

## CAREER PROFILE

Strategic leader combining technical engineering capability with systems thinking, regenerative innovation and collaborative project delivery. Demonstrated success delivering complex housing and infrastructure initiatives from concept through construction, securing \$105M in government funding and building partnerships across iwi, government, developers and communities.

Co-founder of Living Systems Development, leading New Zealand's first net-zero cohousing community (\$30M). Previous roles include Co-founder and R&D Lead at Toa Homes, Housing & Development Lead at Hutt City Council, sustainability consultant on major infrastructure projects and senior engineering roles delivering \$50M+ commercial fitouts. Edmund Hillary Fellow. Expertise spans project delivery, stakeholder engagement, sustainable design and translating vision into actionable strategy.

## PROFESSIONAL EXPERIENCE

### Co-Founder & Director | Living Systems Development

**August 2024 – Present | Hamilton, New Zealand** Co-founded regenerative development company with an active project pipeline. Leading delivery of Peachgrove East, a 48-unit net-zero cohousing community featuring greywater recycling, extensive soil remediation, biodiversity enhancement and community governance grounded in cohousing principles. Resource Consent issued in April 2026, and construction commencing in 2026. Work spans procurement, governance, technical design and investment raising and management.

### Strategic Advisor | Edge Environment

**2022 – 2025 | Australia**

- Provided strategic project direction and team coaching for an Australian B-Corp sustainability consultancy across major infrastructure and urban development projects
- Led sustainability strategy for Crows Nest Metro Station as Sustainability Project Director within Sydney Metro programme
- Directed sustainable design for Maribyrnong Civic Precinct in Melbourne

### Co-Founder & R&D Lead | Toa Homes (Joint Venture with Ngāti Toa Rangatira)

**2022 – 2024 | New Zealand**

- Co-founded partnership delivering prefabricated Passive House-quality homes
- Raised \$1m to support early-stage development enabling factory setup and revenue generation
- Delivered first home at code-minimum equivalent cost demonstrating viability of high-performance sustainable housing
- Developed construction methodology enabling cost-competitive Passive House delivery
- Led two-year R&D programme refining product, business processes and manufacturing systems

### Independent Consultant – Regenerative Development & Strategic Advisory

**2020 – Current | New Zealand & Australia** Provided strategic advisory and project direction across regenerative development, sustainable design and housing innovation. Key projects included:

- Otorohanga Kiwi House: Strategic advisory for Living Building Challenge-aligned visitor experience facility

- Te Hiko Iwi Development Trust: Long-term strategic planning for iwi-led development initiatives
- Ngāti Toa Rangatira: Co-led Infrastructure Acceleration Fund bid securing \$6.1M and fast-tracked ministerial approval
- Te Matapihi: Co-facilitated housing development solutions for whenua Māori and inaugural MAIHI Framework hui
- Tākaka Cohousing: Led Resource Consent application integrating cohousing with ecological restoration
- Hazelwynde (Melbourne): Developed regenerative infrastructure implementation framework for Yarra Valley Water in collaboration with Thrive Research Hub

## **Housing and Development Lead | Hutt City Council**

**August 2021 – December 2022 | Lower Hutt, New Zealand**

- Established Housing and Development function and co-led successful RiverLink IAF bid securing \$98.9M
- Led Thriving Homes and Neighbourhoods programme within Te Mahere Tupu (Urban Growth Plan)
- Established Hutt Central Regeneration Steering Group with council, iwi and community stakeholders
- Provided interim leadership for Subdivision Engineering Team during record Resource Consent volumes

## **Project Director | MOTIF**

**June 2020 – August 2021 | Wellington, New Zealand**

- Led 'How We Live' participatory research for Wellington City Council engaging 100+ stakeholders
- Delivered report identifying systemic barriers and opportunities leading to establishment of Climate Lab
- Co-led strategic development pipeline for Te Rūnanga o Toa Rangatira (Ngāti Toa) around Porirua

## **Creative Consultant | DSIL Global**

**August 2019 – July 2020 | New Zealand**

- Supported market entry strategy for DSIL Global's New Zealand operations
- Co-designed and facilitated organisational redesign workshops with Inland Revenue
- Developed business assessment tool for Second Muse Southeast Asia incubation programme

## **Technical Manager | New Zealand Green Building Council**

**April 2019 – July 2019 | New Zealand**

- Led development of 'A Zero Carbon Roadmap for Aotearoa's Buildings' in partnership with Toitū Envirocare
- Designed and delivered policy co-creation workshops across major centres

## **Better Buildings Lead | HIP V. HYPE Sustainability**

**March 2018 – November 2018 | Melbourne, Australia**

- Led sustainable design team across residential and mixed-use developments
- Developed regenerative design framework for Hazelwynde greenfield development
- Led sustainable design for the Victorian Pride Centre from concept to planning approval
- Directed sustainability strategy for Nightingale Village and Mirvac's The Fabric

## **Senior Sustainability Consultant | Norman Disney & Young**

### **August 2016 – March 2018 | Melbourne, Australia**

- Led sustainability consulting for Victoria Police Centre achieving multiple certifications
- Delivered Net Zero Energy certification for PICAC Narre Warren within original budget
- Led performance analysis and optimisation for major commercial developments
- Delivered Green Star, NABERS and WELL certifications across commercial, government and mixed-use projects

### **Project Engineer, then Senior Engineer from November 2015 | Norman Disney & Young**

#### **August 2014 – August 2016 | Sydney, Australia**

- Delivered mechanical engineering design and coordination for \$50M+ commercial tower fitouts at Barangaroo
- Developed strong technical foundations in mechanical systems design and construction documentation
- Led BIM coordination for complex commercial projects

### **Graduate Mechanical Engineer | WSP**

**July 2013 – July 2014 | Perth, Australia** Mechanical engineering design for commercial and government projects.

### **Graduate Mechanical Engineer | Caldwell Consulting Engineers**

**September 2012 – June 2013 | Belfast, Northern Ireland** Mechanical engineering design for commercial developments.

### **Fellow & Programme Contributor | Edmund Hillary Fellowship**

**2019 – 2021 | Auckland, New Zealand** Selected for Cohort 4 of global impact fellowship. Contributed to Fellows' Hui and application assessment for Cohorts 6 and 7.

## **EDUCATION**

**Bachelor of Engineering (Honours), Energy and Environmental Engineering** – First Class Honours  
Edinburgh Napier University | 2010–2012

**Higher National Diploma, Mechanical/Manufacturing Engineering**  
South Eastern Regional College | 2008–2010

## **PROFESSIONAL DEVELOPMENT & CERTIFICATIONS**

### **Professional Accreditations**

- Chartered Engineering Technologist (Engineers Australia and Engineering NZ)
- Green Star Accredited Professional
- WELL Accredited Professional
- LEED Design and Construction Accredited Professional

### **Regenerative Practice & Systems Thinking**

- Regenerative Practitioner (Regenes Group, 2016) including ongoing collaboration with Bill Reed and Regenes
- LENSES Facilitator
- Centre for Sustainability Leadership – Future Makers Fellow (2017)

## **Facilitation & Human Development**

- Aletheia Coaching – Levels 1 & 2 (Foundations of Unfoldment and Alchemy of Individuation, 2024–2025)
- People Need People Facilitator (International Bateson Institute, 2021)
- SenseMaker Narrative BaseCamp – Advanced training (2022)
- Additional training: The Art of Facilitation (Zenergy Global) and Coaching Mastery (The Life Coaching College)

## **CORE COMPETENCIES**

### **Business and Investment**

Experience spanning business setup and management including operations, governance, investment raising and financial management. Developed innovative investment structures aligning commercial returns with sustainability goals including the investment model for Peachgrove East enabling industry-level returns without compromising design and environmental outcomes.

### **Strategic Leadership and Stakeholder Engagement**

Proven ability to translate complex vision into actionable strategy and mobilise diverse stakeholders around shared outcomes. Secured \$105M in government funding across multiple IAF applications. Skilled in building trust and partnerships across iwi, government agencies, developers and community organisations. Experienced facilitator and co-designer including co-development of inaugural MAIHI Framework hui.

### **Project and Construction Management**

End-to-end project delivery from concept through construction across housing, infrastructure and commercial developments. Experience with NZ construction contracts, Resource Consent processes and public sector project governance. Currently leading a \$30M net-zero housing development from land acquisition through to construction.

### **Regenerative Development and Environmental Sustainability**

Expertise integrating ecological restoration, social equity and economic viability into development frameworks. Specialist knowledge in net-zero buildings, circular economy, carbon emissions, biodiversity enhancement and community governance. Experience delivering high-performance outcomes within budget constraints across multiple sustainability certification systems.

### **Technical Engineering Excellence**

Strong mechanical engineering foundation with experience spanning mechanical systems design, construction documentation, contractor coordination, energy optimisation and Building Information Modelling. Demonstrated capacity to deliver complex commercial projects to a high technical standard.

### **Systems Thinking and Design Innovation**

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Ability to identify leverage points in complex systems, connect siloed initiatives and design holistic interventions. Human-centred design capability developed through extensive application across public sector transformation, organisational redesign and community engagement.

## **Facilitation and Coaching**

More than 10 years experience facilitating group dynamics and coaching individuals and teams. Originally developed to improve outcomes in dysfunctional teams, later applied across high-profile gatherings convening diverse stakeholders to address complex challenges. Ongoing coaching practice supporting leadership development.