

LHAKA DEM

Student | Master of Environment | Griffith University

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SUMMARY

I am a dedicated environmental professional with extensive experience in managing conservation projects and conducting environmental impact assessments. My expertise spans across regulatory compliance, stakeholder engagement, and project management, with a strong focus on preserving Bhutan's carbon negative environment and contributing to sustainable practices in Queensland. With a Master's degree in Environment and a passion for climate change adaptation, I have developed practical tools and provided strategic insights to support environmental policy and project development. My work is driven by a commitment to fostering sustainable ecosystems and collaborating with diverse communities to achieve long-lasting environmental outcomes.

KEY PROFESSIONAL SKILLS

Environmental impact assessment (EIA)

- Proficient in critically reviewing Environmental Impact Assessment (EIA) reports and proposals for various industries, which involves understanding complex technical documents, interpreting legislative documents, evaluating impacts against mitigation measures, and assessing compliance.

Environmental Management

- Proven expertise in managing conservation projects focused on Bhutan's unique carbon negative environment, including preservation of National Parks, pristine river ecosystems, untouched virgin forests and the young Himalayan highlands.

Regulatory auditing and compliance

- Professional competence in conducting regulatory and legislative audits for various industries including **mining, ferro silicon, steel, hydropower plants, food, and beverage industries** to ensure adherence to environmental regulations and policies, national standards and guidelines of operation.

Stakeholder engagement and diplomacy

- Competent in negotiating with industries, government bodies, community, public to foster collaborative conservation efforts.

Problem solving and decision making

- Meticulous in assessing complex environmental issues, which requires effective problem-solving and decision-making skills.

Project management

- Strong project management skills, ensuring timely delivery of environmental projects within budget.

Professional Correspondence

- Skilled in preparing official correspondence, including statutory notices and letters, and proficient in collating information for ministerial and executive communications and briefings, ensuring timely and accurate delivery.

EDUCATION

March 2023-current

Master of Environment (Climate Change Adaptation Major)-full time
Griffith University

GPA: 6.2 (Scale 1-7, 7 the highest)

Courses studied:

Climate Adaptation Theory and Practice, Geographic Information Systems, Policymaking, Climate Change, Environment Systems and Climate Change, Environment and

- November-December 2021 **International Short Course on Ecosystem Restoration** (Online)
TU, Dresden, Germany
- Development, Exploring the Literature, Research Design and Methods, Environment Management Systems, Environmental Management Systems, Environmental Pollution, Urban Futures, Environmental Economics and Work Integrated Learning.
- July 2015-July 2018 **Bachelor of Science in Environmental Management**
Royal Thimphu College, Royal University of Bhutan
GPA: 5.81 (Scale 1-7, 7 the highest)
- Awarded **Certificate of Academic Excellence** having earned the highest grades in the faculty of science over the three-year Bachelor of Science programme.
 - Was conferred the **Academic Merit Certificate** by His Majesty the **King of Bhutan**.
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PROFESSIONAL EXPERIENCE

Project Officer

Wetlands Team, Environment and Heritage Policy and Programs
Department of Environment and Science-Brisbane, Queensland
July-October 2024
(Student Placement)

Responsibilities:

- **Developed Inventory:** compiled and analysed past project data to establish an overview of wetlands-related citizen science activities in Queensland, enabling Wetlands Team to effectively guide planning of future activities.
 - **Assessed Safety Guidelines:** Assessed safety guidelines for wetland operations in Queensland, ensuring stakeholders are informed of the relevant protocols and best practices.
 - **Communication and Collaboration:** facilitated communication and collaboration with stakeholders to identify and align on wetlands-related activities and guidelines for the project.
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Project Officer

Institute for Urban Indigenous Health (UIH)-Brisbane, Queensland
March-June 2024
(Student Placement)

Responsibilities:

Literature Review: Conducted analysis of 18 grey and academic literature to explore the relationship between climate change and healthcare sectors serving Aboriginal and Torres Strait Islander communities.

Developed Benchmarking Tool: Developed a climate impact **benchmarking tool** using UNFCCC and Global Healthy Hospital calculators to assess the institute's carbon footprint.

Influenced Communication: Partnered with senior leadership and effectively communicated in bi-weekly project meetings to ensure alignment and provide progress updates.

Assistant Environment Officer

Environment Assessment and Compliance Division
National Environment Commission Secretariat-Thimphu, Bhutan
January 2019 to July 2022

(Permanent-Full time)

Environmental Impact Assessment: Reviewed over **30 EIA reports** for various industries to assess alignment with national standards.

Regulatory Compliance: Conducted over **500 environmental audits** through **field visits** for compliance with regulations for existing and upcoming industries.

Environmental Management: Upheld environmental management standards by leading conservation projects focused on biodiversity protection, wetlands conservation, customary water practice preservation and highlands ecosystem preservation.

Inform Decision-Making: Reported findings of over 100 industries to organization leader for decision-making.

Data Collection and Analysis: Collected and analysed data on energy use, waste, and emissions of over 500 industries.

High-Level Contribution: Contributed to policy development, practical guidelines, and national environmental standards.

Negotiation and Diplomacy: Negotiated and advised industries, government, and the public sectors on the application of **greener and eco-friendly technology**.

Achievements:

- Established procedures for quarterly environmental monitoring which significantly increased the reporting frequency from industry clients.
 - Contributed significantly to the development of the national **Environmental Standards 2020**.
 - Instrumental in the delivery of **Practical Guide for Ferro Silicon and Alike Industries**.
 - Gained approval for the **second international airport** in Bhutan through comprehensive review of its draft EIA report.
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Archivist

Ugyen Wangchuk Institute for Conservation and Environment-Thimphu, Bhutan

December 2017-February 2018

(Internship)

Updating Database: Proficiently managed and streamlined data by archiving written records of water flow regime into the institutes' database, enhancing data accessibility and analysis efficiency.

Organize Record Keeping: Demonstrated exceptional organization skills by effectively facilitating the organization of research reports for the supervisor, ensuring a systematic and accessible record-keeping system.

Field Research: Played a pivotal role in research initiatives by designing and implementing comprehensive semi-structured interview questionnaires, contributing to data collection and analysis efforts.

Data Collection: Collected income generation information from the Cordyceps farmers in Paro District through semi-structured interviews and uploaded these data on the institute database.

Documentation: Assisted the team to meet regulatory requirements by documenting and compiling reports.

Achievements

- Supported the research team in meeting regulatory requirements by rigorously documenting and compiling reports.
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Research Study Assistant

Royal Thimphu College, Royal University of Bhutan-Thimphu, Bhutan

September 2017-2018

(Internship)

Research Assistance: Played a pivotal role as research study assistant to the “Weaving Strands of Knowledge: Connecting Culture and Science to Climate Change Project” a collaborative endeavour across five institutions funded by the American Alliance of Museums.

Conducting Field Visit: Conducted extensive on-site visits to rural areas in Bhutan and New England, USA, encompassing farms and ski resorts.

Field Interview: Engaged with local farmers through interviews, gathering firsthand accounts of climate change and challenges faced by the rural communities and the mitigation strategies adopted to overcome these challenges.

Stakeholder engagement: Facilitated and **conducted stakeholder meetings and interviews.**

Achievements

- Documented research findings in audio-visual recordings and presented research outcomes at climate change sensitization exhibitions in both the countries. Here is the link to the podcast written, narrated and co-edited by me [Weaving Strands of Knowledge: How Climate Change Affects Two Different Parts of the World](#)
 - Raised awareness about the impact of climate change on farming and generated funds to support affected farmers.
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ADDITIONAL QUALIFICATIONS

Certificate of Proficiency in Restoration Towards Green Recovery

- Centre for International Postgraduate Studies in Environmental Management, **TU Dresden, Germany**

Certificate of Proficiency in Forests and Transparency under Paris Agreement

- Global Environment Facility

Environmental Health and Safety Professional

- Asian Development Bank

PROFESSIONAL MEMBERSHIPS

Environmental Institute of Australia and New Zealand (EIANZ)

- Associate Member

Golden Key International Honour Society

- Member

Voluntary Experience

- **Member Coordinator, Nazhoen Lamtoen (Child-based CSO), Bhutan**
- Collaborated with a team to support disadvantaged children and youth in conflict with the law.
- Successfully raised \$450 AUD through GoFundMe, providing school materials for 13 children.
- Developed skills in fundraising, online campaign management, and donor engagement.

REFEREES

Available upon request.