



# CAPABILITY STATEMENT

## COMPANY SNAPSHOT

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**Covering:** Victoria & NSW



## OUR TEAM

<b>Daniel Young</b>	Director & Principal Ecologist
<b>Adrian Lamande</b>	Senior Consulting Ecologist
<b>Graham Jury</b>	Consulting Ecologist & Zoologist
<b>Lauren Blair</b>	Senior Consulting Ecologist & Zoologist
<b>Melissa Stagg</b>	Senior Landscape Architect
<b>Charlotte Hall</b>	Consulting Ecologist
<b>Dani Harmshaw</b>	Consulting Ecologist & Junior Landscape Architect
<b>Finn Devonport</b>	Senior Restoration Ecologist & Team Leader
<b>Leiana Keogh</b>	Senior Restoration Ecologist & Team Leader
<b>Michael Cirone</b>	Senior Restoration Ecologist & Team Leader

For more information about each of our team members, visit [treclandservices.com/staff](http://treclandservices.com/staff)

TREC Land Services is an established ecological consulting and restoration company providing a wide range of land management and design services to both public and private sectors. We are a dedicated team experienced in botany, zoology and ecological restoration and consulting practices, serving developers, government agencies, private landholders, conservation agencies and infrastructure providers. We offer a broad range of services relating to the assessment and management of natural resources, including flora and fauna survey, pest plant and animal management, revegetation, rehabilitation, ecological burn planning and implementation, landscape design, general land management and Water Sensitive Urban Design. We have extensive experience in vegetation and fauna habitat assessment, management and restoration.

With a tailored approach to each project, we employ situationally appropriate and highly effective solutions to environmental issues. Drawing on published scientific literature, and the extensive experience of our team, we apply modern ecological management practices while working holistically with local land managers to achieve the best outcomes.

Realising an ever-increasing need for environmentally sensitive approaches to landscape management and design, we have also expanded into the landscape architecture and design services sector. Offering a unique combination of consulting ecologists, together with landscape architects, our landscape design outcomes are unlike any other on offer in the sector.

## WHAT WE OFFER



**Project Planning & Management**



**Applied Restoration Ecology**



**Consulting Services**



**Landscape Architecture & Landscaping**

*Innovative best-practice ecological management & landscape design with a strong focus on achieving positive environmental and social outcomes.*

## RECENT PROJECTS

### Sydenham Park Restoration Plan – Brimbank City Council

Restoration planning works for the 260ha site at Sydenham Park to inform an ongoing masterplan project.

### Municipal Wide Roadside Conservation Value Assessments – City of Greater Shepparton, Nillumbik Shire, Mitchell Shire, Murrindindi Shire and Corangamite Shire LGA's & Vic Roads North East

Roadside assessments where we survey for a range of habitat factors, including large tree audits, as well as considerable mapping and reporting to inform project findings.

### Beechworth-Yackandandah Mountain Bike Trail – Ecology and Heritage Assessments

Biodiversity assessment along ~50km of new and existing MTB through a variety of land tenures. Lead consultant overseeing a team of archaeologists, arborists and ecologists.

### Hume Link West, NSW - Transgrid

Assessment of connectivity corridors for rare and threatened species, and ecological assessments, flora & fauna surveys and habits assessments on easement clearing for new power infrastructure through National & State Parks, over a 4 to 5 year period

### Western Grassland Reserve Assessment - Wyndham City Council, ARI

A multiyear project across 4500ha and ~20,000 quadrats of the Western Grassland Reserve. Our data will inform future management priorities of the WGR.

### Reserve Conservation and Bushfire Risk Assessments – Murrindindi Shire Council

40 reserve assessments, including management recommendations to reduce bushfire risk whilst maintaining or enhancing the ecological values.

### Western Grassland Reserve Grassland Restoration Works - Parks Victoria

Grassland restoration across the 15,500ha western grassland reserve. Multi year contract on a generational scale project.

### Sensitive Alpine Weed Control – Falls Creek Resort Management

A multiyear project covering sensitive weed control focusing on high conservation value alpine vegetation.

### Gardens For Wildlife' Educational Package – Mitchell Shire Council

Series of informative fliers for the Mitchell 'Gardens For Wildlife' program.

### Mount Piper Kindergarten, landscaping – Mitchell Shire Council

Construction of upgraded gardens and play area.

### Hume Conservation Management Plans - Hume City Council

65 management plans across the entire municipality utilising best practice state and transition modelling to inform conservation planning

### Bibron's Toadlet Conservation - Melbourne Water

A multiyear project conducting a regional review of historical and contemporary information to design and undertake targeted surveys to identify relic populations and facilitate their conservation.

### Golden Sun Moth Conservation Assessment- Trust For Nature

Literature review advising conservation management for the Golden Sun Moth throughout the state of

## CORE SERVICES

### Ecological Consulting

- Land management planning/ reports/applications
- Vegetation surveys & monitoring
- Fauna monitoring & surveys
- Environmental Management Planning
- Bushfire Management Planning
- Threatened species expertise

### Project Management

- Project planning
- Project management
- Workforce management

### Applied Restoration Ecology

- Weed Management
- Revegetation
- Other ecological management surveys

### Landscape Architecture & Landscaping

- Ecologically sensitive landscape architecture & design
- Design for public spaces, urban developments, rural properties and garden design
- Specialising in indigenous and native planting design
- Landscape Master Planning
- Concept design through to schematic/functional design and project implementation
- Comprehensive integration of landscape design principals, with environmental restoration principals
- Design & build landscaping projects

## CONSULTING

### Environmental & Land Management Planning

- Land management plans
- Biodiversity assessments
- Due Diligence reports
- Offset assessments and 10 year offset plans
- Bushfire assessments and management planning
- Council planning scheme reporting
- Tree assessments
- BAM Assessments (NSW)

### Environmental Management Planning

- Weed assessments and mapping
- Revegetation and restoration plans
- Reserve management plans
- Offset management plans

### Threatened Species

- Threatened flora surveys
- Threatened fauna surveys
- Habitat assessments
- Species translocations
- Highly experienced, specialist staff

### Vegetation Surveys & Monitoring

- Habitat hectare assessments
- Vegetation and conservation values mapping utilising a range of traditional and novel techniques
- Weed mapping
- Delivery of Vegetation Quality Assessment (VQA) Competency Training (Habitat Hectares)

### Fauna Surveys & Monitoring

- Specialised methodologies including: live capture trapping, call playback, camera/auditory monitoring and artificial habitat placement
- Staff highly experienced in bird, mammal, frog, fish, invertebrate and reptile monitoring
- Fauna capture and release during vegetation removal
- We hold full permits and approvals to complete zoological surveys across the state of Victoria. We are licensed and experienced fauna handlers able to engage in live capture trapping, call playback and installation of baited camera traps. Our authorised survey techniques include pitfall trapping, Elliott trapping, lizard noosing, artificial spider tunnel tube installation, tile surveys and chytrid swabbing.

## WE'VE WORKED WITH

### Local Government

Mitchell Shire Council  
 Greater Shepparton City Council  
 Murrindindi Shire Council  
 Indigo Shire Council  
 Wodonga Shire Council  
 Corangamite Shire Council  
 City of Whittlesea Council  
 Brimbank City Council  
 Wyndham City Council  
 Benalla Rural City Council  
 Nillumbik Shire Council  
 Hume City Council

### State Government Agencies

Parks Victoria  
 Department of Energy, Environment and Climate Action (DEECA)  
 Melbourne Water  
 Department of Transport / Vic Roads

### Federal Government Agencies

Department of Defence

### Not-For-Profit Organisations

Trust For Nature  
 World Wildlife Fund  
 Bush Heritage  
 Odonata Foundation

### Private Sector

Numerous private sector clients, including small business, developers, small scale landholders and the agricultural sector.

## APPLIED RESTORATION ECOLOGY

### SITE MANAGEMENT

- SEMP and CEMP development and implementation, to help you meet Council requirements
- Site environmental management during construction
- Vegetation management
- Tree Protection Zone (TPZ) and No-Go Zone advice and implementation
- Stock-pile weed control and erosion management
- Site silt and erosion management
- Pre-works environmental inductions

### WEED CONTROL

#### Integrated Weed Management

- Weed triage - staged framework to ensure highest threat weeds are the first controlled
- Use of weed strategic framework (Prevention, Containment, Control, Eradicate)

#### Suitable Weed Control

- Avoid or minimises disturbances
- Tailored application of control measures for different landscape types, species and/or situation
- High-quality site management with due consideration for the diverse range of indigenous flora and fauna which occur throughout our sites.

- Range of weed control techniques including manual or chemical treatments including;
  - hand weeding
  - low/high-volume spraying using a rig and or/knapsacks
  - cut-and-paint with hand tools and chainsaw
  - drill and fill
  - brush-cutting/slashing
  - burning of woody-weed piles and ecological burns
  - integrating grazing practices and burning to achieve outcomes at large spatial scales in agricultural landscapes

### REVEGETATION

#### Natural Regeneration & Restoration

- Site-specific indigenous flora
- Deep understanding of different vegetation types (EVC's) and their values
- Assessment of species diversity, determine seed sources, and consideration of natural generational processes
- Tailored regeneration methods to protect remnant flora and fauna from environmental impacts
- Working with what's already on present – using natural autogenic regeneration and tailoring our activities to reflect resourcing needs

- Jute mat and erosion control techniques are incorporated within restoration plans
- Variety of options available including corflute guards, biodegradable cardboard carton tree guard and tree sleeves, sustainably sources hardwood or bamboo stakes and TREC Ezy-logs
- In-house product development and innovation to achieve successful planting outcomes

#### Direct Seeding & Translocation

- Application of direct seeding using various approaches from small to large scales
- Strategic, project specific collection, processing, and storage of seed for revegetation projects
- Relatively low-cost techniques for broad-scale revegetation works
- Experience with translocation and recovery of endangered species in threatened Grassland eco-systems

#### Planting

- We consider provenance for best results and optimise seasonal growth patterns
- We plant tube stock seedlings using various appropriate methods



## QUALIFICATIONS

- **Master of Conservation Ecology** - La Trobe University
- **Master of Environmental Management** - University of Newcastle
- **Master of Landscape Architecture** - RMIT University
- **Bachelor of Environmental Science / Environment & Society** - RMIT University
- **Bachelor of BioScience (Botany and Genetics)** - La Trobe University
- **Bachelor of Wildlife and Conservation Biology** - La Trobe University
- **Bachelor of Environmental Science** - Monash University
- **Bachelor of Design (Landscape Architecture)** - RMIT University
- **Postgraduate Diploma of Environmental Sciences** - University of Canterbury
- **Diploma of Conservation and Ecosystem Management** - RMIT University

## CERTIFICATIONS & PERMITS

- Vegetation Quality Assessment (VQA) Accredited (Habitat Hectares)
- BAM Accredited (NSW)
- Scientific Licences for Fauna Relocation
- Construction induction White Card
- ACUP including 1080 and PAPP endorsement
- Commercial Operators License
- Farm Chemical Users Certificate
- Wilderness First Aid
- Mental Health First Aid
- QTRA Tree Risk Assessment Qualification
- Chainsaw operation – Fell Small Trees
- Category A and B Longarm license
- Traffic Management
- Front End Loader License

## LANDSCAPE ARCHITECTURE & DESIGN

Our unique approach to landscape architecture and design applies an innovative methodology, which has been developed by our team to achieve superior landscape outcomes. Each of our designs is the result of a collaboration between our in-house specialised team of designers and ecologists. No-one else offers this type of service, with an in-depth, genuinely ecologically sound approach to developing successful landscape outcomes. Our expert team integrates principals of both ecology and landscape architecture, to achieve sustainable landscape outcomes with integrity.

- Landscape master planning & design
- Design for public parks, civic areas and environmentally sensitive multi-use areas
- Streetscape design
- Planting design
- Specialising indigenous plant use
- Design of small development and subdivision Landscape Plans to satisfy Council permit conditions
- Landscape design for environmentally sensitive rural properties
- Specialised landscape design for bushfire-sensitive locations
- Landscape outcomes with maximised site biodiversity
- Sympathetic and appropriate design to integrate into surrounding natural areas
- Site-specific Water Sensitive Urban Design (WUSD)
- Retrofit-design. Improve aesthetics and habitat value of existing revegetated or landscaped areas
- Childcare centres and kindergarten play area design, nature-play design
- Design and build for public and private landscaping projects
- Educational packages for environmentally sensitive design
- Experienced specialist staff

## LANDSCAPING

- Design and build landscaping
- End-to-end service provided by team of experienced designers and landscapers
- Public and private sectors
- Plant procurement and delivery
- Planting and soft landscaping construction
- Retaining walls and minor structures
- Post construction landscaping maintenance (maintenance period services)
- WSUD assets maintenance
- Specialise in landscaping for environmentally sensitive areas