



Gavin Patton
HERITAGE CONSULTANT

Background

Coming from a 20 + year government career, including 15 years at Executive Level, Gavin has on the ground experience working closely with clients, community, government and business leaders in regional Australia and capital cities.

Gavin has qualifications in Urban and Regional Planning and Heritage, Project Management and Human Resource Management. With over 10 years project management experience, Gavin understands the pressures and flexibility required across all scale of projects.

Gavin is proficient in completing a wide range of heritage assessments, reports and providing general heritage advice. Gavin's diverse experience and practical approach, allows him to identify, structure and tackle the heritage principles involved in your project.

Qualifications

- Master of Urban and Regional Planning (Heritage), University of Sydney
- Master of Human Resource Management and Industrial Relations, University of Sydney
- Diploma of Project Management, Skills Australia
- Prince II Project Certification
- Change Management
- Business Process Design and Implementation

Expertise

- Heritage Impact Statements
- Conservation Management Plans/Strategies
- Photographic Archival Reports
- Demolition Reports
- Seniors Living Projects (Heritage)
- Industrial Heritage
- Retail Heritage
- Regional Heritage

Professional Affiliations

- ICOMOS (Associate)
- National Trust of Australia

Relevant Project Experience

URBIS (December 2016 – July 2019)

Role Heritage Consultant

Undertaking historical research, Heritage Assessments, Heritage Impact Statements, Conservation Management Plans, Heritage Interpretation Plans and providing heritage advice, including design advice. Collaborating across the spectrum of Urbis teams including Urban Design and Urban Planning to provide strategic advice on the built environment. Representing Urbis and clients at council meetings, supplementing Heritage Impact Statement recommendations.

Key Achievements:

- Developing and completing Conservation Management Strategies and Conservation Management Plans for large scale development and heritage adaptive re-use. Including Peat Island and the former Corrimal Coke works.
- Undertaking and completing significant photographic archival work for the AMP/Quay Quarter development and the former Myer store, Orange. This included photographic archival for a range of built forms ranging from the 1870s to the late 20th Century
- Providing strategic heritage planning advice, including heritage assessments for multiple Seniors Living developments within the North Shore and Hornsby area.
- Practical heritage advice and monitoring, during the adaptive re-use developments within the William Street Heritage Conservation Area, Alexandria
- Providing heritage research, assessment and advice on heritage design issues for commercial premises within The Rocks Conservation Area and Honeysuckle, Newcastle.

Relevant Capability and Achievements

Project Management

- Successfully led a cross functional team to project manage and deliver the conversion to digital only TV in Tasmania, Brisbane and Sydney.
- Project managed the development, implementation and on the ground delivery of income support and emergency payments/grants to farmers affected by drought, flood and industry disruption. Payments included large lump sums of \$100,000+ and smaller grants to small business operators impacted by emergency situations.
- Developed project scope and completed high level report on employment opportunities for recently arrived asylum seekers in regional areas of NSW and Victoria.
- Managed large-scale business and cultural change projects within several government agencies.

Change Management

- Developed and implemented substantial business and cultural change project for government agency division of 300 staff, across six diverse locations. This included developing the framework, communication channels, hosting workshops and guiding direction of discussions to align with organisational goals. The outcome being the successful implementation of a 'Principle and Judgement Based' Service Model & removing previous restrictive rule and procedure manual system.

Business Process Design

- Developed process improvement strategies across small and large government agencies. Process included taking stocktake of existing process, identifying blockage points and developing solutions in close collaboration with staff undertaking the role. Successful implementation provided significant increases in productivity and staff satisfaction with their jobs (as demonstrated through surveys and performance indicators)
- Developed processes, communication and training materials for case management assistance to farmers impacted by industry disruption and financial hardship. Following project completion, I delivered the program throughout northern NSW.

Strategic Management and Engagement

- Led team of Contract Managers and Community Liaison Officers responsible for the administration of Australian Government grants and community liaison with the NSW Islamic and Middle Eastern Communities. Within this role, my team and I brokered a Living in Harmony Program between NSW Surf Lifesaving and Sydney Islamic Community following the Cronulla Riots.
- Led a team of 110+ Contact Centre staff to deliver information and educational services on workplace relations to the Australian Public. Within this role I initiated and implemented regional office customer contact roles in NSW and coordinated 50 Advisors to assist Centrelink during Queensland Floods.
- Led the administration of the Fairness Test and No Disadvantage Test program, provided policy feedback and developed and implemented initiatives to ensure the productive assessment of industrial relations agreements. Managing between 40-120 staff structured in teams responsible for allocated sectors. A key achievement during this role was the development of risk management strategies to improve performance to meet strategic goals.