

# LIESL CODRINGTON

Social Sustainability | Stakeholder Engagement | Communities & Place

 [www.linkedin.com/in/lieslcodrington](http://www.linkedin.com/in/lieslcodrington)  
 +61 (0) 421 188 486  
 [liesl@lieslcodrington.com](mailto:liesl@lieslcodrington.com)  
 [twitter.com/lieslc](https://twitter.com/lieslc)



## PROFILE

Liesl has over 15 years experience in strategy, policy, communications and stakeholder engagement in both the private and public sectors. She brings a wealth of experience in a diverse range of areas including renewable energy, climate change, water policy, urban and social planning, infrastructure development and community engagement.

Liesl drives all aspects of stakeholder engagement from strategy development, to execution, analysis, reporting and evaluation. She successfully led multiple online engagement processes in 2020, quickly developing a reputation for her energy, quick thinking and ability to draw people into the discussions in the new online environment under COVID conditions.

Liesl has a strong ability for perceptive insights in the strategy and policy work she undertakes. She is able to clearly draw linkages between aspects of the problem and draw them together for a coherent conclusion. She not only excels at thinking through complex problems at the broader, more strategic level, but she also has an excellent eye for detail, bringing both breadth & depth to her strategic work.

Intrinsically people-oriented, Liesl's core value rests on an ability to utilise a warm approach and palpable commitment to quality outcomes. This positivity and authenticity of character has been the foundation of her success to date.

## EMPLOYMENT SUMMARY

Freelance Consultant – Social Sustainability & Stakeholder Engagement <i>Water, Energy, Infrastructure, Environment and other sectors</i>	2011 – current
Principal Stakeholder Engagement Consultant <i>WSP</i>	2019
Senior Consultant (Contract) <i>89 Degrees East Communications</i>	2017 – 2019
Director & Sustainability Consultant <i>Real Sustainability</i>	2016 – 2018
Strategy Consultant (Contract) <i>ARENA</i>	2015 – 2016
Assistant Director (EL1) & Acting Director (EL2), Water Planning <i>Dept. of Sustainability, Environment, Water, Population &amp; Communities</i>	2009 – 2011
Senior Consultant & Acting Practice Manager <i>SGS Economics and Planning</i>	2008 – 2009
Contract Senior Planner, Strategic Assessments <i>NSW Department of Planning</i>	2007 – 2008
Environmental Planner <i>Parsons Brinckerhoff</i>	2004 – 2007



## SELECTED KEY PROJECTS

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- **NSW Government, Snowy Mountains Special Activation Precinct, Structure Planning Leadership team and Social Infrastructure Assessment (2020).** Liesl was in the core leadership team, guiding the strategic development of the Snowy Mountains Special Activation Precinct. She was also the lead technical consultant for the Social Infrastructure Assessment. This project involved substantial online engagement and workshop facilitation, in person workshop facilitation and the drafting and analysis required for the development of the Social Infrastructure technical report.
- **NSW Government, Wagga Wagga Special Activation Precinct, Community and Social Infrastructure Assessment (2019).** Liesl was the lead technical author for the Wagga Wagga Special Activation Precinct Community and Social Infrastructure Assessment. As part of this project, Liesl designed and executed a stakeholder engagement plan, developed key messages, took part in technical workshops (including preparing and giving presentations and facilitation of group sessions), developed a Communities and Place strategic framework, and delivered the technical assessment report.
- **Alpine Region of Victoria, Leasing Policy Review, Victorian Government (2019).** Liesl supported the Leasing Policy Review for the Victorian Alpine Resorts, continuing her exposure to projects in the Australian alpine environment. Liesl analysed the stakeholder engagement survey, prepared the report and developed workshop materials. This project, alongside the leasing policy review, sought to understand summer and winter visitation, and particularly the need for increased summer visitation with changing climates in the alpine environment.
- **Alpine Region of Victoria Climate Change Vulnerability Assessment, Victorian Government (2017).** Liesl was part of the team that led the stakeholder and sector engagement for the Victorian Government on their Alpine Resorts sector Climate Change Vulnerability Assessment. Through this process, the Alpine Region of Victoria considered how climate change will affect their economic, social and cultural values. 1,200 individual expressions were gathered in the workshops from around 300 stakeholders. A systems thinking and analysis approach was then undertaken that mapped the sector, locating its key vulnerabilities to climate change.
- **Renewable Energy & Climate Change, Strategy Consultant, ARENA (2015-2016).** Liesl led multiple projects that contributed to ARENA's work in reducing the cost of and increasing the supply of renewable energy. Liesl led a strategic priority study into Solar R&D, which guides future investment in this space. This included broad ranging consultation around the country, leading workshops and engaging one on one with stakeholders.
- **Social Impacts of Climate Change in the ACT, Chief Minister's Department (2008).** This project measured the impacts of climate change on households in the ACT and developed options for mitigation. Liesl developed a vulnerability assessment framework to identify sections of the population that were vulnerable to the impacts of climate change.
- **Numerous enquiry by design workshops, community consultation and planning exhibitions.** Liesl has worked at the Federal, State and local levels in planning and stakeholder engagement. She has managed multiple environmental assessments and led public consultation processes.



## PROFESSIONAL EXPERIENCE

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### ***Social Sustainability & Stakeholder Engagement***

2011 – current

#### *Freelance Consultant – Self employed*

- Whyalla Foreshore Master Plan – Stakeholder engagement and community needs planning – Whyalla City Council, with Jensen Plus (2021);
- Water Compliance Community of Practice facilitation and technical report write up – Murray Darling Basin Authority (2021);
- Snowy Mountains Special Activation Precinct – Social Infrastructure Assessment technical report and leadership team - NSW Department of Planning, Industry and Environment (2020-2021);
- Strategy 2021-2024 stakeholder and Board engagement and strategy drafting – Energy Consumers Australia (2020-2021);
- Tweed Regional City Action Plan – enquiry by design workshop facilitator and social planner – NSW Department of Planning, Industry and Environment, with Deicke Richards (2020);
- Strategic value proposition development and communications strategy for the Australian Solar Thermal Research Institute and provision of ongoing strategic communications support – CSIRO (2019-2020);
- AIS Site Revelopment Detailed Business Case, Stakeholder engagement program design and execution – Sport Australia (2019);
- Stakeholder engagement, benchmarking national compliance and establishing a National community of practice for compliance practitioners – Murray Darling Basin Authority (2018-2019);
- Understanding vulnerable consumers in the energy sector, defining project outcomes and practical implications – Energy Consumers Australia (2018-2019);
- Stakeholder Engagement Strategy and Toolkit for the Indian Ocean Territories (2018);
- Long term contract with 89 Degrees East Communications (2017-2019);
- Worked with CSIRO and ASTRI to facilitate the transition the governance and strategy of ASTRI to be consistent with recommendations in its mid-term review – CSIRO (2016);
- An integral part of the Australian Renewable Energy Agency's Strategy team, leading multiple projects and engaging with the ARENA Board and Executive, along with internal and external stakeholders to effect change – Australian Renewable Energy Agency (2015-2016);
- Multiple assignments, spanning environment planning, open space planning and ways to advance sustainability agendas such as green space living (2011-current);
- Numerous enquiry by design workshops, community consultation and planning exhibitions. Liesl has worked at the Federal, State and local levels in planning and stakeholder engagement. She has managed multiple environmental assessments and led public consultation processes.

### ***Principal Stakeholder Engagement Consultant***

April to Sept 2019

#### *WSP*

- Lead stakeholder engagement and social sustainability consultant for the ACT region;
- Prepared tenders under tight timeframes for government sector and private clients, involving internal workshopping, leading teams and preparing budgets;
- Provided technical review of project work being undertaken around the country on stakeholder engagement strategies and reports, in the water, energy and planning sectors;
- Technical lead and main author for the Wagga Wagga Special Activation Precinct

Community and Social Infrastructure Assessment, including the preparation of a Communities and Place Strategy for the forthcoming industrial precinct.

#### **ACHIEVEMENTS**

*Delivered a Communities and Place Strategy under tight timeframe to workshop attendees, including verbal presentation*

*Led technical input into the Community and Social Infrastructure Needs Assessment, communicating throughout the project both in written form and verbal presentations*

*Identified the need to further refine the business lines within the Stakeholder Engagement team to market the social sustainability capability and offering.*

#### **Senior Consultant (long-term freelance contract)**

2017 - 2019

##### *89 Degrees East Communications*

- Advised Energy Consumers Australia on capturing the value and outcomes of the grant research being undertaken;
- Prepared communications materials for publication of outcomes of grants provided;
- Prepared communications strategy for two program stream communications;
- Engaged to lead high profile communications campaigns in the public policy space for the NDIA;
- Developed communications strategies and assets for key initiatives being undertaken by the NDIA;
- Project managed the communications for a state of the art facility that provides equal opportunity access for all people in a co-working innovation space.

#### **ACHIEVEMENTS**

*Captured and communicated outcomes and achievements being undertaken by Energy Consumers Australia, clearly defined the audiences and prepared a strategy for action;*

*Successfully recovered and re-establishing positive working relationships with the client;*

*Worked under intense pressure at times to deliver high quality outputs to the NDIA;*

*Supported the successful launch of a groundbreaking innovation space that is now operational.*

#### **Director**

2016 - 2018

##### *Real Sustainability*

- Member of a 4-person founding team, committed to building a business that advocates for holistic sustainability;
- Helped Government organisations to design, implement and measure impact of public policies and programs that seek to delivery improved sustainability and sustainable development.

#### **ACHIEVEMENTS**

*Led the stakeholder and sector engagement for the Victorian Government on their Alpine Region's Climate Change Vulnerability Assessment;*

*Assisted the ACT Government to understand the range of potential impacts on residential land of above ground high voltage power lines, utilising a triple bottom line (TBL) framework;*

*Designed and implemented an evaluation framework to ARENA that enables it to deliver strategies and measure, check and reveal its outcomes in driving innovation and investment in the renewable energy sector.*

**Strategy Consultant (EL2) (long-term freelance contract)**  
*Australian Renewable Energy Agency*

2015 – 2016

- Engaged to lead the creation of a project evaluation framework, evolving to the design of a continuous improvement model aligning high-level strategic vision with operations;
- Conducted ongoing review of business operations and cross-functional projects, working closely with multi-layered stakeholder groups to understand, assess and define strategic priorities;
- Consulted with executives on business challenges, leading interviews and facilitating workshops collating quantitative and qualitative data to understand opportunities and weaknesses;
- Introduced structured business planning processes to document and hold stakeholder groups accountable to organisational vision, facilitating clarity and measurability of project impacts;
- Assessed current funding models and explored alternatives to improve R&D outcomes, taking a lead role in the management of renewable energy strategy, projects and tender processes.

**ACHIEVEMENTS**

*Successfully drove a positive culture shift in ARENA towards an outcomes-orientation, achieved through the implementation of structured planning processes including KPI frameworks;*

*Dissolved organisational silos inhibiting cross-functional collaboration through introduction of forums and workshops, improving understanding and interaction across divisions;*

*Coordinated a strategic priority study into Solar R&D which will guide future investment to optimise outcomes across an \$800M dollar portfolio. This included a major review of the existing portfolio that has a combined value of \$100M, providing insight into program outcomes and defining a future investment framework.*



**EARLIER CAREER HISTORY**

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Assistant Director (EL1) & Acting Director (EL2)   <i>Department of Sustainability, Environment, Water Population &amp; Communities</i>	2009 to 2011
Senior Consultant + Acting Practice Manager   <i>SGS Economics &amp; Planning</i>	2008 to 2009
Contract Senior Planner, Strategic Assessments   <i>NSW Dept. of Planning</i>	2007 to 2008
Environmental Planner   <i>Parsons Brinckerhoff</i>	2004 to 2007
Research Assistant   <i>University of NSW</i>	2003 to 2004
Research Assistant   <i>Macquarie University</i>	2003 to 2004



**EDUCATION & PROFESSIONAL MEMBERSHIPS**

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Master of Environmental Planning (2007)	Macquarie University
Bachelor of Arts, Geography/Demography & English (2002)	University of Adelaide



**PUBLICATIONS**

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Codrington, L., ***Social Impacts of Climate Change in the ACT***. Presented at the *National Planning Institute of Australia Congress Darwin*, 29-1 April 2009

Howorth, P. & Codrington, L., *Planning Schemes and Legal Issues – Adjusting the Instruments to Changing Conditions*. Presented at IPWEA National Conference on Climate Change Response: Responding to Sea Level Risk, 3-5 August 2008.



## AWARDS

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Royal Geographical Society of Australia Geography Prize (2003)	University of Adelaide
The Archibald Grenfell Prize Prize for Geography (2002)	University of Adelaide
Royal Geographical Society of Australia Geography Prize (2002)	University of Adelaide
Charles Fenner Prize for Geography (2001)	University of Adelaide
Golden Key Society, for the top 15% of Undergraduate Students	University of Adelaide

*REFERENCES AVAILABLE ON REQUEST*