

## CURRICULUM VITAE

### GAVIN PATTON

Heritage Consultant

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### Expertise

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

### 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

### PROFILE

Gavin is a Heritage Consultant with over 20 years' professional experience spanning executive level government roles and project management work. Moving to the heritage industry 5 years ago, Gavin has used his technical skills and practical experience to provide heritage and planning advice to both large- and small-scale development including, heritage adaptive re-use projects. He specialises in the development of heritage impact statements, conservation management plans and strategies, photographic archival reports, demolition reports, undertaking historical heritage research, undertaking assessments on heritage design issues for commercial premises, and providing strategic advice on industrial and commercial heritage projects.

Gavin has developed and implemented substantial business and cultural change projects including developing frameworks, communication channels, hosting workshops and guiding direction of discussions to align with organisational goals. He has extensive experience working closely with clients, community, government and business leaders in regional Australia and capital cities, and understands the pressures and flexibility required across all scale of projects. Gavin's diverse experience and practical approach, allows him to identify, structure and tackle the heritage principles involved in any project.

### PROFESSIONAL AFFILIATIONS

- ICOMOS (Full Member)
- National Trust of Australia

## RELEVANT PROJECT EXPERIENCE

### WolfPeak Environment and Heritage, Sydney

#### *Heritage Consultant*

July 2019 – Present

#### **Heritage Consultant | Various Projects**

- Undertaking historical research, Heritage Assessments, Heritage Impact Statements, Conservation Management Plans, Heritage Interpretation Plans and providing heritage advice, including design advice.
- Representing WolfPeak and clients at council meetings, supplementing Heritage Impact Statement recommendations.
- Developing links and business opportunities with local historical associations and local councils.
- Developing and completing Conservation Management Strategies and Conservation Management Plans for large scale development and heritage adaptive re-use.
- Undertaking and completing significant photographic archival work.
- Providing strategic heritage planning advice, including heritage assessments for large infrastructure projects within NSW.
- Providing heritage research, assessment and advice on heritage design issues for commercial premises.
- Projects include but are not limited to: Windsor Bridge Replacement, Outer Sydney Orbital Stage 2 & 3, Crows Nest Metro Station and 544 Elizabeth Street, Redfern.

### Urbis, Sydney

#### *Heritage Consultant*

December 2016 – July 2019

#### **Heritage Consultant | Various Projects**

- Undertook historical research, Heritage Assessments, Heritage Impact Statements, Conservation Management Plans, Heritage Interpretation Plans and providing heritage advice, including design advice.
- Collaborated across the spectrum of Urbis teams including Urban Design and Urban Planning to provide strategic advice on the built environment.
- Represented Urbis and clients at council meetings.
- Developed and completed Conservation Management Strategies and Conservation Management Plans for large scale development and heritage adaptive re-use.
- Undertook and completed significant photographic archival work.
- Projects included: Former Corrimal Coke Works, Peat Island, William Street Heritage Conservation Area, Seniors Living Developments, Former Myer Store, Orange and Harbour Rocks Hotel, The Rocks.

## Other Relevant Experience and Achievements

### Project Management | Various Projects

- 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 | Various Projects

- 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 | Various Projects

- 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 | Various Projects

- 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.