



FELICITY RICHARDS

Principal, Communities and Social Performance



PROFILE

Felicity is a social specialist at WSP. Her expertise sits with preparing social impact assessments for energy infrastructure and development projects across Australia. Prior to developing this specialisation, Felicity worked in corporate social responsibility and sustainability consulting. Felicity recently completed a Graduate Certificate in Social Impact Assessment at Macquarie University where she researched the effectiveness of risk matrices for evaluating the significance of social impacts in contemporary SIA practice

EDUCATION

Graduate Certificate of Social Impact Assessment, Macquarie University	2020
Master of International Business (Diplomacy and Trade), Monash University	2015
Bachelor of International Development, University of Adelaide	2012
Bachelor of Arts, University of Adelaide	2011

PROFESSIONAL ASSOCIATIONS

- International Association of Public Participation (IAP2) - Full Member
- Environment Institute of Australia and New Zealand (EIANZ) - Associate
- International Association for Impact Assessment (IAIA) - Full Member

PROFESSIONAL EXPERIENCE

Social Impact Assessment

- **Jabiru Ranger Transition 2021-2026 Social Economic Impact Assessment, Northern Territory, Australia (2021 - 2022): ERA/Rio Tinto, SIA Project Manager**
Assessment of the potential social and economic impacts of the township of Jabiru's transition from its relationship to the long-running Ranger Uranium Mine to an alternative social and economic livelihood source.
- **Milton Ulladulla Bypass REF, NSW, Australia (2021 - 2022): Transport for NSW, SIA Project Manager**
Project director role for the development of the SIA component of the REF for the Milton Ulladulla Bypass Project.
- **Inland Rail – Illabo to Stockinbingal EIS, NSW, Australia (2021 - 2022): ARTC, SIA Project Manager**
Project manager role responsible for the development of the SIA component of the EIS for the Illabo to Stockinbingal segment of the Inland Rail Programme. Comprehensive social impact methodology was used to complete the assessment including community and stakeholder engagement, social baseline development, impact analysis and design of mitigation measures.
- **Inland Rail – Albury to Illabo EIS, NSW, Australia (2021 - 2022): ARTC, SIA Project Manager**

6 years with WSP

10 years of experience

LOCATION

*Adelaide (King William St),
Australia*

TECHNICAL SKILLS

*Social impact assessment
Social sustainability
Stakeholder engagement
ESG reporting*

MANAGEMENT SKILLS

*People management
Project management
Budget management*

Project director role overseeing the development of the SIA component of the EIS for the Albury to Illabo segment of the Inland Rail Programme, a freight rail network between Melbourne and Brisbane.

- **Project EnergyConnect – Eastern EIS, NSW, Australia (2021): TransGrid, SIA Project Manager**

Project director role responsible for overseeing the development of the SEIA for the eastern section of Project EnergyConnect East sections.

- **Northern Gateway Precinct Stage 1, NSW, Australia (2021 - Present): BHL Group, SIA Project Manager**

Project director for the SIA component of the Stage 1 of the Northern Gateway Precinct EIS. Scope inclusive of perceived/actual/cumulative impact assessment and mitigation planning in line with 2021 SIA Guidelines from NSW DPIE.

- **Pendle Hill High School Redevelopment EIS, NSW, Australia (2021): School Infrastructure NSW, SIA Project Director**

Project director role responsible for overseeing the preparation of the component of the SSD EIS for Pendle Hill High School in the Parramatta LGA. EIS is currently on exhibition.

- **Cowal Gold Operations Underground Development EIS, NSW, Australia (2019): EMM Consulting/Evolution Mining, SIA Project Manager**

Preparation of the SIA component of the EIS for underground development at the existing Cowal Gold Operations in western NSW. Scope inclusive of community and stakeholder engagement, social context analysis, social impact identification and social impact management plan.

- **TNG Darwin Processing Facility EIS, Northern Territory, Australia (2019 - Present): Animal Plant Mineral/TNG Limited, SIA Project Manager**

SIA for the development of a Darwin Refinery to support the ongoing operations of the Mount Peake mine the NT. Scope inclusive of community and stakeholder engagement, social context analysis and social impact management plan.

- **Jacinth-Ambrosia Mineral Sands Mine – Social Impact Assessment and Evaluation Tools, South Australia, Australia (2019): Iluka Resources Limited, SIA Project Manager**

Preparation of a SIA and Evaluation Tools for the Jacinth-Ambrosia mineral sands mine located in regional South Australia. Scope inclusive of community and stakeholder engagement, social context analysis and social impact management plan.

- **Snowy 2.0 Main Works EIS, NSW, Australia (2018 - 2019): EMM Consulting/Snowy Hydro Limited, SIA Project Manager**

Project manager responsible for delivery of the SIA component of the EIS for Snowy 2.0 Main Works CSSI project as a sub-consultant to EMM Consulting. Scope inclusive of community and stakeholder engagement, social context analysis, identification of actual and cumulative social impacts and development of a social impact management plan.

- **Social Impact Assessment Guideline for State significant projects, NSW, Australia (2018): NSW Department of Planning, Industry and Environment, SIA Project Manager**



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Review and adapt the SIA Guideline for the resources sector to cater for State significant infrastructure and development projects in NSW. Inclusive of agency consultation and best practice research. This project is the precursor to the 2020 Draft SIA Guideline for major projects.

PROFESSIONAL HISTORY

WSP Australia, Principal, Communities and Social Performance	2023 - Present
WSP Australia, Principal, Social Strategy and Outcomes	2020 - 2023
Elton Consulting, Project Manager	2018 - 2020
Elton Consulting, Senior Consultant	2017 - 2018
Australian Centre for Corporate Social Responsibility (ACCSR) - now Deloitte, Consultant	2016 - 2017
Wallis Social Research, Consultant	2013 - 2015
World Vision Australia, Operation SA/NT	2012 - 2013