



Stephen Dowling

Client Manager - WHS

People Risk

Qualifications/Professional Affiliations:

- Masters of Business Administration (Major Marketing and HR)
- Bachelor of Business HRD (Adult Education and Workplace Learning)
- Diploma in OHS Management
- Diploma in Risk Management
- Mental Health First Aid Master Instructor – Workplace, Tertiary students, Suicide Prevention
- Motivational Interview Psychosocial Coach
- Public Accountant
- Graduate Australian Institute of Company Directorship
- RUOK Ambassador Victoria, Tasmania and Western Australia
- Exemplar Global International Lead OHS Auditor (AS4801, OHSAS18001; SafetyMap, NAT)
- Exemplar Global International Lead Quality Auditor (ISO 9001 Trainer-the-Trainer Facilitator)
- International Environmental Auditor (ISO14001)
- International Food Safety HACCP Auditor (ISO14001)
- Harvard Negotiation / Conflict Mediation / Employer advocate and EBA / negotiator
- Credentialed Trainer and Assessor TAA & TAE /
- ICAM Lead OHS Investigator
- Fellow Institute of Public Accountants
- Fellow Australian Human Resources Institute
- Member Safety Institute of Australia

Experience and background:

Stephen has proven Award winning expertise in leading complex change and transformation projects across both the private, public and not-for-profit sectors. Organisational change and culture change programs that lift customer focus whilst reducing physical & psychological - injury prevention; and improving governance, risk and compliance; Injury Management and Recovery.

He has specialised in the most complex, heavily unionised and publicly scrutinised organisations, delivering Governance, Risk and Compliance framework and products to enable better business outcomes for: Emergency Services, Health Public, Private and Not For Profit; Aged Care & Family Services; Shared Services, Call Centres; Public Transport; Oil & Gas; Power and Utilities; Mining (Soft and hard rock), Banking & Finance; Engineering & Construction; Energy, Manufacturing; Print Web, Print Digital, Media and Publishing; Aviation; FMCG; Shared Services; Wholesale, Retail and Hardware and supply chain distribution, Government State & Local; Information Technology; Agriculture and Higher Education.

Boards, CEOs, Leadership, Operational and Functional Team members that Stephen has worked with describe him as knowledgeable about their industry and associated Health Safety and Wellness, HR, IR people risk and change management better practices.

Stephen always seeks to lead by example and is committed to change on a local and national level. Stephen has worked with some of the worlds' most hazardous organisations in corporate, regional, rural, remote and international settings, and has developed systems of work that enable all to deliver safe services and safe production.

Stephen has proven ability to relate to people at all levels of organisations, understand critical business drivers, synthesise organisational culture, complex people issues and implement pragmatic solutions. He uses these capabilities to support leadership teams create and successfully manage change, develop long-range opportunities and support organisations to achieve their critical goals.