



nawic
The National
Association of Women
in Construction

Victorian Chapter

Image courtesy of Level Crossing Removal Project.



2020 NAWIC VIC AWARDS for Excellence

CELEBRATING THE ACHIEVEMENTS OF WOMEN IN THE CONSTRUCTION INDUSTRY



**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 individuals and communities.

We believe in transforming lives.

Our commitment to transforming lives extends to those who work for us.

At John Holland we proudly support women through initiatives such as our gender pay equity program, flexible working arrangements, generous paid parental leave, our mentoring program for women on projects, and project leader and project manager leadership program.

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

| | |
|--------------------------------------|----|
| PRESIDENT'S MESSAGE | 4 |
| ABOUT NAWIC | 6 |
| 2020 NAWIC VICTORIA AWARDS COMMITTEE | 7 |
| JUDGES | 7 |
| AWARD CATEGORIES | 8 |
| 2020 SPONSORS | 9 |
| WINNERS | 11 |
| COMMENDATIONS | 23 |
| ENTRANTS | 27 |



Image courtesy of
Level Crossing Removal Project



Katherine Brewis

PRESIDENT'S MESSAGE

Tonight is a celebration of achievement.

2020 was a tough year for each and every one of us. Yes, some will say they were more fortunate than others, but we all faced challenges we could not have imagined, and by virtue of the fact you are present tonight, you overcame them.

This year we have had 100 nominations for our awards. Each and every one of you have achieved this year, and deserve to be proud of that achievement.

While some were self-nominations (well done for putting yourself forward), most were nominated by their colleagues. Your colleagues not only recognised your excellence, but they have also gone out of their way to go on the record about how great you are.

And now to express some of our appreciation:

Firstly to our sponsors, your contribution to our Awards night ensures that it is truly a celebration of the excellence in our industry. Importantly, our sponsors are NAWIC's voice outside our Council meetings because they promote NAWIC's values and support NAWIC's work. We thank you for this ongoing support. In particular, we thank:

Major Sponsors

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Hickory Group
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Lendlease
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Probuild
Symal

Supporters

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CPB Contractors
Inhabit
Kane Construction



This year's judges had an unenviable and difficult task! We appreciate that you've volunteered your time to assess this year's nominations.

Of course, tonight would also not be possible without the hard work of the NAWIC Volunteers. In particular I want to thank Fiona Mitchell. For those that don't know Fiona, she has been the Awards Committee Chair for five years and for the tumultuous year of 2020 she was also our Chapter president. Thank you Fiona for providing the leadership to the Chapter through these difficult times.

Fiona has been supported in preparing for tonight by Amanda Dale from Advent Management, thank you Amanda and Penny for all the behind the scenes work you have done once again this year. I would also like to thank Amy Cassidy for her contribution in the Awards Committee.

As we look forward into 2021, I want to thank the 2020 Council for their efforts:

Sian, Samantha, Meg, Kallista, Livon, Maria, Vesna, Belinda and of course Fiona. Without your commitment and enthusiasm, the past 12 months would have looked very different.

In the coming months you will see some of our exciting initiatives being advertised, International Women's Day will look a bit different this year, with the very apt theme "choose to challenge". The mentoring program is starting again with a slightly different format, and we're working on some other new events which we're putting the final touches on.

All in all the coming year is looking bright, and while it will no doubt have its challenges, we are adapting to these to allow us to continue to engage, empower and champion women in the construction industry.

Kind regards

Katherine Brewis
President NAWIC Victoria



Image courtesy of
Level Crossing Removal Project

ABOUT NAWIC

The National Association of Women in Construction's Mission is:

- To raise the profile of women working in the construction industry
- To be a positive instrument for change in the construction industry
- To promote and share construction industry best practice
- To meet, support and network with other women in the construction industry

From its inception in Australia in 1995, NAWIC has strived to build a dynamic organisation which encourages and supports women in the construction and related affiliate industries. Our membership has risen steadily over the years due to enhanced networking opportunities and the continuing development of member services and benefits.

The Victorian and Tasmanian Chapter of NAWIC currently has over 550 members from a wide range of construction industry occupations including: engineers, lawyers, architects, project managers, builders, quantity surveyors, tradeswomen, interior designers, small businesswomen, marketing, education, developers, property, and research and development.

The Chapter has strong support from industry, with over 130 organisations holding corporate membership nationally and many more supporting our activities through sponsorship for events, the Awards, the National Conference and other educational seminars.

2020 NAWIC Victoria Council

| | | |
|-------------------|----------------------------------|-------------------------|
| Fiona Mitchell | President & Awards Chair | |
| Katherine Brewis | Vice President | CPB Contractors |
| Samantha Cooper | Secretary & Knowledge Management | Carey Civil Contractors |
| Sian McKenna | Treasurer | WT Partnership |
| Vesna Newman | Marketing & Communications Chair | John Holland |
| Maria McCarthy | Marketing & Communications Chair | Transurban |
| Kallista Petridis | Education Chair | Metro Trains Melbourne |
| Livon Joseph | Education Chair | CPB Contractors |
| Meg Anderson | Events Chair | Development Victoria |
| Belinda Nash | Strategy Chair | Donald Cant Watts |



Image courtesy of Level Crossing Removal Project.

2020 NAWIC VICTORIA AWARDS COMMITTEE

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



Fiona Mitchell



Amy Cassidy
Think Savvy



Katherine Brewis
CPB Contractors



Meg Anderson
Development Victoria



Amanda Dale
ADvent Event Management

JUDGES

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

| COMPANY | JUDGE | TITLE |
|--------------------------------|------------------|---|
| Hickory Group | George Abraham | Director |
| Development Victoria | Meg Anderson | Senior Project Manager |
| Johnstaff | Russell Bates | Building Consultant |
| CPB Contractors | Katherine Brewis | Project Manager & President, NAWIC Victoria |
| Symal | Sandra Costanzo | Commercial and Legal Manager |
| John Beever | Rebecca Dickson | Head of Legal |
| ACCIONA | Catherine Eymn | Senior Manager, Engineering |
| Kane | Tristan Forster | Joint Managing Director |
| University of Melbourne | Valerie Francis | Professor, Chair in Construction, Faculty of Architecture, Building and Planning, University of Melbourne |
| Lendlease | Steve Gredler | Operations Manager, Vic |
| BESIXWatpac | Tessa Guastavino | Project Director |
| Transurban | Maria McCarthy | Digital Communications Specialist |
| NAWIC | Fiona Mitchell | Immediate Past President & Chair, Awards Committee |
| Downer Group | Allyson Musster | General Manager, People and Culture |
| John Holland | Michelle Nation | General Manager Infrastructure & Major Projects HSE |
| RMIT University | Gita Pendharkar | Project Lead - Women in STEM - VE |
| Probuild | Andrew La Rocca | Project Director |
| Multiplex | Steve Sarris | Project Manager |
| Inhabit Group | Elissa Stirling | Regional Manager - Victoria |



Image courtesy of
Level Crossing Removal Project

AWARD CATEGORIES

JOHN HOLLAND

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

DOWNER

Award for Outstanding Achievement as a Businesswoman

LENDLEASE

Award for Outstanding Achievement In Building And Construction

HICKORY GROUP

Award for Outstanding Design

ICON

Award for Communication, Stakeholder & Media Management Award

PROBUILD

Award for Safety

SYMAL

Award to an Emerging Leader

MULTIPLEX


Award to a Young Achiever

ACCIONA

Award to an Outstanding Student, Apprentice or Trainee

2020 SPONSORS

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MULTIPLY

PROBUILD



SUPPORTERS



KANE



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for sustainable growth



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

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

www.downergroup.com



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CELEBRATING THE ACHIEVEMENTS OF WOMEN IN THE CONSTRUCTION INDUSTRY



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Image courtesy of Level Crossing Removal Project.

WINNERS

WINNERS

Image courtesy of
Level Crossing Removal Project



Rikki Toms | Laing O'Rourke

JOHN HOLLAND CRYSTAL VISION AWARD FOR ADVANCING THE INTERESTS OF WOMEN IN THE CONSTRUCTION INDUSTRY



Rikki Toms is Manager of Innovation, Sustainability and Quality at Laing O'Rourke. She has paved the way for other women to follow and actively created opportunities for women to excel.

With 30 years in the construction and building materials industry, she has been a mentor, coach and role model and driven many organisational initiatives to benefit women and their organisations. These include improving women's recognition within her workplaces culminating in the creation of the #CherBher campaign. This campaign showcases amazing women across the whole Laing O'Rourke business and is based on the concept that women will only aspire to be something if they can 'see it' or imagine themselves 'doing it'. She has also been involved in and rolled out many practical initiatives such as the introduction of flexible work conditions, breastfeeding rooms and gender-neutral toilets, to name just a few.

Rikki is highly deserving of this recognition for her contribution to promoting and advancing the role of women in our industry.



WINNERS

Image courtesy of
Level Crossing Removal Project



Jessica Kenny | Johns Lyng Group

DOWNER AWARD FOR OUTSTANDING ACHIEVEMENT AS A BUSINESSWOMAN



The judges identified Jessica Kenny as the worthy recipient of the Downer Businesswoman Award. Her rewarding career has been built upon perseverance and when presented with insurmountable challenges provided the opportunity to utilise her business acumen, develop versatility in unknown building and construction environments and importantly, lead with respect, courage and resilience.

Jessica is commended for her capabilities in applying herself to learn and attain qualifications as an extension of her abilities to engage and influence with credibility. Her dedication and self-application was evident in the manner in which they turnaround a failing business, secured new ventures in unknown markets and grown the enterprise's outlook and industry participation immeasurably.

Jessica embodied the true essence of the Businesswoman Award.

Congratulations Jessica.



WINNERS

Image courtesy of
Level Crossing Removal Project



Kristine Davison | Built
Project: Knox Private Hospital

LENLEASE AWARD FOR OUTSTANDING ACHIEVEMENT IN BUILDING AND CONSTRUCTION



Kristine is approaching the milestone of two decades in the construction industry. Kristine has gained experience from across all project phases, with involvement from inception to completion making her an asset to Built and its clients.

Recently, Kristine performed the role of Senior Project Engineer managing the Services component of works on the complex and challenging live hospital environment at Knox Private Hospital. On this project, Kristine exceeded all expectations in steering the team through the complexity of working in a live hospital environment. Kristine flawlessly integrated new, and managed the major upgrades to the existing services, to accommodate the vast expansions required. She successfully managed shutdowns to ensure the hospital continued to operate without incident.

As well as her ability to plan and apply technical knowledge, key to the success of the project was Kristine's ability and willingness to personally liaise with every stakeholder from every operational level of the project team and hospital staff. Kristine proved not just invaluable but pivotal to the project's success. Her innovative thinking gave the client additional floorspace for beds and created alternative work processes to avoid impacting staff and patients



WINNERS

Image courtesy of
Level Crossing Removal Project.



Stephanie Kocovski | Lendlease
Project: Melbourne Connect

HICKORY GROUP AWARD FOR OUTSTANDING DESIGN



Stephanie was responsible for bringing the design concepts to life on several key elements on the Melbourne Connect project.

This involved the highly complex CLT (Cross Laminated Timber) structure, the 9-metre-tall imposing precast brick entry portals and the digital activation of an interactive and illuminated brickwork display.

Her ability to engage and collaborate with complex client groups and technical consultants has ensured the successful outcome of these key elements on the project.

We celebrate Stephanie's passion to achieve what was best for the project despite the many challenges she faced.

Congratulations to Stephanie for an outstanding achievement.



WINNERS

Image courtesy of
Level Crossing Removal Project



Kate Kearns | CYP Design & Construction (John Holland)
Project: Metro Tunnel Project

ICON AWARD FOR COMMUNICATION, STAKEHOLDER & MEDIA MANAGEMENT AWARD



Over the past three years Kate has worked with over 900 impacted businesses and designed, developed and delivered over 520 bespoke support measures to minimise and mitigate the construction impacts experienced as part of the Metro Tunnel Project.

Kate was integral to the success of two key business support initiatives including the Augmented Art Walk and Festival of Independents in Flinders Quarter in Melbourne's CBD in the lead up to Christmas 2019.

Kate's dedication and commitment to ensuring businesses were supported and continued to operate throughout the construction of Victoria's largest public transport infrastructure project is a truly admirable. Congratulations to Kate for an outstanding achievement



WINNERS

Image courtesy of
Level Crossing Removal Project.



Amy O'Neill | John Holland

Project: North Western Program Alliance – Bell to Moreland

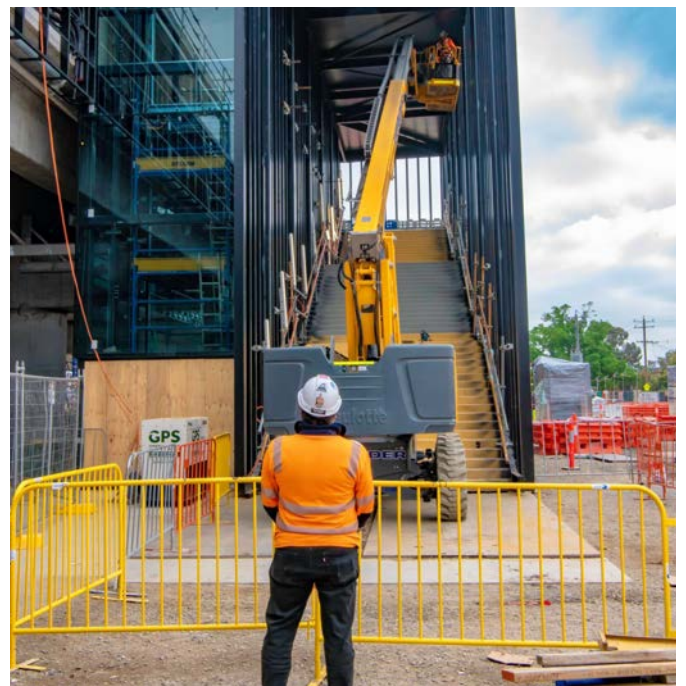
PROBUILD AWARD FOR SAFETY



Amy has shown tremendous leadership in Safety during one of the most testing and challenging years our industry has seen.

Amy was at the forefront of the response to the COVID-19 pandemic at a site, organisation and industry level. Not only did she manage the implementation of site related COVID-19 initiatives, she also went above and beyond with her work developing a first class fatigue management program that will no doubt benefit the whole industry in years to come.

Well done Amy and congratulations.



WINNERS

Image courtesy of
Level Crossing Removal Project



Zamaneh Khoshdel | Inhabit Group

SYMAL AWARD TO AN EMERGING LEADER

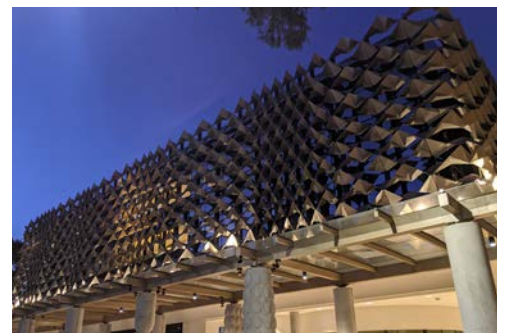


Zamaneh Khoshdel is the winner of the 2020 Symal Emerging Leader Award.

Zamaneh is an Associate at Inhabit Australasia where she leads teams providing façade consultancy services to a wide range of projects. Often managing more than 20 active projects concurrently, Zamaneh has demonstrated an ability to think outside the square in providing innovative solutions to the many technical challenges that present when designing complex architectural and high-performance facades. She adopts a collaborative approach both within her immediate team, and with the wider project teams including the design consultants, head contractors and specialist façade contractors.

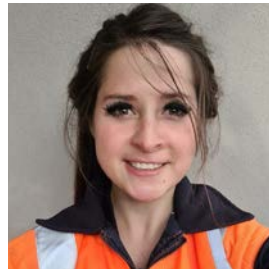
Not only is Zamaneh passionate about the projects on which she works, she has demonstrated a desire to impart knowledge to future and current industry participants about high-performance façade systems. Zamaneh leads the training and mentorship program at Inhabit, is a regular lecturer at University of Melbourne and RMIT, presents at industry conferences in Australia and overseas, and conducts formal educational sessions for contractors, designers, developers and building owners. In 2019 Zamaneh established the collab series, an open forum to encourage conversations, shares experiences and contribute to a better built environment.

Congratulations to Zamaneh – a most worthy winner of the 2020 Symal Emerging Leader Award.



WINNERS

Image courtesy of
Level Crossing Removal Project



Jess Aldridge | John Holland

MULTIPLEX AWARD TO A YOUNG ACHIEVER

MULTIPLEX

Jess has risen to the challenge on the Goulbourn Murray Water Connections Project demonstrating leadership on multiple levels. Her contribution to the success of the job was not hindered with the additional challenges she faced in working in remote areas, managing multiple projects and local trades, engaging with emotive stakeholders whilst leading a team of Site Engineers and developing a significant design change to meet the tight project constraints.

Not only has Jess accomplished so much in her technical role at John Holland, she has also demonstrated leadership in encouraging women and girls in pursuing careers in construction. Her contribution to Engineers Australia's STEM Strategy and internal initiatives at John Holland have not only helped provide young women and girls insights and access to the industry, but the maturity she shows in her understanding that the decisions she makes at John Holland in their operating practises sets a precedent for opening up the future of construction to more women. The actions of a true leader.



WINNERS

Image courtesy of
Level Crossing Removal Project.



Student Winner: Eve Smolinska | McConnell Dowell / RMIT University

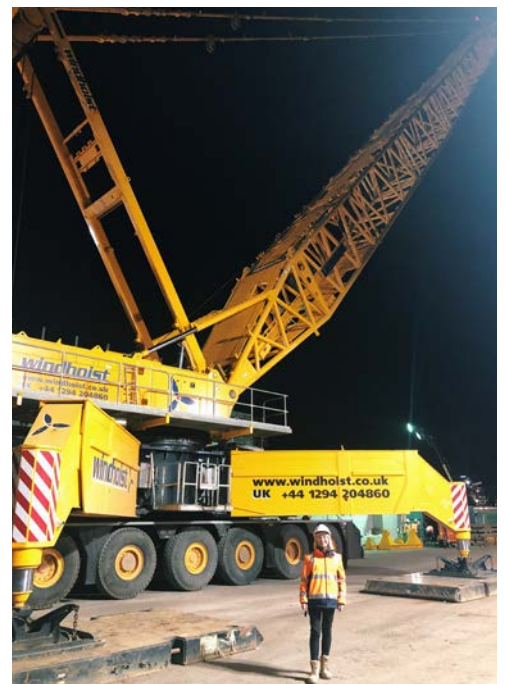
ACCIONA AWARD TO AN OUTSTANDING STUDENT, APPRENTICE OR TRAINEE



Eve deserves the award as she has shown her leadership skills not only through her academic excellence but by promoting & inspiring women in building construction and civil engineering as a president of Civil Engineering Student Association, a president of Females in RMIT Engineering, and an ambassador of Engineers Australia.

Eve's thoughts on Civil Engineering, when she says "Engineering is not only in constructing physical elements but its usefulness to the general population" is appreciated as it shows her commitment to the society and their needs.

The above characteristics show that Eve is a person who can analyse a problem, pay attention to details and accuracy, perform for excellence, is passionate about promoting women in civil engineering, and cares and works towards the betterment of the society.



WINNERS

Image courtesy of
Level Crossing Removal Project.



Apprentice Winner: Madelene Pertl | Harris HMC / Holmesglen

ACCIONA AWARD TO AN OUTSTANDING STUDENT, APPRENTICE OR TRAINEE



Congratulations Maddy for your success as an outstanding construction colleague and a well-deserved winner of our ACCIONA Apprentice Award. Judges were impressed with her pursuit in exploring a personal fascination for the science behind electricity as mature age apprentice. Maddy's ability to build on her career while mentoring her peers demonstrates the success of an apprenticeship program and looks to inspire others to follow her path.

An active participant in her local community through the SES, Maddy is exceptionally skilled apprentice while still holding a quality asset in always seeking feedback and support to improve her knowledge and skills in the electrotechnology field. Judges and the industry are keen to see her future success as an electrician but more importantly as an industry leader.





Multiplex is a proud sponsor of the 2020 NAWIC Awards.

Congratulations to all nominees.

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SYDNEY PERTH MELBOURNE ADELAIDE BRISBANE



Probuild is committed to providing an inclusive and diverse workplace for its employees and we are proud to partner with **NAWIC 2020.**

Congratulations to all the finalists in recognition of their accomplishments in the industry.

PROBUILD

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Image courtesy of Level Crossing Removal Project.

COMMENDATIONS

COMMENDATIONS

Image courtesy of
Level Crossing Removal Project



Tessa Briese | Johns Lyng Group

MULTIPLEX AWARD TO A YOUNG ACHIEVER

MULTIPLEX

Tessa rose to the incredible challenge of delivering a unique project after a fire partially destroyed an aged care facility. Managing contractors and equipment to access the three storey building, coordinating with neighbouring private property for access, materials deliveries, along with liaising with the facility's workforce and remaining residents required a dynamic project manager holding exceptional communication skills. A complex delivery during the peak of COVID-19 restrictions, Tessa delivered the initial make safe scope with such success it resulted in Johns Lyng Group being awarded the new works package.

Her site based leadership in managing up to 60 trades and multiple stakeholder groups demanded a cool head and 'can do' attitude. The successful reinstatement and handover of the project not only benefitted the community, but Melbourne with Tessa's concerted effort to procure and fabricate custom items locally. Congratulations Tessa on your achievements in 2020, we are excited to see your progression within the industry and contributions to come.



COMMENDATIONS

Image courtesy of Level Crossing Removal Project.



Samantha Gellis | Probuild Constructions

SYMAL AWARD TO AN EMERGING LEADER



The judges have decided to award a Commendation to Samatha Gellis from Probuild Constructions.

In her role as Executive Manager - People & Culture at Probuild, Sam has introduced several initiatives to address gender imbalance within the organisation including a 'ruling in, not ruling out'. Samantha also helped develop and implement MY TIME, a national program designed to facilitate flexibility in the working week for employees to do something meaningful for themselves. Tangible outcomes include significantly reduced employee turnover and higher levels of employee engagement.

Sam is the youngest appointee to the Executive Committee at Probuild. Whilst she is a significant contributor to the business in her current role, the judges felt she will continue to develop as a respected leader who will drive positive change in our industry.





Symal is the proud sponsor of the NAWIC Emerging Leader Award, encouraging women in leadership positions in the construction industry.

Congratulations to all of the nominees.

Building.
Better.
Together.

 **Symal**
symal.com.au



WE'RE TAKING ACTION ON GENDER EQUALITY ✓

We're allocating resources and making people decisions fairly, without discrimination. We're working towards pay parity and workplace flexibility. We're tackling unconscious bias and inclusive leadership.

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

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

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Image courtesy of Level Crossing Removal Project.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Jess Aldridge
John Holland

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Jess Aldridge is nominated for the Young Achiever Award for her outstanding project management as a Young Project Engineer on the Goulburn Murray Water Connections Project.

Jess proposed and implemented a significant design change on bore pipelines on the River Connections Project, putting an immovable project milestone date at risk. Jess expertly navigated her team through much of the work's complexities, solving delicate design and commercial issues, resequencing her subcontractor works to fit into the master program, and balancing all the risk elements of the projects in order to complete the work before the deadline.

Jess is a natural leader and has inspired other engineers on the Connections Project through her emotionally intelligent leadership and direction. In the challenging and heated moments during project delivery, she was able to steer conversations away from a culture of blame towards productive solutions-oriented discussions.

Jess has contributed greatly to raising the awareness of female engineers, both internally where she is on the Events sub-committee of Celebrate Women in John Holland, a 570-strong network; and externally through her contribution to Engineer's Australia STEM Strategy, where she freely offers her time promoting and campaigning for engineering careers through career expos, secondary school presentations and webinars.



Stephanie Ambrose
Unispace

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: T2's Melbourne Headquarters

T2 partnered with Unispace to deliver their new headquarters in Melbourne. They wanted a space that was designed to celebrate who they were locally while acknowledging their global reach and brand eclecticism. The move saw them relocating to a warehouse in Collingwood, as it aligned with their sustainability and reuse goals, was in the right location and had the warehouse look-and-feel that they were looking for. The project was very time-sensitive, as not only was their lease expiring, but their previous premises was being demolished at the end of their tenancy.

As the project manager on T2's new Melbourne headquarters, Stephanie managed not only the fit-out of their new warehouse space to enable a once dilapidated warehouse to be fit-for-purpose as a workplace, but also managed the construction of their new building for end-of-trip facilities so their staff could commute to work in more sustainable ways, aligning with their sustainability goals



Silviya Bajracharya
John Holland

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Silviya migrated to Australia from Kathmandu in Nepal three years ago as a graduate civil engineer to complete her Masters in Structural Engineering at the University of Technology Sydney.

As Temporary Works Coordinator, Silviya is responsible for managing temporary works design across two major sub zones of the West Gate Tunnel Project, creating vital and economically strategic connections between the tunnel and CityLink, the Port of Melbourne and the city across a series of elevated motorways. Given the scale and complexity of the project and its rigorous requirements, temporary works on the West Gate Tunnel can be as complex and technically demanding as the permanent works.

On starting at the West Gate Tunnel Project, Silviya immediately assumed responsibilities far more senior than she was expecting: changes within the team meant she did not have an allocated senior engineer to work with. Beyond simply getting the job done, Silviya was able to deliver significant cost savings and still secure the approval of the revised temporary works within the required timeframe.

Silviya's capacity to work effectively and autonomously, engaging multiple stakeholders to find convergent solutions to meet everyone's needs and still fulfil all quality and safety standards is exemplary.

Image courtesy of
Level Crossing Removal Project



Eleanor Barnes
ACCIONA Geotech

Category: COMMUNICATION, STAKEHOLDER AND MEDIA MANAGEMENT AWARD

Project: Southern Program Alliance

Eleanor Barnes led a young communications team through the delicate operation of informing and reassuring residents during major works on the Southern Program Alliance. The works were at times inconvenient for residents, and those issues were severely compounded by the context of Stage 4 COVID restrictions, which further reduced the freedoms of residents and curtailed communication options.

Eleanor had to reconsider her communication channels and remind herself and her team to work with empathy and understanding of the pressures these stakeholders were under. Her response was a combination of skilful use of technology and simple human intuition and warmth.

In one specific instance, an essential worker would have been blocked within her home by road excavation works. Eleanor took the call from the distressed worker, canvassed options with her and the construction managers, devised a solution whereby a special ramp was built into the property, and ultimately won her over with common-sense and understanding.

Eleanor's navigation of these pressures also had to consider the positive message to sell: the SPA works would mean a significant improvement in local amenity and facilities. That positive message had to be allowed to shine through under some significant short-term strains.



Olivia Bartolo
Symal

Category: DOWNER BUSINESSWOMAN AWARD

As the Corporate Services Director and part owner of Symal, a dynamic and well-established infrastructure and construction group, Olivia Bartolo has contributed significantly to the growth and success of the business since its inception in 2003. Working alongside business partner and managing director Joe Bartolo, Olivia has grown the workforce from 5 to over 700 staff in 2020, with over 400 pieces of plant and equipment and an annual turnover of \$500+ million.

She is a strategic thinker who has proven experience in developing, launching, and implementing new policies, projects, and programs within the business that also impact the wider community. With successful initiatives such as the Spark learning program that aims to bridge the gap between the construction industry and schools, and the Launch program designed to identify people with transferable skills and attract those wanting to make a career change into construction, Olivia is a true champion of the construction industry and in particular, women in construction.



Meg Bishop
TSA Management

Category: MULTIPLEX YOUNG ACHIEVER AWARD

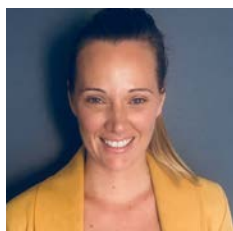
Meg is a powerhouse, where technical expertise and exceptional soft skills meets her ability to take on any project with alacrity. Meg has consistently proven herself through delivering highly technical projects to her client's benefit. Her positivity, drive, and desire to learn, lead and listen to others pushes Meg to repeatedly deliver outcomes that are innovative, beyond expectations, and best for project.

Currently seconded into the Major Roads Project Alliance, Meg is one of the youngest design managers on the multi-billion dollar Level Crossing Removal Program. Meg is tasked with the design management for the Cardinia and Evans Road Crossing Removal Sites. Meg leads a team of 30 design engineers to develop project requirements, review designs for completeness, ensure compliance to requirements, standards and constructability, drawing upon technical specialist advice where required to resolve a range of engineering design challenges.

Meg constantly goes over and above expectations to ensure the best for her team and her project. Her natural ability to lead, and her willingness to dedicate time for others is evident in her multitude of achievements on her projects and through the co-curricular work she does with TSA Management.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Jodi Blaufuhs-Croall
John Holland

Category: SYMAL EMERGING LEADER AWARD

Jodi exemplifies the fact that true leadership doesn't always mean managing large groups of people, and that practicing industrial relations with a deep commitment to integrity achieves genuine results.

Securing unanimous support for a new enterprise bargaining agreement is a major milestone on any project. The outcome, and the approach Jodi used to achieve it, has attracted enormous respect and support for Jodi across the West Gate Tunnel Project.

Jodi's sharpening of the project's approach to managing union right of entry is similarly impressive. As a result of her initiative, site teams are much better prepared for right of entry visits. Visits have been reduced from eight to three hours on average, leading to a significant improvement in productivity and the ability of supervisors to keep night works on program.

Jodi's strong ethical compass and sincere commitment were also reflected in her tireless efforts to secure redeployment for white collar tunnelling workers who were slated for redundancy. Tapping every contact she had acquired in 15 years with John Holland, Jodi succeeded in redeploying 80% of the impacted workers, retaining them within John Holland and ensuring they would be available to return to the project when tunnelling was ready to proceed.



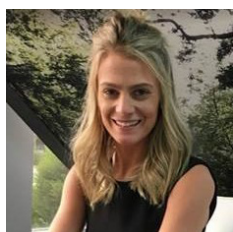
Eliza Blight
WBHO Infrastructure

Category: HICKORY GROUP DESIGN AWARD

Project: Western Roads Upgrade

Since her arrival to WBHO Infrastructure on a secondment role from Probuild Constructions, Eliza has transitioned herself into the realm of Civil Infrastructure, utilising her commercial construction skill set to become an invaluable member of the company.

Eliza has seamlessly immersed herself into a complex and extremely challenging project as a Design Coordinator. Engaging with multiple designers, utility owners and stakeholder requirements, Eliza has worked through a challenging design process with an ever-changing construction program, delivering collaborative designs to the project.



Tessa Briese
Johns Lyng Group

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Johns Lyng Group are the largest disaster recovery and reinstatement builder in Australia with 23 offices across the country. Working with local communities, Insurance Companies, and local councils daily, Johns Lyng have over 800 full time employees and 5500 Subcontractors fully experienced in Catastrophic events such as Fires, Cyclones, Storms and Earthquakes.

When an Aged Care facility sustained fire damages Tessa was one of the first on site to respond. Arranging trades, materials and equipment, the team secured the roof mitigating damages and allowed safe access for essential services and assessments to be completed in the area. Tessa was then appointed as Project Manager for the restoration and reinstatement of the 53 rooms and 18 common areas affected. With her eye for detail, efficient and clear communication Tessa delivered the successful hand over of the project within months.

Tessa is called upon within the business and industry to assist in not only mentoring and advising colleagues but arranging emergency attendances for domestic and commercial businesses across Melbourne metropolitan areas, mitigating damages sustained from fire, flood, impact and water.

Image courtesy of
Level Crossing Removal Project



Courtney Brighton
Symal / Swinburne
University of
Technology

Category: ACCIONA STUDENT, APPRENTICE OR TRAINEE AWARD

Courtney Brighton is a fifth year Bachelor of Engineering (Honours) student, majoring in Civil Engineering at Swinburne University of Technology. Achieving excellent results in year 12 earned her a STEM scholarship, along with a one-year work placement whilst undertaking her studies. This experience has proved invaluable for Courtney who now has hands-on experience on two major projects working at Symal. Being mentored and coached by senior construction staff and labourers has given Courtney a greater insight into the work involved and confirmed her conviction to pursue a career in the construction industry, following in the footsteps of her father's career as a project manager.

As a student at Swinburne she's had the opportunity to apply the theory to real life situations, designing upgrades of busy main roads and creating solutions to issues such as the lack of clean drinking water in third world countries through Engineers without Borders.

The experience of working whilst studying has ignited an even greater interest in working on projects many people will experience and benefit from. Her dream would be to one day have friends and family use a road or building which she has played a large part in the construction and development of.



Kira Brunton
John Holland

Category: DOWNER BUSINESSWOMAN AWARD

Kira is a powerhouse for women in construction. She is a confident and engaging leader with a passion for equality and diversity.

In her role as Quality Manager at West Gate Tunnel Project's Precast Facility she has applied her practical knowledge and experience to develop and implement a strong quality manufacturing system supporting the delivery of all precast elements.

She is the primary point of contact for quality and production matters at the Benalla Precast Facility which is the biggest precast facility in the southern hemisphere.

Through the development and growth of her team and her proactive engagement with key stakeholders she has managed to navigate through complex design and contractual challenges, time sensitive delivery obligations and at times challenging resourcing issues.

Kira has demonstrated outstanding leadership by providing practical and achievable solutions to complex problems through her active engagement and relationship building abilities as well as leadership and guidance of her team. Kira is also powerful advocate for recognising the strengths of women in blue collar roles and actively puts other women forward for promotion.



Tracy Carey
CPB Contractors

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

When Tracy joined CPB, the project had documented 33 ISCA credits out of a required minimum of 75 ISCA credits.

Sustainability and the ISCA tool are complex and interwoven chains of outcomes and evidence where powerful links can be formed between assets and attributes. Tracy applied knowledge and experience and gave sustainability significant project wide focus to form these links.

Tracy's personal approach, passion for sustainability, knowledge and experience helped her to influence and challenge team members who weren't familiar with sustainability, helping them to identify what to look for. She covered every credit, compared what existed to what she expected to see, tested each aspect with the team, undertook a full analysis, mapped out next steps and presented the results back to the team.

Tracy empowered leaders responsible for alliance activities to commit to the credits pathway which resulted in achieving a total 90 ISCA credit points for As Built, a first in Victoria.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Ruby Chan
CYP Design
& Construction
(Bouygues
Construction)

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: West Precinct

Ruby Chan is the Metro Tunnel Project's Geotechnical Manager – West Precinct working with CYP Design & Construction, the Lendlease/Bouygues/John Holland joint venture delivering the Project's twin nine-km rail tunnels and five new underground stations in Melbourne.

The West Precinct covers the western tunnel entrance in Kensington, Arden Station in North Melbourne, Parkville Station, and the twin rail tunnels and cross passage tunnels from Kensington to the CBD.

As Geotechnical Manager, Ruby is responsible for the geotechnical follow up on identification of risks associated with the ground conditions at these sites, managing additional investigation and establishing and running an extensive instrumentation and monitoring system.

Prior to and during construction, Ruby interprets the ground conditions and ground responses, and communicates this information to the construction teams so they can undertake their work safely and to the client brief.

The West Precinct has some of the most complex geology across the Project, and a number of historical structures, making the role of Geotechnical Manager for this area incredibly challenging and central to successful project delivery. Ruby has been integral to the successful completion of the twin rail tunnels in the west, from Kensington to Parkville.



Rhea Chenery
Turner & Townsend

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

The Fulham Correctional Centre Expansion Project (FCCEP) is located 11 kilometres west of Sale in the Gippsland region of Victoria. It was a major 137-bed expansion within a fully operation medium security male prison to provide a dedicated management unit building and expand the total number of beds within the centre.

Rhea Chenery, on behalf of Turner & Townsend, project managed the expansion during the construction and handover phases. Focused on security, time, cost, and quality, Rhea was the key interface between all stakeholders, influenced important project decisions, and directly led the staged handovers of ten buildings over a nine-month period.



Joanna Cheng
Mirvac Constructions
(Vic)

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Joanna Cheng is highly valued member of Mirvac Constructions Victoria. In her roles on the Olderfleet and now QVM Munro project, she continues to display drive, dedication, and attention to detail far beyond her years in the industry. In the space of the Olderfleet project, Joanna has shown a clear ability to manage a complex package with demanding and unrelenting timeframes, with ease.

Joanna's organisation skills, work ethic and ability to learn quickly sets her apart from engineers with similar experience. Testimony to this is the fact that Joanna is constantly thrown additional work or special projects by senior management, and she handles each and every one with diligence, and high output.

Joanna is destined for big things in the construction industry and is bound by only the limitations she places on herself.

Image courtesy of
Level Crossing Removal Project



Cartia Cunico
Hickory / Deakin
University)

Category: ACCIONA STUDENT, APPRENTICE OR TRAINEE AWARD

Cartia Cunico is a Building Cadet at Hickory Group. She is studying full-time, completing her second year of a Bachelor of Construction Management (Honours) at Deakin University.

Cartia's relationship with Hickory began when she was still in high school, completing work experience at the organisation. Initially in her cadetship, she assisted with behind the scenes and administrative work, but eventually moved into construction site work. Cartia's willingness to learn and passion for the industry has seen her thrive in this role, as she develops her skillset and experience, and gains confidence in the industry.

As the only woman onsite in her team, Cartia has overcome unique gendered challenges. She is passionate about sustainability in construction and increasing representation and inclusion for women in construction.

Cartia hopes to enter the graduate program at Hickory after completing her cadetship and studies. Ultimately, her career goal is to be a project manager.



Dakshata Das
CYP Design &
Construction
(Lendlease)

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Dakshata is a Site Engineer for the Metro Tunnel Project's Parkville Station, overseeing station construction works on this mega public transport infrastructure project that is delivering twin 9km rail tunnels and five new underground stations in Melbourne.

Working with CYP Design & Construction joint venture (Lendlease, John Holland and Bouygues), Dakshata has worked on Parkville Station since construction began in 2018.

From the very beginning of construction, Dakshata has been integral to the team's achievements. Her colleagues say she has set the project up for success through meticulous planning, leadership on site, and what's 'best for project' approach.

Dakshata is a big supporter of new starters and helps them transition into their roles. Dakshata is incredibly proud to be a woman working in construction, and consistently supports and elevates others on the project, creating a culture of respect.

Dakshata is determined to see Parkville Station to its completion and continues to challenge herself and learn new skills. She has since taken on additional responsibilities and is now overseeing the structure build for Parkville Station's retail development and the station's Royal Parade entrance.



Kristine Davison
Built

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Knox Private Hospital

Kristine has developed a vast suite of skills, however the Knox Private Hospital project was her first foray into health. As in introduction to a new setting this project pulled out all the stops in presenting new challenges that were high risk, time critical and undertaken in a live hospital environment.

Kristine proved not just invaluable but pivotal to the projects success. Her innovative thinking gave the client additional floor space for beds and created alternative work processes to avoid impacting staff and patients.

Kristine performed multiple shutdowns assuming huge responsibility she focused her energies on the relationships that would support seamless coordination. Working with technology of this kind for the time sparked a curiosity in Kristine that motivates her to ensure that every service can be utilized to its utmost. Beyond completion Kristine remained with the client to ensure they received every license necessary to be operational as increased capacity to respond to community health needs was the ultimate deliverable. By the final stage of the project Kristine had moved into the role of Project Manager such was the faith that Kristine had inspired in her team of her outstanding ability to deliver beyond what is asked.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



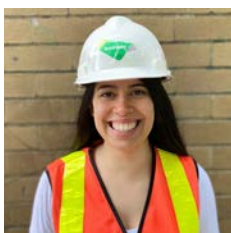
Elizabeth DeCastro
CPB Contractors

Category: JOHN HOLLAND CRYSTAL VISION AWARD

Since joining the West Gate Tunnel Project (WGTP) in 2018, Elizabeth has been instrumental in creating a more supportive, inclusive and diverse workplace on the project. As a proud mother and migrant working within a male-dominated industry, Elizabeth leads by example – and encourages others to engage and step up to the challenges of gender equality in the industry alongside her.

Having been an active member of the West Gate Women in Construction (WGWIC) Committee for almost two years, Elizabeth has been a driving force behind the implementation of a number of important initiatives on the project, including events, awards and industry networking opportunities.

Elizabeth consistently volunteers additional hours each week, on top of her role on the project and as a mother, to contribute to the WGWIC Committee and mentor junior engineers on the project. A passionate advocate for women in construction, Elizabeth continues to demonstrate how the project and wider industry can better support women at different stages of their career.



Maria Demetriou
Lendlease

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Maria Demetriou joined the Melbourne Connect project as a Project Engineer in early 2019. Her key responsibility is for the overall management and delivery of the Superfloor and entry lobby of the Commercial Building, the design finalisation of the rooftop steelwork and overall trade package management of the Audio-Visual packages.

In striving to overcome some of the project's challenges, Maria adopted a collaborative and transparent approach with stakeholders which included many design workshops with consultants, the University's project team and end users. Her strong leadership in setting clear decision-making timeframes for project stakeholders, ensured any early design issues were resolved and often led to a better outcome for the client.

Maria has developed a keen eye for detail ensuring all works that she manages are completed to an exceptionally high standard. She is also keen on instilling this desire to other members of the teams she has worked with, often proactively seeking out and assisting younger members of the team through informal mentor / mentee relationships.



Victoria Dixon
Multiplex

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Victoria Dixon is passionate about equality, social inclusion and empowering individuals to be the very best they can be. As a founding member of the Multiplex Diversity and Inclusion Committee, Victoria has been an agent of change and helped established a new code of behaviour and culture of acceptance across the company.

She has helped to drive a shift in site culture, providing culturally appropriate workplaces that are more open and welcoming to diverse groups. She has been vocal and unstinting her passion to see Multiplex lead the way in diversity and inclusion across the industry and bring their subcontractors and trade partners with them.

Today, when Multiplex staff raise the rainbow flag, wear purple and recognise violence against women, they are acting on Victoria's commitment and message to all stakeholders that diversity and, more importantly, inclusion are encouraged and promoted by all employees.

A true leader who follows her passion, Victoria has also extended this philosophy and approach to how Multiplex interacts and engages with its supply chain: establishing procedures and protocols that promote Aboriginal and Social Enterprise inclusion on all its major projects, establishing benchmarks for our industry and placing Multiplex as a partner of choice for its clients.



Kristine Doutsis
CPB Contractors

Category: PROBUILD SAFETY AWARD

Project: West Gate Tunnel Project

Kristine has gone above and beyond in her role with the West Gate Tunnel Project (WGTP) to ensure not only the health and safety of workers, but also the ongoing viability of the project.

With a major restructuring within the WGTP, approximately half of Kristine's Safety Team in the West Zone of the project was moved elsewhere – resulting in diminished safety resources for the West, despite an increased scope of works. Having established herself as an emerging leader within the team, Kristine was appointed to step up into a Safety Advisor role.

Despite the high-pressure environment, complexity of works and significant increase in responsibility, Kristine has been able to safely guide the West Zone through a number of large campaigns while also implementing new processes to improve safety responses for the future. With a focus on actively engaging all teams across the area in changing safety procedures, Kristine has also been instrumental in managing the complex risks of COVID-19 to the WGTP.



Briana Dowling
John Holland

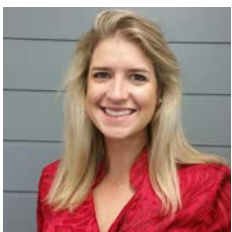
Category: DOWNER BUSINESSWOMAN AWARD

Briana Dowling is nominated for her pivotal leadership as People and Engagement Director on the Metro Tunnel's Rail Infrastructure Alliance (RIA).

A first for the industry, Briana's leadership and tenacity in creating the RIA Wellbeing Committee has enabled RIA's decision-making to become more focused on people – both those working within the team and those external to the project, including the client, stakeholders and the community. Briana also developed a Wellbeing Management Plan and strategy, accompanied by a project-specific Flexible Working Policy, defying entrenched industry views to empower men and women to work flexibly and with balance.

As a result of these initiatives, RIA has experienced low staff turnover and high performance throughout 2019/2020 and people report feeling valued, supported, and empowered to manage their wellbeing. Briana developed and led a bespoke consultation process - informed by community and stakeholder inputs - to deliver better urban design outcomes, enabling RIA to meet its obligations swiftly and smoothly under the Metro Tunnel Planning Scheme Amendment.

When the COVID-19 pandemic hit Melbourne in March 2020, Briana led the rapid and effective transition to remote working for RIA, allowing the Project to retain high output levels and hit critical milestones during significant rail occupations.



Renee Egglestone
John Holland

Category: SYMAL EMERGING LEADER AWARD

Combining ingenuity, a genuine affinity with people and deep technical expertise, Renée is rapidly earning a reputation as a strong leader who delivers time, cost and quality improvements and great outcomes in a challenging technical environment.

Renée's careful analysis and research led to changes to the West Gate Tunnel Project's material properties specifications, so the project can now re-use quality material from other project sites, with amended site testing requirements for controlled fill placement to better obtain stability on site.

This outstanding achievement has saved time and costs, improved sustainability and assured pavement construction quality. Her research looks likely to lead to updates to VicRoads specifications for the benefit of future projects – and all this has been achieved over and above Renée's day to day role as Design Manager.

Renée's balanced focus on relationships and outcomes has built strong rapport and trust with her team members, colleagues and stakeholders. According to West Gate Tunnel Project Engineering Managers Andrew Parker and Alex Savilla: "Renée has all the traits of a natural leader and is already starting to be recognised within the industry, making her a valuable asset to this (or any) project."

Image courtesy of
Level Crossing Removal Project



Camila Eviston
CYP Design &
Construction (John
Holland)

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Project: West Gate Tunnel Project

As Environmental Coordinator for the Metro Tunnel Project's East Precinct, Camila is responsible for the Anzac Station site on St Kilda Road, new rail tunnels from South Yarra to the CBD, cross passage tunnels and the tunnelling support site at Edmund Herring Oval.

The East Precinct, including the St Kilda Road boulevard, is a sensitive and high-profile area as it is highly residential, has the largest number of heritage trees, significant heritage overlay and is home to the Shrine of Remembrance.

Day-to-day, Camila works through complex stakeholder, construction and environmental issues to comply with the Project's Environmental Performance Requirements during station construction and tunnelling. She has established the monitoring network for the East, installing noise, vibration and air quality monitors at sensitive receivers, and tracks any impacts by reviewing daily alerts and analysing monitoring data.

Camila regularly engages with residents, community members and other stakeholders prior to and during construction to explain any potential impacts and reports monitoring results, and works with the construction teams to implement mitigation measures.

Camila is a positive and calm leader both on and off the construction site and has been a key contributor to the Project's successful delivery to date.



Sam Farmilo
John Holland

Category: DOWNER BUSINESSWOMAN AWARD

Sam Farmilo is nominated for the Businesswoman Award for her outstanding leadership in the role of Region Commercial Manager at John Holland and her contributions as a member of two Senior & Executive Leadership Teams.

On the West Gate Tunnel Project, initially as Acting Commercial Director and more recently in a support role, Sam has been pivotal in working through delicate and demanding contract negotiations to progress the delivery of the project, whilst carrying on her full time region role.

Sam brings her expertise in both engineering and law to the negotiating table, along with a collaborative, informing approach, which allowed her to negotiate a win-win for the Boneo WRP Upgrade Project.

Her commitment and courage in challenging dysfunctional relationships and failing processes around monthly project reporting saw her rebuild relationships and trust with key members of the project teams. She led and coached her team to assist, support and work closely with the project teams, which in turn has given the executive team greater confidence in the status of projects.

Sam has also been able to accelerate the close-out of legacy projects through the creation of a multi-disciplinary high performing team, enhancing profit and reducing the demand on resources.



Lucy Flanders
Probuild

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Victorian Police Headquarters

Lucy Flanders has just completed a crucial role on one of the most complex buildings in Australia, the Victorian Police Headquarters Precinct. Lucy holds what we believe to be the second highest security level in Australia because her role demanded it. It takes people with special attributes to deliver the Victoria Police Centre type of project.

She has combined Design Management, Change Management, Stakeholder Management and Completion Management into a unique leadership capability and into a role that doesn't fit our regular categories.

The Police Commissioner, Counterintelligence, over 20 other Commands and Departments and more than 5000 police officers and staff are located within one of Australia's most highly secured buildings. Lucy was at the forefront of managing their needs, in balance with the requirements of the Client, our own Cbus, and her employer, Probuild.

Victoria Police Centre is no ordinary building and Lucy's role was no ordinary role. With the skillset demanded of the modern building industry, Lucy has satisfied aspirations, contracts, authorizing agencies and client, all in one role. Lucy now gives her employer a competitive edge over others, and she contributes to the growth of a new emerging leadership style in our industry.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Nuria Florentino
John Holland

Category: DOWNER BUSINESSWOMAN AWARD

Nuria Florentino is nominated for implementing transformational strategies across people and culture at both John Holland and on the Metro Tunnel's Cross Yarra Partnership (CYP) as People and IT Director.

Her ability to realign the culture and organisation rapidly and successfully at CYP has resulted in improved staff morale, higher retention rates and contributed to an overall increase in productivity and bottom-line results. Her contribution on the Executive Leadership Team strategy reset has improved client relationships, rationalised unwieldy processes and delivered resource efficiencies.

Her commitment to a redesign of flexible work program on a pilot project site allowed John Holland to significantly 'pre-mitigate' risks around remote working during COVID-19, particularly in Victoria.

Nuria's unwavering support in bringing John Holland's gender equity policies to life within corporate offices and project sites has resulted in female participation on CYP hitting 28% and opened up opportunities for 10 women taking on male-dominated labouring construction roles. She led the way in boosting female participation to 50% in Graduate Programs and Pathway Programs.

She has been an initiator and active contributor towards the creation and implementation of supportive environments that nurture female careers such as working flexibly, mentoring programs and women's networking groups.



Laura Foley
Built

Category: SYMAL EMERGING LEADER AWARD

Laura's approach to leadership relies on a belief that time invested in building a relationship is time invested in success. Laura has quickly developed a reputation for her ability to start strong and finish stronger.

At Knox Private Hospital, Laura's initiative and technical knowledge identified drawings that would have reduced floor space. Laura took to the site with a measuring tape, she developed new drawings for the client and to her great satisfaction she got to oversee the slabs being poured.

This ability to follow through was recognised and Laura was sent to ACMI to assist in pushing the project to completion. She had to quickly find a footing within established networks and teams but she invested time in building connections so that she could be effective in finalizing designs with the client to meet deadlines. Laura reenergized the site for a successful completion.

At Airtrunk, a complex data storage facility, Laura has helped her team navigate the complications of COVID-19 by taking on unexpected responsibilities she added Foreman and Office Manager to her existing role of Project Engineer. Laura elevates the mood and drives every team she joins, and she will continue to as she rises through the industry.



Nicole Gauci
Johns Lyng Group

Category: SYMAL EMERGING LEADER AWARD

Nicole commenced with the group in 2013 as an Administrator for Restorx Services. Her drive and energy along with her work ethic resulted in her swift appointment to Team Leader of the Claims Management team across the Restorx Brand.

Identified as a strong leader, Nicole was appointed to the role of Johns Lyng Geelong Builders - Operations Manager in 2017, where she was responsible for establishing a high performing team, renewing client confidence and streamlining processes throughout the Region.

Transitioning into our Express Builders arm in 2019, Nicole led the team from strength to strength ultimately resulting in being awarded Business of the Year 2019, ensuring excellent building quality, customer satisfaction and exceeding net profit results.

In early 2020, Nicole's national focus shifted to understanding our internal systems, processes and procedures and how we can positively influence every customer and building project. Project managing the SME Team across all aspects of estimating, supervising, construction management in challenging 2021 and beyond.

Image courtesy of
Level Crossing Removal Project



Samantha Gellis
Probuild Constructions

Category: SYMAL EMERGING LEADER AWARD

While Sam has been steadily making her mark at Probuild over the past five years, it is her recent appointment to the executive team that really marks her emergence as a leader in the company.

At 31, Sam is the youngest person to be offered a seat at the Executive table at Probuild and despite some colleagues being many years her senior, she has cemented herself as a much valued and respected contributor to the executive team.

Sam is driven by doing the 'right thing'. Not just relating to a particular issue, but for the business as whole. As a result, more women are gaining employment, promotion and improved working conditions. Her initiatives to create a better work life balance are benefitting all employees.

Sam's ability to understand the root cause of a problem, bring people on the journey of developing solutions with her and leap into change are all reasons why she is emerging as a leader in the industry.

Sam's success to date is marked by her ability to cultivate genuine connections across all levels of the business, she leads from the front and supports employees from the site floor with her boots on to the executive table.



Michaela Gilchrist
ACCIONA Geotech

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Working on the Southern Program Alliance (SPA), which is replacing level crossings and upgrading rail facilities in southeast Melbourne, Michaela Gilchrist has had responsibility for encouraging sustainable thinking and design practice in a large-scale engineering project.

Although she is still within six years of graduating from her engineering degree, Michaela had to bring a large workforce around to seeing their work in the context of global changes, not just the immediate scope of works. She did so by addressing a set of sustainability goals which had gone unmet up to that point, and which included a particular emphasis on operational energy demands within the rail network on which the project was focused.

Demonstrating the breadth of her sustainability ideas, she also organised and ran a volunteering day in a community garden, a Fight Food Waste BBQ and a site tour connected to Infrastructure Sustainability Council of Australia's (ISCA) annual conference which highlighted local Indigenous culture and heritage. In between these highlights she has worked tirelessly to encourage others to consider materials and energy in light of their impacts – good and bad – on the lifespan of the projects.



Emily Gilfillan
Billard Leece
Partnership

Category: DOWNER BUSINESSWOMAN AWARD

Emily Gilfillan began her journey as a Senior Project Architect with Billard Leece Partnership six years ago and has been progressively promoted to Senior Living Sector Lead, Associate, Associate Director with equity after a short period and now is a Principal and a member of the Executive Team.

Emily is an outstanding Businesswoman, thought leader and designer who plays a pivotal role at BLP. Her significant contribution to the creation, development, or growth of architecture at BLP is shown through the establishment of the Seniors Living Sector, which now comprises a portfolio of BlueCross Springfield, MannaCare, Strathalan Integrated Community, Bulli, MHACPI, to name a few.

Since taking over the position of BD & Marketing Executive in February of this year, she has ensured that BLP has increased its budget revenue goal, which already exceeds its target, while weathering the impact of the current pandemic.

Most importantly Emily supports and mentors both men and women throughout the business and provides all colleagues within BLP balancing stresses associated with balancing work and home life with care and support, so they can continue to contribute positively to the built environment, architecture, and the construction industry.

Image courtesy of
Level Crossing Removal Project



Chloe Gordon
JLL

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Chloe has 8 years' experience in the construction and property industry. The success of her projects is a testament to the time, energy and heart she devotes to each client, project and the industry on the whole. Chloe has a great ability to adapt to changing conditions, working in remote locations and live environments and handling frequent unforeseen circumstances. Working in a complex operational environment Chloe's work calls for rapid mobilisation, strong leadership and strategies that work seamlessly every time.

Outside of construction, Chloe plays a lead role in a number of community events coordinated with JLL Project & Development Services team, including Second Bite, mental health initiatives and various LGBTIQ events. Whilst not a self-promoter, Chloe is active in her support and involvement in industry events, including NAWIC and CoreNet.



Jaclyn Gow
Lendlease

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Melbourne Quarter East Tower

Jaclyn Gow is the Construction Manager on Melbourne Quarter East Tower.

Jaclyn led the delivery of Lendlease's largest residential tower in Australia. Standing at 45-storeys high in a prime position on Flinders Street, within Lendlease's \$2.9 billion Melbourne Quarter precinct. Developed as a 50/50 joint venture partnership with Mitsubishi Estate Asia, the Fender Katsalidis designed tower comprises 719 one, two and three-bedroom apartments. In addition, it is home to Club MQ, which gives residents exclusive access to three floors of resort style amenities including private dining spaces, a resident's lounge, theatre, 25 metre pool, spa, sauna and gym.

Jaclyn led the East Tower construction team with a peak workforce of approximately 390 workers on a site that was within close proximity to key infrastructure networks and the public. Jaclyn was compelled to devise a 'best in class' perimeter screen solution to ensure the safety of the people working on the project and the public interface.

Jaclyn ensured that despite COVID-19 challenges, the project was handed over on time and with 252 apartments accelerated and completed for the first separable portion, to enable the client to progress settlements ahead of schedule.



Jaclyn Gow
Lendlease

Category: PROBUILD SAFETY AWARD

Project: East Tower, Melbourne Quarter Precinct

Jaclyn led the delivery of Lendlease's largest residential tower in Australia. Standing at 45-storeys high in a prime position on Flinders Street and a short walk from Southern Cross Station, the East Tower is the first residential building within Lendlease's \$2.9 billion Melbourne Quarter precinct.

The site's topography and its location – adjacent to both a rail corridor and Wurundjeri Way, a major arterial road presented some key challenges for Jaclyn and her team. Works had to be completed without disrupting these major transport links, while maintaining the highest level of public safety. Given these complexities, Jaclyn set herself the challenge to help eliminate the risk of fall of persons, materials and objects during high-risk at height activities at Lendlease's tallest residential building.

To address this challenge, Jaclyn designed an industry-first perimeter protection screen system, which includes a three-metre extended screen above the formwork deck. There are no existing screens in the marketplace that provide this kind of protection or load rating. The success of Jaclyn's innovation has spread across Lendlease's projects here in Australia and overseas. Jaclyn and her team achieved an impeccable safety record on the project which is testament to her safety innovation.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Ashley Gray
Probuild Constructions

Category: SYMAL EMERGING LEADER AWARD

Ashley Gray has recently completed her pivotal role in the successful completion of the Victoria Police Headquarters Precinct project. This project was a complex and bespoke project for the Victoria Police and is the most contemporary and modern headquarters in the world.

A woman with determination, who has overcome many obstacles throughout her schooling and construction career to get to where she is now.

Ashley is easily able to identify problems, she sets targets and manages teams and subcontractors to ensure successful outcomes. Leadership by example is her strength. Ashley wins respect from all levels of management and her colleagues. Ashley is willing to get her hands dirty and deals with issues face on.

Ashley is a role model for all employees, not just the females and was selected to be a Graduate mentor due to the exemplary example she sets for those in junior positions. Being able to build and maintain strong relationships both internally and externally from Probuild enable Ashley to have the skills beyond her years and deliver projects.

Ashley played a key role in the delivery of the Victoria Police Headquarters Precinct and you will see Ashley being a future leader in the Construction Industry.



Renee Gymnopoulos
Multiplex

Category: PROBUILD SAFETY AWARD

Project: Australia 108

Renee Gymnopoulos is a young Multiplex Constructions safety graduate who has very quickly had to show insight and extreme confidence in her role at the recently completed Australia 108: the southern hemisphere's tallest residential development.

Having commenced on the project as a safety graduate, Renee has rapidly shown herself to be a highly competent and driven safety professional: managing the safe delivery of complex works at extreme heights and also showing a deftness in approach when re-designing heritage works at the project to ensure absolute safety and high-quality of finish.

Reporting directly to the project's safety committee Renee has managed all aspects of the project's OH&S performance, management and compliance, conducting stringent inductions for both Multiplex staff, trades and subcontractors, establishing procedures and processes for ensuring safety systems are in place across key elements of the project, including the building's distinctive Starburst, and managing the compilation and communication of safety reports, audits and safety walks.



Astrid Haggvist
TSA Management

Category: SYMAL EMERGING LEADER AWARD

Astrid is a Senior Project Manager within TSA Management's Infrastructure team. She is an emerging leader of both projects and people.

Currently integrated within the Suburban Rail Loop Authority (SRLA), Astrid is leading the development of civil components in the Initial and Early Works package. She has previously worked with the Level Crossing Removal Authority, Metro Trains Melbourne, Department of Transport and Department of Defence. In all her roles, Astrid is a strong advocate of effective communication as a fundamental part of leadership and enjoys balancing the challenges of leading multi-discipline teams to resolve issues and realise project opportunities.

Astrid puts people first and demonstrates this through her approach to leadership on projects and in her People Manager role at TSA. She readily shares her experiences to help others navigate their careers in complex project delivery.

Astrid is also a part-time Engineering Officer in the Army Reserve, serving as a Captain within 19th Chief Engineer Works. Astrid was deployed to Iraq as a Project Engineer where she was the lead engineer in support of the Australian Task Groups. Within Australia, Astrid has also undertaken construction roles in remote Aboriginal communities and regionally she has led construction in Papua New Guinea.



Natalie Harasemcuk
Johnstaff

Category: SYMAL EMERGING LEADER AWARD

Natalie has demonstrated a clear ability to lead and drive project outcomes with the successful delivery of a number of emergency services branches in regional and metro Victoria.

Her role in the design and construction of several branches has been pivotal in shaping the program of capital works to:

- Achieve significant time and cost efficiencies via bundling;
- Improve existing designs with practical changes to make them more functional based-on lessons learnt from working with a number of builders, consultants and sites;
- Work proactively with the builder to quickly address site issues as they occur;
- Work directly with relevant Authorities to coordinate and bring in new services and road infrastructure to operate the branches;
- Work collaboratively to ensure all needs are met with minimal delay to handover between the contractual client and emergency services agency operating from the branch.

Natalie has greatly assisted to bring critical emergency services infrastructure to the communities most in need in the current climate. Natalie is grateful to Johnstaff for providing her with this great opportunity to grow professionally and providing her with the right support and tools.



Adele Hardwick
John Holland

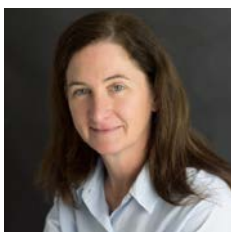
Category: JOHN HOLLAND CRYSTAL VISION AWARD

Adele Hardwick is nominated for the Crystal Vision Award for being an agent of change for women at John Holland and more broadly, women in the construction industry.

Combining her Construction Manager role leading the \$270M Glenroy Road level crossing removal project for North Western Program Alliance with a passionate advocacy for advancing women at John Holland, including being a driving force behind the 570-strong social network group, CELEBRATE WOMEN in John Holland.

Adele authentically and passionately speaks at corporate and women's events and is a mentor to two female engineers. Championing the flexible working at home model whilst parenting two school aged children, Adele is challenging the rusted-on industry traditions of 'presenteeism' and six-day weeks.

"Passionate about equality, Adele has tackled gender discrimination head on, whether that be a lack of women in senior leadership roles or gender pay disparity. Adele has actively championed flexibility and is a role model in demonstrating the myriad benefits for not just employees but also for organisations that embrace flexible work options. She has also been a proud and active supporter and participant of our John Holland Mentor program, sharing her experience, insights and knowledge with numerous employees."
Joe Barr, CEO John Holland



Julia Hay
ACCIONA Geotech

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Cement Australia Plant

Working as Project Manager for John Beever Australia at Cement Australia's plant in Gladstone, Queensland, Julia Hay was brought in to troubleshoot and regain control of a complex Design & Construct contract.

The project had two dimensions: a cement clinker storage shed, and a silo construction for fly-ash, with material handling and dust reduction components. Julia needed to reassert a trusting relationship with the client and share a construction site with a continuously operating plant.

All of this was achieved in the context of a bushfire on the site, and COVID-related border closures which necessitated online site inspections and remote supervision of internationally supplied component installations. Julia was required to manage the movements and morale of a permanent team of six along with dozens of contractors – all through phones and screens.

At a personal level, back in Melbourne Julia was juggling the single parenting of two of her three children, home-schooling and the challenges of a shared household workplace.

The result? A high-quality, \$35M project that will shortly hand over to the client. Although the projects are late, professional relationships are intact. And a harmonious household!

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Maria Hindy
Probuild Constructions

Category: MULTIPLEX YOUNG ACHIEVER AWARD

With only 3 years' experience in the construction and architectural fields Maria Hindy was thrown into the deep end of a major, complex development - Probuild's portion of the \$2 Billion West Side Place project.

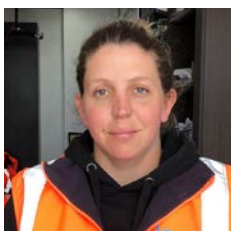
Maria was an "essential worker" during the COVID-19 lockdown. Despite severe restrictions on the workforce, Maria successfully coordinated the practical completion of crucial areas of the project.

It cannot be overstated how important her contribution was to this project, both commercially and for maintaining the relationship between the client and Probuild. Failure was not an option. Maria achieved an outstanding result under impossible circumstances.

Maria is the youngest of 10 females on site, with the site having over 1000 workers working on any given day. Maria took on this challenge and showed determination, grit, and hard work to establish her reputation.

Maria has a passion to give back to the community; she recently volunteered her time and was the youngest person awarded a lead role in Probuild's successful community project.

Maria is not afraid to put in the hard yards and take on tasks that may seem too complex for others. Maria has what it takes to be a leader in the construction industry.

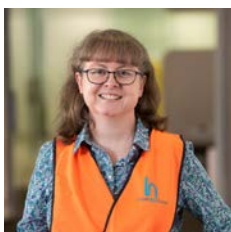


Juzlayne Holtzhausen
Hickory

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Juzlayne Holtzhausen is an Administration Assistant and Personal Assistant to the Transport Director in the Hickory transport department and has demonstrated excellence and leadership in her coordination and management of logistical requirements and deliveries for local and interstate project sites.

With a national role, Juzlayne is across road rules for heavy haulage across Victoria, NSW and Queensland. Juzlayne has taken responsibility for the stock control and delivery of formwork for all projects and has educated herself on building materials to understand their use and the requirements of the project. Her passion for the job and resilient nature means that she is determined to prove stereotypes wrong and excel at her work regardless of these institutional barriers.



Liz Holzschuster
Hickory

Category: PROBUILD SAFETY AWARD

Liz Holzschuster is the HSEQ Manager at Hickory Group and has over 20 years of experience in the construction industry. During COVID-19, Liz has been an instrumental member of the team, leading the organisation through challenges and changes and ensuring that Hickory's practices and workspaces are meeting COVID-19 safety requirements and understood across language barriers.

Liz has provided health, safety, environment, quality and sustainability support and advice to the business at both personnel and management level and ensured that operations are compliant with HSEQ requirements. She has closely monitored the evolving situation in both Melbourne and Sydney, and created an inclusive, accessible, and safe environment for personnel and management alike, showing leadership and initiative in the face of a global challenge.

On top of her day job and constant COVID monitoring Liz juggled being a working mum and home schooling as well as introducing a companywide children's drawing competition to emphasise why our employees are safe at work as they have loved ones waiting for them at home.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Louise Hutchinson
CPB Contractors

Category: SYMAL EMERGING LEADER AWARD

Louise Hutchinson is a Project Engineer with CPB Contractors. Her collaborative, proactive and persistent approach to challenges ensures problems are resolved in a shared way and are integrated with larger project objectives.

Louise has ten years' experience in the industry working on various infrastructure projects in South Australia, Queensland, Victoria and New Zealand. She is currently a valued team member working on the South Gippsland Highway Upgrade project in Victoria.



Kate Kearns
CYP Design
& Construction
(John Holland)

Category: COMMUNICATION, STAKEHOLDER AND MEDIA MANAGEMENT AWARD

Kate Kearns is the Business Support and Engagement Lead on the Metro Tunnel Project with CYP Design and Construction (Lendlease, John Holland and Bouygues). Kate commenced working on the Metro Tunnel Project in this role as part of the Early Works package before starting on the Tunnels and Stations package in December 2017.

As the Business Support and Engagement Lead, Kate is responsible for establishing relationships with hundreds of impacted businesses and working them and the Project team to develop and implement strategies to minimise and where possible mitigate construction impacts.

Over the past three years Kate has worked with over 900 businesses across the Project, and designed, developed and delivered over 520 bespoke support measures. Kate was integral to the success of two key business support initiatives including the Augmented Art Walk and Festival of Independents in Flinders Quarter in Melbourne's CBD in the lead up to Christmas 2019.

These initiatives followed a three-year closure of a section of footpath on Flinders Street in September 2019. At the time, Kate and her team attended 70 face-to-face meetings over a two-day period.



Jessica Kenny
Johns Lyng Group

Category: DOWNER BUSINESSWOMAN AWARD

Jessica's passion for the industry has seen her continually break down barriers for herself and she has replicated this with her business and within her own team, focusing on diversity she has supported and championed to provide employment opportunities that support both gender and cultural diversity.

In 2011 she commenced her career within building and construction as a desktop supervisor, soon discovering such a passion for the industry that she returned to further her education, whilst working full time. This in conjunction with her practical experience allowed her to quickly pave her way through the industry, progressing into field estimating and supervising. Impressing both employers and colleagues with her hard work, determination and excellence at estimating and supervising within the field that she quickly moved into operations.

Fast track to 2019 and Jessica commenced her role as General Manager of Johns Lyng Group Regional Builders, initially with a team of five staff and the knowledge that the business was required to financially complete a 180 in order to be financially viable. Now, in 2020 Johns Lyng Regional Builders has doubled their staff, tripled its revenue, and has opened two additional silo regional offices, experiencing exponential growth.

Image courtesy of
Level Crossing Removal Project



Zamaneh Khoshdel
Inhabit

Category: SYMAL EMERGING LEADER AWARD

Bringing over a decade of architectural engineering excellence from assignments in Europe, Asia and Australia, Zamaneh excels in projects that present technical challenges from design concept through to construction delivery. The architect's desire to bring challenging geometries and novel façade ideas to a client is complemented by her delivery expertise in sustainable design and energy efficiency focused outcomes.

Zamaneh merges her exceptional leadership skills with an ability to convey complex messages clearly. While she is driven to succeed, it is through collegiate collaboration, taking her peers with her on a journey of innovation and excellence. She has the potential and the motivation to be an aspirational and an inspirational leader.

Through her work she:

- Challenges the way we build facades in Australia, adopting local methods and bringing them to international standards
- Delivers a number of high performing facades, contributing to the ongoing improvement of the built form in Victoria
- Educates the next generation of façade designers through mentoring and tertiary education
- Seeks answers through collaboration with colleagues and industry peers through the foundation of the colLab series where ideas can be freely exchanged in open and non-competitive discussions



Eliza King
John Holland

Category: SYMAL EMERGING LEADER AWARD

Eliza King is nominated for the Emerging Leader Award for her outstanding work on the High Street Reservoir level crossing removal project, delivering exceptional environmental and sustainability outcomes for the North Western Program Alliance.

After a 130 year-old wooden culvert from the original railway was unexpectedly unearthed during excavations at Reservoir Station, rather than dispose of it, Eliza lobbied the leadership team to bring the culvert back to life and incorporate it into the landscaping design. With considerable efforts by Eliza and her team, the culvert was saved and now holds pride of place in the new civic plaza.

Eliza also played a key role in diffusing complex industrial relations issues regarding crystalline silica monitoring with union organisers which threatened to shut the site down. Eliza consistently pushed herself beyond the boundaries of her role, striving to go the extra distance for her and the projects benefit. She took on additional work in civils teams and impressed the superintendents so much that she was trialled in supervising her own works.

Eliza is currently working at the Glenroy Road level crossing removal project in the dual role of Senior Environmental Advisor and Supervisor, performing both roles to a very high level.



Stephanie Kluz
Multiplex

Category: SYMAL EMERGING LEADER AWARD

Stephanie Kluz is a young, driven and confident woman who is fast on her way to achieving a first with her employer, Multiplex Constructions. In just four years she has risen through the ranks from a graduate to Project Coordinator and is now on track to fulfil her immediate ambition of becoming the company's first female Site Manager.

Regarded by her peers and colleagues as a future leader, Stephanie has played a key role in the successful delivery of the southern hemisphere's tallest residential development, the Australia 108 tower in Melbourne's Southbank: and while the only way is down from the heights of the 100-level tower, for Stephanie and her career, the only way is up.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Aleksandra Knez
ACCIONA Geotech

Category: JOHN HOLLAND CRYSTAL VISION AWARD

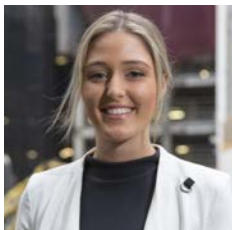
Working on the Hurstbridge Line Upgrade, a part of Victoria's massive Southern Project Alliance, Aleksandra Knez saw an industry-wide problem – a lack of honest, first-person discussion about challenges facing women in the workplace.

So she set about designing a solution. First, a survey that women could answer privately, adding comments to illustrate their answers.

Armed with this large body of data and anecdotes, she went to management with her findings. After gaining the backing of her AMT and ALT, she established a steering committee to turn the information into solutions.

Her practical, systematic approach is now catching on in other alliance settings for women working in construction. It may lead not only to initiatives in schools and higher education, but also advances such as mentor programs, career development and return to work initiatives.

The aim of Aleksandra's initiative is to make construction and engineering more approachable careers for young women, and for women looking for a career-path change. Similarly, women already in construction who want to reach senior positions stand to benefit. The initiative seeks an inclusive and diverse construction culture, where women no longer face barriers, and will help improve retention rates for women already working in the industry.



Stephanie Kocovski
Lendlease

Category: HICKORY GROUP DESIGN AWARD

Project: Melbourne Connect

The Melbourne Connect project is a large-scale mixed use precinct at the former Royal Women's Hospital site in Carlton. On an exciting and prominent 8,500m² bordering Swanson, Grattan and Cardigan Streets, the project is a collaboration between the University of Melbourne (UoM) and Lendlease to provide end users with a unique facility that will serve as an innovation hub and world class teaching, working and learning facility.

As Design Manager at Melbourne Connect, Stephanie is responsible for bringing to life the highly complex Cross Laminated Timber low-rise building, the precast brick entrances and digital activation packages of the new Science Gallery and Fabrication Laboratory / Creator Space. These key project elements play a critical role in delivering the project's ambition to become a world-leading innovation and collaboration precinct.

Stephanie has shown incredible leadership and an ability to challenge the norm. Her inclusive and transparent communication approach has earned her the respect of the client and key stakeholders. Stephanie demonstrates a willingness and commitment to ensuring clients' needs are met and the project's vision is realised.



Dusanka Koromilas
John Holland

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Flinders Gate

Highly experienced Project Manager, Dusanka Koromilas, led the construction of Flinders Gate, a 10-storey 5-star, Green Star office development located opposite Federation Square in one of Melbourne's most prominent locations.

Dusanka completed a highly complex construction program that included strengthening of an existing building to accommodate an additional five new office floors, restoration of a heritage façade, construction of a landscaped internal atrium, and provision for retail space on the ground floor.

One of the biggest risks on the project, in terms of technical complexity and program risk, was the façade restoration works at 180 Flinders Street. As well as needing to be sympathetic to nearby St Paul's Cathedral and Flinders Street Station, the works required specialist trades and materials with long lead times.

Dusanka worked closely with Lovell Chen Architects to manage the detailed heritage works, involving touch pointing, cement moulding and full restoration of heritage windows on two separate building facades.

To help the client, Dexus Property Group, meet the needs of some of its key tenants, Dusanka also developed and managed a rigorous, highly agile construction program that delivered flexibility for the client by enabling key tenants to commence their own fit-outs while final construction works continued.

Image courtesy of
Level Crossing Removal Project



Nicole Lancer
John Holland

Category: SYMAL EMERGING LEADER AWARD

Nicole Lancer was appointed Bid Manager for the \$590 million Melbourne Airport T2 Development Program Expression of Interest (EOI) submission within six weeks of joining John Holland in May 2019.

Released earlier than expected, Nicole was asked to develop the submission at short notice when few internal resources were available. After being shortlisted, she stepped up to run the Request for Tender (RFT) later that year.

Given the client's requirement to present each week, she encouraged the team to be ruthless with their time and developed a 'mud map' that outlined the agenda for each interactive, the initiatives to be developed, and daily responsibilities to achieve them. More recently Nicole joined the Victorian Heart Hospital (VHH) Project where is developing the Guaranteed Construction Sum Offer and manages the design, services, ICT and FFE teams.

When Nicole arrived, part way through the first COVID-19 lockdown, most of the design team was working remotely with lot of disconnection. To improve morale and get the team to support each other better, she implemented a program of positive reinforcement to encourage respectful and positive behaviour. She also converted all meetings to Microsoft Teams and moved documents onto SharePoint to facilitate collaborative working.



Melanie Langlois
CYP Design &
Construction
(Bouygues
Construction)

Category: MULTIPLEX YOUNG ACHIEVER AWARD

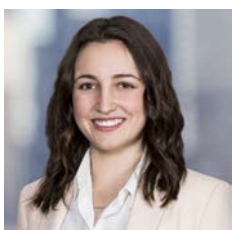
Melanie is the Metro Tunnel Project's Concrete Engineer, working as part of Tunnels and Stations contractor CYP Design & Construction to coordinate the project's massive task of concrete coordination and management.

The Metro Tunnel Project is a public transport infrastructure project on a mega scale, delivering twin nine-kilometre rail tunnels through the centre of Melbourne, from South Yarra to Kensington, and five new underground stations.

In the construction of the five new stations, more than 500,000 cubic metres of concrete is being used for a range of construction activities and products including piles, station walls, base slabs, concourses, shotcrete, arches, kerbs and gutters and other concrete elements as required.

Melanie is committed to continuing her career in concrete and aspires to be an expert technical manager in this field.

Melanie is currently dividing her time between looking after the project's concrete requirements to working as a site engineer in the CBD to get first-hand construction and site experience to become familiar with the whole cycle, from managing formwork and reinforcement to pouring concrete herself.



Phillippine Le Jalle
Built

Category: COMMUNICATION, STAKEHOLDER AND MEDIA MANAGEMENT AWARD

Project: State Library of Victoria

The refurbishment was a project with many stakeholders on a live site. Despite the complex restoration and refurbishment works that took place to ensure this cultural asset continues to evolve with the community it serves the library remained open for the entirety of the works.

Maintaining positive and productive relationships with the library staff was crucial in avoiding delays and ensuring the windows to perform works were open as wide as possible. Phillippine had proved herself an effective team member on many projects but coming in on the final stage of the SLV project she would take on amongst other duties the responsibility of communications with the library staff. In addition to this she created detailed and audience appropriate handover documents, presentations and walkthroughs that had the client in Development Victoria praising the handover processes as the smoothest they had experienced on any project.

Phillippine demonstrated extraordinary patience and resilience in pre-empting and meeting the needs of the client by making herself available every day, in person and armed with the ability to translate technical information to sooth concerns. Phillippine will continue to visit the library for many years to come, looking up, down and around at the restoration work that excited her every day and underpinned her ability to work so diligently with all staff.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Rosemary Ley
Turner & Townsend

Category: SYMAL EMERGING LEADER AWARD

Rosemary Ley, a Project Manager at Turner & Townsend, has shown significant initiative and unquestionable leadership potential to enhance the way the construction industry operates.

Rosemary is passionate about connecting and building relationships within Turner & Townsend. As such, Rosemary has participated in Turner & Townsend's Chairman's Group, a global initiative for tomorrow's leaders and has set-up and led Turner & Townsend's first Global Buddy Program to connect experienced and new graduates across the business.

For her projects and clients, Rosemary strives to deliver the absolute best service. She led strategy development at Knox Private Hospital, one of the largest private healthcare providers in Victoria and successfully managed the Wheatsheaf Community Hub project completely virtually while Victoria experienced a seven-month lockdown throughout 2020.



Michelle Lim
WBHO Infrastructure

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Since joining WBHO Infrastructure as a Graduate Engineer in 2019, Michelle has developed and managed the Palmers Road (Western Road Upgrade) project's Permits to Work for high risk excavation works. Michelle has shown knowledge and expertise beyond her years with her input into the role and demonstrated leadership with respect to managing the process.

Despite her role changing during the project, to assist with pedestrian bridge works, Michelle quickly became up to speed with the scope of works at hand. She demonstrated a detailed understanding of the design and construction planning related to the work. Michelle has worked through the challenges of a difficult design in the structures space and consistently shows an eagerness to learn and develop her skills, becoming an invaluable member of the WBHO-I team and family.



Emma Lincoln
Harris HMC

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Emma has been nominated due to her outstanding performance in her role as Project Coordinator to deliver all aspects of the interiors fitout and structural extension to the Essendon Football Club's Community, Education and Events Centre (CEEC) project. With the club's headquarters located on land under lease from the Federal Government and operated by Australian Pacific Airports (Melbourne) (APAM), Emma played a key role in securing complex permits at this unique location within the Melbourne Airport precinct as part of early works planning. She invested heavily in understanding the nuanced processes and protocols necessary to obtain building and environmental permits and developed key relationships to facilitate streamlined and rapid approvals.

Emma was proactive and resourceful in navigating the stringent processes and requirements to be able to obtain the required permits in only two months – a process that would normally take up to five months. Her approach was detailed and methodical with continual follow up to ensure the approvals were tracking and she completed these challenging tasks while also conducting her normal duties as Project Coordinator. The outcomes meant construction commenced on time and within a detailed program of works activities with key milestones and involving numerous contractors, consultants and stakeholders.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Audrey Ling
Hickory

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Audrey Ling is a Junior Contracts Administrator at Hickory Group, joining the company in March 2020. In this role, she assists the Contract Administrator and the Project Manager in reviewing and managing contracts, claims, invoices, forecasting, handovers and project coordination, as well as liaising with stakeholders, such as signage suppliers.

Audrey has shown initiative and leadership in just seven months in the role, leading those around her, but also learning from her colleagues – this two-way exchange helps her to become a better leader.



Teagan Loriot
Lendlease

Category: MULTIPLEX YOUNG ACHIEVER AWARD

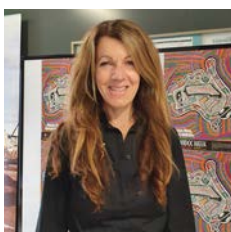
The nominee is Teagan Loriot, Site Engineer on Melbourne Quarter East Tower.

Standing at 40-storeys high in a prime position on Flinders Street and a short walk from Southern Cross Station, MQ East Tower is the first residential building within Lendlease's \$2.9 billion Melbourne Quarter precinct. Developed as a 50/50 joint venture partnership with Mitsubishi Estate Asia, the Fender Katsalidis designed tower comprises 719 one, two and three-bedroom apartments and boasts expansive views across Melbourne's CBD, Port Phillip Bay and the Yarra River.

When Teagan first joined the project team as a first-year graduate site engineer, she was responsible for procurement and management of the precast concrete and blockwork trades. She was heavily involved in structure's quality assurance process. In 2019, once MQ East Tower had topped out, Teagan assumed management of tower's façade works.

Her incredible work ethic and ability 'to do things differently' led to the creation of a quality assurance innovation that Lendlease has embraced and supported a national rollout.

Teagan's exceptional leadership qualities and communication skills have led to her success in this role and set a bright future ahead. She has become an excellent role model for young women in the industry and broader community.



Elizabeth Mandato
CPB Contractors

Category: SYMAL EMERGING LEADER AWARD

Since joining the West Gate Tunnel Project (WGTP) in 2019, Elizabeth has been a driving force in the project's Social Procurement and Inclusion (SPI) arm – helping to create better long-term social and economic outcomes for the communities the WGTP impacts and works within.

As the Social Procurement, Diversity and Inclusion Manager, Elizabeth leads her team with passion and resilience. Constantly striving to improve the way the project approaches and incorporates SPI into its work, Elizabeth is an outstanding role model both within the WGTP and the construction industry more broadly.

Through her role, Elizabeth has helped the project exceed its SPI targets, particularly focusing on building strong relationships with local businesses and social enterprises, increasing Indigenous participation in the workforce, identifying employment opportunities for priority job seekers and encouraging collaboration and shared learning within the industry to drive better social outcomes across the board.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Laura McCarthy
Multiplex / RMIT
University

Category: ACCIONA STUDENT, APPRENTICE OR TRAINEE AWARD

Laura McCarthy originally felt a career as an architect might be her calling – but her exposure to hands-on, on-site construction has firmly put that initial feeling to bed. Laura is one of a number of young graduates that have been given the opportunity and challenge to work on the delivery of what will be the southern hemisphere's tallest residential structure – the Multiplex Constructions Australia 108 project in Melbourne's Southbank. A social and outgoing person, Laura has thrived in the challenging site environment and has been a key member of a tight-knit delivery team for the past year.

Showing a degree of maturity, level-headedness and determination that is beyond her years, Laura has helped manage and deliver the critical services commissioning and handover component of the project, ensuring the building is approved for occupancy by the Melbourne Metropolitan Fire Brigade (MFB) and meets the quality expectations of the client.

At the same time, Laura has been busily completing her Bachelor of Applied Science degree at the RMIT University where she has focused a key part of her learning on sustainable construction and minimising wastage across the industry: something she is passionate about and keen to champion across her workplace and industry.



Jessica McCorkill
Johns Lyng Group

Category: COMMUNICATION, STAKEHOLDER AND MEDIA MANAGEMENT AWARD

Jess developed and has been the core driver behind the Johns Lyng Broker response initiative that was created after recognising a communication gap in the claims process for Insurance Brokers. The hotline offers a 24/7 Emergency Response service, providing emergency MakeSafe & Restoration services across Australia. This service provides Brokers with a one stop solution for emergency works and ensures streamlined communication.

After producing all marketing material to effectively promote this service, Jess partnered with key Insurance Broking Networks which enabled her to reach a targeted and large audience nationally.

Once traction started building, it came to Jess' attention that there was a lack of understanding around Brokers and the service across Johns Lyng nationally. Jess created an internal Broker training program which she rolled out nationally. The program was tailored to different departments within Johns Lyng which facilitated effective, relevant and clear understanding of delivery expectations.

The success of this program has seen strong relationships develop between Jess' clients and internal teams which resulted in a revenue growth of 87% last financial year. Jess' ability to streamline and simplify complex information empowered internal teams with the knowledge to deliver and execute exceptional outcomes for clients.



Kate McKenzie-McHarg
Architectus

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

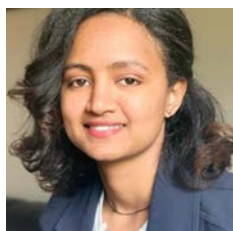
An energetic, organised and talented architect, Kate McKenzie-McHarg is Project Leader on three major Victorian primary and secondary school infrastructure projects: The Growth Areas School Project (GASP) and the ongoing New Schools 2020 and 2021 projects.

Kate's critical role within the Architectus design team was fundamental to the successful delivery of these large and complex projects. Kate steered the project team through the complex task of developing a series of templated designs for the ten new schools comprising GASP. This project was undertaken during a rapid 12-week program – a significant challenge that required efficiency, organisation, creativity, collaboration and hard work. Kate brought all these qualities as she led the project team through this process.

The successful delivery of GASP culminated in its winning the Premier's Award at the Victorian School Design Awards in 2019. Following her success as Project Leader on GASP, Kate is now Project Leader on two other major developments for the Victorian Schools Building Authority, New Schools 2020 and New Schools 2021. Across these three projects, Kate has been a linchpin within design teams that have delivered 18 schools for the Victorian School Building Association (VSBA) in the space of three and a half years.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Samri Melese
John Holland

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Boneo Water Recycling Plant Upgrade

Originally from Ethiopia, Samri Melese is a John Holland Pathways graduate and a Graduate Engineer working on the Boneo Water Recycling Plant (WRP) Upgrade Project for JHSB JV (John Holland Suez Beca Joint Venture) for the client, South East Water (SEW).

Samri was introduced to the ground-breaking John Holland Pathways Program in 2018 and became part of its first intake, quickly progressing to work on John Holland's biggest infrastructure projects including Metro Tunnel, North Western Program Alliance (High St Reservoir Level Crossing Removal Project) and in 2020, the Boneo WRP Upgrade Project. On the Boneo WRP, Samri and the Cut-Ins Team successfully challenged two post-aeration designs to deliver technical, financial, safety and environmental benefits to the client and JV.

Samri and the Cut-Ins team were able to successfully complete a dozen cut-ins that were unplanned and not forecast in the budget. Working under immense time pressures, with minimal shutdown windows available, Samri devised detailed planning and methodologies, closely collaborating with key subcontractors to deliver the works. Due to Samri's meticulous planning and calm demeanour, the cut-ins were done quickly and efficiently – within the shutdowns – and handed back to SEW Operations hours early before operations were due to re-start.



Natalie Mills
Turner & Townsend

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Bayside Special Developmental School Upgrade

The Bayside Special Developmental School in south east Melbourne provides educational and therapeutic programs for children aged 2.5 to 18 who have moderate to profound intellectual disabilities and complex impairments.

In the 2017-18 Victorian State Budget, \$11.4 million was allocated to upgrade and modernise the school's facilities. This included a new admin building, a multi-purpose music space and accessible playground areas. The project also involved the provision of a new conference venue to replace the existing Jan Lake Centre to provide facilities for the local Department of Education & Training team members.

On behalf of Turner & Townsend, Natalie Mills led the project throughout the design phase and during the construction tender process, stepping back into a project director role during the construction phase. Committed to making a positive impact on people's lives, Natalie was committed to ensuring the desired outcome of the project was achieved. As the external project management team lead, Natalie was responsible for driving the entire project team, working closely with the Victorian School Building Authority representatives and the school and managed the design team to develop the design.



Nadine Nefdt
WBHO Infrastructure

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Although Nadine Nefdt has dealt with an abundant number of challenges during her time on her current project, she was faced with two significant obstacles around the identification, disconnection and relocation of utilities, specifically comms and power.

Working within the constraints of the strict permit practice implemented by the asset owners, Nadine proactively and innovatively ensured the preparation work was completed on site, so that the utility owner's workload was significantly reduced, enabling the disconnections, relocations and reconnections to occur at a rapid pace.

It was through the collaborative relationships she developed with key utility stakeholders and her ability to think outside of the defined parameters, Nadine has played a key role in ensuring the program on her project did not suffer significant delays.

Separate to her working life, Nadine shows leadership outside of her role as a Site Engineer. Nadine is a Student Ambassador for Melbourne University for School of Engineering, taking on the role of a panellist (webinars during COVID) with incoming students from around the world, who hear Nadine's experience in the engineering field.

Image courtesy of
Level Crossing Removal Project



Jane Ogilvie
John Holland

Category: DOWNER BUSINESSWOMAN AWARD

Jane Ogilvie is nominated for the Businesswoman Award for making a significant impact on the commercial, financial and sustainability outcomes of the North Western Program Alliance in 2019/20.

As a key member of the Alliance Management Team, Jane has been instrumental in her contributions to resetting the Program strategies, including focusing the team on Key Result Areas, centralising and streamlining procurement and spurring performance and innovation, leading to improved outcomes.

Jane's deep passion for sustainability has been used to great commercial effect on the Alliance, activating it early in the concept design phases and embracing it as a core business function – delivering leading ISCA ratings and excellent KRA outcomes.

Commercially, Jane has been instrumental in enriching the Alliance's subcontractor relationships and has led the team in identifying and fixing systemic process issues to turnaround financial outcomes and improve profitability.

Jane believes strongly in diversity and gender equity, contributing to and supporting women's programs at NWPA. In both her current and previous role, Jane was a founding member of the Women in Construction committees (NWPA and West Gate Tunnel Project) Jane is also a mentor for both the NAWIC and WIT (Women in Transport) programs.



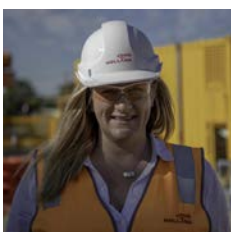
Triss O'Keefe
WBHO Infrastructure

Category: COMMUNICATION, STAKEHOLDER AND MEDIA MANAGEMENT AWARD

Project: Western Roads Upgrade

Over the past two years, Triss O'Keefe has been working in a Community and Stakeholder Engagement Officer role on the multiple projects within the Western Roads Upgrade project in the west of Melbourne. During this time Triss has needed to adapt to two rapidly changing construction programs, factoring in the 4-week communications approval lead time from the state government, whilst balancing the amendments a civil infrastructure program attracts. This became increasingly more complex during the peak of COVID, where traditional method of communication were no longer viable options for Triss to communication with residents and stakeholders in the community.

It was here, through Triss' initiative, the project developed a new communication system with residents, utilising existing platforms. Communication then came in the form of urgent SMS updates, similar to that of those sent out in an emergency. This style of communication had not been piloted by the client before and was well received by all parties. The initiative decreased approval lead time and embraced the new form of technology used, which is fast, easy and succinct.



Amy O'Neill
John Holland

Category: PROBUILD SAFETY AWARD

Project: North Western Program Alliance – Bell to Moreland

Amy O'Neill is nominated for the Safety Award for her leadership as Operation Safety Manager on North Western Program Alliance (NWPA) Bell to Moreland project, spearheading the implementation of innovative and game-changing health and safety initiatives. Stepping into the role during the extremely challenging period of LXRA's largest and longest rail occupation and against a backdrop of the COVID-19 pandemic, Amy was a key contributor and champion of a new Fatigue Risk Management Model.

The new model saw the Project transition to a paperless-based fatigue management system, automate its shift rosters with in-built fatigue calculators and pioneer wearable biometric technology to monitor fatigue in real-time, a first for any known construction project in Australia. Amy introduced COVID-SAFE Marshals to the Project to monitor and control the physical distancing between workers, check for correct PPE (including mask compliance) and monitor cleanliness in crib sheds. From the success of Amy's initiative, COVID-SAFE Marshals can now be seen across all of John Holland's Victorian projects.

Amy also formed and contributed to the NWPA COVID-19 Working Group which implemented key HSE strategies including installation of thermal cameras and the use of QR codes for on-site contact tracing.

Image courtesy of
Level Crossing Removal Project



Mandira Panday
Johns Lyng Group

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

As a Senior representative of Johns Lyng Group, Mandira works closely with various clientele within the Education and Local Government where her responsibilities include; initial site assessments for tendering (to capture the detailed scope of works), coordination of various trades and specialist consultants to verify scope and cost, preparation of relevant estimate/bidding documentation and submission of tender proposals.

Due to the varying complexity of different programs, there may be a variety of stakeholders involved. Mandira's leadership in the delivery as well as post implementation reviews has ensured consistent quality & communication for stakeholders throughout the lifecycle of these projects.



Madelene Pertl
Harris HMC

Category: ACCIONA STUDENT, APPRENTICE OR TRAINEE AWARD

Since successfully completing her VCE in 2011, Madelene (Maddy) has been working towards her chosen career in construction. Committed to working with teams and communities and with a fascination for the science behind electricity, she quickly realised that working as an electrician would enable her to connect all of these passions. A driven and determined young woman, Maddy is spearheading the movement of women thriving in trade careers.

Six months into her apprenticeship, Maddy was placed in short-term role with Harris HMC to support the electricians delivering the electrical maintenance contract for La Trobe University. Harris HMC quickly recognised that Maddy had a natural flair for the electrical industry complemented by technical knowhow and demonstrable communication and customer service skills. She was subsequently offered a full-time role and the opportunity to complete her apprenticeship with a construction company delivering projects in new build, interiors, facilities maintenance, electrical services and plumbing.

Maddy is Harris HMC's first female electrician and is enhancing delivery of the La Trobe University maintenance contract. A mature-age apprentice, she is a role model to her peers and actively encourages the pathway of apprenticeships as a real possibility for women.



Aimee Phillips
John Holland

Category: COMMUNICATION, STAKEHOLDER AND MEDIA MANAGEMENT AWARD

Project: Things are getting out of hand

After joining the West Gate Tunnel Project team in March 2018, Graphic Designer Aimee Phillips soon realised that new systems and processes were needed to manage the design workflow more effectively and cater for a wide range of internal and external stakeholders.

To streamline production and improve internal communications, Aimee quickly established a detailed design register to track all design production. This included a standard design brief to capture key information about each design job, with prompts about output and purpose for both the graphic designer and the client team.

Aimee also worked closely with the internal communications and safety teams to produce the overall branding for a hand safety campaign that encouraged workers to take extra care when undertaking manual tasks and processes. Designed to get people's attention quickly, the campaign featured the tagline 'Things are getting out of hand' and included a series of eye-catching, durable posters and stickers placed at pinch-points across various work sites.

Another highly praised example of Aimee's work was the branding she developed for the 'West Gate Kids' school engagement program, which needed to connect with school aged children while also functioning as the sub-brand of a major infrastructure project.

ENTRANTS

Image courtesy of
Level Crossing Removal Project



Eunice Quah
CYP Design
& Construction
(John Holland)

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Eunice is the Slurry Treatment Plant Engineer for the East Tunnels on the Metro Tunnel Project for CYP Design & Construction, the joint venture delivering the Project's twin nine-km rail tunnels and five new underground stations through the centre of Melbourne.

Since April 2020, Eunice has supported the operation of two tunnel boring machines (TBMs) as they completed the 1.7km section of tunnel between the new Anzac Station on St Kilda Road and the eastern entrance in South Yarra.

The TBMs use slurry (a liquid clay) to transport excavated material from the TBMs underground through pipes to a slurry treatment plant (STP) above ground. Here, the excavated rock, clay and sand is separated from the slurry and transported offsite. The slurry is then pumped back to the TBM to be reused as they progress underground.

The STP is an integral part of TBM operations, and Eunice's drive and passion for tunnelling is evidenced in her achievements in implementing new processes that have seen positive sustainability and other efficiency outcomes.

Her enthusiasm will see Eunice work on the TBMs early next year as they tunnel towards the CBD, to build her knowledge and experience as she develops her career in construction.



Melissa Raby
John Holland

Category: SYMAL EMERGING LEADER AWARD

Social Procurement Manager, Melissa Raby, has been instrumental in helping the Chisholm Road Prison Project achieve its \$16.5 million target spend on social enterprises, disability enterprises and Aboriginal businesses.

Through her leadership and passion, she has inspired many people to investigate new ways of procurement that share the benefits of the project with a wider cross-section of the community. She has also encouraged businesses to provide opportunities to people who traditionally face barriers to employment such as Aboriginal people and people with a disability.

A key part of Melissa's role has been to help prospective subcontractors meet the project's social procurement targets. Using her strong interpersonal skills, she has encouraged dozens of businesses to build their skills and knowledge about social procurement and set them up for future success. Melissa's personal experience as the mother of a seven-year-old disabled son, was the main reason she applied for her role as Social Procurement Manager with John Holland.

Determined to make a better future for her son and other people with disabilities, one of Melissa's proudest moments has been employing her colleague, Amir Abdi, who is vision impaired and arrived in Australia as a Kurdish refugee in 2012.



Anna Rose
North Western
Program Alliance

Category: SYMAL EMERGING LEADER AWARD

Anna Rose is a Project Manager with extensive experience in the development and delivery of road and rail infrastructure projects. She is regarded as an important technical advisor and project lead for the interface between delivery partners, key project stakeholders and the community. When a project requires a solution, Anna is the person who is most often at the centre of the issues, guiding, directing and managing an outcome acceptable to all stakeholders.

Agile, experienced and results oriented, Anna's experience has seen her leading change management, high level interface stakeholders and critical decision making. Her experience thus far has immersed her at the forefront of unique challenges including the introduction of DDA compliance, complex interface relationships on brownfield projects, changes to design and commercial requirements with broad reaching impacts for program, commercial, community and procurement.

Anna's deep knowledge of major projects, her fostering of strong relationships and her communication skills, makes her an example of gender falling away, and where skill and expertise present her as the right person for the job and a leader for tomorrow's construction industry.

Image courtesy of
Level Crossing Removal Project



Tiziana Russo
Mirvac

Category: PROBUILD SAFETY AWARD

Tiziana Russo has been instrumental in aligning Mirvac's HSE platform, structure and culture of its construction business with its tier 1 construction arm. Faced with a challenging trade base, fragmented project teams and outdated administration systems, she has worked through each element methodically to produce an outcome which sees Mirvac operating at its peak with all of safety controls and systems in place. Staff and trades are well informed and more knowledgeable to ensure safety is at front of mind.

She has ensured the successful implementation of the new HSE technology platform, which is now well embedded into the Mirvac Masterplanned Communities construction business, and is widely accepted and used by all stakeholders. Her approach to the changeover was well considered and executed with the success being realised over a short period of time.

Together with the technology rollout and the shift in culture, Tiziana has created an environment where HSE functions and administration process is seamless. The effects of this environment and the attitude of staff reflects in the way Mirvac construction manage their sites and can be seen in the way the trades react when approached on safety about safety, good or bad.



Holly Sanders
Symal

Category: SYMAL EMERGING LEADER AWARD

Holly Sanders has created her own pathway into civil engineering, bringing a fresh, female approach to leadership in construction. In her role as a Senior Project Engineer working on one of Symal's largest infrastructure projects, her leadership qualities and ability to establish and maintain rapport with a variety of subcontractors and key project stakeholders earned her a promotion to Project Lead.

As a woman, she offers a different approach to communication which is an advantage in being able to successfully navigate the priorities within a multifaceted project. It is all about having strong communication skills, building relationships and remaining calm in highly complex environments, whilst dealing with a multitude of challenges at once.

Empowering others to grow and learn, Holly leads by example and has a confident and collaborative leadership style that engages and builds trust. She earns the respect of others by listening and understanding the value that each person brings to a project no matter their role or skill level.



Anna Santamaria
Lendlease

Category: SYMAL EMERGING LEADER AWARD

Anna Santamaria is a future leader in the construction industry and has made her mark in the site supervisory foreman role on the Melbourne Park Redevelopment.

Although she enjoyed her site engineer role, her real passion was the day-to-day challenges and coordination of site-based activities. Anna has brought a refreshing approach to the position of Foreman, developing strong relationships with the client, sub-contractor workforce and establishing herself as a strong leader in driving diversity and change.

The manner in which Anna has excelled in her supervisory role, demonstrate Anna's potential to become a future leader in the construction industry.

Image courtesy of
Level Crossing Removal Project



Samantha Sculley
John Holland

Category: PROBUILD SAFETY AWARD

Project: Chisholm Road Prison Project

A dedicated safety professional with 18 years' experience, Sam personally took charge of managing safety onboarding and safety compliance on the Chisholm Road Prison Project following the unexpected cancer diagnosis of the project's Health, Safety and Environmental Manager. Given her other responsibilities, this was a mammoth task that involved updating John Holland's internal safety requirements as well as setting up the project's Workplace Risk Assessment (WRA) and Activity Method Statements (AMSS), and reviewing subcontractor Task Risk Assessments (TRAs), which were required to be signed off prior to works starting on site.

Another safety challenge was the need to ensure a clear plan for vehicle movement across a relatively small 1 km2 site. Sam worked closely with key subcontractor Symal to develop an agreed Vehicle Movement Plan that enabled multiple light and heavy vehicles to work safely and simultaneously on site without travelling on the same routes. In response to the COVID19 pandemic, Sam led the introduction of site-wide safety measures with subcontractors, which included splitting the workforce into four key teams who worked independently of each other, thereby maximising workforce safety, reducing the number of people each worker came into contact with, and keeping the project fully operational.



**Oshani Marina
Sembukuttiarachchi**
Hansen Yuncken

Category: HICKORY GROUP DESIGN AWARD

Project: Industry Lanes Richmond

As a key member of the HY Design Management team Oshani has successfully managed the design during the ECI and D&C delivery stages for Industry Lanes Richmond which is a \$220m mixed use development which has a number of complexities associated with planning, design, compliance, cost control, stakeholder management and documentation delivery.

From ECI to D&C Delivery, Oshani understood client requirements and managed expectations by developing strong relationships with consultant and client teams as well as subcontractor groups so that all design issues that arose at different stages are clearly communicated, discussed, workshopped and resolved in a manner that is satisfactory to all parties.

During the design period Oshani strived to manage all design activities within given project timelines and budgets while maintaining quality and design intent. She has also maintained flexibility with the client advising and educating the client of the program/time/cost impacts of their decisions.

The excellent work and leadership that Oshani has demonstrated on this project has contributed to HY being awarded another project with this client.



Shape

Category: JOHN HOLLAND CRYSTAL VISION AWARD

Project: Victorian Police Headquarters

SHAPE aspires to be 'The place where everyone wants to work' and is determined to ensure an environment where all people are treated with respect and have equal access to opportunities.

To achieve this, SHAPE developed a Gender Action Plan to create a compelling employment proposition for women, increase the percentage of women employed company-wide, boost female retention rates, support the advancement of women into management roles and improve overall culture. As a result of this dedicated focus, SHAPE has seen a significant improvement in female participation and lowered unplanned churn.

Image courtesy of
Level Crossing Removal Project



Eve Smolinska
McConnell Dowell
/ RMIT University

Category: ACCIONA STUDENT, APPRENTICE OR TRAINEE AWARD

Eve Smolinska is a Cadet Engineer working on the Western Program Alliance at McConnell Dowell. Her work in the structures team includes the construction of the precast pedestrian underpass on the Cherry Street Level Crossing Removal Project. While working full time, Eve is also completing her final year of Bachelor of Engineering (Civil and Infrastructure) at RMIT University and is due to graduate with First Class Honours in late 2020.

Eve is a strong advocate for networking and volunteering. Throughout her time at University she has been an Engineers Australia Ambassador, the President of the Civil Engineering Student Association (CESA) and the Founding President of the Females In RMIT Engineering (FIRE). Through these roles she was able to bring engaging industry events to the university, connect students to the broader construction industry and focus on the leadership skills development of the individuals within the committees. Particularly her involvement in FIRE included creating a safe space aimed at supporting, empowering and retaining female students. By organising presentations, discussion panels and site visits to major projects under development in Melbourne, she was able to further expose students to the construction industry and provide mentoring opportunities with women currently working in construction fields.



Lilly Tanguis
WT Partnership /
Deakin University

Category: ACCIONA STUDENT, APPRENTICE OR TRAINEE AWARD

Born and raised in Kenya, Lilly moved to Australia in 2016 to study Construction Management at Deakin University. It was not the great outback experience of Animal Planet fame she expected. She was tested by homesickness, endless hours of study and very high expectations from back home where the culture places a premium on academic performance.

Lilly nonetheless has excelled in her pursuits of becoming a construction professional and giving back to others. In 2018, she participated in a Built Environment Study Tour to Nepal where she helped to design a potable water system for a local high school. The project required a final presentation to the local community, and of her own accord, Lilly learnt some Nepali to effectively communicate the project vision.

Lilly is also passionate about the education of young women and sets aside 10% of her monthly salary to go towards school fees for girls in disadvantaged countries. In 2019, Lilly joined WT, an award-winning cost and consultancy firm as a cadet quantity surveyor. Based in Geelong, Victoria's fastest growing urban centre, she is actively involved in land subdivision and residential projects that form part of the region's G21 Regional Growth Plan.



Barbara Tighe
Rail Infrastructure
Alliance

Category: SYMAL EMERGING LEADER AWARD

Barbara Tighe is nominated for her leadership in two pivotal roles for the contractors of the Metro Tunnel Project. Barbara's engineering background and industry experience has seen her build a solid reputation in the construction industry and be best known for her ability to build rapport with key people and convey a genuine understanding of delivery pressures while making a strong case for a commitment to safety and accountability.

In her roles on these two major Victorian transport infrastructure projects, Barbara has been able to bring senior leadership teams and the workforce onboard to influence, shape and work together during the project's responses and management of some extremely challenging and critical events.

Within her first three months with RIA, Barbara was leading the project through the impacts of the state's January bushfires and then with little reprieve managing the project's response to Covid-19 pandemic restrictions.

Barbara's proactive and strategic leadership was also pivotal to the project keeping workers safe and the program on track.

Barbara Tighe has shown her true capacity to lead large teams with confidence, dignity and compassion.

Image courtesy of
Level Crossing Removal Project



Desianni Tjen
John Holland

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: West Gate Tunnel

Senior Project Engineer, Desianni Tjen, joined the West Gate Tunnel Project in June 2018 as part of the tunnelling team working on the excavation of the outbound south portal and retrieval shaft. Desianni was responsible for construction of the retrieval portal for one of two Tunnel Boring Machines (TBMs), a complex part of the overall works.

After starting on site, she learned the target milestone of June 2020 for receiving the TBM was unlikely to be achieved because 80 per cent of the land where the portal and retrieval shaft was situated was not pledged under a land acquisition until January 2020. This left only six months to meet the June 2020 breakthrough.

After extensive research and close engagement with the client and other stakeholders, Desianni managed to convince the project leadership of the need for early access to Parcel 485 to help fast track the excavation of the portal and retrieval shaft.

This meant the portal team was able to reach the excavation level required for TBM breakthrough by mechanically breaking up the rock rather than blasting, and without working any nightshifts. It also meant a 40 per cent saving on labour costs by working dayshifts only.



Rikki Toms
Laing O'Rourke

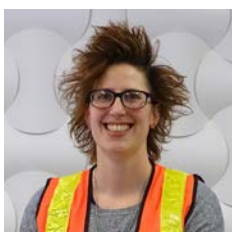
Category: JOHN HOLLAND CRYSTAL VISION AWARD

Rikki Toms has driven a multitude of organisational initiatives for the benefit of women at Laing O'Rourke. These initiatives include: the creation of the **#CherBher campaign**, which is now running nationally, the implementation of **pronouns** on digital signatures and the rollout of **gender-neutral toilets** on all our Laing O'Rourke SEPA construction sites.

Rikki is an active sponsor and participant at IWD day events, drives cultural awareness through **induction content** and inspires females into leadership roles through **coaching and mentoring**. Rikki actively drives **flexible working practices** to enable greater opportunities for women to enter the construction industry.

These initiatives directly and indirectly, create a workplace where women feel safe and included. Rikki's drive for not just gender diversity is only surpassed by her passion for inclusion. One of her favourite quotes is "Diversity is asking her to the party, but Inclusion is asking her to dance". Rikki uses her leadership role to invite females into the conversation, giving women a voice that may otherwise not be heard.

Rikki has spent her whole career working in the construction and construction materials industry, not only paving the way for other women to follow, but also actively creating opportunities for women to excel.



Cheryl Unwin
Hickory

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Cheryl or Chez as her friends and family call her is a one of a kind. Her submission outlines a genuine story of her journey throughout her career, depicting how she has dominated despite being a female and how she has used this to her advantage. This is a story of more than just projects and overcoming challenges but rather what being a female carpenter in the construction industry truly means.

Cheryl defines her role as more than being able to complete a project on time and in budget. She doesn't just build buildings, she builds relationships with the people around her. Cheryl is an active advocate for more women to join the industry, embodying the Hickory culture of challenging the status quo.

Image courtesy of
Level Crossing Removal Project



Heleen Van Ieperen
TVN On Country

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Working across two projects over 600km apart is certainly no mean feat, but Heleen has proven to effectively manage her time to deliver both an engineering support role on a Defence project, whilst acting as a Project Manager on the VIDF project in Metropolitan Sydney.

Heleen's awareness of clients' needs and proactiveness in risk mitigation has been critical in ensuring they meet and exceed client expectations. Stepping up to be the Project Manager on the VIDF Recladding Project and then successfully delivering it to achieve the tendered completion date although award was delayed 2-months (during a Covid-19 pandemic) is truly an amazing feat and testament to Heleen's ability.

One-minute Heleen is chairing client meetings in Sydney and the next she is providing fire proofing training to Subcontractors and undertaking QA inspections in Wodonga.

In her spare time Heleen advocates to regional High-School students to highlight the various opportunities/career paths within the construction industry to break the perception that "construction is more than just hammers and drills".

Heleen has demonstrated exceptional judgement, perseverance and leadership, and provides a role model for others. TVN is extremely proud to nominate Heleen for this prestigious award and believe her to be very deserving.



Maia Wallace
ACCIONA Geotech
/ Swinburne University
of Technology

Category: ACCIONA STUDENT, APPRENTICE OR TRAINEE AWARD

Maia Wallace represents a generation who are the future of Australian civil engineering. She is independent, having worked unsupported in charge of others overseas at a young age. She's tough, having umpired adult male footballers since her teens, at some of the nation's biggest venues. She's dedicated to her craft, putting in long hours as an undergraduate engineer at John Beever Australia while she continues her studies, working far away from the supports of home and family. On top of all that, she has a wide range of interests outside of her work, such as training guide dogs, travel, umpiring and skiing, that keep her healthy and positive in the face of career demands.

Maia's already made substantial contributions to the community in her chosen fields, and was selected from a large student body at her high school to be a student leader. She plans to bring that community spirit into her engineering career by involving herself in professional bodies. All of this points to a likely contribution as a mentor and leader in years to come. Her attributes read like a list of the ways in which we all hope to see our industry evolve.



Erna Walsh
KFive + Kinnarps

Category: DOWNER BUSINESSWOMAN AWARD

Erna Walsh is the co-founder and CEO of KFive Furniture, alongside husband Kearon Carr the two created the innovative furniture design company in 2001. She currently employs and mentors 7 senior members of staff in Melbourne and Sydney and imbues each showroom with her own personal style and vision.

KFive is well known as a leading contract furniture business having completed many commercial projects in the corporate, health, aged care, education, public venues and airports. Erna has personally secured and delivered large furniture projects for clients including Vicinity Group, St Basils, Melbourne Cricket Club, Department of Justice, Ararat Prison, Victoria County Court, and Auckland International Airport are just some of the projects on an extensive list covering nearly 20 years.

Recognising the importance of the environment and the need for sustainable furniture, Erna completed studies with University of Cambridge Institute for Sustainable Leadership.

Erna has also been instrumental in creating the Boyd Furniture Collection in collaboration with the Boyd Foundation. Royalties from the sale of the furniture goes to the Boyd Foundation to finance the education programs and support the Walsh Street residence. The furniture is made in Melbourne supporting Australian manufacture and representing original Australian design.

Image courtesy of
Level Crossing Removal Project



Alice Watt
Built

Category: MULTIPLEX YOUNG ACHIEVER AWARD

The construction industry is one in which expectation levels are always set to high, and they need to be. This context is important when considering the achievement of Built's Project Coordinator, now Project Engineer Alice Watt and her demonstrated ability to surpass all expectations. Alice has always been a high performer since entering the Built graduate program in 2017. However on the complex build at 60 Cremorne Street for SEEK's new head office Alice saved the project time and money and took her career to the next level in the process.

Her willingness to take responsibility for the critical and complex steel package earned Alice the praise of her team and a promotion to Project Engineer in recognition of her extraordinary work. There is no backwards step for Alice she is an industry leader of the future who will continue to take on the big challenges supported by the strong relationships she has cultivated across the company.



Kate Webb
Lendlease

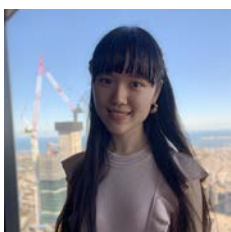
Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Woodside Building for Technology and Design, Monash University

Kate was an integral part of the Lendlease team responsible for the successful delivery of Monash University's state-of-the-art Woodside Building for Technology and Design, the largest Passive House certified building in the Southern Hemisphere, and the largest educational Passive House certified building in the world. The building is one of the most efficient and innovative teaching buildings in the world, thanks to its Passive House and Living Laboratory design, climate bond finance, all electric services and rooftop solar.

As a certified Passive House Tradesperson, Kate led the large team of Architects, ESD and Passive House Consultants, Mechanical and Electrical Engineers, and Subcontractors through detailed design development upon contract award, and provided a pathway to delivery and certification of critical Passive House principles through close monitoring and stringent quality control. Time and time again, Kate demonstrated her in-depth understanding of Passive House principles, and was a passionate advocate during all stages of the project.

From the outset, Kate championed the process that resulted in the achievement of Passive House certification for the Monash University Woodside Building for Technology and Design, on a scale that has never been achieved within Australia – or globally – within the education / university sector.



Xiaohan (Daisy) Wu
Rodney Vapp
& Associates
/ University of
Melbourne

Category: ACCIONA STUDENT, APPRENTICE OR TRAINEE AWARD

As a teenager, Daisy envisioned a rewarding career revolving around solving constant challenges by adapting the assets compounded in over a decade of piano learning: initiative, organisation, tenacity and creativity. She deciphered the infinite wealth of such opportunities in built environments and has integrated her unparalleled work ethic and drive for quality in various arenas.

The Australian Institute of Building Prize, Bachelor of Design Undergraduate Medal, and other merit-based scholarships distinguished her as the dux at University of Melbourne where she is now undertaking a Master of Construction Management. As an Undergraduate Quantity Surveyor at Rodney Vapp & Associates, she is propelling towards becoming a well-versed cost manager delivering value-driven and innovative solutions in a collaborative approach.

Her substantive volunteering qualified her as a prolific recipient of the Leaders in Communities Award. In her Student Union Officer tenure, she contributed to the success of major social events attracting up to 10,000 attendees. As Construction Students Association's first female President supporting and empowering aspiring built environment professionals, her leadership was influential and inspirational. The 'Internet of Things' in Built Environment Case Competition 2020 embodies her impetus as the initiator and Co-founder to proliferate the immersion in the transformative cutting-edge industry best practice.

Image courtesy of
Level Crossing Removal Project

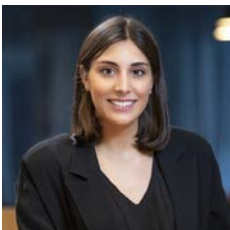


Sophie Yang
CPB Contractors

Category: MULTIPLEX YOUNG ACHIEVER AWARD

Having relocated to Melbourne to begin work with the West Gate Tunnel Project (WGTP) earlier this year, Sophie has quickly established herself as an adaptable, proactive and valuable member of the team. While adapting to the challenges of a new city, job and project, as well as the significant impacts of COVID-19, Sophie has been able to generate excellent outcomes in the East Zone of the project as a Design Coordinator.

Leading by example, Sophie demonstrates the importance of collaboration and open communication in driving better results for the project. Her coordination of the redesign of a complex shared user path, involving interfaces with a number of different parties and consultants, has earned her widespread praise. Not only was she able to effectively engage all stakeholders to verify the design change, she was able to guide a design solution that has resulted in significant savings and benefits for the project.



Clara Zaldivar
Unispace

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Woodside Building for Technology and Design, Monash University

A confidential software client took advantage of their upcoming lease expiry to create a new workplace that would cater for future growth while reflecting their corporate values. They wanted to create a uniquely Melbourne office, consistent with their guidelines, while clearly showcasing the brand. A key success factor was a flexible, collaborative and transparent partner who could work seamlessly with the US-based leadership group.

Clara Zaldivar, Assistant Project Manager at Unispace, stepped into the shoes of Project Manager on the project and hit all project milestones on time, on budget and through the uncertainty of Covid-19. Her regular communication with the offshore client ensured they were always abreast of what was happening with the project before, and throughout the pandemic. Clara delivered this project not only through the pandemic, but on a building that was in construction at the time which meant there were extra complexities, communications and protocols to follow. Our client's workplace was delivered on time and handed over with zero defects.



Radmila Zubovic
Laing O'Rourke

Category: LENDLEASE BUILDING & CONSTRUCTION AWARD

Project: Toorak Road Level Crossing Removal

Radmila was the Rail Systems Lead responsible for the design, delivery and commissioning of the Track, Overhead Line Equipment (OHLE), Signalling and Combined Services Route (CSR) on the Toorak Road Level Crossing Removal Project delivered by the South Eastern Program Alliance. Radmila utilised her exceptional communication skills to engage with internal and external stakeholders to ensure critical enabling works were completed ahead of schedule.

On the Toorak Road project, Radmila was consistently a stand-out performer, not only in her approach to the work she was accountable for, but also in the support she provided across all areas of the project. Toorak Road was her first experience as a Senior Project Engineer and discipline lead and she has now defined exemplar performance for Rail Systems construction for future SEPA projects.

The input from Radmila on Toorak Road was a crucial component in the project being delivered six months ahead of schedule and under budget. At all stages of her involvement, Radmila demonstrated and fostered a strong culture of collaboration and coordination with competing project requirements to ensure overall project success.

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