Rigging	Chi Shankar	Chief Executive Officer



AWARD CATEGORIES

JOHN HOLLAND

CRYSTAL VISION AWARD

ADCO

INDUSTRY ALLY AWARD

MIRVAC

BUSINESSWOMAN AWARD

LENDLEASE

PROJECT DELIVERY AWARD

ROBERTS CO

DESIGN AWARD

BUILT

COMMUNICATION, STAKEHOLDER & MEDIA MANAGEMENT AWARD

CPB CONTRACTORS

HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY ASSURANCE AWARD

ACCIONA

SUSTAINABILITY AWARD

SYMAL

EMERGING LEADER AWARD

MULTIPLEX

YOUNG ACHIEVER AWARD

SEYMOUR WHYTE

TRADESPERSON OR APPRENTICE AWARD

2023 SPONSORS



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PLATINUM

JOHN — HOLLAND

GOLD



ADCO
PEOPLE WHO BUILD



MULTIPLY

2023 SPONSORS



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SILVER



Built



EVENT SPONSORS



(Bldg.Eng) 20⁽ⁱⁿ⁾
23

BRONZE



KANE



PEOPLE WHO CARE
PEOPLE WHO STRIVE
PEOPLE WHO DREAM
PEOPLE WHO CREATE
PEOPLE WHO INSPIRE
PEOPLE WHO BUILD



 **ADCO**
PEOPLE WHO BUILD

adcoconstruct.com.au



Places. For. Everyone.



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

“Lendlease’s enduring partnership with NAWIC drives this important work for women in the construction industry... because equity isn’t just a nice-to-have, it’s a must-have.”

Skye Mason
Director of Operations, Construction
Lendlease

RANKED #1 GLOBALLY
FOR GENDER EQUALITY
2022 and 2023 by Equileap



*Mirvac is the proud sponsor of the
Business Woman of the Year Award
and extends its warmest congratulations
to all the exceptional nominees
for their outstanding contributions
to the construction industry*



www.mirvac.com



2023 NAWIC VIC AWARDS for Excellence



WINNERS

WINNERS



Zoe Luby
Lendlease
Melbourne Quarter Tower



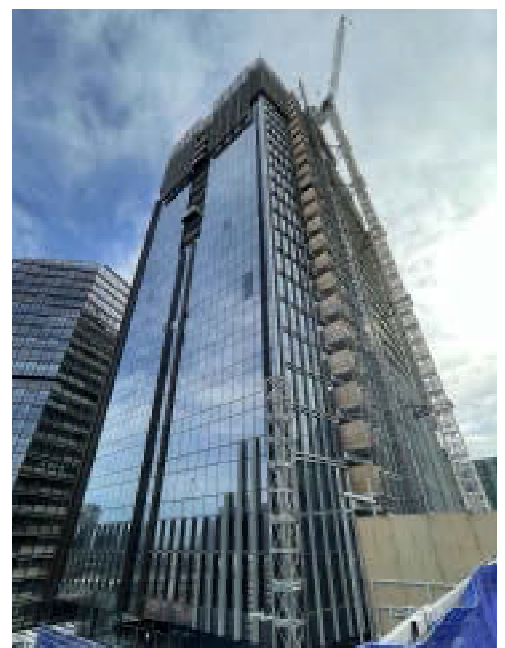
SEYMOUR WHYTE TRADESPERSON OR APPRENTICE AWARD

Zoe Luby is an amazing third-year apprentice at Lendlease who has impressed everyone with her natural skills, enthusiasm, and technical abilities. Her journey into the construction industry was unexpected - she stumbled upon it while working in traffic control after years of searching for a challenging career that matched her talents. Once she found construction, she knew it was where she belonged, and she's determined to build her career there, aspiring to become a site manager in the long run.

In 2021, Zoe became a part of the Lendlease apprenticeship program. Before that, she completed pre-apprenticeships in electrotechnology and carpentry, showcasing her eagerness to learn and diversify her skills. Currently, Zoe is working on the Melbourne Quarter Tower Project, where she's gaining experience in various areas like building exteriors, dividing walls, ceilings, and formwork.

Zoe truly stood out during her time working on core construction, which is critical to the project and presents significant challenges. It's not common to find many female apprentices in this field, but Zoe fearlessly took on the demanding tasks. During her very first concrete pouring, she faced a potential leak issue and handled it with ease and professionalism, impressing everyone around her.

Now, Zoe is not only focused on excelling in her role but also on encouraging more women to join the construction industry. She's actively involved in voluntary work and advocacy to inspire and support other women who dream of pursuing careers in this field.



WINNERS



Ellen Warren
Built
480 Swan Street

MULTIPLEX MULTIPLEX YOUNG ACHIEVER AWARD

Ellen Warren, the Graduate Project Coordinator at Built, played a crucial role in the successful implementation of the Crate of Kindness initiative. This involved establishing a comprehensive framework, building relationships with stakeholders, procuring and managing supplies, and efficiently organising a team of volunteers to deliver and install furniture in the homes of women and children seeking refuge from domestic violence.

The Crate of Kindness initiative, based at the 480 Swan St construction site, is a new pilot program supported by charity organisation ReLove, asset owner Charter Hall, and construction partner Built, Crate of Kindness addresses an important community need by providing furniture and homeware items to those in need.

Ellen has shown exceptional leadership in driving the Crate of Kindness initiative forward. Because of her efforts, 319 furniture items, valued at over \$80,000, have been rescued to date. She has also successfully organised 20 volunteer days, totalling more than 300 hours of service. Ellen's leadership has been instrumental in the initiative's success, illustrating her commitment to creating positive change in the communities she serves.



WINNERS



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Beck Ricardo
Icon
Seafarer's Docklands



SYMAL EMERGING LEADER AWARD

Beck Ricardo is not someone who backs away from challenges. Despite facing discouraging experiences, Beck remained determined to secure an apprenticeship. Eventually, she landed a cadetship and discovered her passion for site supervisor roles.

With a strong desire to bring about change in the industry, Beck focuses on two main areas. Firstly, she aims to create a more inclusive and welcoming environment for women in on-site project roles. Secondly, she strives to manage structural operations using innovative construction methods that prioritize safety, quality, and sustainability.

Currently, Beck works as a Structure Supervisor on Icon's Seafarer's development in Docklands. This project is one of the most unique and complex in Melbourne's history. The large-scale structural site operations, combined with distinctive "jagged tooth" floor plates, have motivated Beck to create innovative construction techniques that challenge the norm.

Despite her significant responsibilities and the risks involved in her role, Beck always finds time to support and mentor the next generation of women in construction. She is a compassionate and supportive leader, dedicated to creating more welcoming workplaces for everyone.

Beck's future is bright, and she is exactly the kind of emerging leader that construction sites need. Her commitment to innovation, inclusivity, and mentorship will undoubtedly have a positive impact on the industry.



WINNERS



Roselli Hedditch
Deakin University
Deakin Design Standards for Facilities



ACCIONA SUSTAINABILITY AWARD

Roselli played a significant role in incorporating sustainability objectives into Deakin University's Design Standards for Facilities. Recognising the conflicting priorities of sustainability and project management, Roselli developed a process called SBE (Sustainable Built Environment) that allows for early consideration of sustainability goals and offers a more flexible implementation and delivery approach.

This process includes a matrix in the Deakin Design Standards that identifies specific goals for each project, regardless of size or complexity. This simple addition allows for the targeting of environmental, social, and financial benefits across all types of projects using existing documentation and procedures.

By overcoming challenges and minimising administrative tasks, such as repetitive applications of "n/a" (not applicable), the SBE process streamlines tasks, meetings, project reviews, and construction handovers. The SBE Deliverables also ensure that climate adaptation, health and well-being, and social responsiveness are purposefully included and easily tracked in sustainable built environment initiatives.

Requirement	Policy
5 star Green Star Buildings with Planner	
5 star Green Star Buildings with Planner	
D&C with sustainability specific section to project brief incl. key deliverables	
D&C with sustainability specific section to project brief incl. key deliverables	
D&C	

As part of the D&C compliance statement, the consultant must identify all of the following principles within designs and submit design solutions at each milestone for approval by Deakin before proceeding to the following phase. Failure to do so may result in the Consultant needing to re-design and/or document at their own cost.

Polishes	Alternative design should avoid impact to the surrounding fauna and flora.	No trees and shrubs removal (documenting diameter of canopy).
	Impact of altering glazing should be addressed in "Energy" however the impacts on existing or altering HVAC also needs to be confirmed via an LCA if	Min 20 year LCA of replacement/connector parts only.

WINNERS



Tracey Mitchell
CYP Design & Construction
Metro Tunnel Project



CPB CONTRACTORS HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY ASSURANCE AWARD

Tracey Mitchell works as a Safety Advisor at CYP Design and Construction. She has shown a strong commitment and passion for attracting and supporting women in the construction industry.

Tracey founded the Women in Construction Group, which provides a safe and inclusive space for women in blue-collar roles to share their experiences, concerns, and challenges they face at work and in their personal lives. The group also helps women access resources, training, mentorship, networking opportunities, leadership development, and career advancement.

The group meets regularly and has a WhatsApp chat group to promote connection and communication among its members. Being part of this group has boosted the confidence of its members and made them feel safer and more included on the construction site. It has also allowed important issues to be addressed, leading to improved overall team communication, inclusivity, and respect. As a result, women at CYP D&C now feel more confident in speaking up and taking action in various scenarios related to safety, injuries, equipment failures, or other challenges, contributing to a safer and more productive workplace.



WINNERS



NAWIC VIC
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Jemma Walshe
Fulton Hogan

Built

BUILT COMMUNICATION, STAKEHOLDER & MEDIA MANAGEMENT AWARD

Jemma's passion is for building connections between projects and the communities they serve, leading innovative programs that focus on community needs and positive outcomes.

In the past year, Jemma has transformed her approach to communication, ensuring that it is inclusive, adaptable, and promotes genuine relationships between project teams and local communities. She strongly believes that by prioritising meaningful engagement with the communities we work in, we can leave a lasting and positive impact, attract more people to the industry, retain existing workers, and enhance its reputation. Jemma's dedication to community-centric practices aims to create a better future for all involved.



WINNERS



NAWIC VIC
Awards for Excellence
2023



Maria Terzakis
CYP Design & Construction
Metro Tunnel Project



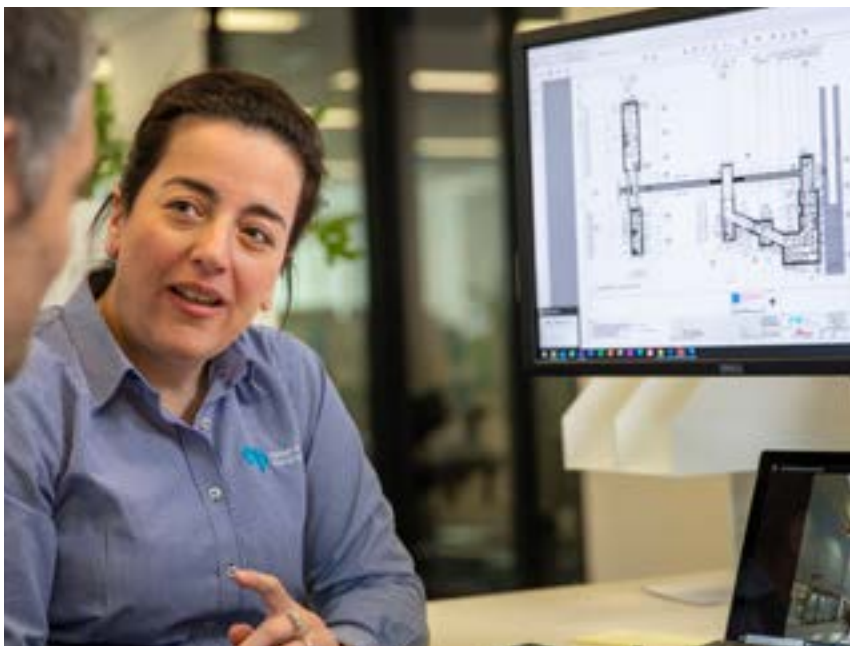
ROBERTS CO DESIGN AWARD

Maria has played a crucial role in overseeing the most extensive and integrated EMC (Electromagnetic Compatibility) design process ever undertaken in Australia's infrastructure history. This process ensures the effective implementation of various measures to mitigate electromagnetic interference for the project and its surrounding environment.

The project is situated near important biomedical and educational institutions that house equipment sensitive to electromagnetic interference. To address this, Maria conducted a thorough examination of all construction and operational aspects of the railway. This involved considering the cumulative impact of the railway alongside existing environmental electromagnetic noise, considering the specific sensitivity characteristics of each piece of equipment.

Through the use of comprehensive modelling, innovative mitigation strategies, and adherence to strict standards, Maria has successfully ensured the compatibility of the railway with sensitive equipment and environments. This has allowed the project to proceed while safeguarding the integrity of medical and research operations.

Maria's efforts have garnered endorsement from key stakeholders, leading to the implementation of necessary mitigation measures at specific receivers. This has enabled the project to meet planning obligations set by Rail Projects Victoria (RPV), ensuring that railway operations can proceed while installing specially designed EMI (Electromagnetic Interference) active shielding for 21 sensitive receivers.



WINNERS



NAWIC VIC
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Lucy Flanders

Roberts Co
CSL Melbourne



LENLEASE PROJECT DELIVERY AWARD

Skilled project manager and team leader Lucy Flanders has been working on CSL Melbourne, the new headquarters for biotech company CSL. This impressive 23-story building is a modern research and laboratory facility located in a diverse and high-end workplace.

The project faced several challenges, including the unique design of a vertical laboratory, unexpected issues with trade partners going out of business, delays in overseas procurement due to Covid, and the biggest challenge of all, the voluntary administration of Probuild in February 2022, which caused a two-week pause in the project.

Under Lucy's guidance and leadership, the team implemented innovative methods to meet the project's rigorous standards. Despite these challenges, Lucy showed exceptional leadership by managing the obstacles and keeping the team motivated. As a result, the project was successfully completed, delivering a cutting-edge research facility in the heart of Melbourne's biomedical district.



WINNERS



Jackie Aggett
SPARK North East Link D&C



MIRVAC BUSINESSWOMAN AWARD

Jackie Aggett the Commercial Director for the NEL Tunnels Project and been crucial in ensuring the success of the project by setting new standards for project delivery.

Jackie's contributions to the project have been innovative and significant. She has developed collaborative commercial strategies that effectively manage conflicts and generate substantial cost savings. Her efforts have helped the project to run smoothly and efficiently.

By fostering a culture of change within her team, Jackie achieved remarkable results. In a span of 20 months, there were no claims, disputes, or variations. She restructured the team to accommodate rapid growth and aligned the procurement and commercial teams to improve overall project efficiency.

Jackie's leadership has earned the admiration of clients and created a positive work environment. Her commitment to inclusivity and gender-neutral language has increased employee satisfaction and promoted better teamwork.



WINNERS



Lucas Martinez
John Holland



ADCO INDUSTRY ALLY AWARD

Lucas is a true ally for women in the construction industry. As a migrant, he understands the challenges and experiences of being a minority in the field. He leads with empathy and works tirelessly to promote equal opportunities for everyone.

Lucas's advocacy has resulted in a team that is filled with talented and accomplished female leaders. The team includes women in various roles such as engineering, safety, stakeholder management, and commercial teams. He serves as a role model and mentors other managers to uphold these values throughout the leadership team.

Lucas is dedicated to promoting social inclusion on the project. He supports initiatives such as employing refugees and asylum seekers through social enterprises like CareerSeekers, and also supports organisations like McAuley House and Parkville Youth Detention.

In addition to promoting female employment, Lucas ensures that women have flexible work arrangements to accommodate their family and personal needs. He is determined to make sure their hard work and exceptional performance are acknowledged and recognized by others in the industry.



WINNERS



NAWIC VIC
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Nina McHardy
Fulton Hogan

JOHN HOLLAND

JOHN HOLLAND CRYSTAL VISION AWARD

With over a decade of experience in the construction industry, Nina is dedicated to creating inclusive team cultures and breaking down barriers for women. Nina actively addresses bias and identifies opportunities for greater female participation in the industry.

One of Nina's notable achievements is leading the development of the first women's, white night-time Personal Protective Equipment (PPE) available in the Australian market. This breakthrough removes another obstacle for women in construction. She has also played a crucial role in establishing partnerships between Fulton Hogan, the Women's Richmond Football Club (AFLW), and Amateur Football Clubs. These partnerships have created flexible employment pathways for female players in the clubs.

Nina is a leader driven by values and consistently goes above and beyond her role to influence and drive positive change. She has pioneered innovative approaches to engage upcoming generations, such as organising educational events like "In Her Boots," which promote construction careers.

With her forward-thinking vision Nina is actively working towards creating a gender-diverse landscape for future generations.





Celebrating the Leaders of Tomorrow

As sponsors of the 2023 NAWIC VIC 'Young Achiever' Award for Excellence, we're proud to celebrate the many young women making their mark in our industry and support their ongoing success.

Good luck to Multiplex's own young achievers Laura Brown and Emma Wallace and to all the Award nominees.

MULTIPLEX

Building. Better. Together.



At Symal, we believe that by embracing unique perspectives, we can innovate our industry and achieve great things together.

Our strong leadership and supportive culture ensure that we all advance together, achieving more than we ever thought possible.

That's why Symal is proud to sponsor the NAWIC Emerging Leader Award. **Congratulations to all the nominees.**

 **Symal**

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[in](#) [f](#) [@](#) [d](#)



2023 NAWIC VIC AWARDS for Excellence



COMMENDATIONS

COMMENDATIONS



Alexia Karatzikos
John Holland



SEYMOUR WHYTE TRADESPERSON OR APPRENTICE AWARD

Now in her third year of an Electrotechnology apprenticeship, Alexia thrives in applying her learnings onsite with John Holland across Victorian rail projects, pairing the challenge of working in a highly technical environment with being part of a collaborative and proactive team.

A keen advocate for seeing more women in the construction industry, particularly in the rail sector, Alexia is a new mentor under the Workplay partnership with AFLW, supporting a mentee who is also undertaking an electrical apprenticeship. As a student at her all-girls high school where careers in trades were never mentioned, Alexia is keen to change the landscape of future careers for students by making post-high school education such as apprenticeships and trades more accessible for young women. Recently speaking at Holmesglen's FutureTech campus in North Melbourne, Alexia is already making herself visible in her industry and to younger women that may be thinking about a career in construction.

With the ethos 'you can't be what you can't see', Alexia has aspirations to study project management during her apprenticeship so she can excel as a role model and leader in her field.



COMMENDATIONS



NAWIC VIC
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2023



Livon Joseph
CPB Contractors
SPARK North East Link D&C



SYMAL EMERGING LEADER AWARD

Livon's engagement with NAWIC and her dedication to improving industry practices highlight her work as an emerging leader.

As the Co-Chair of NAWIC's Education Committee, Livon has played a crucial role in overseeing NAWIC's mentoring and CEO shadow programs. These programs assist women at different stages of their careers, including those new to the industry and senior female professionals transitioning to executive roles. During her 3 years in the position, Livon has helped enhance these programs, including developing a mentoring workbook and introducing facilitated workshops to nurture participants' skills.

Livon also worked with NAWIC to establish Australia's first NAWIC Buddy Program. After a successful pilot program in 2022 the program has expanded in 2023 to involve three universities and 60 candidates who will undertake a program of skills training and industry engagement.

As the Chair of CPB Contractors' Future Commercial Leaders Forum, Livon is leading an initiative to collaborate with the Royal Institute of Chartered Surveyors (RICS) to facilitate RICS membership for CPB's entire Victorian commercial team, addressing training gaps and enhancing professional development.

Livon is currently a Procurement Specialist on Melbourne's \$11b North East Link Primary Package.



COMMENDATIONS



NAWIC VIC
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Julie Buckley
Winslow Infrastructure
Sunbury Road Upgrade



ACCIONA SUSTAINABILITY AWARD

Julie Buckley, Environmental and Sustainability Manager at Winslow Infrastructure, has been fundamental in contributing to the construction industry by implementing environmental and commercially viable sustainability initiatives, that will leave a legacy for future projects and communities.

On the Sunbury Road Upgrade Project, Julie has led and demonstrated practices and behavioural changes by taking a holistic approach when considering environmental, social, and economic impacts, for sustainable initiatives and innovation.

Julie led a Victorian State First initiative, through the implementation of SoilFlo soil management tracking system and led the construction and implementation of sustainable site facilities on Winslow Infrastructure sites.

Through the implementation of her initiatives, the Project has seen a reduction in the volume of waste in landfill, a reduction of truck movements and long-term triple bottom line impacts and savings. From an environmental perspective, there has been a massive reduction in site-based impacts by using Hybrid Solar Generators, LED and sensor lighting, and rainwater tanks installation.

With a career spanning 20 years in the environment and sustainability space, Julie is driven by a passion for innovation and excellence and is a trusted adviser, mentor and manager.

Julie is driven to exceed the construction industry's environmental, social and sustainability goals.



COMMENDATIONS



NAWIC VIC
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Nicole Donnison
Icon



ACCIONA SUSTAINABILITY AWARD

Icon's Nicole Donnison has demonstrated remarkable dedication and leadership in driving sustainability through the development of a Group-wide Social Procurement Strategy. Nicole's efforts have resulted in the implementation of innovative technologies, processes, and practices that support and amplify the impact of this strategy. Icon's collaboration with Unisus, an organisation dedicated to addressing social, economic, and stigma barriers faced by marginalised individuals.

Through this partnership, Icon Group has created more than 16 ongoing employment opportunities for marginalised women in the past year alone. This employment has had a significant positive impact, with 9009 hours of employment provided and 22,122 cups of coffee sold. All the hours worked on the Icon sites were undertaken by women.

This integration of commercial and social enterprise showcases the potential for meaningful collaboration between the two sectors. Nicole's dedication, strategic vision, and innovative contributions have transformed Icon Group into a social procurement leader within the industry.



COMMENDATIONS



Mamode Osikoya
Major Road Projects Victoria



CPB CONTRACTORS HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY ASSURANCE AWARD

As an Environment Manager in the Land, Planning and Environment team at Major Road Projects Victoria, Mamode’s role supports the development and delivery of seven road infrastructure projects in the Suburban Roads Upgrade Program’s Northern Package of works. Her role interfaces with numerous stakeholders including multiple construction partners, regulatory bodies, government departments, community groups, businesses and residents.

A particularly rich example of Mamode’s work in the environment and heritage management space is evident in her work on the Epping Road Upgrade, a project exhibiting multiple complex heritage management issues. Mamode worked through the sensitive investigation of potential unmarked graves, as well as the relocation of the Wollert Church, project managing both challenges simultaneously, as well as ensuring compliance on six other MRPV projects concurrently.

She has also demonstrated great leadership in her work to drive continuous improvement in the space of identifying recurring common issues with non-compliance on site. Mamode led a review process to understand why and how these issues were arising, resulting in the development of new environmental templates that will feed into MRPV’s Environmental Management Systems to be rolled out on all MRPV projects.



COMMENDATIONS



NAWIC VIC
Awards for Excellence
2023



Anna Charalambous

Icon
T3 Collingwood



ROBERTS CO DESIGN AWARD

36 Wellington Street is a 28,601m² 15 level PCA A-Grade commercial office building in Collingwood, constructed primarily of mass timber. Icon was engaged by global developers Hines to manage the entire Early Contractor Involvement (ECI) process from planning approval through to 100% IFC (Issued For Construction) design documentation into construction delivery.

The 10 level mass timber structure has recently topped out and the project is due for imminent completion upon which it will be Australia's tallest mass timber building. In her role as Project Manager - Design for Manufacture and Assembly (DfMA), Anna Charalambous led a team of consultants, suppliers and installers through a series of collaborative workshops to optimise design, cost, programme and quality outcomes for the project.

With a background in mass timber structures and prefabricated building elements, she managed the complete and frozen design for the locally sourced timber superstructure, successfully completing critical path fire testing to deliver an optimized design for Hines, a first-of-its-kind in Australia.



COMMENDATIONS



Mei Ching Doery

Icon

VCCC Centre of Excellence / T3 Collingwood



LENLEASE PROJECT DELIVERY AWARD

As Project Manager, Mei Ching Doery has successfully delivered two significant projects for the Icon Group over the past year. Mei played a critical role in Minicon reaching practical completion in May 2023 at the VCCC Centre of Excellence to help provide life-saving treatments to cancer patients.

Mei led the team to smoothly deliver VCCC's CoE in a live environment during the height of COVID, making it the most regulatory-heavy and intensively commissioned project Minicon had completed to date. While closing out VCCC, Mei started taking over project management at 36 Wellington Street in Collingwood – a landmark project set to become the southern hemisphere's tallest timber structure.

Championing environmentally sustainable design, Wellington is targeting a 5.5 Star NABERS Energy Rating and a 6 Star Green Star Rating on completion.

Mei has also made it her mission to deliver a successful project that set an example for female participation, where Wellington St has managed to reach an average 50/50 split of male/females in the site project team.

More recently, Mei and her team proudly topped out Wellington St, demonstrating mass timber design and sustainable construction admired in Australia and globally.



COMMENDATIONS



NAWIC VIC
Awards for Excellence
2023



Lisa Davie

Lendlease

Sunshine Hospital Pharmacy Expansion and Consumer Linkway



LENLEASE PROJECT DELIVERY AWARD

Lisa Davie's outstanding leadership has been recognised on the Sunshine Hospital Pharmacy Expansion and Consumer Linkway Project, delivered by Lendlease in 2022-2023. An extremely complex project delivered within a live healthcare environment, the works involved construction of a new Pharmacy and linkways through four existing buildings.

As Senior Project Engineer, Lisa's key challenge was to deliver works within an acute healthcare environment while minimising impact on operational services. To do so, she had to negotiate a complex array of stakeholder requirements, as the project interfaced with 13 live hospital spaces each with its own restrictions and protocols.

Lisa coordinated extensively with the hospital to overcome this, developing a highly detailed staging with 30-plus stages of work. Particularly challenging elements included relocating Operating Theatres and Pathology to temporary premises elsewhere, and constructing a new corridor through the Acute Psychiatric Unit. She also navigated a large number of latent conditions found throughout the Pharmacy and linkway corridors.

Lisa maintained a deeply collaborative and flexible approach throughout, and succeeded in delivering the project on time and under budget. The clients at Western Health were so delighted with the result they have invited Lisa to assist other project managers in creating a similarly positive outcome.



COMMENDATIONS



Alexis Davison
Major Road Projects Victoria



MIRVAC BUSINESSWOMAN AWARD

Alexis Davison is a visionary leader who has led a significant change in the use of recycled materials in the construction of transport infrastructure.

As Director of Program Services and Engineering for Major Road Projects Victoria, Alexis oversees a diverse range of areas, including Innovation and Engineering, Land, Planning and Environment, Project Development and ecologiQ.

Alexis was instrumental in the creation of ecologiQ, with the program becoming a critical component in the push for Victoria to be world leaders in the use of recycled materials. One of the key pillars of ecologiQ is education and awareness. Held in September 2022, the inaugural ecologiQ Greener Infrastructure Conference formed a cornerstone of the education strategy.

The Conference helped change the behaviour of the infrastructure sector by driving prioritisation of recycled and reused materials on major projects, shifting perceptions, outlining opportunities, and bringing together all sectors of the industry.

Alexis was the key driver of the Conference, navigating a complex stakeholder network, and leading strategies to attract attendees, sponsors and exhibitors. The event surpassed all targets, with its unprecedented success owed directly to Alexis' foresight, passion, dedication and ability to galvanise not just her team but the broader industry.



COMMENDATIONS



Salam Al Mulla
Laing O'Rourke
Melbourne Airport Early Works



ADCO INDUSTRY ALLY AWARD

Salam Al Mulla, Project Lead for Melbourne Airport Rail Early Works (MAR EW) for Laing O'Rourke on behalf of Rail Projects Victoria (RPV), is the driving force behind an important initiative to support and foster the careers of women working on Melbourne Airport Rail's Early Works package, called Women at MAR.

Women at MAR was born in December 2022, after Salam attended a Laing O'Rourke conference several months earlier. The conference discussed the types of harassment and bullying faced by women across the construction industry. Shocked by what he heard, he was emboldened to foster a MAR Early Works environment where women feel safe and welcome.

Women at MAR has a Working Group comprising 21 women who are working on, or connected to, the MAR Early Works project including field staff, sub-contractors, traffic controllers and corporate staff. The Working Group, chaired by Salam, has met monthly since the inaugural meeting on 15 December 2022. The Working Group is a safe place for all women working on MAR EW to have a conversation or raise any concerns directly with Salam.



COMMENDATIONS



Andrew Morgan
Built



ADCO INDUSTRY ALLY AWARD

Andrew Morgan, Construction Director, Built, has consistently gone above and beyond his role requirements to champion women and advance their interests in the construction industry. As a sponsor of the Graduate Program, Andrew actively addresses the underrepresentation of women by exploring innovative approaches to reduce barriers for female employment. His efforts have resulted in Built achieving a 50% gender balance for their 2024 Graduate cohort.

His mentorship of women at Built has showcased Andrew's commitment to empowering women. Andrew has provided guidance on balancing professional and parental responsibilities to women returning to work from maternity leave. He has also advocated for flexible working arrangements to encourage a better work/life balance. Andrew's mentorship contributes to building leadership foundations and nurturing female talent retention and growth at Built.

Andrew is passionate about increasing female participation in the construction industry. He believes in starting education and awareness initiatives early at high school level. By engaging with schools such as Sacred Heart's Girls College, he has successfully deployed a pilot for a flexible timetable for students to prepare them for the workforce after they graduate.

Andrew's collective efforts have broken down barriers, created opportunities, and inspired the next generation of women into the construction industry.





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2023 NAWIC VIC AWARDS for Excellence



ENTRANTS



Michelle Adams
ACE Contractors

Category: Built Communication, Stakeholder and Media Management Award
St Kilda Road Bike Lanes Project

St Kilda Road is Victoria's busiest tram corridor and one of Melbourne's most active cycling routes. Over 300,000 people use St Kilda Road each day to drive, catch public transport, walk or cycle to visit some of Melbourne's most iconic landmarks.

The St Kilda Bike Lanes project delivered separated, kerbside bike lanes from Linlithgow Avenue to Dorcas Street and Toorak Road to St Kilda Junction. Over 1200 businesses and 30,000 residents were impacted by construction works. The project also had to negotiate interface with major building projects such as construction of the Metro Tunnel and new Anzac Station and the new Alfred Health Melanoma Centre. There were impacts to major events such as the Melbourne Marathon, Grand Prix and Remembrance Day services at the Shrine.

Michelle Adams demonstrated outstanding communications and stakeholder engagement on this project through empathetic connection with businesses and residents and providing timely, accurate and reliable information about impacts. Stakeholders obviously appreciated Michelle's genuine interaction which was reflected in the outstanding stakeholder satisfaction results recorded on the project. The independent survey commissioned by Major Road Projects Victoria (MRPV) and conducted by Ipsos saw a 91.5% stakeholder satisfaction rating, being the highest of any MRPV project to date.



Jackie Aggett
SPARK-NEL D&C

Category: Mirvac Businesswoman Award

Jackie Aggett is a senior commercial executive with over 30 years of experience in successfully leading multibillion-dollar infrastructure projects across Australia. Currently serving as the Commercial Director for the \$11 billion NEL Tunnels Project, she has played a crucial role in its success and set new standards for project delivery.

Jackie's contributions are particularly innovative and significant due to her ability to devise collaborative commercial strategies, resulting in conflict management and significant cost savings for the project. Jackie educated her team on the need for change, resulting in no claims, disputes, or variations in 20 months. She restructured the team to handle rapid growth and aligned procurement and commercial teams to enhance project efficiency.

Jackie's leadership has garnered praise from clients and created a positive work environment. Her commitment to inclusivity and gender-neutral language has boosted employee satisfaction and improved teamwork.

Through the NAWIC Mentoring Program, Jackie mentors younger women, advocating for positive changes in the industry. A sole mother of two, she is a fierce advocate of a supportive work-life balance. Jackie is a champion of change and a visible leader for women in the field, inspiring greater gender diversity and equality in the construction sector.



Salam Al Mulla
Laing O'Rourke

Category: ADCO Industry Ally Award
Melbourne Airport Rail Early Works

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Claire Arbuthnot
Roberts Co

Category: Mutiplex Young Achiever Award
CSL Melbourne/655 Elizabeth Street

Claire has shown enormous potential in her role on CSL Melbourne, the new corporate headquarters for biotech giant CSL, and a state-of-the-art research and development laboratory facility. After joining Roberts Co as a Cadet, she has quickly progressed to a Graduate role. She has been recognised internally as one of six nominees for the Young Rising Star in the Roberts Co Victoria 2022 Awards.

Claire stood out in her Cadet interview with her positive attitude and has since contributed greatly to team morale and site culture. As a first project for Claire after graduating, CSL Melbourne has presented her with a steep learning curve with multiple challenges that she has navigated with leadership and determination.

Claire is passionate about building relationships to learn how to get the best out of the people she works with. She strives to create a strong rapport with all she meets in the knowledge that successful projects are built by great teams of people all working together well.

She is an enthusiastic team member, and Roberts Co love having her on the team.



Rachel Batley
Seymour Whyte
Constructions

Category: ACCIONA Sustainability Award
Pound Road West Upgrade

Since joining Seymour Whyte (and the construction industry) Rachel has played a pivotal role in identifying two items contributing to construction waste and finding a solution for them in the circular economy – PPE and T-top bollards.

Rachel's efforts in finding a solution and facilitating the delivery of over 80kg worth of PPE to Upparel for the recycling from MRPV's Pound Road West project has caused a ripple effect across other Big Build projects with several others picking up the partnership with Upparel including Level Crossing Removal projects and Westgate Tunnel Project.

Rachel also spearheaded the recycling of plastic bollards used on the project. She researched and communicated with multiple companies to ensure the recycling of over 500 bollards. Notably, Rachel established a connection with CRDC Global, a unique company that turns recycled plastic into an Eco-Aggregate called RESIN8, a replacement for aggregate in concrete products.

Rachel's commitment to sustainability extends beyond her work achievements. She also actively advocates for the construction industry as a career pathway for younger females, speaking to students about career opportunities in her field during NAWIC Behind the Barriers events at Pound Road West project and at a recent Toorak College, Mt Eliza career expo.



Amy Benbow
Built

Category: Symal Emerging Leader Award
480 Swan Street

Amy Benbow has made an exceptional impact on the construction industry through her remarkable skills, innovation, and leadership. As a Project Engineer at Built, she has consistently demonstrated a commitment to excellence, overcoming challenges and leaving a lasting legacy in her field.

Amy's notable achievements include her pivotal role in managing the procurement and installation of the façade for the esteemed 480 Swan Street project. She collaborated with Built's Digital Engineering team to develop a groundbreaking digital twin model that tracked each façade panel throughout its lifecycle. This innovative solution allowed for real-time monitoring, quality control, and early defect detection. Amy's attention to detail, effective communication with international suppliers, and transparency with stakeholders, including Charter Hall, ensured the project's success and earned recognition for her exceptional work.

Amy's drive for continuous growth is evident in her willingness to go beyond her role responsibilities. She has pushed herself to acquire knowledge in various aspects of construction, aiming to progress to a project management position. Her passion for learning and her desire to lead and oversee entire projects reflect her ambition to make a significant impact in the industry.



Jacinta Booth
Symal

Category: Built Communication, Stakeholder and Media Management Award
The Hallam North and Heatherton Road Upgrade

For Jacinta, success is derived from being transparent and always doing what you say you are going to do, fostering relationships with external and internal stakeholders supported by a process – driven approach to delivering a management plan that can also provide meaningful outcomes. Knowing not one size fits all, Jacinta often took a consultative, solutions – based approach to conflict resolution and provided an array of options to suit the situation and stakeholders.

By being consistent, putting in the time and effort, Jacinta nurtured her relationships with sincere empathy to understand people’s needs and ultimately reduce impacts. It’s not only about mitigating construction impacts for Jacinta: she sees real value in engaging the community to provide long-term benefits and finds it rewarding if perceptions can be influenced by the positive environmental, educational and safety benefits projects can have.

Jacinta regularly planned engagement opportunities on legacy items and to educate people about the project’s cultural, safety and design elements. Collaborative project management and leadership on the project ensured impacts were proactively communicated to minimise community disruptions – ensuring there were ‘no surprises’. Achieving a score of 97% management plan audit is a testament to the calibre of Jacinta’s successful delivery of communications and stakeholder engagement.



Saumya Brahma
Deakin University

Category: Lendlease Project Delivery Award
Deakin University’s ManuFutures 2

Saumya Brahma, an accomplished and experienced Construction Manager at Deakin University, has a demonstrated history of successfully overseeing a diverse range of projects. Her inclusive leadership style, professionalism, strategic thinking and attention to detail has been instrumental in her commitment to deliver successful projects. The ManuFutures2 Project was a great success, thanks to the contributions of Saumya as project manager. Saumya’s knowledge and insight were essential in guiding the project to its successful completion on time and within budget. Her management skills were evident from the planning phase, where she provided valuable input that shaped the project’s goals and objectives. Saumya’s commitment to quality assurance was evident in the final product, which exceeded expectations.



Ezgi Bridger
Icon

Category: Mutiplex Young Achiever Award
Calvary Kooyong

Ezgi Bridger is a Project Coordinator at Icon who has been instrumental in delivering Calvary Kooyong; a \$154 million world-class integrated health and retirement landmark precinct in Melbourne. Calvary comprised a 33 bed sub-acute ward, 83 residential aged care rooms, allied health spaces and back-of-house areas, inclusive of a commercial kitchen, laundry, heated indoor pool and rehabilitation gym.

Ezgi tackled challenges throughout the project by leveraging her past experiences in healthcare construction, alongside a commitment to finding human-centric solutions to problems. Scrupulous attention to detail, and a desire to deliver the best end-user experiences meant that Ezgi was attentive to stakeholder needs. She captured, tracked and followed up client change requests, building trust and strong lines of communication between Icon and the client. This assisted with a smooth journey toward practical completion and beyond.

Successfully navigating the complex nature of the project, Ezgi has been brave enough to face challenges head — on, diligent in uncovering and responding to the needs of end-users, and building a strong team culture on site. Demonstrating leadership beyond her day-to-day work commitments, Ezgi initiates team building activities including team lunches, group volunteering, and participation in company — wide activities to foster an inclusive, friendly and fun project culture.



Laura Brown
Multiplex

Category: Multiplex Young Achiever Award
New Footscray Hospital

Laura Brown is a proud Kamilaroi and Murrawarri woman from Northern New South Wales. She has lived and worked in remote Indigenous communities, witnessing some of the barriers her community and First Nation people experience when entering the workforce. As the Social Procurement Coordinator at Victoria's largest ever health infrastructure project, Laura has been pivotal in guiding the project team to engage with and utilise local social enterprises, disadvantaged and disabled cohorts and Indigenous businesses to meet the State's 90.8% local content target.

Recently promoted to the role of Social Procurement and Inclusion Manager, Laura is pioneering a new way forward for her employer Multiplex in how it engages and works with key organisations to provide meaningful work and life opportunities as well as economic uplift to local communities. Away from work, Laura supervises an Indigenous boarding house on weeknights and weekends, looking after eight Indigenous boys studying in Melbourne. She is also an artist with some of her designs showcased in this year Australian Fashion Week, as part of the first solo First Nation Fashion Show.



Julie Buckley
Winslow Infrastructure

Category: ACCIONA Sustainability Award
Sunbury Road Upgrade

Julie Buckley, Environmental and Sustainability Manager at Winslow Infrastructure, has been fundamental in contributing to the construction industry by implementing environmental and commercially viable sustainability initiatives, that will leave a legacy for future projects and communities. On the Sunbury Road Upgrade Project, Julie has led and demonstrated practices and behavioural changes by taking a holistic approach when considering environmental, social, and economic impacts, for sustainable initiatives and innovation.

Julie led a Victorian State First initiative, through the implementation of SoilFlo soil management tracking system and led the construction and implementation of sustainable site facilities on Winslow Infrastructure sites. Through the implementation of her initiatives, the Project has seen a reduction in the volume of waste in landfill, a reduction of truck movements and long-term triple bottom line impacts and savings. From an environmental perspective, there has been a massive reduction in site-based impacts by using Hybrid Solar Generators, LED and sensor lighting, and rainwater tanks installation. With a career spanning 20 years in the environment and sustainability space, Julie is driven by a passion for innovation and excellence and is a trusted adviser, mentor and manager. Julie is driven to exceed the construction industry's environmental, social and sustainability goals.



Eliza Bugeja
John Holland

Category: Symal Emerging Leader Award

Mechanical Engineer at John Holland, Eliza Bugeja has been a force for change on multiple fronts in the construction industry — with the influence of her contributions spanning gender diversity and role-modelling leadership and introducing technical innovation. Starting her career in IT using cloud systems for an organisation that provided software for the construction industry, Eliza saw the greater potential for the adoption of digital technology. by the industry. Despite being able to innovate and improve communication between teams on the Hobson's Bay project through the rollout of the Trimble Connect Management System a 3D design communication tool, Eliza sees so much more that can be utilised in this space.

It is no surprise then that Eliza is setting her sights on a future in which she can combine her passion for digital technology and complex engineering projects in the energy resources sector, and, of course, one that features many more women in the industry. Eliza is the communications co-chair of John Holland's Celebrating Women network and a mentor with Monash University's Women in Engineering Mentoring, a 12-week Industry to Student program giving women engineering students the opportunity to foster connections and thrive in their engineering studies and careers.



Stephanie Burke
John Holland

Category: Seymour Whyte Tradesperson or Apprentice Award
Rail Network Alliance

After finishing school, Steph moved to Melbourne in the hunt for as many employment opportunities as possible, Steph worked in numerous roles across multiple industries, including real estate, finance, make-up artistry and personal training. Construction had crossed her mind, but was still a heavily dominated male industry. However, she enjoyed the concept of constantly changing sites, problem solving, and the physical element of the construction industry, so when the opportunity arose to work within the industry, she jumped at it.

Steph always has been a go-getter, a team player, and is constantly striving to improve her knowledge and confidence in the industry. This confidence has her progressing forward as a woman in the construction industry, and searching for opportunities to be able to help other women learn and develop within the industry. Working within the Signalling and Substation team at the Rail Network Alliance (RNA), Steph was instrumental in the construction of both the Calder Park and South Yarra Substations. In addition to these two Substations, Steph also worked on the Montmorency Substation Upgrade and has been influential in the Metro Tunnel Project. Steph's drive and can-do attitude will see her excel and encourage others to excel in the construction industry.



Mary Canagaratnam
Figurehead
Construction

Category: Mutiplex Young Achiever Award
835 High, Armadale + Leaf Supermarket Fitout

Mary Canagaratnam has been nominated by Figurehead for her role in delivering Flux's landmark 835 High Apartment project, including Ground Floor Leaf Store fitout. 26 highly specified apartments, including penthouse with rooftop pool were delivered on program during COVID, and together with the boutique supermarket, the building has been regarded as transforming High Street Armadale.

At 30 years of age, Mary's career progression from University Student to Project Manager over a six-year period demonstrates what success can look like as a young woman — a testament to Mary's work ethic and stakeholder management skills. She has shown her male allies at Figurehead an alternate way to resolve conflict with an unexpected strength for a softly spoken female; achieving outcomes onsite without retaliation or aggression. Mary's involvement in taskforce groups improve gender equity in construction, demonstrating her dedication to the message, 'there is space for you'. Her efforts have led to key changes that will continue to bring more fairness to all Figurehead workplaces, now and in the future. Mary's achievements serve as an inspiration to women and allies. She embodies the qualities of dedication, intelligence, and feminine strength, breaking barriers and paving the way for a more inclusive construction industry.



Anna Charalambous
Icon

Category: Roberts Co Design Award
36 Wellington Street, Collingwood (T3 Collingwood)

36 Wellington Street is a 28,601m² 15 level PCA A-Grade commercial office building in Collingwood, constructed primarily of mass timber. Icon was engaged by global developers Hines to manage the entire Early Contractor Involvement (ECI) process from planning approval through to 100% IFC (Issued For Construction) design documentation into construction delivery.

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With a background in mass timber structures and prefabricated building elements, she managed the complete and frozen design for the locally sourced timber superstructure, successfully completed critical path fire testing to deliver an optimized design for Hines, a first-of-its-kind in Australia.



Jackie Chen
North Western
Program Alliance

Category: Roberts Co Design Award

Indigenous Design at NWP

NWPA's Urban Design Lead, Jackie Chen led the Urban Design of the Preston Level Crossing Removal Project, which included overall responsibility for engagement with local Elders to ensure authentic incorporation of Indigenous Design elements. Her project specific objective was to create a holistic community space that celebrates Indigenous culture through various urban design elements and design interpretation; a place for the community to gather and learn about connection to country, and the deep history and memory of place.

Jackie engaged with Elders early in the Project development process, and ensured they were active participants throughout delivery of the project. The aim was to develop a truly collaborative process that could be adopted or adapted for future projects, and to set a precedent for authentic engagement with Traditional Owners. This resulted in a design outcome that not only fulfilled the brief, but truly integrated Indigenous voices, delivering a vibrant and inclusive space that reveals and extends Aboriginal knowledge systems and cultural practices. Jackie has created a legacy where authentic Indigenous storytelling can be experienced by the community. Jackie's dedication to an authentic Indigenous Design outcome shows what can be achieved through early collaboration and engagement with Traditional Owners.



Mikhaila Clemens
Metro Trains
Melbourne

Category: Lendlease Project Delivery Award

Mikhaila Clemens worked as a Safety and Environment Advisor for Metro Trains Melbourne (MTM) working on the Sunbury Corridor Substations Package (SCSP). MTM was the Principal Contractor (PC) delivering a \$150 million package of works on behalf of Rail Projects Victoria (RPV). The project scope included building five new substations and upgrading 10 existing substations along the Sunbury Line.

Several processes needed to be developed for this project, as MTM had not acted as PC for several years. Mikhaila developed processes for assessing environmental impacts during site investigations, managing risk of stormwater contamination from dewatering from excavations, and developing work rosters according to the project's Fatigue Management Plan.

In ecologically sensitive and dynamic work sites, Mikhaila engaged with workers and external stakeholders to determine appropriate controls to mitigate impacts on protected species whilst ensuring any delays to program were prevented. Often the only woman on site, she built relationships with a wide range of stakeholders, using her influence to bring about positive safety and environmental outcomes.



Helen Coad
Ontoit

Category: Lendlease Project Delivery Award

The Central Goldfields Art Gallery

Helen commenced the PM engagement in September 2021, managing the challenges of the COVID-19 pandemic. The Central Goldfields Art Gallery first opened in 1996 in a historic former Fire Station built in 1861— an important cultural space and tourism draw card for the community. The fire station building was deteriorating, and the Gallery was unable to host touring exhibitions, present local content or show and/or store its collections. Central Gold Fields Shire Council identified the redevelopment of the Gallery as a Priority Project targeted as a transformational project in the Central Goldfields Shire Tourism and Events Strategy for 2020 – 2025.

The revitalisation project was made possible by joint funding from the Victorian Government through Regional Development Victoria and from Council's Budget. This project transformed one of the Shire's most significant tourism assets. The refurbishment and extension of the fire station included restoring the 19th century features, increasing exhibition spaces with environmental and climate controls, collection storage facilities and improved accessibility and visitor services amenities.



Ella Cole
Deakin University

Category: Mutiplex Young Achiever Award

Deakin University's Integrated Water Management Project

As the project manager of the Integrated Water Management project at Deakin Waurm Ponds campus, Ella has showcased exceptional leadership in overcoming challenges and driving the project towards its goals. She successfully tackled the management of fauna during the dewatering process. Through a comprehensive approach involving a fauna management consultant and careful salvage operations, the project minimized the impact on wildlife, effectively preserving the diverse fauna population within the campus and ponds.

Despite facing the challenge of shifting timelines due to adverse weather conditions, Ella's leadership ensured effective collaboration, transparent communication, and the project's timely progress. Additionally, she navigated the complexities of the ring main and pump station works within a cultural heritage overlay, ensuring compliance and cultural heritage preservation through engagement and a staged procurement approach. Ella's leadership extended to managing strict funding milestones, addressing weather-related obstacles, and prioritizing cultural sensitivity. Her strategic planning, effective communication, and proactive problem-solving demonstrated her dedication and competence as a leader. Under Ella's guidance, the Integrated Water Management project has achieved its objectives and fostered engagement while upholding environmental and cultural considerations.



Ellen Connor
FSC

Category: Mirvac Businesswoman Award

Ellen's remarkable leadership and determination at FSC have driven positive change and overcome various challenges. As CFO and Business Support Lead, she established an operational framework and implemented systems and processes for Finance, HR, Marketing, Administration, and IT functions, transforming the company's internal workings. Recognising the industry's challenge of attracting female participation, Ellen introduced the innovative social enterprise, Switch, empowering women to switch industries and explore infrastructure roles. Her many successful initiatives include addressing the gender pay gap, expanding parental leave, and establishing a women's employee resource group. Under Ellen's guidance, FSC experienced remarkable progress with 66% increase in headcount and 31% revenue growth. Her efforts in fostering an inclusive work environment and diversifying the talent pool have contributed to the company's ongoing success. Ellen's commitment to promoting diversity extends beyond FSC. She serves as board member and chair of Robogals Limited, empowering girls and gender-diverse students in engineering. Her visionary leadership and dedication to supporting and empowering others make her an exemplary role model for women in the industry, inspiring women pursuing careers in engineering, construction, and related fields. Ellen's exceptional contributions and impact on FSC and the broader industry make her a deserving candidate for the NAWIC Businesswoman Award.



Natalie Constantini
Built

Category: Roberts Co Design Award

Natalie Costantini, Design Manager at Built, made exceptional design contributions to Homes Victoria's projects in Ascot Vale and Ashburton. Her innovative and sustainable approach, coupled with effective communication and teamwork, had a profound impact on the developments.

Natalie integrated Environmentally Sustainable Development (ESD) considerations into the design process, achieving 5-Star Green Star points well before project completion. Her flexible dwelling designs future-proofed the assets and accommodated larger families. Her consultations and communication skills streamlined design change requests and ensured safety measures were incorporated from the outset.

The impact and legacy of Natalie's design extended to various areas. Her cost-effective wayfinding approach saved time and money for the client, while her commitment to quality ensured superior outcomes. Her involvement in the Public Tenant Employment Program empowered disadvantaged individuals and contributed to a more inclusive work environment.

Natalie's contributions set a high standard for responsible design and socially conscious practices in the industry. The projects not only met the client's needs but also positively impacted the environment, local community, and stakeholders. Her legacy will continue to influence future projects, fostering sustainability and inclusivity in the built environment.



Sandra Costanzo
Symal

Category: Mirvac Businesswoman Award

Sandra Costanzo, Symal General Counsel, has made significant contributions that furthered the business in various aspects. Her strategic advice, policy development, and financial oversight have been instrumental in guiding the company's growth and success.

Sandra's role involves managing a large and diverse workforce. She conducts regular training sessions to ensure contractual compliance throughout the organisation. Additionally, she handles confidential legal proceedings, manages a wide legal portfolio, and resolves disputes with a focus on project outcomes. Sandra's contributions are particularly innovative and significant due to the scale and complexity of the businesses she manages.

Her implementation of a comprehensive legal risk matrix and policies ensures that each entity's commercial interests are protected. By involving key stakeholders in contract negotiations, she fosters collaboration and generates better outcomes for the company. Sandra's involvement in securing the NELSA contract and managing numerous projects showcases her exceptional legal acumen and commitment to the organisation's success. As a role model for other women in the industry, Sandra actively mentors young female engineers and advocates for greater diversity and inclusion. Her leadership position inspires others to strive for change. Sandra's approachable leadership style and sense of humour create an inclusive work environment where all perspectives are valued.



Lisa Davie
Lendlease

Category: Lendlease Project Delivery Award

Sunshine Hospital Pharmacy Expansion and Consumer Linkway Project

Lisa Davie's outstanding leadership has been recognised on the Sunshine Hospital Pharmacy Expansion and Consumer Linkway Project, delivered by Lendlease in 2022-2023. An extremely complex project delivered within a live healthcare environment, the works involved construction of a new Pharmacy and linkways through four existing buildings. As Senior Project Engineer, Lisa's key challenge was to deliver works within an acute healthcare environment while minimising impact on operational services. To do so, she had to negotiate a complex array of stakeholder requirements, as the project interfaced with 13 live hospital spaces each with its own restrictions and protocols.

Lisa coordinated extensively with the hospital to overcome this, developing a highly detailed staging with 30+ plus stages of work. Particularly challenging elements included relocating Operating Theatres and Pathology to temporary premises elsewhere, and constructing a new corridor through the Acute Psychiatric Unit. She also navigated a large number of latent conditions found throughout the Pharmacy and linkway corridors. Lisa maintained a deeply collaborative and flexible approach throughout, and succeeded in delivering the project on time and under budget. The clients at Western Health were so delighted with the result they have invited Lisa to assist other project managers in creating a similarly positive outcome.



Alexis Davison
Major Road Projects
Victoria

Category: Mirvac Businesswoman Award

Alexis Davison is a visionary leader who has led a significant change in the use of recycled materials in the construction of transport infrastructure. As Director of Program Services and Engineering for Major Road Projects Victoria, Alexis oversees a diverse range of areas, including Innovation and Engineering, Land, Planning and Environment, Project Development and ecologiQ.

Alexis was instrumental in the creation of ecologiQ, with the program becoming a critical component in the push for Victoria to be world leaders in the use of recycled materials. One of the key pillars of ecologiQ is education and awareness. Held in September 2022, the inaugural ecologiQ Greener Infrastructure Conference formed a cornerstone of the education strategy.

The Conference helped change the behaviour of the infrastructure sector by driving prioritisation of recycled and reused materials on major projects, shifting perceptions, outlining opportunities, and bringing together all sectors of the industry.

Alexis was the key driver of the Conference, navigating a complex stakeholder network, and leading strategies to attract attendees, sponsors and exhibitors. The event surpassed all targets, with its unprecedented success owed directly to Alexis' foresight, passion, dedication and ability to galvanise not just her team but the broader industry.



Libby Dawson
SPARK-NEL D&C

Category: Mutiplex Young Achiever Award

Libby Dawson, a dynamic safety administrator on the SPARK-NEL project, has demonstrated extraordinary leadership skills at the early stages of her career, contributing to creating a safer environment on Victoria's largest road project. Her approachable nature and calming presence make her a magnet for team members, who seek her expertise in safety systems and Key Performance Indicator (KPI) systems.

Libby wasted no time in making her mark. She took charge of integrating the project's system with the existing CPB company's system, leading to transformative improvements in reporting processes, inspections, and incident management. Libby has also become the crucial link between head office and site departments, facilitating emergency response and management, and effectively bridging the gap between the two offices. As a result, her presence and team engagement in both locations have elevated safety awareness to the forefront of the project's priorities.

Libby is a dedicated advocate for women in construction. She actively participates in recruitment campaigns and attends road shows, inspiring other women within v to excel in the construction industry. Her invaluable contributions have fostered a culture of continuous improvement. As a result, SPARK-NEL leads the way with outstanding safety records.



Mia Deans
SPARK-NEL D&C

Category: Mutiplex Young Achiever Award

Mia joined the SPARK-NEL project in February 2022 as a graduate in the CPB program, with a focus on Sustainability. Mia developed efficient processes and compliance tools to ensure sustainability considerations were integrated from the early stages of design.

Mia actively pursues growth opportunities by participating in workshops, collaborating with experts, and staying up-to-date with research. She remains at the forefront of emerging sustainability initiatives, including the development of pragmatic solutions to implement circular economy principles and the implementation of Spark's first unapproved material trial, StormFLO Civil. These pipes are made from up to 65% recycled HDPE, replacing traditional concrete pipes, improving the environmental footprint and safety of installation.

Mia sees her work in the social scope as an extension of her dedication to sustainability. She has committed herself to fostering social inclusion by organising events and raising awareness as a founding member of PRYSM, a network for LGBTQ+ employees and allies. Additionally, she facilitates dialogue and understanding through the Building Bridges in Schools program, which brings together individuals from diverse cultural, religious, and social backgrounds. Mia's work on the NEL project exemplifies her unwavering commitment to sustainability, inclusivity, and leadership.



Mei Ching Doery
Icon

Category: Lendlease Project Delivery Award
VCCC Centre of Excellence and 36 Wellington St (T3 Collingwood)

As Project Manager, Mei Ching Doery has successfully delivered two significant projects for the Icon Group over the past year. Mei played a critical role in Minicon reaching practical completion in May 2023 at the VCCC Centre of Excellence to help provide life-saving treatments to cancer patients.

Mei led the team to smoothly deliver VCCC's CoE in a live environment during the height of COVID, making it the most regulatory-heavy and intensively commissioned project Minicon had completed to date.

While closing out VCCC, Mei started taking over project management at 36 Wellington Street in Collingwood — a landmark project set to become the southern hemisphere's tallest timber structure. Championing environmentally sustainable design, Wellington is targeting a 5.5 Star NABERS Energy Rating and a 6 Star Green Star Rating on completion.

Mei has also made it her mission to deliver a successful project that set an example for female participation, where Wellington St has managed to reach an average 50/50 split of male/females in the site project team.

More recently, Mei and her team proudly topped out Wellington St, demonstrating mass timber design and sustainable construction admired in Australia and globally.



Nicole Donnison
Icon

Category: ACCIONA Sustainability Award

Icon's Nicole Donnison has demonstrated remarkable dedication and leadership in driving sustainability through the development of a Group-wide Social Procurement Strategy. Nicole's efforts have resulted in the implementation of innovative technologies, processes, and practices that support and amplify the impact of this strategy. Icon's collaboration with Unisus, an organisation dedicated to addressing social, economic, and stigma barriers faced by marginalised individuals.

Through this partnership, Icon Group has created more than 16 ongoing employment opportunities for marginalised women in the past year alone. This employment has had a significant positive impact, with 9009 hours of employment provided and 22, 122 cups of coffee sold. All the hours worked on the Icon sites were undertaken by women.

This integration of commercial and social enterprise showcases the potential for meaningful collaboration between the two sectors. Nicole's dedication, strategic vision, and innovative contributions have transformed Icon Group into a social procurement leader within the industry.



Beth Douglas
ACCIONA Australia

Category: Symal Emerging Leader Award

Murray Basin Rail Project

Beth Douglas is a highly skilled and effective Civil and Structural Engineer with more than five years' experience in delivering engineering management services.

Beth has experience in aspects of pre-construction, construction and post-construction activities, including engineering and design coordination, site establishment, contract development and management, site and project engineering, and completions delivery. She has a proven ability to use big-picture thinking to develop innovative solutions to problems and consistently achieves positive project outcomes.



Anthea Doyle
NBRS

Category: Symal Emerging Leader Award

Anthea Doyle, an accomplished architect with over a decade of experience in construction, has broken gender and age barriers to achieve success. Her expertise in designing correctional facilities has not only challenged industry norms but also set new standards for gender representation in a male-dominated sector. Anthea's approach prioritizes creating humane and rehabilitative environments within prisons, garnering international award recognition. Anthea has displayed leadership and business acumen, leading to her company's expansion into new markets. She has influenced her organization by fostering innovation, collaboration, and forward-thinking practices and actively shapes the industry through advisory roles, research, and designing improved corrections infrastructure. Her human-centered approach emphasizes enhanced amenities and access to natural elements in correctional spaces, positively impacting the lives of prisoners, staff, and surrounding communities.

Anthea has faced challenges with exceptional resilience and determination. Overcoming the devastation of losing her home in a house fire, she continued to contribute to the industry and is expecting her first child in the coming weeks. Anthea's experiences have profoundly shaped her vision for a more inclusive and diverse future in the industry. She advocates for equality and balance for employees, enabling better work-life balance and ensuring attitudes to women in design and construction continue to be improved.



Lara Elmaoula
Metro Trains
Melbourne

Category: Built Communication, Stakeholder and Media Management Award

Metro's Infrastructure division delivers \$12 million worth of maintenance and renewal (MandR) works weekly. Prior to March 2022, however, they did not have a dedicated communications and community engagement resource. Lara came into the role in what was intended to be a six-month trial secondment to bridge the gap between communications passengers receive during an Infrastructure disruption compared to the gold standard set by the Victoria's Big Build (VBB) projects. In a short time, Lara quickly added value to the role and to Metro, and was permanently appointed to the position.

Lara was tasked with planning and delivering an MandR uplift trial in mid-2022 to uplift passenger and community engagement and communications associated with infrastructure disruptions. The success of this six-month trial demonstrated the need for the continuation of the trial. It also highlighted the need for additional resourcing and funding to ensure that the trial could continue and form part of Metro Trains' infrastructure communications framework moving forward.

Lara's strength in developing trusted and positive working relationships was demonstrated when she developed and rolled out the Infrastructure Roadshow program to VBB Projects to showcase infrastructure works to continue to position Metro as a trusted partner and a sustainable business long-term.



Lucy Flanders
Roberts Co

Category: Lendlease Project Delivery Award

CSL Melbourne/655 Elizabeth Street

Lucy Flanders is a talented project manager and team leader. She has spent the last three and a half years working on CSL Melbourne, the new corporate headquarters for biotech giant CSL, a 23-storey state-of-the-art research and laboratory facility that rubs shoulders with diverse, high-end workplace.

The project's delivery involved multiple challenges that come with a bespoke vertical laboratory, but also the unexpected insolvency of trade partners, Covid-related overseas procurement delays, and, perhaps the greatest challenge, the voluntary administration of Probuild in February 2022 that led to project standstill for two weeks.

During the project delivery, under Lucy's leadership, a number of innovative methods were established to meet rigorous standards. Lucy has displayed great leadership in her ability to manage these challenges while maintaining team momentum, which led to the successful delivery of a state-of-the-art research facility in the heart of Melbourne's biomedical precinct.



Sarah Frankson
Fulton Hogan

Category: Mutiplex Young Achiever Award

Asset Allocation Lead at Fulton Hogan, Sarah Frankson is the driving force behind a new asset allocation process, resulting in a degree of success in this field not seen anywhere else across Victoria. She has also been instrumental in the establishment of a Women in Construction Steering Group and mentors other females in the industry.

The asset allocation process has transformed the way the business manages assets on its projects, prompting conversations across the industry with competitors and State Authorities reaching out to Sarah to learn about the process and understand how to replicate it. The potential for this process to completely overhaul existing out-dated processes on other projects is huge, which will realise cost and time savings.

Understanding that her contribution to the projects she works on extends far beyond her technical acumen, and reflecting her personal beliefs, Sarah has been instrumental in the establishment of the Women in Construction Steering Group and mentors other females in the business.

Her deliberate approach to mentoring other women, progressing the interests of women, and developing new innovative processes is furthering the already accepting, forward thinking culture within Fulton Hogan, and has seen an exceptional degree of success within project delivery.



Georgia Gallus
NECA Apprentices
(Fredon (VIC)
Electrical)

Category: Seymour Whyte Tradesperson or Apprentice Award

Georgia's career journey began with a clear vision of her aspirations. Rejecting the conventional office environment, she sought a trade that would provide hands-on skills and continuous learning opportunities. After exploring various trades through work experience, Georgia embarked on an electrical apprenticeship.

Currently working with Fredon at the Royal Melbourne Hospital Pathways 144 Project, Georgia excels in a range of responsibilities, such as rough-in, fit off, communications, testing and electrical installation. She finds fulfillment in expanding her skill set while making a meaningful impact on her surrounding peers.

Georgia's commitment to personal and professional growth is unwavering. Throughout this year alone, she has demonstrated her eagerness to enhance her abilities and promote women in construction. Georgia was presented with an opportunity to speak on women in the trade, both current and future, to continue growth of women in construction. Following her interview with the Office of the Federal Minister of Skills and Training she was quoted by Minister Brendan O'Connor in Parliament with the sentiment of "just back yourself".

Georgia's impact extends beyond her immediate work environment. By actively promoting gender diversity in the construction industry, she is breaking down barriers and inspiring future generations.



Hayley Gould
Delcon Group

Category: Seymour Whyte Tradesperson or Apprentice Award

Hayley Gould commenced as a Labourer/Dogman Apprentice with Delcon in June 2023. She changed industries during the COVID-19 pandemic to ensure steady work and has enjoyed learning about civil engineering and construction, discovering she has a real passion for the industry. Hayley is motivated to work in a non-traditional role for women. She loves being challenged by a physically demanding job and working outside rather than cramped up in an office. She believes that women are as capable as men and can succeed in construction.

Since commencing her apprenticeship, Hayley has gained Confined Space and Works at Height tickets with Delcon. Delcon has also supported her with time off for training to complete:

- Certificate III: Plant Operations and Rigging (expected completion in February 2024)
- Certificate III: Civil Construction, specialising in Pipe Laying (expected completion in May 2026)

Hayley aspires to keep growing her skills and learning new things. She is looking to the future and opportunities to develop into a leading-hand role when the opportunity presents itself.



Hannah Grau
NECA / Stowe

Category: Seymour Whyte Tradesperson or Apprentice Award

Hannah's impact on the construction industry is truly remarkable. With her unwavering enthusiasm and can-do attitude, she has become a driving force in the field. Beyond her impressive achievements, she actively participates in career days and exhibitions, inspiring others to pursue rewarding careers in the trades and fostering diversity and inclusivity.

As a compassionate Mental Health First Aider, Hannah provides essential support on worksites, creating a nurturing and supportive environment for her colleagues during challenging times. Her problem-solving skills and impeccable organizational abilities ensure that she conquers every task with excellence, be it implementing cutting-edge tool tracking systems or efficiently managing administrative duties.

Hannah's tech-savvy nature and leadership abilities shine through as she introduces advanced systems like the Metrel and Trimble, guiding and mentoring others in their use. Her dedication to creating a future where diversity thrives and excellence flourishes makes her an indispensable asset to the construction industry.

In her relentless pursuit of making a difference and driving positive change, Hannah embodies the true spirit of a construction industry champion.



Simone Hamill
Delcon Group

Category: CPB Contractors Health, Safety, Environmental and Quality Assurance Award

Simone has a genuine passion for occupational health and safety, environmental sustainability, and quality management. She always seeks to challenge her skills and knowledge on-site and in the office/warehouse. Simone strives to communicate and consult with workers, subcontractors, and suppliers to ensure everyone maintains a workplace that is safe and without harm. She prides herself on working in challenging teams and projects and is focused on producing real team-based solutions that offer long-term sustainable outcomes. Simone regularly contributes to the industry through client engagement, knowledge sharing and industry forums. She has been instrumental in ensuring that Delcon Group are meeting or exceeding the highest standards in the industry and she will not ever negotiate when it comes to the safety of the Delcon team. Simone is proud to be a part of Delcon Group, which shares her values and morals and supports her practical approach to training, reconciliation, sustainability, physical and psychological health, worker consultation, and quality management. She continually strives for excellence in everything she does. She prides herself on evolving her competencies to provide Delcon Group workers and the construction industry with the best support and advice.



Roselli Hedditch
Deakin University

Category: ACCIONA Sustainability Award

In early 2023 Roselli finalized merging Deakin's Sustainable Built Environment Principles (SBE) design standards into the Deakin Design Standards for Facilities. Acknowledging often-conflicting priorities of sustainability and project management, particularly project deadlines, Roselli formalised the SBE into a process that brings early consideration to sustainability objectives and offers a more agile implementation and delivery. The process includes a matrix in the Deakin Design Standards which identifies individual KPI's applicable to any project size or complexity via the project brief. A deliberately simple process improvement, this addition makes it possible to use a business-as-usual document to target environmental, social and financial project benefits across all project types. Key benefits are early agreed objectives, clear methodologies including feasibility and investigative works for good design solutions and simple direct language offering the project team flexibility to achieve innovative and efficient design solutions. Working through the challenges to find a process with minimal administration for necessary items, removing the need to repetitively apply "n/a" keeps the administration of tasks, meetings, project reviews and construction handovers to the least possible. Including climate adaptation, health and wellbeing and social responsiveness the SBE Deliverables ensure we include purposeful, clear and easy to track sustainable built environment deliverables.



Maria Hindy
Icon

Category: Mutiplex Young Achiever Award
T3, 36 Wellington Street, Collingwood

Maria Hindy is a timber structure coordinator at Icon currently working on the T36 Wellington Street Project. This high-profile build is a sustainable and innovative project set to become the Southern Hemisphere's tallest timber building. Maria's role on site has been to pre-plan the arrival, manufacture and installation of the timber. Made from ethically sourced, locally grown Australian timber, Maria became guardian to over 1,200 unique timber elements and ensuring each piece embodied millimeter perfect tolerances. Her attention to detail and ability to work with this challenging material on a prominent project, as well as her exceptional team and stakeholder management, have meant the project topped out its timber structure ahead of schedule. Commissioned by Hines, this 15-level commercial office building in the suburb of Collingwood is focused on sustainability and is targeting net-zero emissions, a 5.5 Star NABERS Energy Rating and a 6 Star Green Star Rating on completion. Maria's contribution will see T36 set the standard for using timber structure in commercial buildings in Australia and globally. This project has become a tourist attraction with industry stakeholders visiting from all over Australia and the world to inspect the innovative construction methods and sustainable materials being used.



Kate Hogan
John Holland

Category: Mirvac Businesswoman Award
Ballarat Base Hospital Redevelopment - Stage 2

Kate Hogan is a passionate social procurement professional who, through her strong relationships with social enterprises and local businesses in the Central Highlands region, has been a change agent for businesses to give back to their communities. As Social Procurement Manager for John Holland, Kate has most recently been managing and implementing all social procurement initiatives on the Ballarat Base Hospital Redevelopment (BBHR) Stage 2.

Patience, dedication, and education are the tools Kate has utilised in working with these businesses to get them on board and up to standard. She runs workshops and has regular calls with subcontractors, and also provides templates, diversity surveys and advice on their commitments from local content, gender diversity in construction and monitoring progress towards their targets, collating the social impact data.

Through a mix of education, mentoring and cultural initiatives, Kate has shifted the perspective of local businesses on social procurement, enabling them to recognise the benefits of what might seem an onerous framework and obligations. Her work has opened up employment and economic opportunities for community members otherwise shut out of the existing framework, and she has already inspired several social enterprise start-ups through her dedication and unbreakable attitude.



Alexandra Holman
Symal

Category: Mutiplex Young Achiever Award
Berwick Multi Deck Car Park

Alexandra Holman played a pivotal role in the successful delivery of the Berwick Multi Deck Car Park project, displaying exceptional project management and leadership abilities beyond her years. As Site Engineer, she managed the civil scope, ensuring efficient project management, safety compliance, contract administration, procurement, cost tracking, and client engagement. The project involved constructing a bus interchange and a multi-deck car park at Berwick Railway Station.

Alex faced the challenge of compressed timelines and unpredictable weather on this project. Through exceptional planning, coordination, and clear communication, she led the team to meet the handover deadline successfully. As the only civil-based person in her team, she provided direction and drive, educating others to question norms and strive for project improvement.

Within Symal's Graduate Program, Alex exhibited initiative and proactivity, seeking advice from industry allies and senior leadership to enhance her growth and development. She completed this program in a record time of 10 months. Alex's foresight, proactive planning, and dedication to success has been invaluable in navigating complexities in the construction industry. With a remarkable journey marked by passion, talent, and determination, Alex is poised for an exceptional career in the construction industry, leaving a lasting impact on every project.



Ayse Ilanbey
Symal

Category: Lendlease Project Delivery Award
The Victoria International Container Terminal (VICT) Upgrade

Ayse's contributions to the construction industry have been marked by enthusiasm and dedication, exemplifying her commitment to producing positive project outcomes for Symal, clients, and stakeholders. Ayse has been involved in a diverse range of projects, including local council initiatives and major infrastructure endeavours. Notably, she played a vital role in the successful delivery of the Victorian International Container Terminal (VICT) upgrade project as a Site Engineer with Symal.

Ayse's leadership, professionalism, and strategic thinking were evident in overcoming complex challenges during the VICT project. She fostered an inclusive culture by supporting her team, encouraging open communication, and celebrating their successes, resulting in a positive work environment and enhanced productivity. Her impact on the VICT project extended beyond technical responsibilities. Ayse's commitment to building strong relationships with stakeholders and infectious enthusiasm left a lasting impression on her colleagues and clients. Her proactive and thoughtful communication ensured everyone was informed and engaged throughout the project. Ayse Ilanbey's dedication to continuous growth and development and her unwavering commitment to excellence has positioned her as a rising star in the construction industry. With her remarkable work ethic, excellent communication skills, and strong leadership abilities, Ayse is a valuable asset to Symal's construction team.

ENTRANTS



Dannielle James
James Vac Solutions

Category: Mirvac Businesswoman Award

Dannielle James is the owner of Ballarat-based Non-Destructive Digging (NDD) company, James Vac Solutions (JVS) and Directional Drilling specialists Pipe Pro Drilling. James Vac Solutions was launched in 2021 when Dannielle along with her husband and business partner, Jason custom built their first remote controlled, 10,000L Vacuum Truck.

JVS provides two core services to clients. The first is to use high pressure water jetting to safely expose underground assets and the second is to use vacuum excavation to extract mud and other waste from the ground. Rather than digging up the ground or open-cutting large areas using excavators, vacuum excavation trucks can safely dig smaller holes to expose underground pipelines allowing contractors to safely work in the area, knowing exactly where existing assets are. This trenchless technology is a major innovation in the civil construction field due to the minimal impact on the environment as well as the ability to complete the work in a much shorter timeframe. Since launching in 2021, Dannielle has now expanded her fleet to 6 Vacuum Excavation Trucks and a Street Sweeper to meet growing demand. She leads a dedicated team of men and women to provide quality NDD services across Western Victoria.



Phoebe Jamieson
Donald Cant
Watts Corke

Category: Symal Emerging Leader Award

Phoebe, a proactive and inspirational leader, has made remarkable contributions to the construction industry. Despite facing challenges, such as a surprise pregnancy and career path changes, she has defied norms, showing that age, gender, and life circumstances need not hinder achievements. In just seven years, she rose from a formwork subcontractor to a senior project manager, all while maintaining a work-life balance.

Phoebe's impact lies in her ability to overcome obstacles without compromising her career aspirations. Her resilience and dedication have paved the way for achieving success at work while managing personal responsibilities. She actively participates in extra-curricular work groups, mentoring others, and promoting diversity and inclusion.

Her legacy at DCWC is evident in their recognition of the value of quality over quantity, proven with flexible work arrangements allowing her to excel professionally and as a mother. As an example for younger colleagues, she breaks barriers and inspires others to thrive in the industry. Phoebe aims to focus on collaboration, work-life balance, and mentoring. As a sponsor and mentee, she understands the importance of professional support networks and is dedicated to providing assistance to newcomers in the industry.



Livon Joseph
CPB Contractors

Category: Symal Emerging Leader Award SPARK - North East Link D&C

Livon's engagement with NAWIC and her dedication to improving industry practices highlight her work as an emerging leader. As the Co-Chair of NAWIC's Education Committee, Livon has played a crucial role in overseeing NAWIC's mentoring and CEO shadow programs. These programs assist women at different stages of their careers, including those new to the industry and senior female professionals transitioning to executive roles. During her 3 years in the position, Livon has helped enhance these programs, including developing a mentoring workbook and introducing facilitated workshops to nurture participants' skills. Livon also worked with NAWIC to establish Australia's first NAWIC Buddy Program. After a successful pilot program in 2022 the program has expanded in 2023 to involve three universities and 60 candidates who will undertake a program of skills training and industry engagement.

As the Chair of CPB Contractors' Future Commercial Leaders Forum, Livon is leading an initiative to collaborate with the Royal Institute of Chartered Surveyors (RICS) to facilitate RICS membership for CPB's entire Victorian commercial team, addressing training gaps and enhancing professional development. Livon is currently a Procurement Specialist on Melbourne's \$11b North East Link Primary Package.



Lara Kaehne
Kapitol Group

Category: Mutiplex Young Achiever Award
NEXTDC M3 Stage 1 Data Centre

Lara Kaehne epitomises what being a Young Achiever in the construction industry is through exemplifying self-initiated leadership. Lara has advanced and led at NEXTDC's M3 Data Centre, managing post-completion works in an operational facility. This required responsiveness and strategic forethought. Lara's rapid ascent to a leadership role, reflects the constructive intertwining of her personal experiences and professional knowledge. The success of this approach is evident in the effective relationships she has cultivated and in the maintained support that she provides to graduates on the project. Having the confidence to be herself provides Lara with a unique strength.

Despite the demands on early career professionals, Lara is committed to a construction industry that enhances equality and inclusion. As an active member of Kapitol's RAP Working Group, Lara shares her perspectives from growing up in a remote community. And at career events, Lara's honesty and passion connect with many students, particularly young women. Lara is also proud of her participation in Building Pride, encouraging safety and inclusion for LGBTIQ+ people in construction. From the outset, Lara was identified by her colleagues as a leader, not because of what she does but because of who she is, exuding depths of potential.



Sunayana Kalidas
Donald Cant
Watts Corke

Category: Mutiplex Young Achiever Award
Young Professionals Networking Evening

Sunny has demonstrated exceptional leadership within the construction industry, inspiring transformative change through her proactive contributions. Her co-creation of the young professionals networking night serves as a vital platform for fostering connections and collaboration among industry peers, significantly impacting the professional development of young professionals. The networking night is a monthly collaborative effort involving eight different companies within the industry. Each event features a specific theme to promote positive interactions, with participating organisations rotating their younger team members to ensure diverse representation. With half a dozen successful events already held and a fully booked calendar for upcoming gatherings, the initiative has brought together 250 young professionals, amplifying its impact.

Sunny's commendable leadership includes promoting gender and diversity balance within the event's leadership, empowering underrepresented groups, and challenging existing networking structures. Her visionary approach and commitment to inclusivity elevate the event's significance and potential for long-term change. Overcoming challenges, Sunny united competing companies to collaborate, secured long-term commitments, and continuously improved the networking night's appeal. Her journey, overcoming barriers and pursuing her passion, serves as a powerful inspiration for aspiring professionals. Sunny's exceptional contributions have reshaped the construction industry and empowered the next generation.



Sonali Kamboj
ACE Contractors

Category: ACCIONA Sustainability Award
Childs Road Upgrade Project

Sonali Kamboj has worked as the Sustainability Advisor at ACE Contractors since March 2021 as the first permanent sustainability resource in ACE's 50+ year history. During this time, she has implemented practices that have reduced ACE's carbon footprint and conserved resources, and developed and implemented environmental and sustainability policies within the company.

Sonali led sustainability on The Childs Road Upgrade Project in partnership with Major Road Projects Victoria (MRPV) from March 2022 until December 2022. She implemented various innovations during this time such as engaging Reground to repurpose coffee grounds into topsoil. This was a first of its kind for MRPV and Whittlesea Council and was widely celebrated on social media and network news.

Sonali also led the Project to adopt the use of 100 per cent recycled plastic eMesh, replacing traditional steel mesh and other non-recycled plastic fibres on reinforcement as well as installing 470 metres of recycled pipes, made from the equivalent of around 150,000 2-litre plastic milk bottles. Sonali has demonstrated commitment to change by fostering a culture of sustainability to ACE Contractors and in project delivery. Using her strong engagement skills, Sonali has brought her organisation, client and stakeholders along on the journey of transformation.

ENTRANTS



Alexia Karatzikos
John Holland

Category: Seymour Whyte Tradesperson or Apprentice Award

Now in her third year of an Electrotechnology apprenticeship, Alexia thrives in applying her learnings onsite with John Holland across Victorian rail projects, pairing the challenge of working in a highly technical environment with being part of a collaborative and proactive team.

A keen advocate for seeing more women in the construction industry, particularly in the rail sector, Alexia is a new mentor under the Workplay partnership with AFLW, supporting a mentee who is also undertaking an electrical apprenticeship. As a student at her all-girls high school where careers in trades were never mentioned, Alexia is keen to change the landscape of future careers for students by making post-high school education such as apprenticeships and trades more accessible for young women. Recently speaking at Holmesglen's FutureTech campus in North Melbourne, Alexia is already making herself visible in her industry and to younger women that may be thinking about a career in construction. With the ethos 'you can't be what you can't see', Alexia has aspirations to study project management during her apprenticeship so she can excel as a role model and leader in her field.



Irene Kourtis
Phoenix Traffic
Management

Category: Mirvac Businesswoman Award

Irene has made significant contributions to our organisation through her innovative initiatives, leadership, and dedication to excellence. Her involvement has resulted in transformative changes and notable achievements.

- Successfully led the rebranding efforts, revitalising the organisation's image and strengthening its position in the industry.
- Initiated Aboriginal awareness initiatives, including smoking ceremonies, goodie bags, and education programs, fostering inclusivity and cultural appreciation within the organisation.
- Spearheaded the attainment of ISO accreditation, demonstrating our commitment to quality and process excellence.
- Implemented systems such as Staffd, Traffio, and Actiond, enhancing operational efficiency, collaboration, and accountability.
- Under Irene's leadership, the organisation has transitioned from a small family-run business to a competitive player, securing major works contracts.
- Irene has been a role model for other women in the industry, breaking gender stereotypes, providing mentorship and support, and advocating for work-life balance.
- Irene's certification as a Mental Health First Aider has created a supportive environment, providing early intervention, support, and resources for mental health challenges.

Overall, Irene's initiatives, leadership, and dedication have had a profound impact on the organisation's performance, stakeholder satisfaction, and employee well-being. Irene's innovative mindset, vision, and commitment to excellence make her highly deserving of recognition and appreciation.



Paula Lawrence
Laing O'Rourke

Category: Built Communication, Stakeholder and Media Management Award Melbourne Airport Rail Early Works

The Melbourne Airport Rail Early Works (MAR EW) package is being delivered by Laing O'Rourke on behalf of Rail Projects Victoria (RPV). The MAR EW team is working collaboratively to mitigate the impacts of construction on the surrounding businesses and residents. Impacts include roads closures for up to seven months in some locations, residential driveways blocked for months, lanes closures, bus stop closures and footpath closures.

Paula Lawrence, Senior Communication and Engagement Manager for Laing O'Rourke has delivered a personalised and tailored approach to communication and engagement with the 3,403 stakeholders who have been contacted about MAR EW since the works commenced. This includes 1,131 businesses (33%) in heavily trafficked, industrial precincts. The project has received only seven complaints in 12 months.

Paula has led a 'boots on the ground' approach to communications and engagement to build personal contact with residents and businesses along the project alignment, and to influence positive change on their behalf within the delivery team and project leadership group. Her care for the stakeholders and the wider community who interface with MAR EW is demonstrated through her knowledge of the stakeholders and their personal circumstances.



Anna Leaming
Deakin University

Category: Lendlease Project Delivery Award
Deakin University's Fire Systems Compliance Project

Anna's leadership, strategic thinking, and professionalism has resulted in successful project implementation and wide-ranging benefits for Deakin University. Through effective consultation and communication, Anna considered and met the needs of key stakeholders. She skillfully scheduled construction activities around university exams, events, and classes, minimizing disruptions and generating efficiencies. Building positive relationships and rapport, she maintained open lines of communication and ensured stakeholder satisfaction. Anna overcame complex challenges, including working in a residential building filled with students, managing power and water shutdowns, and preserving the character of a historic heritage building. Her adaptability led to successful project delivery, a positive and collaborative project working culture, and minimal impact on the users who are at the heart of the University. The project's legacy is characterized by compliance and safety outcomes, respect for T&G history and heritage, collaborative relationships, staff empowerment, and improved efficiency which has left a lasting positive impact on the campus community.



Philippine Lejalle
Built

Category: Lendlease Project Delivery Award

Philippine Lejalle, Project Engineer at Built, made an enduring impact on the Latrobe Regional Hospital project in Traralgon, regional Victoria. Relocating from Melbourne to Traralgon for 18 months, Philippine has played an instrumental role in Built's healthcare project. Having led the delivery of the structure and facade packages, her unwavering professionalism and strategic thinking shone through every challenge.

Philippine's exceptional communication skills built rapport with all project stakeholders, ensuring adherence to a strict program and timely delivery for the client. Her composure and dedication to results exemplified true professionalism. She unlocked complex problems through her hands-on approach to working with engineers, designers and subcontractors.

Philippine has embraced her role as a mentor at Built, providing guidance and support to graduates, project coordinators, and foremen. Her commitment to their development was unparalleled as she trained and mentored eight individuals while concurrently managing her own responsibilities. Beyond project success, Philippine passionately engaged with the local community. She facilitated events such as school tours, career talks, and dinners to promote opportunities in the construction industry, encouraging young women to consider careers in the field.



Tess Lombard
Multiplex

Category: Lendlease Project Delivery Award
Sapphire by the Gardens

Tess Lombard is a highly gifted, personable and insightful Project Manager with major contractor Multiplex – and a very excited (and sleep-deprived) new mum to a beautiful baby girl, Adeline. Tess has recently completed her second Project Manager role, playing a key part in the successful delivery of the 308 Exhibition Street development, known as Sapphire by the Gardens. Located on the corner of Exhibition and La Trobe Streets, the towers soar 232 and 220 metres above street level and are designed by the renowned architects Fender Katsalidis in collaboration with Cox Architecture. The project comprises of two 60 level towers which are linked via a unique Skybridge on Level 46, featuring a glass floor that overlooks the UNESCO World Heritage listed Royal Exhibition Building and the surrounding Carlton Gardens. Prior to embarking on her new role as a mother, Tess was responsible for managing a site team of over 500 trades and staff, as well as managing and delivering a comprehensive stakeholder management engagement approach for the project. She also played a key role in planning the project's history-making one-day concrete pour and COVID-19 works delivery.



Zoe Luby
Lendlease

Category: Seymour Whyte Tradesperson or Apprentice Award
Melbourne Quarter Tower

Zoe Luby is an outstanding third-year apprentice at Lendlease who has distinguished herself with her aptitude, enthusiasm and intuitive technical skills. She found her way to the industry largely by accident, via a job in traffic control, after many years of searching for a challenge to match her talents. She quickly found a home in construction, and resolved to make her career there with the long-term goal of becoming a site manager.

Zoe joined the Lendlease apprenticeship program in 2021, prior to which she completed pre-apprenticeships in both electrotechnology and carpentry. She is now working on the Melbourne Quarter Tower Project, where she has gained experience in areas such as façades, partitions and ceilings, and formwork. The latter especially made a great impression on Zoe's skills and outlook, when she spent five months doing the highly challenging and program-critical work of core construction — an environment where few female apprentices are found. She proved herself during her very first concrete pour, when she handled a potentially serious leak with effortless professionalism. Zoe is now committed not just to excelling in her role but to encouraging more women to enter the industry, which she is already pursuing through volunteer work and advocacy.



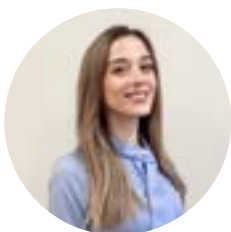
Lucas Martinez
John Holland

Category: ADCO Industry Ally Award

Lucas embodies what it is to be a true ally for women in construction. As a migrant, Lucas leads from a perspective of empathy and understanding of what it is like to be a minority in the industry.

His unwavering advocacy for equal opportunity has developed a team brimming with current and emerging female leaders, with women in the team spanning from a majority female engineering team as well as safety, stakeholder management and commercial teams. As a role model, Lucas mentors individual managers to ensure these values are being upheld by the entire leadership team. He also works to promote social inclusion on the project, including employment and procurement through social enterprises such as CareerSeekers to assist refugees and asylum seekers, McAuley House and Parkville Youth Detention.

Not only is Lucas actively encouraging female employment with flexible work arrangements to meet family and personal needs, but he is determined to ensure their hard work and high performance is visible to others in the industry. You can find Lucas at every women-led event such as International Women's Day, where he ensures the attendance and participation of his male colleagues to advocate as allies championing for diversity in the industry.



Stefania Masin
Scentre Group

Category: Mutiplex Young Achiever Award
The Reimagination of Westfield Knox

The Westfield Knox project is a \$355 million redevelopment aimed at elevating an existing shopping centre into a vibrant destination for recreation and community engagement. Through the repurposing of existing precincts and the creation of new ones, the project seeks to transform the centre into a place where people can come together, connect, and dwell for longer. As a valuable member of the concept team, Stefania has played a pivotal role in consolidating the concept design and translating it into practical solutions. Striking the balance between creativity and feasibility, she's been collaborating with the broader team and with various consultants to ensure the design is aligned with the project's objectives.

Taking on the role of architectural lead during the delivery of stages 1 and 2, Stefania demonstrated her ability to quickly adapt and her leadership skills by overseeing and coordinating the architectural design through workshops, site visits, and reviews to ensure the successful delivery of the intended vision. Throughout the project, she's navigated various challenges and contributed to establishing a collaborative atmosphere based on trust and proactive communication. She's managed to actively engage stakeholders and incorporate diverse perspectives and skillsets to align the project vision with the allocated budget.



Stefania Masin
Scentre Group

Category: Roberts Co Design Award
The Reimagination of Westfield Knox

The Westfield Knox is a \$355 million redevelopment that aims to transform an existing shopping centre into a vibrant destination for recreation and community connection. Stefania, as the architectural lead, has played an important role in consolidating the concept design and translating it into practical solutions. Balancing creativity with feasibility, she collaborates with the broader team and various consultants to ensure the design aligns with project objectives.

Stefania has helped design a space that embraces sustainable design principles, considering the impact on consumers, communities, and the environment. This approach results in a cohesive space that caters to evolving customer needs while establishing a strong connection with the surrounding Dandenong Ranges. Through biophilic design elements, the boundaries between indoor and outdoor areas are blurred, creating a harmonious and inviting environment.

The impact of this design is evident in the positive feedback from the community, increased foot traffic, and a renewed sense of pride in the centre. The redevelopment now caters to diverse interests, promoting inclusivity with facilities tailored to various needs. Westfield Knox has become a thriving destination that brings people together, fosters connections, and embraces sustainability for the benefit of all.



Lauren McCallum
John Holland

Category: Roberts Co Design Award
The Victorian Heart Hospital

As the Senior Design Manager for Managing Contractor John Holland on the Victorian Heart Hospital (VHH), Lauren McCallum was pivotal to the project's success. Through her skilful management of the ambitious design brief and competing stakeholder requirements, coupled against the backdrop of Covid-19 lockdowns in Victoria, Lauren steered her team to successfully deliver Australia's first-ever dedicated heart hospital.

Lauren is known for maintaining positive and productive relationships with consultant teams despite program and budget pressures. At VHH she took a proactive approach to understanding both Monash Hospital and Monash University's key project drivers and operational needs to ensure fit for purpose facilities and a smooth transition for end users into the finished facilities. She demonstrated flexibility to ensure the design was sufficiently documented to maintain works on site, whilst not being afraid to challenge design solutions to ensure best for project outcomes.



Tahlia McCarthy
BMD

Category: Mutiplex Young Achiever Award
Hall Road West Update

A Graduate Engineer from BMD, Tahlia McCarthy's remarkable contributions to the Hall Road West Upgrade project, being delivered for Major Road Projects Victoria (MRPV), has earned her a nomination for the esteemed NAWIC Young Achiever of the Year award.

Tahlia's journey began in the project's early stages, and she quickly proved her capabilities as part of the project's Utilities team. Her extraordinary rapport with people on-site, meticulous organisation, and great grasp of commercial acumen has made her an invaluable asset. Beyond her engineering prowess, Tahlia's leadership extended to inspiring young minds in construction through school engagements and mentoring programs.

Leading with grace, Tahlia's exemplary work ethic, collaborative nature, and ability to inspire others have made her an integral part of the project and BMD. Her dedication to success and unwavering commitment to excellence sets her apart as a true leader in the field.

Tahlia's journey from an undergraduate engineer to a trusted and respected professional exemplifies her remarkable potential. Her impact on the Hall Road project and the field of engineering have earned her a place among the most promising young achievers in Victoria, and an exceptional candidate for the NAWIC Young Achiever of the Year award.



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 has pioneered new ways to engage the upcoming generations by creating educational days like a day 'In Her Boots' that advocate for a career in construction. Nina's vision and ability to look ahead coupled with her position as a senior leader at Fulton Hogan will create a lasting impact on the industry as she builds a gender diverse landscape for the generations to come.



Dan McKay
Symal

Category: ADCO Industry Ally Award

The Hallam North Road Upgrade

Dan McKay is an exceptional advocate for gender diversity and inclusion in the construction industry. Dan's passion for promoting fairness and equality is evident as he actively engages in conversations and empowers female colleagues to pursue leadership roles, fostering an inclusive environment.

His support extends beyond words, as he advocates for women to take on challenging projects and nominates them for leadership opportunities. Dan's commitment to promoting gender diversity inspires others to create a more equitable workplace. As part of the Women in Construction Working Group at Symal, he contributes valuable insights to shape policies addressing employee needs.

Dan's expertise in delivering complex infrastructure projects to the highest standard is exemplary, with meticulous attention to detail and a strong work ethic. As Project Manager, he handles various responsibilities, ensuring successful project completions and exceeding expectations.

His leadership on the Hallam North Road Upgrade project for Major Road Projects Victoria (MRPV) resulted in completion ahead of schedule and under budget. Dan McKay's contributions as an ally and role model make him a standout nominee, dedicated to fostering an inclusive culture in the construction industry.



Souzy Melahridis
FSC

Category: Symal Emerging Leader Award

Souzy's journey as a young leader at FSC demonstrates her determination and resilience, qualifying her as a strong candidate for NAWIC's Emerging Leader award. Leading the Bridge Inn Road Project, she prioritized environmental outcomes without compromising project delivery, within a very short timeframe.

Her unique approach combines technical expertise with exceptional communication and collaboration skills, effectively consolidating environmental goals with overall project objectives. Souzy's passion for the environment and innovative thinking were evident as she engaged with site staff and project team to seamlessly integrate environmental requirements.

Under her guidance, the team became more environmentally conscious, leading to a significant positive shift in the project's performance, preventing further incidents and promoting sustainability. Her impact earned client praise, highlighting her leadership and finesse in navigating challenges. Souzy's commitment to fostering a collaborative work environment and mentoring others at FSC reflects her dedication to creating a positive workplace culture.

Souzy's contributions have inspired change and excellence in the infrastructure industry, leaving a lasting impact on projects and steering a sustainable and supportive future. Her innovative approach, leadership skills, and dedication to empowering others make her a remarkable role model and deserving candidate for NAWIC's Emerging Leader award.



Tracey Mitchell
CYP Design and
Construction

**Category: CPB Contractors Health, Safety, Environmental and Quality Assurance Award
Metro Tunnel Project**

Tracey Mitchell is a Safety Advisor at CYP Design and Construction (CYP DandC) – the consortium delivering the Tunnels and Stations package for Melbourne’s Metro Tunnel Project on behalf of Rail Projects Victoria (RPV). She has demonstrated a commitment and passion for attracting and retaining women in the industry by implementing an effective strategy to support and empower women working on site.

Central to this strategy is the Women in Construction Group founded by Tracey, which provides a safe, inclusive space where blue collar women can share experiences, concerns and issues they are facing at work and within their personal lives. It has also helped women gain access to resources, training, mentorships, opportunities for networking, leadership, and career advancement.

The group meets regularly and has a dedicated WhatsApp chat group to promote connectedness. The group has improved its members’ confidence, sense of safety and inclusion on site. It has enabled key issues to be addressed and delivered benefits for the overall team, such as increased communication, inclusivity, and respect. Women at CYP DandC are now more confident to voice and react to onsite scenarios around safety, injuries, equipment failures or other challenges, helping to create a safer and more productive workplace.



Andrew Morgan
Built

Category: ADCO Industry Ally Award

Andrew Morgan, Construction Director, Built, has consistently gone above and beyond his role requirements to champion women and advance their interests in the construction industry. As a sponsor of the Graduate Program, Andrew actively addresses the underrepresentation of women by exploring innovative approaches to reduce barriers for female employment. His efforts have resulted in Built achieving a 50% gender balance for their 2024 Graduate cohort.

His mentorship of women at Built have showcased Andrew’s commitment to empowering women. Andrew has provided guidance on balancing professional and parental responsibilities to women returning to work from maternity leave. He has also advocated for flexible working arrangements to encourage a better work/life balance. Andrew’s mentorship contributes to building leadership foundations and nurturing female talent retention and growth at Built.

Andrew is passionate about increasing female participation in the construction industry. He believes in starting education and awareness initiatives early at high school level. By engaging with schools such as Sacred Heart’s Girls College, he has successfully deployed a pilot for a flexible timetable for students to prepare them for the workforce after they graduate. Andrew’s collective efforts have broken down barriers, created opportunities, and inspired the next generation of women into the construction industry.



Louie Naldrett
Safety Focused
Performance
Joint Venture

**Category: Lendlease Project Delivery Award
Gardiners Creek Main Sewer Rehabilitation**

Louie, a Senior Project Engineer for the Safety Focused Performance Joint Venture (SFPJV), successfully delivered the Gardiners Creek Main Sewer Project in 2022. Her contributions were diverse and impactful, as she took responsibility for project delivery, team management, planning, procurement, and resource management, among others. She demonstrated leadership, professionalism, strategic thinking, and ingenuity in overcoming project complexities, including coordinating with stakeholders across different council jurisdictions and maintaining live sewer services without disruption. Louie integrated interstate crews and facilitated knowledge sharing to overcome resource shortages. She prioritized stakeholder needs through effective consultation and communication, fostering a collaborative relationship with the client and receiving praise for exceeding expectations. Louie’s impact extended beyond the project through safety improvements, the development of a training module, and commissioning a mural. She is an exemplary role model who provides honest feedback, adapts her leadership style, and values work-life balance. Overall, Louie’s exceptional project management skills, technical expertise, commitment to safety, and stakeholder management have led to successful project delivery and numerous benefits.



Michelle Nation
John Holland

Category: Mirvac Businesswoman Award

Michelle Nation is a proud female leader in the construction industry. As the General Manager of Health, Sustainability and Climate (HSC) at John Holland, Michelle is a subject matter expert and passionate advocate for innovation in sustainability. This makes her integral to the success of John Holland's clients as she oversees HSC initiatives across the infrastructure business unit and major projects.

She is a core member of the Senior Leadership Team and a committed contributor to business strategy and planning. Through her role on project steering committees, Michelle pushes the clients to see the value-add sustainability and diversity bring to their projects and the community. In the recent Hobson's Bay Project, Michelle was adamant that as a sustainability leader and diversity champion, she needed to be on the project steering committee. Hobson's Bay became John Holland's first carbon-neutral project.



Stacey Nichols
Scentre Group

Category: Roberts Co Design Award

The Reimagination of Westfield Knox

The Knox Westfield Living Destination is a transformative retail redevelopment. As Lead Interior Concept Designer, Stacey Nichols played a critical role in Scentre Group's repositioning of Knox Westfield Living Destination. She championed and upheld the design vision, which was established with a strong understanding of the Knox community and customer.

The design focuses on three pillars: "Read as one, Read as new," "The Green thread," and "Welcoming and Down to Earth." Stacey worked closely with key stakeholders, design and construction team throughout design challenges to ensure a seamlessly integrated design ecosystem, incorporating abundant landscaping internally and externally, creating an ambience where people feel at home and connected to nature. The Knox Living Destination delivers our purpose of creating extraordinary places, connecting and enriching communities by enhancing the retail experience.

The impact of the redevelopment is evident in the community's renewed sense of pride. The versatility of the design allows various activations, promotes inclusivity, and celebrates Indigenous culture. The sustainable approach and biophilic elements enhance the development. In the words of our local customer, "I love the beautiful timber, the lush greenery. It really doesn't feel like I'm in a shopping centre." Knox is well and truly a place where family thrives.



Brona O'Kane
SPARK-NEL D&C

Category: Symal Emerging Leader Award

Brona O'Kane has made a lasting impact on the construction industry through her leadership in establishing sites and improving systems on the North East Link with Spark. With over seven years of engineering experience, Brona's journey has been defined by her proactive mindset, innovative thinking, and dedication to fostering growth in others.

Taking the initiative, Brona ensured the smooth establishment of the construction site for D-wall commissioning, making sure all necessary infrastructure was in place before the next scope of works could begin. Not stopping there, she efficiently managed both the site establishment and earthworks scope, successfully completing one of NEL's initial work scopes on time. Her forecasting expertise from previous projects has further streamlined workflow and minimized delays, contributing significantly to Spark's success.

Beyond her technical role, Brona serves as an inspiration to her female co-workers, engaging with them and providing mentorship to help them navigate industry challenges. She is proud of her collaborative and inclusive team, actively nurturing the growth of junior engineers. By investing time and effort in understanding her team's strengths and areas for growth, she creates an atmosphere of trust and openness, demonstrating her natural leadership abilities.



Mamode Osikoya
Major Road
Projects Victoria

Category: CPB Contractors Health, Safety, Environmental and Quality Assurance Award

As an Environment Manager in the Land, Planning and Environment team at Major Road Projects Victoria, Mamode's role supports the development and delivery of seven road infrastructure projects in the Suburban Roads Upgrade Program's Northern Package of works. Her role interfaces with numerous stakeholders including multiple construction partners, regulatory bodies, government departments, community groups, businesses and residents.

A particularly rich example of Mamode's work in the environment and heritage management space is evident in her work on the Epping Road Upgrade, a project exhibiting multiple complex heritage management issues. Mamode worked through the sensitive investigation of potential unmarked graves, as well as the relocation of the Wollert Church, project managing both challenges simultaneously, as well as ensuring compliance on six other MRPV projects concurrently.

She has also demonstrated great leadership in her work to drive continuous improvement in the space of identifying recurring common issues with non-compliance on site. Mamode led a review process to understand why and how these issues were arising, resulting in the development of new environmental templates that will feed into MRPV's Environmental Management Systems to be rolled out on all MRPV projects.



Hadrian Phillip
Deakin University

Category: ADCO Industry Ally Award

Deakin University's Nursing and Midwifery Simulation Laboratory

The Clinical Simulation Centre project provides purpose-built and flexible learning spaces for the development of core clinical nursing and midwifery skills. These centres have been meticulously designed to simulate real hospital and community environments, offering students the opportunity to familiarise themselves with state-of-the-art equipment they will encounter during placements. The resources available at the centres are extensive and comprehensive. The centres feature technologically advanced and responsive human patient simulation mannequins, ensuring students can practice their skills in a lifelike manner. Additionally, there are suction outlets and cardio monitoring systems, lifting machines, resuscitation trolleys, dressing packs, and injection equipment, providing students with a wide range of tools necessary for comprehensive training.

This centre, located on the Burwood Campus provides case-based scenarios that progressively increase in complexity as students' progress through their nursing degree. Through these scenarios, students develop their clinical skills and also cultivate essential attributes for safe patient care. The Clinical Simulation Centre project provides a supportive and immersive learning environment for nursing and midwifery students. Through the utilisation of advanced equipment, realistic scenarios, and opportunities for independent practice, the centres foster the development of essential clinical skills and the cultivation of critical attributes needed for successful healthcare professionals.



Isolde Piet
CPB Contractors

Category: Lendlease Project Delivery Award

North East Link Early Works

Isolde was the Project Manager for the most difficult part of the \$350m North East Link Early Works – relocating a 1.8km long sewer using three 40 tonne mini tunnel boring machines (TBMs). The work was conducted in a busy area of eastern Melbourne, requiring constructing in and around live traffic and managing numerous stakeholders, including some of Victoria's most influential private schools. Isolde has been nominated for the Project Delivery Award not only for leading an 80-person team to complete the works on time and budget, but overcoming just about every other challenge possible, including two floods, a pandemic and even an earthquake, as well as a major subcontractor going broke.

Australia's only female TBM Pilot, and the first female TBM Pilot in the world, Isolde's 23-year contribution to the industry was recognised when one of North East Link's mini-TBMs was named 'Izzy'. Although embarrassed by the attention, Isolde agreed to the honour after realising that, even if she'd prefer not to, she had to step-up and become more visible. She hopes this visibility will help highlight the wide range of pathways available within the construction industry – as she reflects, 'You can't be what you can't see.'



Laura Pollard
Stowe Australia

Category: Symal Emerging Leader Award

In a career spanning over a decade at Stowe Australia, Laura has witnessed a transformation in the electrical industry's gender representation and equality. Commencing in an era where women comprised less than 1% of Victoria's Electrical Trades Union, Laura has proactively inspired change through her perseverance, determination, and ability to navigate challenging situations. Navigating two pregnancies to full-term whilst maintaining a hands-on role within the project team, Laura set important precedents for the industry and created a turning point for Stowe as a business, proving pregnancy does not hinder a woman's ongoing ability to contribute meaningfully within her team.

Laura continues to influence change, being the first Stowe employee to negotiate part-time employment and continue a hands-on role onsite, enabling her to balance being the primary caregiver to her two young children and her responsibilities as an employee. Laura's involvement in the business' woman's committee has allowed her to share her experience of pregnancy in the workplace and contribute to implementing policies that support other women through various life-scenarios. Laura's contributions have inspired and influenced change in the electrical industry and her actions will help ensure her children and further generations to come will grow up in a world where opportunities are abundant for all.



Alexis Popovic
Icon

**Category: Mutiplex Young Achiever Award
Ground Lease Model (GLM) - Flemington**

As Junior Site Supervisor at Icon, Alexis Popovic is currently helping to build hundreds of new affordable homes for the Flemington community for the Ground Lease Model Project (GLM). Alexis's career path looks a little different to most. She started out as a hairdresser, before realising her true passion for building and construction.

Leaving hairdressing behind, she started from scratch in customer care at Reece, and worked her way up to her current role, where she leads a team of approximately 30 people daily. Her current role allows her to spend most of her time onsite, working face-to-face with her team and troubleshooting in real time.

This is where Alexis gets to truly shine – putting her technical mind and communication skills to work. Being nominated for this award has been an unexpected but welcome chance for Alexis to reflect on her career to date. "I was recently thinking what my goals looked like five years ago. And I had an epiphany – right now I'm doing exactly what I was dreaming about doing back then. How many people get to say that?"



Malcolm Potts
CPB Contractors

**Category: ADCO Industry Ally Award
SPARK - North East Link D&C**

Malcolm is Construction Director South on Melbourne's \$11 billion North East Link Primary Package, known as Spark. The southern portion of the project involves two cut-and-cover boxes, extensive utility relocations, road diversions and interchanges, including a 2 hectare green bridge over Bulleen Road.

Having worked in the construction industry for 25 years, Malcolm is frustrated at the incremental progress within the broader industry towards gender equality. Aware that companies like CPB Contractors and major projects like Spark set the standards for industry, he is using his senior position to act as a true industry ally.

Malcolm's vision for the construction industry is to see more women in traditionally male roles. He believes increasing diversity is not only good for women, its good for the whole team – creating a better, safer and more inclusive culture for everyone. Although there is a long way to go, Malcolm has already seen the benefits of diversity, including problems being tackled in new ways, greater productivity, more innovation and better mental health. Malcolm considers his biggest contribution to championing women and advancing their interests on North East Link has been to challenge his own bias.



Joanne Potts
John Holland

Category: Lendlease Project Delivery Award

Joanne's leadership as Service Manager has been instrumental to the success of the Melbourne Water Capital Delivery Program, delivering innovative and high-quality new assets and upgrades with Melbourne Water on over 115 projects.

While the Program delivers highly complex and challenging projects throughout Melbourne, with a high level of stakeholder engagement, Joanne is confident in her team's ability to perform under pressure, which is where her unwavering leadership matters most. Leading from the ethos 'you're only as good as the team around you,' Joanne's positivity and transparency as a leader has created a team brimming with collaboration, confidence and high performance, with a trusted client partnership.

With almost 30 years in the construction industry, Joanne continues to be a trailblazer for women in the construction industry with her ability to lead with both confidence and vulnerability, redefining what it is to be a leader in the industry.



Ishbel Pugh
SPARK-NEL D&C

Category: Symal Emerging Leader Award

Ishbel's profound impact on NEL is a testament to her unwavering dedication to driving change and empowering individuals to achieve their full potential. As the Recruitment Lead, Ishbel played a pivotal role in mobilizing a workforce of over 500+ staff, surpassing industry standards by achieving an impressive 28% female headcount. Her visionary approach to further enhancing gender diversity, with a particular focus on promoting inclusivity for individuals from the LGBTQIA+ community in senior leadership roles, sets her apart as a true leader in the industry.

Ishbel's leadership shines brightly in her ability to foster career growth and facilitate smooth transitions for aspiring professionals. One notable example is her support for an administration staff member who successfully transitioned to an engineering technical role, thanks to Ishbel's guidance and encouragement. Ishbel actively champions inclusivity and diversity by promoting the recognition of high-achieving females, ensuring that their accomplishments are acknowledged, known, and celebrated. Her initiatives to support refugees within the industry have proven instrumental in their professional advancement and success. Ishbel's dedication continues to inspire her colleagues. As an industry leader, Ishbel's unwavering commitment to driving positive change and empowering talent serves as a beacon of inspiration for the next generation of leaders.



Melissa Raby
John Holland

Category: ACCIONA Sustainability Award

As National Social Procurement and Inclusion Manager for the Building business unit at John Holland, Melissa is passionate about advocating for the disability community. She manages and implements the Victorian Social Procurement Framework in accordance with the projects' contractual targets and the broader John Holland strategy.

A key element to Melissa's success is her ability to inspire and motivate construction project teams. By bringing the team on the journey and connecting people with personal stories, she can inspire action beyond her presence being required. She connects with clients and the community to promote and support the use of local content, workforce development and social procurement objectives. She has strong relationships with industry bodies where desired outcomes of policy and practical application can be discussed, and challenges are addressed.



Rachel Rausch
Safety Focused
Performance
Joint Venture

Category: Symal Emerging Leader Award
Maribrnong Main Sewer Augmentation

Rachel's contributions have made a significant impact on the civil engineering industry, inspiring positive changes through her technical expertise, effective communication, and leadership skills. Her dedication to seeking input from technical experts and involving younger engineers in the design process has fostered a collaborative and open work environment.

In her involvement in the Maribrnong Sewer Augmentation project, showcased innovation by tackling complex challenges and incorporating unique elements into the civil layout of maintenance holes. Her meticulous planning and collaboration with international tunnel experts allowed her to overcome obstacles related to cutting into a live sewer tunnel. Rachel's future leader potential is evident in her commitment to mentoring and empowering younger engineers. As a team leader, she aims to foster a culture of support and learning, providing opportunities for her team to take on valuable on-site roles as their design experience grows.

For Rachel, the future involves continuing her work in civil engineering design and taking on more on-site roles to gain firsthand experience in construction settings. Her aspirations revolve around creating a well-rounded and skilled team through mentoring and encouraging younger engineers and contributing to positive changes in the construction and engineering industry.



Melissa Read
Decmil

Category: Built Communication, Stakeholder and Media Management Award
MRPV Structures Rehabilitation Package - North and South East

Melissa Read, Communications and Stakeholder Manager for Decmil, highlights her instrumental role in the development and implementation of communication and stakeholder management practices for the Structures Rehabilitation Package. Melissa successfully navigated challenges such as complete road closures and inclement weather to achieve exceptional customer satisfaction scores and deliver successful project outcomes. Her comprehensive communications strategy included early engagement with stakeholders and collaboration with local councils and other projects to disseminate project-related information. Melissa's expertise in stakeholder engagement and community relations allowed her to manage concerns and expectations, and maintain a positive public perception throughout the project. Melissa's remarkable achievements extend to specific challenges, such as the Barbers Creek bridge closure. Through strategic communications and stakeholder management, Melissa and her team successfully reopened the bridge before the Whittlesea Agricultural Show, accommodating increased attendance numbers due to the COVID-19 pandemic. Their efforts in coordinating public transport, managing expectations, and proactively addressing concerns demonstrated the power of effective communication in overcoming obstacles. Melissa Read's dedication, expertise, and exceptional results make her a deserving nominee for the NAWIC Communications and Stakeholder Engagement category. Her commitment to stakeholder satisfaction and the successful delivery of projects is evident in her outstanding achievements.



Beck Ricardo
Icon

Category: Symal Emerging Leader Award
Seafarer's Docklands

Beck Ricardo isn't one to back down from a challenge. Setting her heart on an apprenticeship, Beck faced deterring experiences before she secured a cadetship and realised her passion lies in site supervisor roles. Determined to influence change in the industry, Beck is focused on two key areas: make on-site project roles a more welcoming environment for women and to manage structural operations with innovative construction methods that prioritise safety, quality and sustainability.

Now working as Structure Supervisor on Icon's Seafarer's development at Docklands, Beck has the platform to showcase how structural and site based roles are something women can do. Seafarer's is one of the most unique, complex projects Melbourne has ever seen. The enormous scale of structural site operations coupled with unique, "jagged tooth" floor plates have driven Beck to develop innovative construction techniques that challenge the status quo.

Even though Beck's role involves huge responsibility and risk, she's never too busy to foster and mentor the next generation of women in construction. A supportive, empathetic leader and a champion for creating workplaces that are more welcoming for all – Beck's future is bright and just what construction sites need as an emerging leader.

ENTRANTS



Dean Riha
Fulton Hogan

Category: ADCO Industry Ally Award

Dean Riha is a passionate change maker and active ally for women in the construction industry with a strong conviction to drive change and advance gender equality. His multifaceted approach focuses on targeting our industries' biggest challenges sounding lack of flexibility, long working hours, lack of time for life, and the negative perceptions that exist about it. Dean was the driving force behind Fulton Hogan's participation in the Construction Industry Culture Taskforce (CICT) 5-day working week trial – the trial is demonstrating to the industry what is possible while providing employees time for life.

Empowering his people to bring their ideas to the fore, Dean has supported his team bring industry leading initiatives to life. Including, an industry first partnership with Richmond AFLW, the development of the first women's whites night time PPE, and finding 25 females stable employment opportunities through the Brotherhood of St Laurence's 'Given the Chance' Program. He also actively mentors ten people across five mentoring programs, with the understanding that getting more women into our industry is everyone's responsibility. Dean leads by example, demonstrating what it means to be a true ally to women in our industry, and in turn is inspiring others to follow suit.



Shanica Saenrak Hall
NBRS

Category: ACCIONA Sustainability Award

Shanica's sustainability contributions span local and international initiatives, driving positive change within the construction industry. As NBRS' National Sustainability Lead, she achieved Climate Active Certification and implemented a holistic Environmental Management System, earning recognition through prestigious sustainability awards.

Her innovative approach assisted in shaping transformative rating tools, like the WELL Health Equity system, prioritising equity and inclusivity globally. As a GBCA Green Star Expert Reference Panel member, Shanica's contributions foster healthier and more inclusive spaces in the construction industry. Beyond advisory roles, she actively advances regenerative principles through the Living Building Challenge. Shanica's effective consultation and communication strategies ensure stakeholder engagement, driving transparency and inclusivity.

Her impact is substantial, promoting equitable spaces through innovative tools and fostering connections to nature via biophilic design. Shanica's contributions offer a roadmap for sustainability and equity in future projects. Her dedication makes her invaluable within the construction industry.



Andrea Sargent
CPB Contractors

Category: CPB Contractors Health, Safety, Environmental and Quality Assurance Award West Gate Tunnel Project

Andrea has not only been nominated for this award for her recent work as Senior Safety Advisor on the Melbourne Airport Rail, but for her commitment to safety throughout her 15 year construction career. Andrea has worked in safety roles on over 20 major construction projects, including the Metro Tunnel – tunnel and station package, CityLink Tulla Widening, Wheatstone LNG and Condensate Tank Project, M80 Ring Road Upgrade (Tulla Sydney Alliance) and the Regional Rail Link Footscray – Deer Park. These projects have demonstrated her ability to inspire, up-skill and support construction teams to integrate safe work practices into their everyday actions.

Of the numerous complex safety issues Andrea and the team have dealt with recently, this award nomination focuses on two particular initiatives: her role in upgrading generic safety templates and systems to be project- specific on the Melbourne Airport Rail project, and her support in developing programs and initiatives for Wellness in Infrastructure, a group dedicated to improving the mental health and wellbeing for white-collar workers in the construction industry.



Sarah Scott
North Western
Program Alliance

**Category: Multiplex Young Achiever Award
Safety Systems and Innovations**

Safety Systems and Innovations (SSandI) Advisor Sarah Scott, has consistently demonstrated her commitment to safety and wellbeing, both in her work and in her interactions with others. She has shown an ability to work collaboratively with others and to lead projects to successful outcomes. Sarah's achievements have already had a significant impact and her dedication to safety and wellbeing indicates she will continue to make valuable contributions to the industry in the years to come. Through her facilitation of idea-sharing and collaboration between LXP and the NWPAs HSE team, Sarah has led the implementation of the following safety innovations and initiatives across NWPAs:

- Streamlined induction processes and content
- Significantly increased contractor RIW and VOC compliance on NWPAs projects, particularly during key risk periods
- Deployed The Resilience Project across all NWPAs projects
- Improved HSE administration support processes
- Enhanced reporting capabilities
- Streamlined auditing and compliance requirements
- Enhanced safety management systems
- Led improvements to end-of-month and completion reporting

Sarah's leadership has been instrumental in securing endorsement from LXP for these innovations and initiatives, working with the team to develop comprehensive reporting papers to ensure these ideas can be shared and implemented on future LXP Projects.



Ben Scott
SPARK-NEL D&C

Category: ADCO Industry Ally Award

Ben challenged how traditional recruitment and employee resourcing are managed in the construction industry. Instead of relying solely on traditional networks, Ben thinks outside the box, actively seeking talent in unconventional places. He embraces a longer and more thorough recruitment process, ensuring that each position was filled with the right person who would contribute to a diverse and inclusive team. This requires more time and effort, but by actively seeking out a range of perspectives and skills, he was able to create a team that broke the cycle of male domination and set an example for future projects.

Ben's advocacy also lies in recognising the unique challenges faced by women, and actively promotes employee's well-being and work-life balance. By implementing well-being days, supporting flexible working arrangements, and accommodating the needs of single parents and new mothers, he dismantles the barriers that hinder their success. Ben's initiative for working from home, especially during critical moments like school pickups, shows his understanding of the intricate dance between career and family responsibilities. By challenging convention, breaking gender imbalances and championing women's interests, Ben acts as a catalyst for change and an ally to all team members.



Madison Seymour
Johns Lyng Group

**Category: Built Communication, Stakeholder and Media Management Award
East-Coast Flood Response: New South Wales and South-East Queensland**

Madison Seymour is a National Account Manager at Johns Lyng Group (JLG), a leading ASX-listed integrated building service provider. This role sees Madison operating at the intersection of the insurance and construction sectors. Managing internal and external stakeholders across roughly 130 specialist JLG business units and more than 1000 insurance brokerages, Madison is a key escalation point for all makesafe, remediation and reinstatement works that JLG complete for the largest general insurance broker network in Australasia.

Noting that insurance is something people purchase hoping they never need to use, operating in this space is an inherently emotionally charged and stressful process for the customer. Madison prides herself on her ability to approach the broker and customer experience with compassion and a broader understanding of the context surrounding an insurance claim. Madison is responsible for managing a substantial existing portfolio and seeking new opportunities and areas for improvement across Australia. She has also been instrumental in assisting with the roll-out of JLG's broker service offering in the USA, adapting the company's successful business model to suit new markets and deliver consistent positive property repair experiences for all stakeholders.



Lachlan Smith
FSC

Category: ADCO Industry Ally Award

Under Lachlan's visionary leadership, FSC has made significant strides promoting gender equality and fostering a supportive and inclusive workplace. Initiatives like the social enterprise, Switch, (enabling women opportunities in mid-career transitions across industries and within infrastructure) and policies supporting work-life balance, paid parental leave, and flexible working arrangements exemplify his commitment to empowering women in the industry. He actively involves women in decision-making processes ensuring equal opportunities for career progression, even during parental leave. Beyond FSC, Lachlan's dedication to gender equality extends to initiatives like the Kiva program, which empowers female entrepreneurs in developing countries. He also supports the WWoF Group, a platform for female employees to advocate for equality.

Despite challenges such as unconscious bias in the industry, Lachlan has taken proactive steps to understand women's experiences and address their unique challenges. His hands-on approach, extensive investment of time and resources, and willingness to learn have contributed to FSC's success as an exemplar of progress and inclusion in the infrastructure sector. Lachlan's efforts are recognised by Workplace180, officially naming FSC among the Top 101 Workplaces for Women in Australia. His creativity, passion, and dedication serve as a model for advancing gender equality and creating a more equitable and inclusive workplace for all.



Rebecca Smith
John Holland

Category: Built Communication, Stakeholder and Media Management Award

Rebecca leads Communications and Stakeholder Engagement with outstanding results in community satisfaction and project reputation. Working closely with impacted stakeholders and the community, Rebecca takes a proactive approach to building relationships across all levels of the community. On Melbourne Water's Hobsons Bay Main (HBM) Project, Rebecca has demonstrated what it is to be a Stakeholder and Social Inclusion Manager and has delivered outstanding results. With the project uniquely located within Melbourne's Scienceworks Museum, Rebecca worked closely with Scienceworks to showcase the project as an attraction for curious minds rather than a potential disruption.

The team have developed initiatives such as an award-winning creative and interactive hoarding around the site, engaging with surrounding schools through STEM programs and TBM-naming competitions, planting over 600 seedlings in a local community volunteer program, and providing funded visits to the Museum for disadvantaged communities. Rebecca recently launched the HBM schools' program, inspiring young minds that you can be anything and showcasing the talented females that are part of the team. As a keen advocate for promoting women in construction, Rebecca is also a member of the 'Celebrate Women in John Holland Committee' and is involved in actively promoting women in STEM and construction within schools.



Thea Smith
Lendlease

**Category: Lendlease Project Delivery Award
Melbourne Quarter Tower**

Thea Smith is a Senior Project Engineer on the Melbourne Quarter Tower (MQT) Project – a 36-storey commercial tower that forms the centrepiece of Lendlease's \$2.5 billion Melbourne Quarter precinct. With responsibility for managing and coordinating all aspects of façade delivery, she has been instrumental in delivering the combined \$40+ million façade package across this project and the adjacent One Melbourne Quarter building – a 13-level, 25,000m² commercial tower.

The façade packages on both buildings are extremely complex, with unique geometry, multiple logistical challenges and detailed shading design, and Thea has demonstrated considerable ingenuity in overcoming these challenges. Some of her most important contributions include delivering two highly detailed VMUs to communicate the details of the façade package to key stakeholders and facilitate an efficient closing-out process; undertaking meticulous logistical planning to accelerate fabrication and procurement, thereby offsetting Covid-related shipping and supply delays; achieving an outstanding result on the MQT podium façade, which features large-scale use of sandstone panels in the curtain wall, an industry first; and helping develop an innovative solution to allow the complex MQT façade to be installed behind perimeter screens — a feat never achieved before on a building of this scale, delivering significant efficiency and safety benefits.



Kylie Soltani
Scentre Group

Category: Lendlease Project Delivery Award

The Reimagination of Westfield Knox

As Design Principal for the Knox Living Destination project, Kylie made significant contributions throughout the project's lifecycle, from master-planning to delivery. Her leadership extended across various aspects, including team, project, stakeholder and design management.

Through strategic leadership, Kylie fostered an environment of collaboration and innovation, streamlining design and construction to ensure the successful project delivery. Her contributions included collaborating in defining the project scope, managing stakeholders, and preserving the design vision from inception to completion, while effectively overseeing financial and time management aspects of the project.

Through emphasis on team collaboration, stakeholder consultation and communication, efficiencies to programme and budget were achieved. This approach, alongside extensive community engagement, enabled the creation of a destination that deeply resonates with customers' values becoming a vibrant community hub.

Kylie's contributions, alongside a collaborative and engaged team, were instrumental in the successful delivery of Knox. Through leadership, strategic planning, fostering a culture of innovation and collaboration, and championing the project's vision, she played a vital role in transforming an existing retail centre into a vibrant living destination that resonates with our family-oriented customer. The result is a place where families thrive, embracing a healthy lifestyle, connecting with their community, and enjoying diverse lifestyle experiences.



Gina Sotelo
Safety Focused
Performance
Joint Venture

Category: ACCIONA Sustainability Award

Maribyrnong Main Sewer Augmentation

Gina Sotelo has made significant sustainability contributions by focusing on waste reduction, implementing recycling programs, and promoting sustainable materials. Her efforts have resulted in behavioural change and active participation among personnel, leading to positive impacts on workplace operations and the environment. Gina's effective consultation and communication with key stakeholders, including Melbourne Water, have been crucial in sharing progress, receiving feedback, and aligning sustainability goals. Overcoming challenges such as changing behaviours, engaging management support, and promoting the benefits of sustainable materials were achieved through her plain language workshops, and market analysis. The impact and legacy of Gina's work include improved waste management, consideration of sustainability in future projects, reduced tree removal impact, and increased sustainability awareness on site compounds. Gina's initiatives are commercially viable and replicable, as they can be integrated into project design and operations to achieve long-term environmental benefits.

The positive impact and recognition received from stakeholders make these contributions a model for other organizations, contributing to a more sustainable industry.



SPARK-NEL D&C
SPARK-NEL D&C

Category: John Holland Crystal Vision Award

Spark has demonstrated exceptional leadership in actively promoting and encouraging the participation and career progression of women in the construction industry. One of their noteworthy achievements is the design, development, and successful implementation of the "Foundation in Civil Skills" pilot program. This initiative has effectively removed barriers for ten women aspiring to enter the construction industry as general laborers.

Furthermore, Spark has significantly benefited women both within their organization and across the industry through a series of webinars and events that foster a culture of inclusion. To leave a lasting impact on the construction industry, Spark has gone above and beyond by establishing a specialized Civil Supervision traineeship program tailored explicitly for women. This commitment showcases their dedication to empowering women and advancing their careers within the construction field.

In addition to their internal efforts, Spark has proactively engaged with female-owned businesses and companies that promote gender diversity in construction. By actively involving these enterprises, they aim to increase the number of women working across the industry. Overall, Spark's dedication to creating a more inclusive and diverse construction industry is commendable, and their initiatives serve as a beacon of inspiration for other organisations in the sector.



Laraine Sperling
Buchan

Category: Mirvac Businesswoman Award

What sets Laraine apart is her expertise in strategy and marketing combined with an unwavering commitment to diversity and inclusion. She has become a genuine role model for women in the industry, showcasing exceptional values and achievements in all aspects of her work. Whether through her everyday email communications or her visionary leadership, Laraine demonstrates an unwavering dedication to creating a more inclusive and forward-thinking industry.

Laraine's fearlessness in embracing growth and her relentless determination serve as a constant source of motivation. Her leadership empowers individuals to embrace change, aspire to greatness, and reach their full potential. She serves as a shining example of what is achievable when vision, determination, and a genuine commitment to inclusion and innovation converge.



Sajitha Srivelan
North Western
Program Alliance

Category: Mutiplex Young Achiever Award

Removing Barriers Sustainably at Pakenham LXR

Through the scale of the LXR program, NWP realises meaningful sustainability outcomes for communities across Melbourne and positively influences the construction industry. Saji plays an integral role in achieving sustainable outcomes that have applications outside NWP and LXR. Her commitment and passion for developing and implementing sustainable initiatives and strategies have led to several key achievements, including:

- Pushing boundaries to improve what we do and how we do it to create a better future
- Mentoring and being a role model to people starting their careers in this sector
- Championing women as sustainability leaders in the infrastructure sector

While these are stand-out accomplishments, her proudest achievements in 2022 were:

- Driving gender equality in the construction industry through a school program developed for the Pakenham LXR. The program aims to break down perceived barriers and show, not tell, the career opportunities available to women.
- Stepping into leadership roles and influencing sustainability in the industry by taking on the SD and Kandl Lead responsibilities. In these roles, Saji ensured that innovations achieved within NWP Projects were implemented in the broader LXR program and influenced the industry on alternative sustainable solutions.



Anna Sturme
Johnstaff

Category: Mutiplex Young Achiever Award

549 St Kilda Road Refurbishment

Anna was entrusted with delivering a complex PC2 laboratory and workspace fit-out for 360 biolabs during a critical phase transitioning from Concept Design to a combined Schematic Design / Design Development design phase.

The project, the design and construction of a 2-level tenancy fit-out to provide workplace and PC2 grade laboratories posed an array of challenges. These challenges included the management of Building Compliance – Change of Use requirements, budget constraints, Planning Permit requirements, building lease arrangements, latent conditions, complex staging, and town planning all of which could have jeopardised its success. Undeterred, Anna fearlessly embraced the complexities and was determined to achieve best for project outcomes, inspiring the project team and fostering a collaborative project environment.

With her keen eye for detail and strategic acumen, Anna adeptly navigated the complexities of the live environment and collaborated seamlessly with all stakeholders to overcome obstacles in a collaborative manner. During her time on this project Anna deservedly was promoted to Project Manager at Johnstaff. Anna's exceptional ability to adapt and evolve as a leader has earned her respect within the industry and her journey in overcoming challenges and initiating improvements on this and her other projects exemplifies her dedication to excellence and innovation.



Maria Terzakis
CYP Design
and Construction

Category: Roberts Co Design Award

Metro Tunnel Project

Maria Terzakis is Design Manager at CYP DandC – a consortium responsible for delivering the tunnels and stations for Melbourne’s Metro Tunnel Project on behalf of Rail Projects Victoria. Maria has led the most comprehensive and integrated EMC design process in Australia’s infrastructure history to ensure the effective delivery of a range of Electromagnetic Compatibility mitigations for the Project and surrounding environment.

The project is directly adjacent to some of Australia’s most important biomedical and educational institutions, housing a plethora of diagnostic and analytical equipment highly sensitive to electromagnetic interference. It required an in-depth review of all aspects of the construction and operation of the railway as a cumulative impact with existing environmental EMI noise, specific to the immunity characteristics of each piece of sensitive equipment.

Using comprehensive modelling, innovative mitigation strategies and adherence to stringent standards, Maria has ensured the compatibility of the railway with sensitive equipment and environments, enabling the project to proceed while safeguarding the integrity of medical and research operations. Maria achieved stakeholder endorsement from key stakeholders, which ultimately required ‘At Receiver’ mitigation, enabling the project to meet RPV’s planning obligations, enabling railway operations while commencing the installation of specifically – designed EMI active shielding for 21 sensitive receivers.



Sophia Van Der Westhuizen
Mirvac Construction
(VIC)

Category: Mutiplex Young Achiever Award

LIV Aston Build to Rent

Sophia Van Der Westhuizen is a skilled finishes engineer working on the prestigious LIV Aston build-to-rent project at the prominent junction of Flinders Street and Spencer Street in Melbourne’s CBD. Joining as a Cadet at Mirvac during the project’s planning phase in 2021, she actively contributed to all preplanning aspects, including cost planning, value management, design and site establishment.

With construction now underway, Sophia has taken on a pivotal role in coordinating significant design changes, particularly the successful transition to bathroom pods. This decision resulted in substantial time, cost, safety, and quality benefits that were not initially anticipated. As the finishes engineer, she adeptly manages various packages, overseeing their entire journey from design and procurement to seamless delivery. These packages include plasterboard, floor finishes, joinery, carpentry, and bathroom pods.

Sophia’s relentless drive to achieve positive outcomes for the construction process and the project team has led to her becoming the go-to person for various additional tasks. Her exceptional ability to seek solutions, drive successful outcomes, and communicate effectively has earned her recognition as a potential future Project Manager after just 2.5 years at Mirvac.



Mariah Vasiliadis
Safety Focused
Performance
Joint Venture

Category: Mutiplex Young Achiever Award

Yan Yean to Bald Hill Pipeline

Mariah is a Project Engineer on the Yan Yean to Bald Hill Pipeline Project and has played a crucial role in the project’s initial success. She streamlined the contractor engagement process and improved meeting efficiency, ensuring a smooth start despite a 12-month delay on Permits. Mariah’s leadership skills shone through her regular feedback sessions, creating a safe environment for personnel to develop their skills and positively impact the project. She also tackled the challenge of constructing the pipeline across a high-speed road and Cultural Heritage Verified Places by proposing a weekend closure solution, minimizing disruption, and reducing project duration.

Mariah’s exceptional leadership qualities were evident in her positive attitude, courage, and active participation in project discussions. She values her team’s expertise and adapts her leadership style to suit different individuals. Beyond her role as a Project Engineer, Mariah goes above and beyond to support her team members and provide guidance on best practices. Her proactive and collaborative approach significantly influenced the overall outcome of the project.



Emma Wallace
Multiplex

Category: Symal Emerging Leader Award

New Footscray Hospital

Ask Multiplex's Emma Wallace to explain the ins and outs of construction and you are guaranteed to get more than you bargained for. While Emma spends her days working as a Services Coordinator on Victoria's largest ever healthcare project at the New Footscray Hospital, she also dedicates her time to illustrating all aspects of her work: to educate, inspire and entertain the next generation of female engineers. Awarded the NAWIC Bright Ideas Grant 2022, Emma is currently illustrating her own story book that explains how construction works in a medium that will appeal to young primary school children and their parents.



Jemma Walshe
Fulton Hogan

Category: Built Communication, Stakeholder and Media Management Award

Jemma Walshe brings more than 14 years of experience to the construction industry, leading Community and Stakeholder relations on major infrastructure projects. She is passionate about connecting projects to the communities they are working in by fostering positive relationships and leading innovative community centric programs.

Over the past 12 months, Jemma has continued to transform her approach to ensure that communications are inclusive, adaptable, and enable project teams to create genuine relationships within the communities they are working in. Jemma believes that by advocating for, and delivering meaningful engagement to local communities in which we work, we will leave lasting and positive legacies, attract more people to the industry, retain those that are already working within it and continue to bolster its reputation.



Meg Walters
CYP Design
and Construction

Category: Mutiplex Young Achiever Award

Metro Tunnel Project

It was the large underground transport systems of Hong Kong and London that sparked Young Achiever nominee Meg Walters' passion for civil engineering. This young leader, who started as a cadet on the Metro Tunnel Project in 2018, has been instrumental in her trajectory across key aspects of the project, including quality assurance, utilities, tunnel excavation, temporary works packages, structures and fit out and reinforcement management.

Meg's approach to project management and associated processes has been adopted across other work packages within the project. Her ability to engage with individuals, teams, suppliers, key stakeholders, business and community is well known. She quickly builds trust, creates consensus and drives shared goals, making her a vital and agile team member, well-placed to bring success to complex work packages.

She is a mentor to cadets and graduates across the project and has most recently been CYP's representative to the University of Melbourne's (UoM) Girl Power in Engineering, joining Boeing, Telstra and City of Melbourne to promote engineering to Year 9-10 female school students. Meg is the recipient of UoM's 2016 Paterson Engineering scholarship for her Bachelor of Science with a major in Civil Systems and Masters of Civil Engineering.



Ellen Warren
Built

Category: Mutiplex Young Achiever Award
480 Swan Street

Ellen Warren, Graduate Project Coordinator at Built, played a vital role in the success of the Crate of Kindness initiative. This included establishing a comprehensive framework, cultivating relationships with all stakeholders, procuring and inventorying necessary supplies while efficiently organising a team of fortnightly volunteers to deliver and install furniture in the homes of women and children who were seeking refuge from domestic violence situations.

Run out of the 480 Swan St construction site, the Crate of Kindness initiative was a pilot program that has never been done before. With the backing of charity organisation ReLove, asset owner Charter Hall and construction partner Built, Crate of Kindness addresses a crucial need in the community by providing furniture and homeware items to those that need it.

Ellen has exemplified exceptional leadership in driving the Crate of Kindness initiative. Due to her efforts 319 furniture items have been rescued to date, worth over \$80,000 in value. She has also responsible for organising 20 volunteer days that have been successfully completed, accumulating over 300 hours in total. Ellen's leadership has been instrumental in the success of the Crate of Kindness initiative, demonstrating her dedication to creating positive change in the communities she works in.



Louise Wells
North Western
Program Alliance

Category: Symal Emerging Leader Award
Inspiring Engineering Excellence on the Pakenham LXR

As part of the Victorian Government's Level Crossing Removal Project (LXR), North Western Program Alliance (NWP) is removing three level crossings in Pakenham, constructing two new stations, extending the rail line by 2km, and creating safe and functional community spaces. Louise Well's leadership as Senior Project Engineer on the Pakenham LXR was instrumental in the successful delivery of the substructures, as well as the coordination, management and safe execution of the landscaping and roadworks that are currently underway.

Louise has drawn on her extensive experience and expertise to overcome significant project challenges, providing clear and consistent messaging to guide her team through these complex issues and keep senior managers informed of significant outcomes or challenges. Her conscientious determination to push boundaries has enabled her to resolve unique challenges and find efficiencies to optimise critical project outcomes. She has also challenged industry norms, paving the way for innovative piling and pier construction methodologies. Her NWP colleagues recognise Louise as a consistent high achiever with foresight and strong communication and collaborative skills. Her ability to appreciate each team member's capability to resolve issues and challenge solutions set her apart as a clear and dynamic leader for tomorrow's construction industry.



Abbey White
CPB Contractors

Category: John Holland Crystal Vision Award
SPARK - North East Link D&C

CPB are proud to nominate Abbey White, an exemplary leader well known in the construction industry who regularly speaks at industry events and is a true champion of inclusivity, driving tangible outcomes that often surpass government policy targets.

Abbey has been working in the field of inclusion for more than 15 years having joined CPB Contractors in 2021 as Social Impact and Industry Capability Manager on the \$11.2 billion North East Link Tunnels project. Abbey leads a 17-person social impact and industry capability team, developing and implementing initiatives to drive Aboriginal employment, social procurement, diversity and inclusivity.

Abbey has spearheaded a range of strategies and programs to ensure the project surpasses the industry average of a 2% female workforce, with Spark currently sitting at 8.6% for women in workforce roles. One of Abbey's major initiatives is the delivery of the Foundation in Civil Skills program. The pilot program recruited 10 women interested in developing careers in civil construction and supported them with pre-employment training, supported onboarding, mentorship and on-going roles with real development opportunities.



Emily Yang
Donald Cant
Watts Corke

Category: Symal Emerging Leader Award

Emily is a skilled Quantity Surveyor at Donald Cant Watts Corke (DCWC) with over six years of experience. She has worked on diverse projects across health, retail, education, defence, and residential sectors, gaining exposure to major complex projects, particularly in healthcare. Emily's immigrant background instils a strong commitment to mentoring and guiding young professionals, empowering them to thrive in their careers.

Emily collaborates with external stakeholders, fostering better collaboration and communication for all projects. She upholds integrity in all dealings, ensuring fair treatment of both builders and clients, exemplified in her work on the Bellfield Social Housing project. Emily's program for cadets to visit construction sites nurtures their understanding of the field, making her a role model for the next generation.

She actively stays updated with market trends, delivering accurate cost plans for projects like the Brighton Grammar St Andrew Exchange. Emily's foresight empowers clients to make informed decisions, even amid uncertain market conditions.

In summary, Emily's contributions to the construction industry impacts stakeholders positively through collaboration, integrity, mentorship, and precise cost estimation. Her commitment to fostering a thriving industry and mentoring future professionals solidifies her role as a valuable asset.



Lu Zhang
Kane Constructions

Category: Mutiplex Young Achiever Award
Paula Fox Melanoma Cancer Centre

Lu is a highly motivated and passionate professional with extensive experience in project coordination, management, and leadership roles. With a strong focus on exceptional coordination skills and meticulous attention to detail, Lu possesses a keen ability to adapt to changing circumstances and effectively solve problems. Her commitment to personal and professional growth, coupled with bilingual proficiency, enables her to excel in managing positive stakeholder relations.

Lu has played a crucial role as a valuable contributor to the Kane team on the Paula Fox Melanoma Cancer Centre (PFMCC) project. Starting as an estimator, Lu facilitated design development from tender to become a highly valued Project Coordinator. Her expertise in coordinating intricate façades and implementing a robust quality management framework tailored specifically for façade works has been instrumental in ensuring project success.

Renowned for her exceptional work ethic, unwavering willingness to learn, and impressive adaptability, Lu has earned respect and admiration as a promising future leader in the industry. Lu's proven track record of academic and professional achievements, along with her commitment to excellence and ability to effectively coordinate complex projects, positions her as an outstanding candidate in the construction industry.



Kate Zisos
CPB Contractors

Category: Built Communication, Stakeholder and Media Management Award

Kate is a Senior Community Engagement Advisor on one of Australia's largest construction projects - Melbourne's \$11b North East Link Primary Package, known as Spark. The project involves building twin three-lane 6.5km long tunnels.

Kate also worked as a Stakeholder and Community Relations Advisor on the North East Link's initial package of works, the \$350m Early Works, giving her a comprehensive understanding of both the client's communication requirements and the project's specific challenges.

Kate has been nominated for this award for her willingness to go the extra mile to support residents. This includes working for 10 months with social housing residents, the client and the Department of Families, Fairness and Housing to find two vulnerable families suitable permanent housing away from the project zone.

On Spark Kate has conducted over 50 'lookahead' meetings with local residents, each requiring sensitivity and tact. In the meetings residents highly impacted by construction are given the information they need to decide whether to apply for the State to acquire their property, allowing them to move elsewhere. By providing exceptional detail and thoroughly answering all questions, Kate gives each resident the information they need to make the best decision for them.



At Seymour Whyte, our people mean more and supporting women in construction to achieve their career goals while making a positive and sustainable impact on the world around them is at the heart of what we do.

We are proud to support the NAWIC 2023 Tradesperson or Apprentice Award.

Congratulations to all the outstanding nominees.



Inclusivity

As we celebrate our 20th year at Building Engineering, we are thrilled to recognise and celebrate women in the construction industry.

Congratulations to all nominees and winners of the 2023 NAWIC awards.



Equality

Diversity