
CV – Paul Gibson-Roy

Personal Details

Address:



Telephone:

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**Experience Summary**

Paul is a restoration ecologist specialized in re-establishing species-rich native grasslands and grassy woodlands. In 2004 he instigated the Victorian Grassy Groundcover Research Project (Melbourne University and Greening Australia), a state-wide, field-scale grassy restoration program. In 2011 he expanded the project to NSW focusing on EPBC-listed Cumberland Plain Grassy Woodland. There he developed one of the countries most advanced seed production facilities growing wildflowers and with that seed led projects that for the first time restored by direct seeding complex grassy woodland across the region. He was awarded a Churchill Fellowship in 2016 and toured the USA investigating their native seed and restoration sectors. In 2017 he co-developed an ANPC-led native seed sector survey gathering critical information and feedback from restorationists nationally. In 2019 he joined Kalbar Resources to oversee rehabilitation strategies for the Fingerboards project in east Gippsland (Victoria). These include ambitious goals to restore ~200 ha of nationally listed grassy woodland to parts of the post-mined landscape. While still in the early stages it will involve developing significant seed production capacity and refining current restoration techniques to suit post-mine conditions. Novel approaches for plant salvage and rescue and faunal impact mitigation will also be trialed. In its entirety, the project would represent one of the most ambitions of its type to be undertaken nationally. Paul has published extensively on the topics of restoration, seed production and the restoration sector and most recently was lead author to the revised Florabank Guidelines on Seed Production and Direct Seeding.

Professional History

- 2019 - Manager Ecological Restoration – Kalbar Operations Ltd – Fingerboards Project Bairnsdale, Victoria
- 2012-2018 Lead Scientist Greening Australia & Program Head – Cumberland Plain Complex Understorey Restoration Program NSW
- 2004 - 2011 Program Head/Research Fellow - *The Grassy Groundcover Research Project* Greening Australia and the University of Melbourne
- 2001 – 2011 Lecturer - The University of Melbourne – School of Land and Environment
- 2001 – 2003 Principal Research Officer (Part-time), Sustainable Gardening Australia
Lecturer – Kangan-Batman TAFE (Part-time) – Horticulture
Lecturer - Holmesglen TAFE (Part-time) - Horticulture
- 1997 – 2001: Environmental Officer/Staff Manager (Part-time)

Bulleen Art & Garden (Retail Plant Nursery)

Education

- 2001–2003 *Doctorate* - The University of Melbourne
Thesis topic: The ecology and restoration of indigenous grassland communities. In 2002 received the Rowden White Prize for academic achievement (Institute of Land and Food Resources) and in 2004 was nominated by the faculty for the Chancellors Medal for outstanding PhD thesis.
- 1996-2000 *B. Science (Horticulture) 1st Class Honours* - The University of Melbourne
Honours topic: The establish potential of grassland species for use in indigenous seed mixtures. Thesis awarded the Deans Honour in 2000.
- 1993-1995 Associate Diploma Horticulture – Burnley Horticultural College. Melbourne.

Industry Representation

- Australian Network for Plant Conservation: Vice President & National Committee Member (2006-2021)
- Australian Seedbank Partnership: National Committee member (2016-2019)
- Society for Ecological Restoration Australasia: current member
- Association of Bush Regenerators: current member

Awards

- 2018: Cumberland Plain Grassy Woodland Project – Finalist. Society for Ecological Restoration (Australasia) Excellence in Restoration Practice
- 2016: Cumberland Plain Grassy Woodland Project – Finalist. Society for Ecological Restoration (Australasia) Excellence in Restoration Practice
- 2015: Winston Churchill Memorial Trust Fellowship
- 2011: Earthwatch Institute & Rio Tinto National Citizen Science Award – Winner. Grassy Groundcover Restoration Project awarded (value 20K)
- 2010: United Nations Association World Environment Day – Finalist. Grassy Groundcover Restoration Project - Excellence in Biodiversity Protection
- 2009: Grassy Groundcover Restoration Project recognized by the Society for Ecological Restoration International – Winner. One of Australasia’s Top 20 Restoration programs
- 2008: Grassy Groundcover Restoration Project – Winner. United Nations World environment Day award - Best Environmental Initiative (‘Moolapio’ restoration project based at Point Henry near Geelong)

Current Posts:

- Honorary Research Fellow - University of Melbourne
- Honorary Research Fellow – University of Western Sydney
- National committee Member – Australian Network for Plant Conservation.
- Steering committee member – NSW Healthy Seeds Program

Recent Publications

- Pedrini, S., Gibson-Roy, P., Trivedi, C., Candido, G., Hardwick, K., Shaw, N., Frischie, S., Laverack, G., Dixon, K. 2020. **Collection and production of native seeds for ecological restoration.** *Restoration Ecology*. 29 April 2020. <https://doi.org/10.1111/rec.13190>
- Schmidt, A. L., Gilpin, A., Cook, J. M., Rymer, P., Gibson-Roy, P., Craigie, S., Power, S. 2020. **Restoration of native wildflower patches in agronomic settings for diverse and healthy pollinator populations.** *Australasian Plant Conservation*. 28:4. 17-19
- Hancock, N., Gibson-Roy, P., Driver, M. and Broadhurst, L. 2020. **The Australian Native Seed Sector Survey Report.** Australian Network for Plant Conservation, Canberra
- Gibson-Roy, P., Hancock, N., Driver, M., Broadhurst, L. 2020. **An overview of the ANPC Australian native seed industry survey.** *Australasian Plant Conservation*. 28:3. 28-30.
- Sinclair, S. J., Zamin, T., Gibson-Roy, P., Dorrrough, J., Wong, N., Craigie, V., Garrard, G.E. & Moore, J. L. 2019. **A state-and-transition model to guide grassland management.** *Australian Journal of Botany*. 67: 437-453. <https://doi.org/10.1071/BT18167>
- Morris, C and Gibson Roy, P. 2019. **Adding carbon at a standard and a higher rate reduces soil nitrate in a grassy woodland.** *Ecological Management and Restoration*. Vol 12355
- Morris, C and Gibson Roy, P. 2019. **Adding carbon at a standard and a higher rate reduces soil nitrate in a grassy woodland.** *Ecological Management and Restoration*. Vol 12355
- Morris, C and Gibson Roy, P. 2019. **High level of soil carbon addition causes possible manganese and aluminum phytotoxicity.** *Ecological Management and Restoration*. Vol 12355.
- Gibson-Roy, P. 2018. **Restoring Gassy Ecosystems – Feasible or Fiction? An Inquisitive Australian’s Experience in the USA.** *Ecological Management and Restoration*. Vol 19: S1. 11-25
- Cuneo, P. Gibson-Roy, P. Fifield, G. Broadhurst, L. Berryman, T. Crawford, A. Freudenberger, D. 2018. **Restoring grassy woodland diversity through direct seeding: insights from six ‘best-practice’ case studies in southern Australia.** *Ecological Management and Restoration*. 19:2. 125-135
- Morris, C and Gibson Roy, P. 2017. **Comparison of biomass removal, nutrient manipulation, and native seed addition to restore the ground layer of a degraded grassy woodland.** *Australian Journal of Botany*. Vol 66:1
- Stephanie Schelfhout, Jan Mertens, Michael P. Perring, Maud Raman, Lander Baeten, Andreas Demey, Bert Reubens, Simon Oosterlynck, Paul Gibson-Roy, Kris Verheyen, Ann De Schrijver. 2017 (*in press*). **P-removal for restoration of *Nardus* grasslands on former agricultural land: cutting traditions.** *Restoration Ecology*. Vol 25:52. 178-187
- Gibson-Roy, P. Delpratt, J. **Sourcing Seed for Grassland Restoration** in *Land of Sweeping Plains – managing and restoring the native grassland of south-eastern Australia*. Eds, Williams, N. Marshall, A. Morgan, J. CSIRO Publishing
- Gibson-Roy, P. Delpratt, J. **The Restoration of Native Grasslands** in *Land of Sweeping Plains – managing and restoring the native grassland of south-eastern Australia*. Eds, Williams, N. Marshall, A. Morgan, J. CSIRO Publishing
- Gibson-Roy, P. 2015. **In Defence of Weeds and Ferals.** *Australian Plant Conservation*. Vol 23 -2
- Gibson-Roy, P., 2014. **Reconstructing Grassy Communities.** *Wildlife Australia*. Spring Vol 51 No.3. 38-41
- Gibson-Roy, P., Denham, A. 2014. **Linking Schools to Biodiversity Restoration.** *Australian Plant Conservation*. 23-1

Gibson-Roy, P., 2014. **Ants, seed, and grassland restoration.** *Australian Plant Conservation*. 23-1

Gibson-Roy, P. and Mc Donald, T. 2014. **Reconstructing grassy understories in south-eastern Australia:** Interview with Paul Gibson-Roy. *Ecological Management & Restoration* 15, 2. 111-121

Gibson-Roy, P., G. M. Moore, and C. J. Delpratt. 2014, **Do arbuscular mycorrhizal fungi recolonize revegetated grasslands?** *Ecological Management & Restoration* 15, 1: 87-91

Gibson-Roy, P., Delpratt, C. J. 2013. **Meeting the seed needs for future restoration.** Australian Plant Conservation. 22-3. 9-10. *Australian Plant Conservation*. 22-3. 11-12

Taylor, D., McAuliffe, J., North, T., Gibson-Roy, P., Vanzella, B., Taws, N., Bains, G., Cook, E., Lepschi, B., Broadhurst, L. 2013. **Seed production produces translocation spin off for a highly threatened species.** *Australian Plant Conservation*. 22-3. 11-12

Gibson-Roy 2012. **Are we there yet? Restoration Australia's grassy ecosystems.** *Australian Plant Conservation*. 21-4. 13

Gibson-Roy. 2012. **Technical Guide to Grassland Restoration.** *Australian Department of Environment Publication*

Freudenberger, D., J. Cummings, G. Fifield, I. Rayner, and P. Gibson Roy. 2011. **On the benefits of practitioner organisations becoming more involved in ecological knowledge exchange.** *Ecological Management & Restoration* 12:83

White, R., L. Willcock, and P. Gibson Roy. 2011. **The Moolapio Project – a land management program conserving and enhancing coastal foreshore and wetland communities at Point Henry.** *Australasian Plant Conservation* 19:4. 32-33

Gibson Roy, P. 2010. **Regrowth within reconstructed species-rich grasslands: observations of opportunities taken up by a range of trophic levels.** *Australasian Plant Conservation* 19:1. 21-23

Gibson-Roy, P., G. M. Moore, C. J. Delpratt, and J. Gardner. 2010. **Expanding horizons for herbaceous ecosystem restoration: the Grassy Groundcover Restoration Project.** *Ecological Management & Restoration*. 11:175-185

Gibson-Roy, P., G. M. Moore, and C. J. Delpratt. 2010. **Testing methods for reducing weed loads in preparation for reconstructing species-rich native grassland by direct seeding.** *Ecological Management & Restoration*. 11:135-139