

**Education**

*B.Sc. (Hons) Biology with Oceanography, University of Southampton, UK, 1995*

**Certifications**

*Project Management Professional, December 2015*

*Standard and Wilderness First Aid, 2014*

**Golder Associates Ltd. – Yellowknife*****Associate, Project Manager***

Damian Panayi lives and works in the Northwest Territories. Damian's career began in wildlife studies, but since then his work has expanded to include project management, environmental assessment, cumulative effects assessment, permitting, consultation, gap analysis, environmental baseline studies and environmental monitoring. Damian has been a Project Manager on multi-disciplinary projects for government, mining, exploration and infrastructure, including both desktop and field investigations. He has prepared wildlife effects monitoring plans following regulator and community consultation for six separate mining projects.

Damian also been a field biologist on northern environmental baseline and monitoring programs. He has used the results of these studies to prepare technical and plain-language reports, and has communicated the results to government and community agencies for consultation and consensus building in cross-cultural environments.

Damian has played a role in making Golder a leader in environmental and cumulative effects assessment in the Northwest Territories, and has been involved in environmental assessments, permitting and monitoring for hydroelectric, transportation, contaminated site, mineral exploration and mining projects.

The integration of local and traditional knowledge is also a priority for Golder, and Damian has assisted or undertaken several such studies to support community traditional knowledge collection, mine effects monitoring, documenting traditional land use and supporting community-based wildlife management.

**Employment History*****Golder Associates Ltd. – Yellowknife, Northwest Territories  
Wildlife Biologist/Project Manager (2000 to Present)***

Recent experience with permitting and monitoring of transportation, hydroelectric, mining and mineral exploration projects. Project manager for several environmental monitoring programs and an environmental assessment. Assisted with several environmental assessments and cumulative impact assessments. Project managed and field technician at remote mine wildlife monitoring programs, lead reporting of the results. Developed wildlife monitoring plans. Delivered presentations to public and technical audiences. Assisted with community meetings.

**PROJECT EXPERIENCE – ENVIRONMENTAL ASSESSMENT**

- Giant Mine**  
Northwest Territories,  
Canada
- Designed and supervised wildlife studies at Giant Mine to identify current status of wildlife activity and to identify mitigation to reduce risks to wildlife during remediation activities. Prepared the Wildlife Management and Monitoring Plan, and worked with regulatory agencies and the Remediation Project to tailor the document to the needs of subcontractors and gain approval of the document from the MVLWB.
- Nechalacho Mine**  
Northwest Territories,  
Canada
- Assisted Cheetah Resources and NWT Rare Earths Ltd. with land use permit and water licence amendment and extension processes related to the development of a open pit demonstration project for rare earths. Updated environmental management plans, assisted with gaining regulatory approvals, engaged with the MVLWB and regulatory agencies, and undertook site investigations. Assisted with implementation once all authorizations were received.
- Pine Point Project**  
Northwest Territories,  
Canada
- Simultaneous Type A Water Licence application for advanced exploration with the MVLWB, and environmental assessment initiation with the MVEIRB for mining and milling at Pine Point. Steps included developing the Project Description, undertaking engagement with communities and regulators, communications with the Boards for clarification of application documents, preparation of application documents and submission. Application review phase included regulatory meetings, response to public comments, Technical and Public Hearings. Addressing concerns related to wildlife, water use, employment, fish and working in a brownfield area.
- Taltson Hydroelectric Expansion Project**  
Northwest Territories,  
Canada
- Project manager and technical resource for a baseline data gap analysis and routing study for the Taltson Hydroelectric Expansion Project, providing a transmission line link from Taltson to Yellowknife across Great Slave Lake. Golder engaged our multi-disciplinary environmental team with recent NWT environmental assessment experience to review the available baseline information (including from the previous environmental assessment and from ongoing NTPC operations), make recommendations on the information requirements for environmental assessment, and provide guidance on the studies required to fill the information gaps. Golder also provided a mapbook showing the three route options in relation to available environmental information (such as drainage basins, surficial geology, species at risk ranges) and summarized route statistics for each option. Golder also provided a template engagement plan, risk registry, and direction on how to enter the regulatory process.
- Meadowbank Mine**  
Nunavut, Canada
- Assisted with the environmental assessment of impacts from a proposed expansion to the Meadowbank Mine. Completed a review of the Terrestrial Ecosystem Monitoring Plan and implemented operational changes to reflect adaptive management at the mine. Participated in stakeholder meetings to discuss the wildlife monitoring component and incorporate feedback to better mitigate impacts to wildlife from mining and haul road activities.

- Jericho Mine**  
Nunavut, Canada
- Nunavut Territory, Canada  
Developed and implemented a wildlife monitoring plan for the Jericho Diamond Mine, and worked with regulatory agencies to gain approval of the plan. Conducted wildlife monitoring and reported on results.
- Jay Project, Ekati Mine**  
Northwest Territories,  
Canada
- Participated in the community consultations and environmental assessment of the Jay Project, an expansion to the Ekati Diamond Mine. Contributed to the assessment of effects to wildlife and environmental cumulative effects. Contributed to the updated Wildlife Effects Monitoring Plan and the Caribou Road Mitigation Plan.
- Gahcho Kue Mine**  
Northwest Territories,  
Canada
- Contributed to the environmental review document for the proposed Gahcho Kue diamond mine. Major contributions included a summary of the mine's cumulative effects, and preparation of Wildlife Monitoring and Wildlife Habitat Protection Plans.
- Traditional Knowledge of Caribou Reaction to Human Activity**  
Nunavut, Canada
- With assistance from the Nunavut Wildlife Management Board and in partnership with the Kugluktuk Hunters and Trappers Organization, assisted with and managed an investigation into the effects of human development and activity to barren-ground caribou, using both Inuit traditional knowledge, and spatial analysis of collared caribou movements. A key goal was the integration of traditional knowledge and science.
- Ekati Diamond Mine**  
Northwest Territories,  
Canada
- Lead technician and author for the Ekati Wildlife Effects Monitoring Program, 2000 to 2003. Results from this monitoring program are submitted to the Independent Environmental Monitoring Agency, and government agencies. VECs were monitored to assess the impact of the mine on wildlife, with a major emphasis on caribou, carnivores, and upland breeding birds. Trained wildlife technicians, conducted surveys of all VEC species, and implemented Wildlife Effects Monitoring Plan. Assisted with database design, and communicated results and issues with government biologists.
- Bluefish Hydroelectric Plant**  
Northwest Territories,  
Canada
- Project manager for regulatory and monitoring support to NTPC for hydro plant expansion. Assisted the Northwest Territories Power Corporation with the strategic advice for permitting, regulatory engagement, and acquisition of land use permit, water licence and Fisheries Act Authorization required to construct a new dam at the Bluefish hydroelectric facility. Also managed the preparation or update of eleven environmental monitoring plans, and assisted in gaining approval for these plans from the Mackenzie Valley Land and Water Board. Currently assisting NTPC with environmental monitoring and annual reporting, implementation of water flow and mercury monitoring plans required by the Water Licence and Fisheries Act Authorization.
- Lutsel Ke Mini Hydro**  
Northwest Territories,  
Canada
- Project manager and technical lead for the scoping of effects to the terrestrial environment for a proposed transmission line and run-of-river mini hydro development on the Snowdrift River.

**Taltson Hydroelectric  
Expansion Project**  
Northwest Territories,  
Canada

Internal project manager and technical lead for the environmental assessment of the proposed Taltson Hydroelectric Expansion Project. Worked with multi-consultant team to develop assessment methods and cumulative effects assessment approach. Managed internal team to conduct an assessment of incremental and cumulative effects to wildlife and land-users. Designed and implemented aerial survey studies to document baseline conditions along the proposed routes of a proposed transmission line. Conducted literature review regarding the possible impacts of a transmission line to wildlife.

**Inventory of Landscape  
Disturbance**  
Northwest Territories,  
Canada

With assistance from the Cumulative Impact Monitoring Program, developed a database describing human activity and landscape disturbance in the North and South Slave, and Inuvialuit Settlement Regions of the Northwest Territories. This database can be used to provide a quantitative estimate of cumulative effects. The database brings together many different sources of information, such as land use permits, water licences, land leases, roads, transmission lines, parks, and communities. The database has since been used in the cumulative effects assessment of four recent projects in the NWT.

**Community-Based  
Muskox Population  
Estimate**  
Nunavut, Canada

Hunters of Kugluktuk have observed increasing numbers of muskox near the community, and desired to increase the harvest levels. Rather than lobby the Government of Nunavut to undertake an aerial survey to estimate muskox numbers, the Hunters and Trappers Organization contracted Damian to document hunter observations and suggest ground-based survey methods that could be undertaken by community members.

**Snap Lake Mine**  
Northwest Territories,  
Canada

Project Manager for a multi-disciplinary environmental monitoring program at the Snap Lake Mine. Golder's team included over 30 staff undertaking a range of environmental baseline studies. Responsible for tracking scope, budget and schedule, overseeing safety for all field investigations, and client liaison. Prepared work plans for annual monitoring.

**Kennady North**  
Northwest Territories,  
Canada

Project Manager for the preparation of an environmental baseline study plan for the Kennady North Project, including identification of information needs, study design, schedule and cost estimate for terrestrial, aquatic and cultural disciplines. Also Project Manager for environmental baseline studies at the Project. Responsible for scope, budget and schedule for a multi-disciplinary environmental monitoring program.

**Tlicho All-Season  
Road**  
Northwest Territories,  
Canada

Project Manager for Golder contribution to the environmental assessment of a proposed all-season road to Whati for the GNWT. Worked with various GNWT departments and Golder technical leads to prepare an integrated environmental assessment, complete field investigations and prepare regulatory submissions. Golder provided a developer's assessment report under tight deadlines, and participated in the EA analysis phase including information requests, technical meetings and public hearing. Prepared the closing arguments and assisted with the consult to modify process. Prepared the land use permit and water licence re-submission and worked with the private partner to transition responsibility for regulatory approvals mid-process.

**Taltson Hydroelectric  
Expansion Project**  
Northwest Territories,  
Canada

Project Manager for Golder contribution to planning for the Taltson Hydroelectric Expansion Project for the GNWT. Expansion to the existing Taltson hydroelectric facilities are under consideration, coupled with a transmission line link to Yellowknife. Golder's contribution included a gap analysis, roadmap environmental assessment and regulatory approvals, estimate of effort required, draft Engagement Plan and mapbook. The gap analysis provided a summary of the baseline environmental studies that would be required to initiate an environmental assessment, including a draft schedule. Risks and opportunities for environmental assessment and regulatory approvals were presented. The mapbook provided visual and quantitative comparisons of various alignment options. Golder provided materials in a format that could be updated by the GNWT as the project proceeds, such as GIS files and word documents.

## PUBLICATIONS

### Other

Adequacy Statement Reponse for the Tlicho All-Season Road. Prepared for the Government of the Northwest Territories.

Caribou Road Mitigation Plan for the Jay Project, Ekati Diamond Mine. Prepared for Dominion Diamonds Corp.

Wildlife Effects Monitoring Program for the Jay Project, Ekati Diamond Mine. Prepared for Dominion Diamonds Corp.

Fisheries Studies at the Bluefish Hydroelectric Station. 2013. Prepared for the NWT Power Corporation.

Wildlife and Wildlife Habitat Protection Plan, and Wildlife Effects Monitoring Plan. NICO Project. Prepared for Fortune Minerals Inc.

Effects of Development on Barren-ground Caribou: Insight from Traditional Knowledge and Ecological Model. 2011. Prepared for the Kugluktuk Hunters and Trappers Organization.

Comprehensive Remediation Assessment Report for the Discovery Mine. 2010. Prepared for Indian and Northern Affairs Canada.

Wildlife and Wildlife Habitat Protection Plan, and Wildlife Effects Monitoring Plan. Gahcho Kue Project. Prepared for De Beers Canada Inc.

Terrestrial Environment and Project Effects Scoping Report, Bluefish Hydro Dam Replacement Project. Prepared for the Northwest Territories Power Corporation.

Taltson Hydroelectric Expansion Project Developer's Assessment Report. Prepared for Deze Energy Corporation for the Mackenzie Valley Environmental Impact Review Board.

Golder Associates 2008. 2007 Jericho Diamond Project Wildlife Monitoring Program Data Summary. Prepared for Tahera Diamond Corporation.

Autumn and Winter Wildlife Studies for the Taltson Hydroelectric Expansion Project. 2006. Prepared for the Northwest Territories Energy Corporation.

Wildlife and Wildlife Habitat Studies for The Taltson Hydroelectric Expansion Project. 2006. Prepared for the Northwest Territories Energy Corporation.

Environmental Baseline Studies at the NICO Property, 1998 to 2005. Prepared for Fortune Minerals Inc.

Wildlife Mitigation and Monitoring Plan. Jericho Diamond Project. 2005. Prepared for the Tahera Diamond Corporation.

Golder Associates 2005. Wildlife Monitoring Studies at the Snap Lake Diamond Project, 1999 to 2004. Prepared for De Beers Canada Inc.

Golder Associates 2004. Terrestrial and Aquatic Field Surveys and Ecological Risk Assessment for the Tundra Mine. Prepared for Indian and Northern Affairs Canada, Contaminants Division.

Golder Associates 2004. Enhanced Phase 2 Environmental Site Assessment of the Speers Lake Exploration Camp, Nunavut. Prepared for Public Works and Government Services Canada. Edmonton, Alberta.

Golder Associates 2004. Enhanced Phase 2 Environmental Site Assessment of the McGregor Lake Exploration Camp, Nunavut. Prepared for Public Works and Government Services Canada. Edmonton, Alberta.

Golder Associates 2004. Enhanced Phase 1 Site Assessment, El Bonanza Mine, Northwest Territories. Prepared for Indian and Northern Affairs Canada, Contaminants Division.

Golder Associates 2004. Enhanced Phase 1 Site Assessment, Indore Mine, Northwest Territories. Prepared for Indian and Northern Affairs Canada, Contaminants Division.

Golder Associates 2004. Colomac Site Remediation Plan Technical Review. Prepared for Indian and Northern Affairs Canada, Contaminants Division.

Golder Associates 2004. Phase 1 Environmental Site Assessment of a private commercial property. Prepared for the CIBC Bank, Yellowknife, Northwest Territories.

Golder Associates 2003. Phase 1 Environmental Site Assessment of the Former St. Anne Hospital Site, Fort Smith, Northwest Territories. Prepared for the Uncle Gabe Friendship Centre, Fort Smith, Northwest Territories.

Golder Associates 2003. Environmental Review of Diamond Mining Sector. Prepared by Golder Associates Ltd. for Environment Canada, Government of Canada.

De Beers 2002. Snap Lake Wildlife Monitoring Report. Prepared by Golder Associates for De Beers Canada Mining Inc.

BHP Billiton 2003. Ekati Diamond Mine 2002 Wildlife Effects Monitoring Program. Prepared by Golder Associates for BHP Billiton Diamonds Inc.

Golder Associates 2002. Environmental Impact Assessment for the WesternGeco Mackenzie River 2D Seismic Program. Prepared for WesternGeco.

Golder Associates 2002. Supporting Documentation for a Land Use Permit Application for a Northwest Tel Microwave Tower. Prepared for Northwest Tel.

Golder Associates 2002. A Functional Review of Geomatics within the N.W.T. Department of Resources, Wildlife, and Economic Development. Prepared for the department of Resources, Wildlife, and Economic Development, Government of the Northwest Territories.

BHP Billiton 2002. Ekati Diamond Mine 2001 Wildlife Effects Monitoring Program. Prepared by Golder Associates Ltd. for BHP Billiton Diamonds Inc.

Golder Associates 2002. Snap Lake Diamond Project Wildlife Monitoring Report. Prepared by Golder Associates for De Beers Canada Mining Inc.

Golder Associates. 2001. Environmental Impact Assessment of the Snap Lake Diamond Project. Prepared for De Beers Canada Mining Inc.

BHP 2001. Ekati Diamond Mine 2000 Wildlife Effects Monitoring Program. Prepared by Golder Associates Ltd.