



## CAPABILITY STATEMENT

### Organisation Profile

Urge Consulting is a newly established business in 2011. It has been created to provide various services to 'Urge' people to change their behaviour for sustainable living, consumer consciousness and minimising their carbon footprint. The professional consultants are experienced capacity building mentors in various sectors of personal and professional development such as team building, success planning, management training, natural resource management and sustainable resource use. Our Consultants are experienced working in both Australia and Papua New Guinea and are internationally recognised by top scientists including Professor Tim Flannery, Dr Jane Goodall and Sir David Attenborough.

Urge Consulting prides itself in taking a holistic approach to achieving its partners objectives. Urge Consultants practice 'walk the talk', are flexible, determined and passionate about creating change. These are key drivers behind our award winning success.

### Organisation Experience

Urge Consulting is a newly established business in Melbourne, Australia. Our extensive work experience comes from our consultants having worked in various sectors from small local rural communities to large corporations. Our consultants have experience working in collaborative partnerships with local stakeholders, international partners and corporations. Delivering a range of projects means we can provide a comprehensive portfolio of consultancy, implementation and advisory services in the following area of work:

- Team Building, Success Planning, Cultural Change and Personal Development
- Community Engagement and Mobilisation
- Community Education and Communication
- Community Planning, Organisation and Management Training
- Community Development, Project Design and Consultation
- Project Implementation and Logistics in a rural environment (Papua New Guinea)
- Capacity Building for local grassroots people (Papua New Guinea)
- Scientific Research and Biodiversity Assessment

Our consultant's strengths, experience and expertise are in the area of conservation, education, research, marketing, management and sustainability.

Postal Address: PO Box 130 Millaa Millaa QLD 4886 Australia  
Email: [jean@urgeconsulting.com.au](mailto:jean@urgeconsulting.com.au) Website: [www.urgeconsulting.com.au](http://www.urgeconsulting.com.au)  
Mobile: (+61) 0400 826 330  
ABN: 51 348 247 587

## **Areas of Experience**

### **Team Building, Success planning, Project Management and Personal Development**

Urge Consultants have many years of practical experience implementing the following personal development workshops:

- Team Building within a variety of industries and communities
- Attitudinal Positivity
- Cultural Change
- Emotional Intelligence training
- Success planning (Vision / Mission / Goal / Project planning design)
- Mentoring and personal development skills training

### **Community engagement and mobilisation**

Our consultants have years of practical experience implementing community engagement activities, particularly in Papua New Guinea with local communities. Activities include:

- village visits,
- village drama programs,
- radio programs,
- teacher training,
- school education programs
- cultural change

Community engagement has lead to village mobilisation resulting in many changes seen throughout the villages including the establishment of a tree kangaroo hunting moratorium, establishment of “no go” areas of land and various community development projects outlined below.

### **Community Education and communication**

Urge Consultants have 10 years of practical experience in implementing community education programs within rural communities of Papua New Guinea. Our Consultants have provided quality education programs to local people in a variety of formats which cater for the illiterate. These include various literatures, activities, training programs, and practical workshops. These education programs have been designed, written and implemented by Urge consultants. Training manuals are written in Melanesian Pidgin English and use local examples and context to enhance the learning experience. Training manuals, toolkits and other literature developed by Urge Consultants include:

- Teacher Training in science and conservation
- Conservation Area Training in natural resource management
- Health and Hygiene education combining PHAST and CLTS methodology
- HIV/AIDS and family planning training with a toolkit of activities
- Carbon trading and climate change awareness and assessment
- Rainforest and Biodiversity booklets
- Research – Distance Sampling booklet
- Marketing collateral such as; Newsletters, brochures and posters

### **Community Planning, organisation and management training**

Urge Consultants have practical experience in providing Management training in both Australia and Papua New Guinea. Various activities in assisting communities and staff to develop their management skills include:

- Conservation Area Management Training
- WATSAN (Water and Sanitation) management Training
- Monitoring and Evaluation Forums with stakeholders
- Mentoring and personal development training with staff

**Postal Address: PO Box 130 Millaa Millaa QLD 4886 Australia**  
**Email: [jean@urgeconsulting.com.au](mailto:jean@urgeconsulting.com.au) website: [www.urgeconsulting.com.au](http://www.urgeconsulting.com.au)**  
**Mobile: (+61) 0400 826 330**  
**ABN: 51 348 247 587**

### Community Development project design and consultation

Urge Consultants have 10 years of practical experience in developing and implementing various community development projects throughout rural areas of Papua New Guinea. Our consultants believe in developing projects from a “bottoms up” approach to ensure project ownership and success. Examples of our practical experience include:

- Stakeholder meetings held with key stakeholders and village representatives.
- Village patrols (village visits to collect information directly from the stakeholders)
- Village planning (sketch maps, transect walks, timelines)
- Monitoring and Evaluation forums (problem tree analysis, SWOT analysis)
- Survey collection (questionnaires, Most Significant Change stories, pocket chart)
- Population data collection, demographics and village profiles

### Project implementation and logistics in a rural environment

Urge Consultants have practical experience in implementing various community development projects in rural areas of Papua New Guinea. Project experience is primarily in the area of sustainable livelihood projects which include:

- Alternative protein farming (rabbits, chickens and fish)
- Water and Sanitation projects (water tanks and VIP toilets)
- Improved agriculture (crop rotation gardening, rice milling)

Due to the remote location of the projects in Papua New Guinea, the logistics in implementing such projects has been difficult, in particular the transportation of materials. However with 10 years experience working in both East Sepik and Sandaun Provinces. Our consultants are equipped with the necessary networks and knowledge to implement both small and large scale projects. Success in this area includes:

- Established 320 x 1000 gallon Tuffa Tanks and water catchment systems to 42 villages
- Established 40+ rabbit farms throughout the project area (Torricelli Mountain Range)
- Delivered materials for establishing chicken coups – 42 villages
- Delivered fish fingerlings throughout the project area
- Rice milling machines being used by groups of villages
- Delivery of seeds and gardening training in 18 villages

### Capacity Building for local grassroots people in PNG

The capacity Building activities conducted by Urge Consultants in Papua New Guinea are wide and varied. Knowledge training and skills development training has been the focus of our activities. Our experiences in capacity building include:

- School education program (Upper Primary and High School grades 4-10)
- Teacher training
- Research training
- Health and Hygiene education training
- Facilitator and Project Officer training
- Carbon and climate change awareness training
- Natural resource management training

The results of implementing such education programs has meant local Papua New Guinea staff and stakeholders are capable of conducting the following activities independently of ex-patriot staff:

- Collection of research data (point transect distance sampling methodology)
- Collection of waypoints and track log using GPS
- Installation of water tanks, VIP toilets and Tippy taps (hand washing facility)

**Postal Address:** PO Box 130 Millaa Millaa QLD 4886 Australia  
**Email:** [jean@urgeconsulting.com.au](mailto:jean@urgeconsulting.com.au) **website:** [www.urgeconsulting.com.au](http://www.urgeconsulting.com.au)  
**Mobile:** (+61) 0400 826 330  
**ABN:** 51 348 247 587

- Implementation of conservation and science lesson plans
- Protection and management of local Natural Resources
- Facilitation of various education programs and participatory learning experiences including PHAST / CLTS, HIV/AIDS and family planning training
- Improvements in local staff and stakeholder attitudes

### Scientific research and biodiversity assessment

Urge Consultants have practical experience in conducting scientific research methodology for both Papua New Guinea and Australian environments. Our consultants are most capable in measuring biodiversity levels, carbon assessment and population densities. Major activities and experience include:

- Distance sampling data collection and analysis
- Various trapping techniques including - mist nets, Elliot trap, spring trap and Camera traps analysis
- Carbon assessment in primary and secondary tropical rainforest

## Our Consultants

Urge Consultants provide our partners with a wealth of strategies, wisdom and knowledge which has developed from years of hard working practical experience. All of our consultants have a high moral code of conduct and strong work ethic, always willing to do whatever it takes to fully complete all tasks. Their determination and passion to excel in their given field provides Urge Consulting with a unique team of consultants. Introducing:

### Jean Thomas – Capacity Building Consultant

Jean Thomas has been working as the Capacity Building Officer for the Tenkile Conservation Alliance since 2003 and has over 12 years experience in teaching, capacity building, communication, facilitation and community consultation. Mrs Thomas studied at the University of Melbourne and holds a Bachelor of Science with a Diploma of Education. Awards include the Future for Nature Award (2010), Australian Geographic Conservationist of the Year (2013) and the Telstra Business Womens Award for Purpose and Social Enterprise (2015). Her background is in Animal Technology, the Zoo Industry and teaching. Since living and working in the remote area of Lumi, Sandaun Province from 2003, Mrs Thomas is fluent in Melanesian Pidgin English and PNG culture. This has enabled her to develop excellent skills in communicating with local grassroots people to develop and implement various education and training programs. Mrs Thomas specializes in training of trainer programs to equip people with the skills and knowledge they need to conduct awareness, facilitation or education programs to others in village communities.

### Jim Thomas – Biological Consultant

Jim Thomas is the Director of the Tenkile Conservation Alliance (PNG) and has over 12 years experience in Project Management, leadership and research. He has a background in the Zoo Industry and working with Endangered Species recovery plans. He has studied Science at La Trobe University and the University of Melbourne. He holds a Bachelor of Science with Honours degree. His extensive field work in Australia prepared him for the isolated and harsh living conditions of Papua New Guinea where he has lived and worked with TCA since 2003. Consequently Mr Thomas is fluent in Melanesian Pidgin English and experienced in Papua New Guinea culture. He has excellent diplomatic and networking skills and has been responsible for the management and direction of the Tenkile Conservation Alliance. He has successfully raised over \$US3 million in funding and has built a reputation as one of the best conservation programs in PNG. Consequently he was awarded the La Trobe University Distinguished Alumni Award (2012), Peter Rawlingson Conservation Hero (Highly Commended) and the Australian Geographic Conservationists of the Year (2013).

**Postal Address: PO Box 130 Millaa Millaa QLD 4886 Australia**  
**Email: [jean@urgeconsulting.com.au](mailto:jean@urgeconsulting.com.au) website: [www.urgeconsulting.com.au](http://www.urgeconsulting.com.au)**  
**Mobile: (+61) 0400 826 330**  
**ABN: 51 348 247 587**