

Annual Review

2024–2025



ATSE

50
YEARS

Australian Academy of
Technological Sciences
& Engineering



The Australian Academy of Technological Sciences and Engineering (ATSE) Fellows and staff live and work on Aboriginal and Torres Strait Islander lands and waters across Australia.

As we help Australians understand and use technology to solve complex problems, we remain mindful of the 60,000 years of science, technology and innovation represented by the world's oldest continuing cultures.

We acknowledge the Traditional Owners and pay respects to their Elders. We seek always to respect Aboriginal and Torres Strait Islander peoples, both from history and today, and to respect the deep knowledge and history of innovation embodied in their ancient and sustainable cultures and Knowledge.



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About ATSE

The Australian Academy of Technological Sciences and Engineering (ATSE) is a non-profit organisation of the nation's leading applied scientists, technologists and engineers. It provides top-level independent expert advice to guide decision-makers, and delivers education and skills programs to build Australia's future workforce.

Now in its 50th year, the Academy celebrates excellence in science, technology, engineering and mathematics (STEM) by appointing prestigious Fellows, awarding upcoming innovators and equipping the next generation with skills to build a better Australia and world.

We are an authoritative and independent voice to decision-makers, and our world-class STEM career programs are shaping the knowledge-makers and innovators we need to tackle Australia and the world's most urgent challenges.

OUR VISION

A sustainable and prosperous Australia where engineering and applied sciences protect our environment, nurture a skilled workforce, grow competitive industries and enable all Australians to reach their greatest potential.

OUR MISSION

We are a Learned Academy of independent experts helping Australians understand and use technology to solve complex problems.

WHAT WE DO

First formed in 1975 and inaugurated in 1976, ATSE was formed as a Fellowship of Australia's leading applied scientists, technologists and engineers. It mobilised their expertise in order to address government and community priorities with input from an organised body of experts.

ATSE has since grown to more than 900 Fellows who are at the forefront of innovation in response to climate change and the energy transition, digital transformation, technologies to support national security, food and water security, personalised medicine and health technology, advanced manufacturing, resilient infrastructure, and many other areas of applied science, technology and engineering vital to Australia's and the world's economic, social and environmental sustainability. We provide independent advice to decision makers based on the best available evidence, to aid in the development of policies and processes. We build the STEM skills and help catalyse national investment in research and development (R&D) urgently needed to solve these issues.

An independent, non-government organisation and a registered charity, we help grow a diverse and thriving STEM sector in Australia through:

STELR, our hands-on, sustainability-focused science and engineering education program which is in more than 1,000 schools Australia-wide and internationally.

Elevate: Boosting diversity in STEM, our undergraduate and PhD scholarship program which is supporting women and diverse people into STEM studies, networks and careers.

IMNIS, our industry mentoring network in STEM which pairs hundreds of PhD students and early-career researchers with industry leaders every year.

The Global Science and Technology Diplomacy Fund – Strategic Element, which provides grants to grow international collaboration in our region and drive innovation and commercialisation across advanced manufacturing, quantum computing, artificial intelligence, hydrogen production and RNA vaccines and therapies.

The Emerging Leaders Network, which brings emerging leaders from the STEM sector into ATSE's forums to add the voice of early-mid career professionals to ATSE's policy work and get mentored by Fellows.

President’s message



Dr Katherine Woodthorpe AO FTSE
ATSE President

ATSE’s 50th anniversary year is a rare moment to reflect on our Fellowship and how far we’ve come. From the initial group of 65 technologists and engineers – including just two women! – the Fellowship now comprises 941 passionate Fellows, with expertise in fantastically diverse topics and coming from amazingly varied backgrounds. Representing industry, policymaking, non-governmental organisations as well as academia, our Fellowship stands for the translation of discovery and innovation into the practical solutions that improve people’s lives.

This growing cohort of Fellows is a powerful and unique group, with perspectives that can push Australia forward, inspire and encourage the next generation, and address national and global challenges.

Evidence and independence lie at the heart of the work we do. Whether we are advocating for clean water in remote communities, outlining the state of nuclear Small Modular Reactor (SMR) technology or devising nation-leading scholarship programs, our approach is based on broad consultation across the Fellowship and around the sector, and leveraging our internal expertise to advise governments to the best of our ability.

It’s been a privilege to be President for the past three years, helping lead a busy program of advice to government on Artificial Intelligence, STEM education, climate change, SMRs and much more, alongside a thriving – and growing! – suite of STEM education programs. The interplay between the geographic Divisions of our Fellows, the thematic Forums, our committees and working groups, and the support from the professional team, makes for effective and high-impact outcomes. These enable us to grow our reach, our ability to advise at the highest levels of government, and our connections to the world of STEM education.

I’ve also had the privilege this year of being President, on top of my role at ATSE, of two important institutions: the international Council of Academies of Engineering and Technological Sciences (CAETS), and the Australian Council of Learned Academies (ACOLA). Through CAETS, I have had the privilege of helping ATSE host the 2025 annual symposium, which took place in September in Brisbane with an exciting and stimulating program of panels and discussions around the theme of Generations. I’ve also been able to progress a program of policy advice through CAETS around the theme of climate resilience, work from which will be released near the end of 2025. Through ACOLA, I’ve been fortunate to be involved in important discussions with the four other Learned Academies, sharing knowledge and working together on a number of projects.

Sadly, this is the final President’s message I will get to write for ATSE, as my three-year term as President is ending at the end of 2025. I have greatly enjoyed my time as President, and it has been a great privilege and responsibility to be the public face of such an important organisation. Of course, I look forward to continuing to engage with the Fellowship in coming years. Congratulations and welcome to the incoming President, Dr Cathy Foley, whose reputation and standing in Australian science and technology is unmatched. 50 years in, our Academy is stronger than ever and in great hands. As outlined in this Annual Review, the past year and its achievements are proof of the growing impact and influence of our Academy.

Chief Executive Officer’s message



Kylie Walker
ATSE Chief Executive Officer

Our role in highlighting the value of evidence and bringing to light the upcoming big discoveries and innovations that will change our lives is clearer than ever.

Through an engaged Fellowship, an expanding network of engaged and inspiring up-and-coming leaders in STEM, new industry relationships, valuable policy relationships across federal, state and territory governments, and a committed and skilled set of professional staff, we are having impact at all levels of Australian STEM – from education to policy, industry evolution and environmental, health and technological progress.

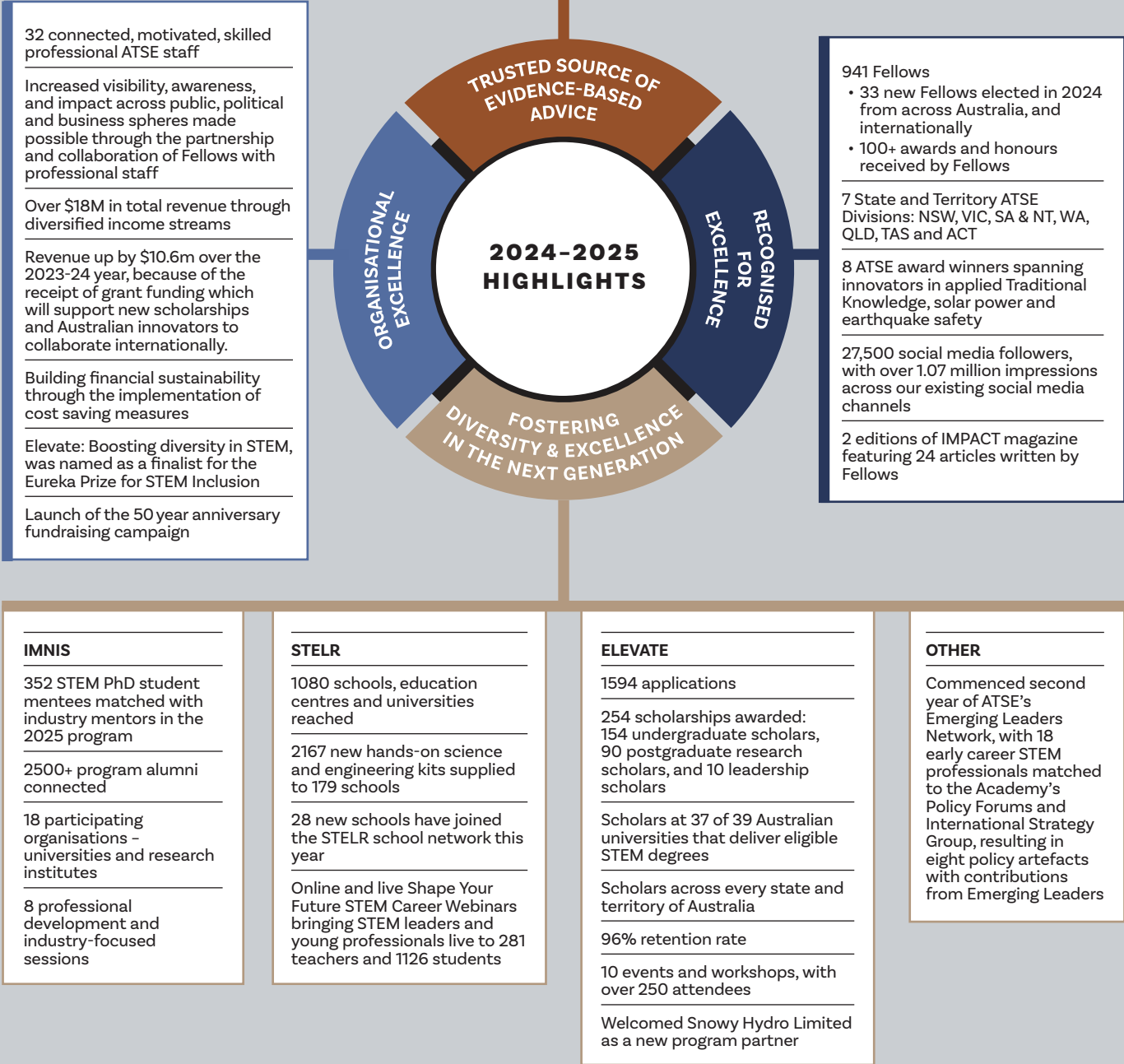
At a time of significant global turmoil, the practical work of technology innovation, evidence-based advice and the effective translation of research into real-world uses benefiting people is critical. Multidisciplinary expert bodies like ours are ideally placed to consolidate and develop guidance for both policymakers and everyday people on the use and evolution of technologies in our lives. From the AI-driven digital revolution that is upending the way we work, learn, play and organise ourselves, to the technologies of electrification, battery storage and transport, and the advancement of medical diagnosis and treatment technologies, there is no shortage of exciting and urgent challenges for our engineers and applied scientists to address.

Our work is helping young, diverse people get a foothold in the world of science, technology and engineering, while also addressing the policy and planning needs of our federal and state leaders. Working with the sector with a practical focus on engineering and science applied to solve complex problems, ATSE in its 50th year is pushing ahead with a new strategic plan out to 2030 that is setting us up to deliver our mission through expertise, excellence, an enhanced STEM workforce and a sustainable operating basis.

I’m proud to lead a high-performing team that is bringing our Fellows and their expertise to the fore. The work we are doing together is helping all Australians to live in and enjoy a safer, healthier and more productive world.

2024-2025 highlights

26 submissions to state and federal inquiries. Of those, 12 so far have had a published government report or funding decision, with 9 reflecting ATSE’s input.	9 Policy Forums uniting 500+ experts from agriculture and food, digital futures, education, energy, health technology, industry & innovation, infrastructure, mineral resources and water
Advice from an additional 35 past ATSE submissions and reports influencing government reports and funding decisions made during the year	604 Fellows engaged 1,167 times in ATSE policy and programs work
A parliamentary briefing on Small Modular Reactors attended by a diversity of parliamentarians	1800 media mentions across major Australian and international news media, 32 media releases, and 25 unsolicited media requests
ATSE’s report on Small Modular Reactors was covered in national media, with an estimated audience of over 14 million	70 ATSE events across the nation uniting 4500+ people, spearheaded by our 7 state and territory Divisions and professional team
9 major research reports providing evidence-based insights and actionable recommendations	A multi-location AgTech symposium featuring industry, academia and policymakers, and farm visits for practical hands-on discussions on food security and agricultural productivity.
	110,000+ website visitors



Trusted source of evidence-based advice

Drawing on our expert network of Fellows which includes Chief Scientists, CEOs, ASX Directors, Vice-Chancellors and other STEM leaders, ATSE is a trusted adviser to industry, government, education and broader society. In 2024-25, we provided independent, timely and solutions-focused advice on Australia’s most wicked challenges spanning climate change, artificial intelligence, manufacturing, education, research and development, energy and water security, and many more.

IMPACTFUL POLICY STATEMENTS AND SUBMISSIONS

ATSE works with Fellows across Australia, through the Forums and via direct outreach and general calls for input in Fellow communications, to compile evidence-based and experience-informed submissions to parliamentary inquiries on issues of importance to the Academy, its mission, and its Fellows.

In 2024-25, ATSE provided 26 submissions to state and federal inquiries. Of the 12 inquiries that have published their outcomes to date, 9 reflected ATSE’s input, including with references to our submission or alignment with our recommendations.

ATSE also reaped the outcomes from policy engagements in previous years, with 35 government reports and funding decisions reflecting advice from ATSE’s respected submissions and reports.

ATSE was invited to provide formal evidence at one parliamentary inquiry this financial year – noting fewer opportunities than usual due to the federal election cycle. Many more meetings and discussions were held by Fellows and senior staff with leaders across the state and federal political spectrum.

Several measures in the 2025-26 Federal Budget matched recommendations made by ATSE’s submissions and reports, across international agricultural trade, rolling out mature low-carbon energy technologies, upgrading water infrastructure for Aboriginal and Torres Strait Islander communities, and commencing an Australian oil and gas decommissioning industry.

Highlights of impact in 2024-25 include:

- Understanding our RNA Potential: All six of ATSE’s proposals were incorporated as strategic goals or actions, including on funding, skills, international collaboration and a One Health framework.
- AI in New South Wales: ATSE’s recommendations for AI education and cross-sector partnerships were adopted, with ATSE’s testimony at the parliamentary hearing quoted extensively in the report.
- National Science and Research Priorities: The majority of ATSE’s advice was reflected in the final Priorities, including a stand-alone priority for Traditional Knowledge and embedding education and digital technologies as enablers. ATSE was also quoted in the final report.

- AI in the Education System: Of ATSE’s seven recommendations, three were fully adopted and four were partially adopted, across teacher professional development, data privacy, and purpose-built AI teaching and learning tools. ATSE’s submission was cited 15 times and directly quoted an additional five times in the final report.
- Western Australian 10 Year Science and Technology Plan: Six of ATSE’s eight proposals were fully or partially adopted, including the creation of a Science and Technology Council.
- Food and Beverage Manufacturing Inquiry: All six of ATSE’s proposals were reflected in the final report, including on reducing industry emissions, circular economy development, skills and training, and collaborative research and development. ATSE’s submission was also cited/quoted five times in the final report.

ENGAGING IN GOVERNMENT REVIEWS

As well as responding to parliamentary inquiries, ATSE engages deeply in major government reviews that examine the research and development sector, economic productivity, climate change mitigations and sustainable development, and skills development.

Strategic Examination of Research & Development

ATSE welcomed the establishment of the Strategic Examination of Research & Development, a review ATSE has long called for. Drawing on the deep expertise of Fellowship, ATSE provided a comprehensive submission to the Strategic Examination of Research & Development, recommending systemic reforms to enhance efficiency and stimulate greater industry investment. ATSE continues to provide input into this review and also released the landmark *Boosting Australia’s Innovation* report during the Strategic Examination process, drawing together expert insights to address persistent barriers in the innovation system.

Universities Accord

The Universities Accord process commenced November 2022, with its final report released in February 2024. Throughout 2024 and 2025, consultation continued on the staged implementation of its recommendations. This financial year, ATSE has contributed to two Universities Accord consultations, which addressed the establishment of an Australian Tertiary Education Commission, university funding models and placement payments. ATSE remains actively engaged in the Accord’s implementation, including highlighting the need for placement payments to be extended to engineering students, who are not currently eligible.

5 Pillars Productivity inquiries

With productivity on the agenda for the re-elected Federal Government, ATSE participated in the consultation led by the Productivity Commission. ATSE contributed further expert input across three priority reform areas: workforce development, digital technologies and the energy transition. ATSE will continue to engage in the productivity debate, with emphasis on linking productivity growth to the innovation system.

ADDITIONAL GOVERNMENT ENGAGEMENT

ATSE engages regularly in high level conversations and provides thoughtful and evidence-informed advice, through events, meetings and conversations with state and federal political representatives and leaders from across the spectrum on a range of topics.

ATSE’s report on Small Modular Reactors was brought directly to decision-makers with a parliamentary briefing well attended by federal politicians from all parties and independents. Following this success, ATSE was also engaged to participate in a community forum on nuclear energy by an Independent MP which included representation from over 20 MPs across the political spectrum.

In the lead-up to the 2025 federal election, personalised letters were sent to hundreds of candidates, leading to six meetings with ATSE Fellows prior to the election across all major parties and independents, and a further 19 positive responses. These interactions are part of the strategic expansion of ATSE’s network of connections with emerging decision-makers and STEM allies.

Ahead of the 2025 Western Australian election, ATSE embarked on a letter-writing campaign informing candidates about ATSE and our engagement in the Western Australian 10-Year Science and Technology Plan. This has led to meetings with ministers and shadow ministers in the 2025-26 financial year. Another highlight was the Victorian STEM investment critical for driving innovation report, developed in partnership with the Royal Society of Victoria and the Science Teachers Association of Victoria, which has been presented to the state government and opposition.

Read ATSE’s policy statements and submissions: atse.org.au/what-we-do/strategic-advice/

INFORMING AUSTRALIA’S INNOVATION FUTURE

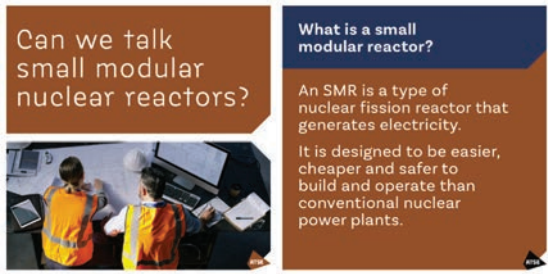
ATSE Fellows hail from across the Australian economy, bringing a depth of expertise as well as a breadth of experience to inform our evidence-based work. Fellows work with professional policy analysts and writers on staff to craft accessible, relevant, informative and informed reports, roadmaps and guidebooks to support decision- and policy-makers to address complex challenges and take advantage of evolving opportunities. In 2024-25 the following major reports were produced:

Boosting Australia’s innovation

ATSE produced a comprehensive report aimed at strengthening Australia’s science, technology and engineering-driven research, innovation and commercialisation ecosystems, informed by six years of consultations and reports across every aspect of the Australian economy, and three targeted roundtable discussions bringing together senior representatives from industry, government, academia and peak bodies. The report translates this collective expertise into actionable recommendations designed to improve the efficiency, effectiveness, capability and impact of Australia’s innovation pipeline. It outlines the key challenges facing Australian innovators today and identifies the most promising levers to unlock the nation’s full innovation potential.

Australia’s Innovation Hub report for KONEKSI

In collaboration with the Australian Council of Learned Academies and KONEKSI, the Australia-Indonesia Knowledge Partnership Platform, ATSE produced a report exploring and mapping Australia’s innovation hubs. The findings were used to inform the Indonesian Government of suitable strategies to support the acceleration of research translation, strengthen industry connectivity and develop the long-term sustainability of science, technology and innovation hubs within regional and local research innovation ecosystems.



Small modular reactors – The technology and Australian context explained

ATSE’s report analysed the state of technical development and Australian context for small modular nuclear reactors (SMRs) in 2024 and identified four potential SMR development entry points. The report supported public policy debate on SMRs by providing an independent analysis of the technology, demonstrating ATSE’s ability to leverage our Fellows’ expertise and our public credibility for valuable and timely contributions to national debates. This report spurred an in-depth conversation with political decision makers on the technologies and how they might play a role in Australia in the future, bringing much-needed evidence and fact to a high-profile national conversation.

National Research Infrastructure report for the National Science and Technology Council

In partnership with Science & Technology Australia and the Australian Academy of Science, ATSE contributed to a major report examining best practice in international collaboration in the use of major research infrastructure. As well as being used to inform the National Science and Technology Council, insights from this work also informed the Strategic Examination of Research and Development. By bringing together voices from academia, education, industry and government, the report supports evidence-based decision-making on one of the nation’s most critical science investments for long-term prosperity.

Power to the people: Smarter energy use through demand side management explained

ATSE’s explainer on demand side energy management outlined technology and policy options for incentivising and enabling energy consumers to support energy resilience and cost-effectiveness by reducing energy use or changing their energy consumption patterns from times of high energy demand to times when demand is lower. Developed by ATSE’s energy experts, this resource contributes to informed public policy discussions by providing consolidated information and supporting further evaluation of the outlined options.

STRONG INTERNATIONAL COLLABORATIONS

ATSE’s place as a globally-connected and influential collaborator strengthened during 2024-25 through a range of targeted interventions to support direct research and development enterprise by Australian innovators in collaboration with international partners, matched with strategic multi-national thought leadership through an international network of leading engineers and applied scientists.

Beyond significant workshops, grant schemes and multilateral collaborations outlined below, ATSE maintained close relationships with colleagues from around the world, meeting with science and engineering leaders from Japan, New Zealand, China, the United States and Cyprus.

Global Science and Technology Diplomacy Fund – Strategic Element

ATSE is delivering the AUD \$25 million Global Science and Technology Diplomacy Fund – Strategic Element (GSTDF-SE) on behalf of the Department of Industry, Science and Resources, in collaboration with the Australian Academy of Science (AAS). The fund provides for grants up to \$1,000,000 for eligible Australian organisations collaborating on key areas of science and technology with priority partner countries across the Asia-Pacific region.



The Minister for Industry and Science, the Hon Ed Husic MP, together with ATSE CEO, Kylie Walker, and Australian Academy of Science CEO, Anna-Maria Arabia, announced the successful Round 1 applicants in December 2024 at an event in Singapore.

The second round of the GSTDF-SE opened in February 2025. ATSE and the AAS are drawing on the expertise of

Fellows to assess the GSTDF-SE expressions of interest and full applications by shortlisted applicants. The success of the first round is due, in large part, to this contribution.

Global Connections Fund

ATSE is administering the final round of the Global Connections Fund (GCF), on behalf of the Department of Industry, Science and Resources. A total of \$560,733 in grants focuses on collaboration between Australia and the Republic of Korea. The GCF aims to support international partnerships between Australian and Korean SMEs and researchers, enabling them to grow beyond the initial stage of engagement, with a focus on commercialisation.

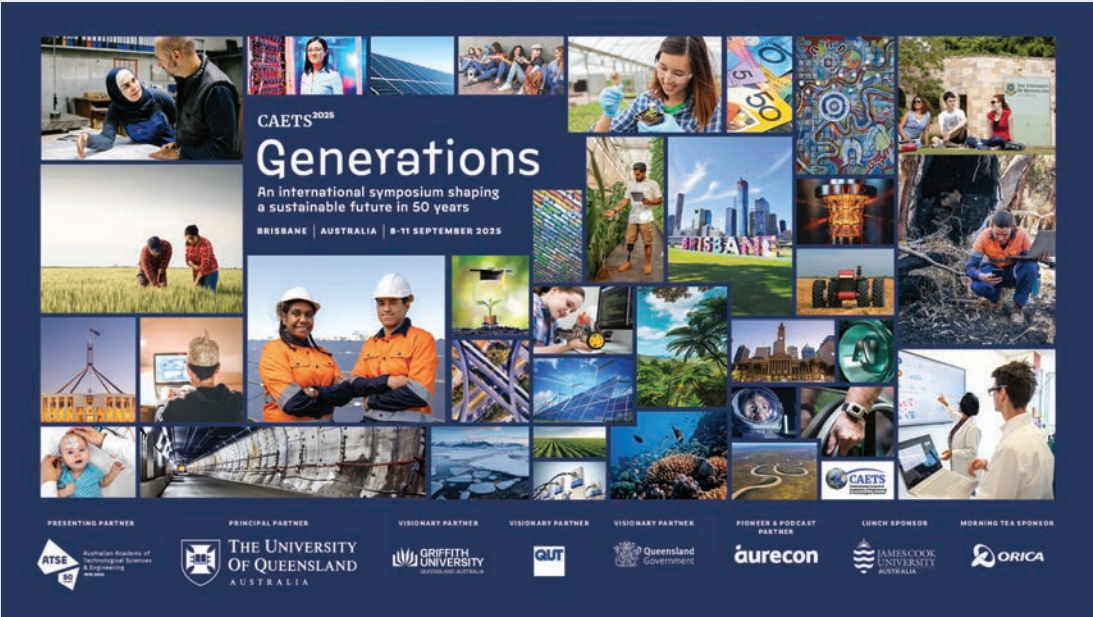
Assessment of the applicants continued through 2025, with the successful recipients to be announced in August 2025.

Frontiers Symposium

ATSE co-hosted a three-day Frontiers Symposium on 1-3 October 2024 in Perth with the Royal Academy of Engineering of the United Kingdom. The Frontiers program aims to build a pipeline of researchers, practitioners and innovators (early to mid-career) who are working to tackle global development challenges. Frontiers focuses on the boundaries of science and technology and how the cutting edge of innovation might be applied to a global development context.

The symposium was a high-profile event and an excellent opportunity for early and mid-career Australian scientists and engineers to engage with peers from the UK and the region. The symposium enhanced ATSE’s engagement in the region consistent with the objectives of ATSE’s International Strategy for Regional Engagement. The theme of the symposium was *Empowering resilience: integrating innovation, sustainable communities, and climate adaptation strategies*.

Several ATSE fellows were engaged in the Symposium in leadership roles: Professor Lyn Beazley, Emeritus Professor Andrew Blakers, Professor Peter Newman and Distinguished Professor Kingsley Dixon.



Australia-Japan clean energy & hydrogen project

In 2024, ATSE collaborated with the Engineering Academy of Japan to restart the Australia-Japan Emerging Research Leaders Exchange Program (AJ-ERLEP). The program supported three Japanese early career researchers to undertake an exchange to Australia, and staged a workshop in November 2024 in Melbourne on clean energy, featuring sector experts, including ATSE Fellows, AJ-ERLEP alumni and participants from Engineers Australia. The next AJ-ERLEP exchange is proposed to take place in 2026, with plans to send a small number of Australian early career researchers to undertake exchanges in Japan, followed by a similar workshop.

Following the 2024 workshop, a collaborative report between ATSE and EAJ was developed with the support of the Australia Japan Foundation. It focused on the opportunities for Australia and Japan to develop thriving clean hydrogen and clean energy partnerships.

This report was guided by a project steering committee formed from Fellows of both Learned Academies and led by International Strategy Group Chair Dr Marlene Kanga and Professor Ken Baldwin.

ATSE CEO, Kylie Walker launched the hydrogen report together with the Japanese Academy of Engineering’s Professor Yasushi Sekine during a visit to World Expo in Osaka, Japan.

Danish CCUS visit

ATSE was approached by the Danish Academy of Technical Sciences (ATV) to assist with a visit from experts, companies and government officials focussed on Carbon Capture Utilisation and Storage (CCUS) in November 2024. ATSE Fellow Professor Sandra Kentish hosted a roundtable at the University of Melbourne including presentations by members of the Australian Energy Producers.

Leading the International Council of Academies of Engineering and Technological Sciences (CAETS)

At the start of 2025, ATSE President Dr Katherine Woodthorpe took the chair of the International Council of Academies of Engineering and Technological Sciences (CAETS), a global body of 33 academies that was co-founded by ATSE several decades ago.

Dr Woodthorpe led a small ATSE delegation to the annual CAETS meeting in Helsinki, where she and Keith Hampson FTSE engaged with other participants on the theme of Carbon Neutral Technologies and Society.

The Australian delegation held a number of bilateral meetings with sister academies from the UK, US, India, Germany, Sweden, Korea and Japan to discuss cooperation within the framework of CAETS, including to expand CAETS membership and enhance its impact, to promote the Global Science and Technology Diplomacy Fund, and to explore opportunities to build on existing bilateral or plurilateral cooperation, such as the Forum on the Design and Delivery of Large Engineering projects.

ATSE also had the chance in Helsinki to announce the theme for the CAETS 2025 meeting, to be hosted by ATSE in Brisbane in September 2025, with the theme Generations.

Coinciding with ATSE’s own 50th anniversary celebrations, the Generations event was planned to invite delegates and speakers to forecast changes to be wrought by the next 50 years of technology and sustainability.

As CAETS President, Dr Woodthorpe has led the implementation of proposed organisational reforms to retain and expand CAETS membership, and to provide for an associate membership which would allow regional Academies, such as the ASEAN Academy, to join and participate in CAETS.

EVENTS THAT INSPIRE AND INFORM

ATSE, along with its Forums, Divisions and STEM Careers programs, held more than 70 high-impact events nationally, bringing together over 4,500 people and covering issues ranging from artificial intelligence, science education, Traditional Knowledge, water policy, quantum careers and much more.

A highlight of the 2024-25 event calendar was the *AgTech solutions for future farming* event in April 2025. This event took place simultaneously in two host locations – Parramatta at the University of Western

Sydney and Tamworth at the University of New England – and featured a strong industry and applied science focus. With panels comprising technologists, farmers, policymakers and industry leaders, this practical, solutions-focused event connected disparate agriculture experts to open new opportunities for technology development and implementation in the field.

Generating highly positive responses from attendees and ensuing relationships, a close collaboration between NSW Division Fellows, a passionate organising committee and the ATSE Professional team came together to make the event happen.



WORKING WITH THE OTHER LEARNED ACADEMIES AND ACOLA

ATSE collaborates informally with other Australian learned academies, and the Australian Council of Learned Academies (ACOLA) on a regular basis. In 2024 ATSE President Dr Katherine Woodthorpe was also chair of the ACOLA Board.

In 2024-25, ATSE collaborated on two formal joint projects with other Learned Academies and ACOLA: the National Research Infrastructure report for the National Science and Technology Council (NSTC), and a report on

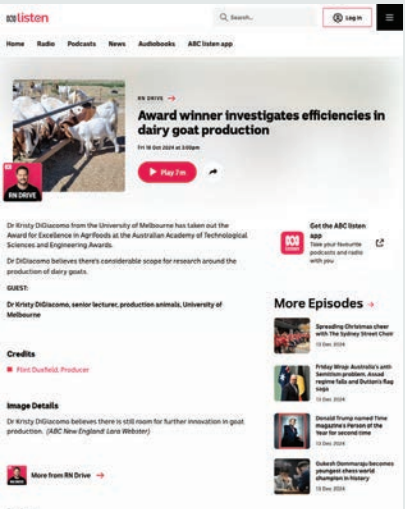
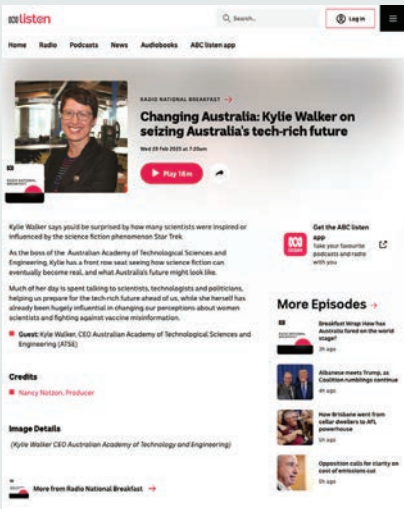
Australia's Innovation Hubs. These projects involved close collaboration between ATSE staff and Fellows, staff and Fellows from the other Academies.

The work on the National Research Infrastructure has gone to directly advise the ongoing development of the 2026 National Research Infrastructure Roadmap, while the work on innovation hubs is advising the Indonesian government on how to setup similar systems with international delegations to Australia planned for 2026.

MEDIA ENGAGEMENT

ATSE and our Fellows were mentioned in stories from a range of local, national, and international news organisations, with over 1,800 media mentions total. Media continued to proactively seek out ATSE and our Fellows on a range of important issues.

Noteworthy highlights this year include widespread national coverage of ATSE's Small Modular Reactor report, coverage of our 2024 Award winners and mentions of our Closing the Water Gap in Indigenous communities report.



Recognised for excellence

Electing and attracting an outstanding diversity of talent

Excellence in applied science, engineering and technology is at the heart of ATSE. We attract diverse and outstanding talent to our Fellowship, national Awards, and programs. Our Fellows are highly engaged, mobilised and professionally supported to proactively and positively contribute to achieving a sustainable and prosperous Australia.



Dr Angeline Achariya FTSE
Food innovation leader



Anne-Marie Birkill FTSE
Technology and healthcare investor



Professor Alex Brown FTSE
FAHMS
Acclaimed medical expert



Dr Josep (Pep) Canadell FTSE
World-leading climate scientist



Professor Frank Caruso FRS FTSE FAA
Pioneering particle engineer



Scientia Professor Liming Dai FTSE FAA
Materials science maestro



Dr Iris Depaz (Deceased) FTSE
Life sciences champion



Karen Dobson FTSE
Change management leader



Rachelle Doyle FTSE
Energy transition advocate



Rear Admiral Rachel Durbin CSC RAN FTSE
Maritime engineering leader



Professor Clinton Fookes FTSE
Artificial intelligence innovator



Dr Michelle Heupel FTSE
Pioneering ocean ecologist



Gabrielle Iwanow FTSE
Mineral resources changemaker



Professor Misty Jenkins FTSE
Outstanding cancer immunologist



Dr Fiona Kerr FTSE
Pathbreaking human-centred technologist



Distinguished Professor Michelle Leishman FTSE
Preeminent plant ecologist



Distinguished Professor David Moss FTSE
World-leading photonics researcher



Anne O'Neill FTSE
Health innovation changemaker



Adjunct Professor Craig Rayner FTSE
Pharmaceutical development expert



Professor Paul Simshauser AM FTSE
Exceptional energy economist



Guy Templeton FTSE FAICD
Impactful infrastructure engineer



Dr James Tickner FTSE
Scientist, innovator and entrepreneur



Professor Karin Verspoor FTSE
AI in healthcare leader



Scientia Professor Toby Walsh FTSE FAA
Artificial intelligence pioneer



Professor Lianzhou Wang FTSE FAA
Semiconductor materials innovator



Dr Zongli Xie FTSE
Membrane & catalysis groundbreaker



Professor Xiwang Zhang FTSE
Sustainable technology innovator



Professor Yixia (Sarah) Zhang FTSE
Advanced materials creator



Professor Chuan Zhao FTSE
Hydrogen paradigm shifter



Professor Yan Zhuge FTSE
Waste conversion trailblazer



Fiona Simson FTSE
Global agriculture advocate

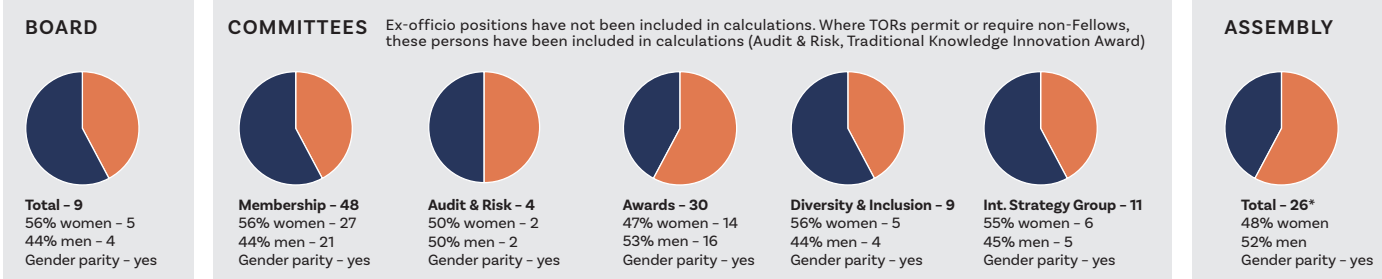


Professor Sally Benson FTSE
Climate policy powerhouse

Equity, diversity and inclusion

The Australian Academy of Technological Sciences & Engineering commits to equity, diversity and inclusion action and outcomes as core business with our strategic priorities.

ACADEMY GOVERNANCE & LEADERSHIP



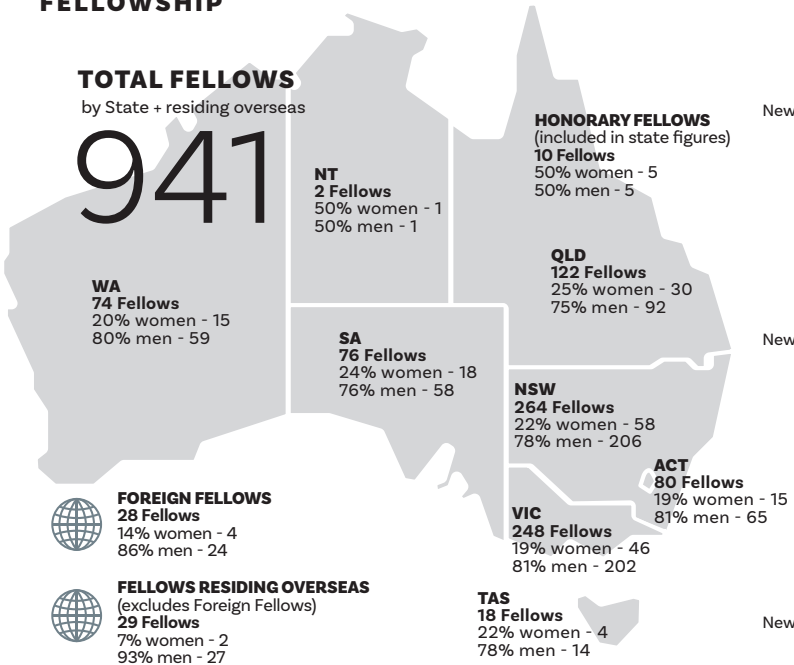
* Average of voting members across two meetings

DIVISION Committees*	Total	Women	%	Men	%	Gender parity*
Total	74	34	46%	40	54%	Yes
ACT	10	4	40%	6	60%	Yes
NSW	19	7	37%	12	63%	No
QLD	11	5	45%	6	55%	Yes
SA/NT	12	6	50%	6	50%	Yes
TAS	4	2	50%	2	50%	Yes
VIC	10	6	60%	4	40%	Yes
WA	8	4	50%	4	50%	Yes

*Gender balance: ATSE commits to a contemporary and practical 40:40:20 approach to ensure a balanced gender representation, comprising 40% women, 40% men, and 20% of any gender across our leadership, representative and advisory bodies. Where a Forum Committee is 3 persons (minimum requirement), the threshold for gender balance achieved has been reduced to 33%.

FORUM Committees*	Total	Women	%	Men	%	Gender parity*
Total	39	16	41%	23	59%	Yes
Agriculture & Food	3	1	33%	2	67%	Yes
Digital Futures	4	3	75%	1	25%	Yes
Education	3	1	33%	2	67%	Yes
Energy	3	1	33%	2	67%	Yes
Health & Medical Technology	4	2	50%	2	50%	Yes
Industry & Innovation	5	4	80%	1	20%	No
Infrastructure	7	1	14%	6	86%	No
Mineral Resources	4	1	25%	3	75%	No
Water	6	2	33%	4	67%	Yes

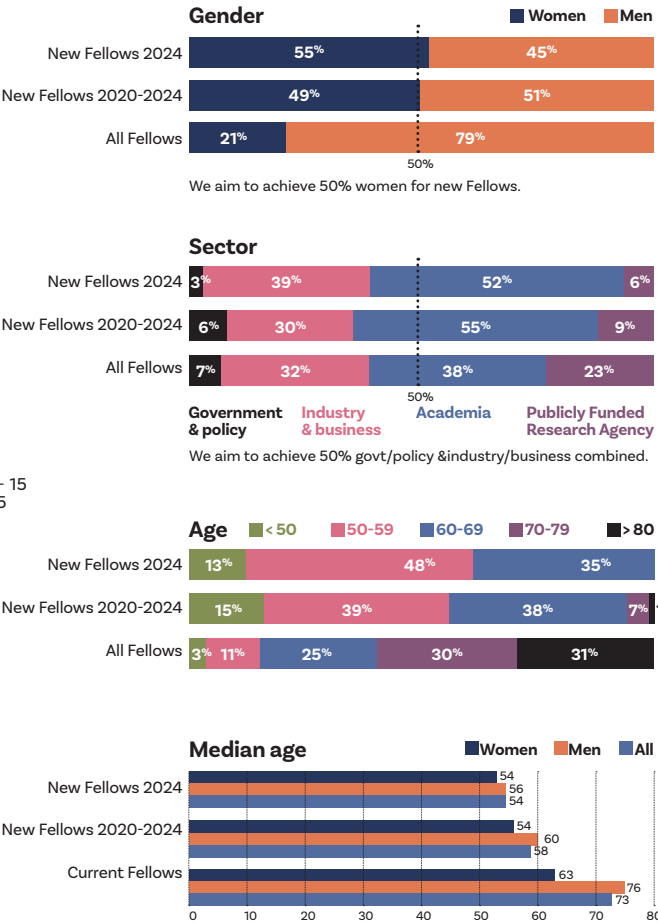
FELLOWSHIP



ATSE has seven Fellows who identify as an Aboriginal and/or Torres Strait Islander person, representing 0.74% of Fellowship (as of 30 June 2025).

Fellowship status / age	Total	Women	%	Men	%	Average Age	Median Age
All Fellows	941	193	21%	748	79%	72	73
Financial	655	173	26%	482	74%	67	69
Non-Financial	286	20	7%	266	93%	84	84

Financial Fellows are still working or fully retired. Non-financial Fellows are those fee exempt, foreign or honorary Fellows or those with lifetime membership, aged 80+.



A SNAPSHOT OF HOW ATSE FELLOWS ENGAGE

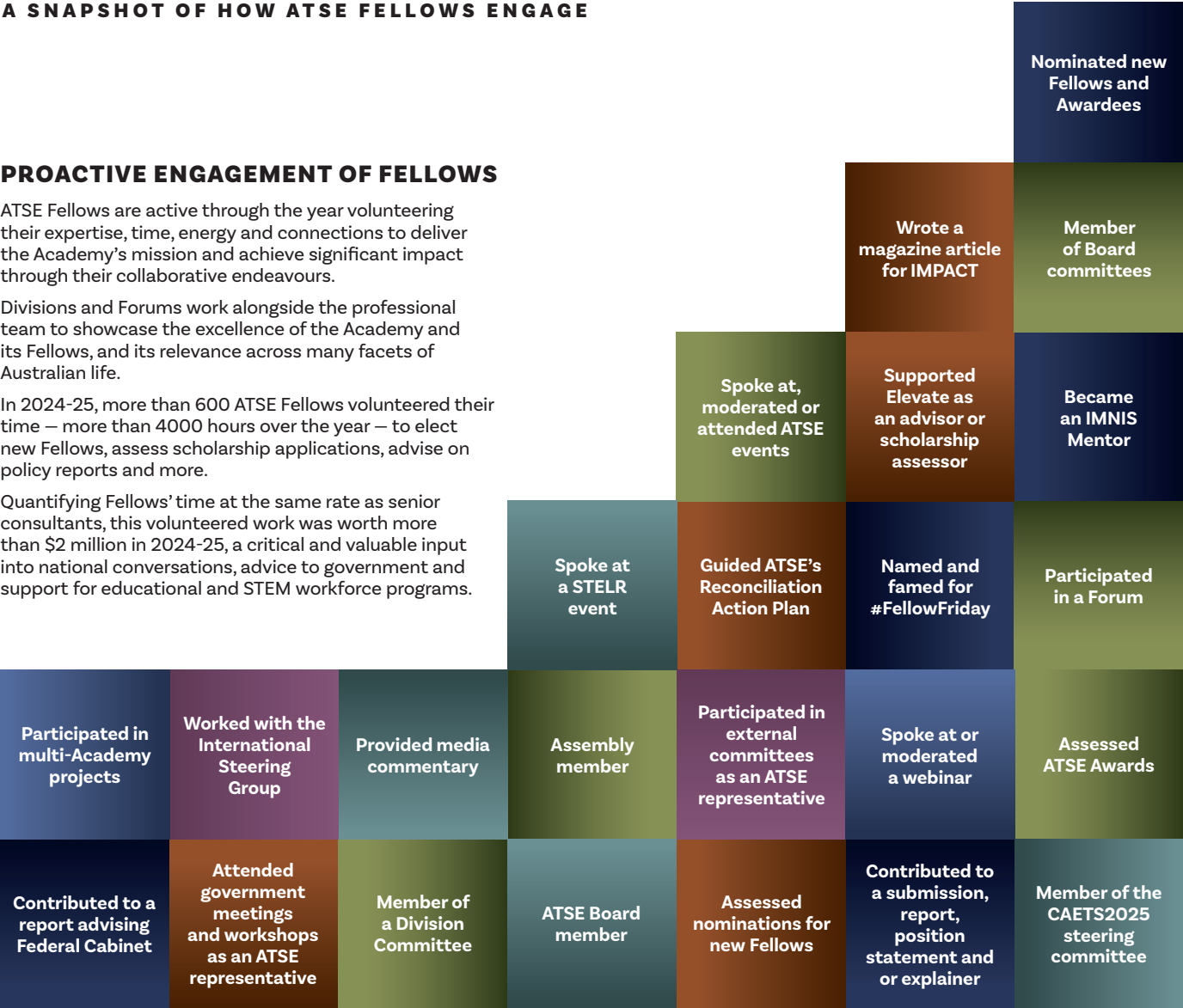
PROACTIVE ENGAGEMENT OF FELLOWS

ATSE Fellows are active through the year volunteering their expertise, time, energy and connections to deliver the Academy’s mission and achieve significant impact through their collaborative endeavours.

Divisions and Forums work alongside the professional team to showcase the excellence of the Academy and its Fellows, and its relevance across many facets of Australian life.

In 2024-25, more than 600 ATSE Fellows volunteered their time – more than 4000 hours over the year – to elect new Fellows, assess scholarship applications, advise on policy reports and more.

Quantifying Fellows’ time at the same rate as senior consultants, this volunteered work was worth more than \$2 million in 2024-25, a critical and valuable input into national conversations, advice to government and support for educational and STEM workforce programs.



Vale

The ATSE community was saddened to lose treasured friends and collaborators through the year. We recognise and remember the following late Fellows who passed away between 1 July 2024 and 30 June 2025.

- Sir Roderick Carnegie AC FTSE (27/11/1932 - 14/07/2024)
- Dr Iris Depaz FTSE (12/09/1976 - 12/08/2024)
- Professor Alan Robson AO FTSE (02/01/1945 - 30/10/2024)
- David Singleton AM FTSE (15/02/1950 - 18/11/2024)
- Dr John Hart-Smith FTSE (08/03/1940 - 13/12/2024)
- Professor Ian Polmear AO FTSE (19/02/1928 - 03/05/2025)
- Emeritus Professor Bill Compston FRS FTSE FAA (19/02/1931 - 16/05/2025)

SOCIAL MEDIA ENGAGEMENT

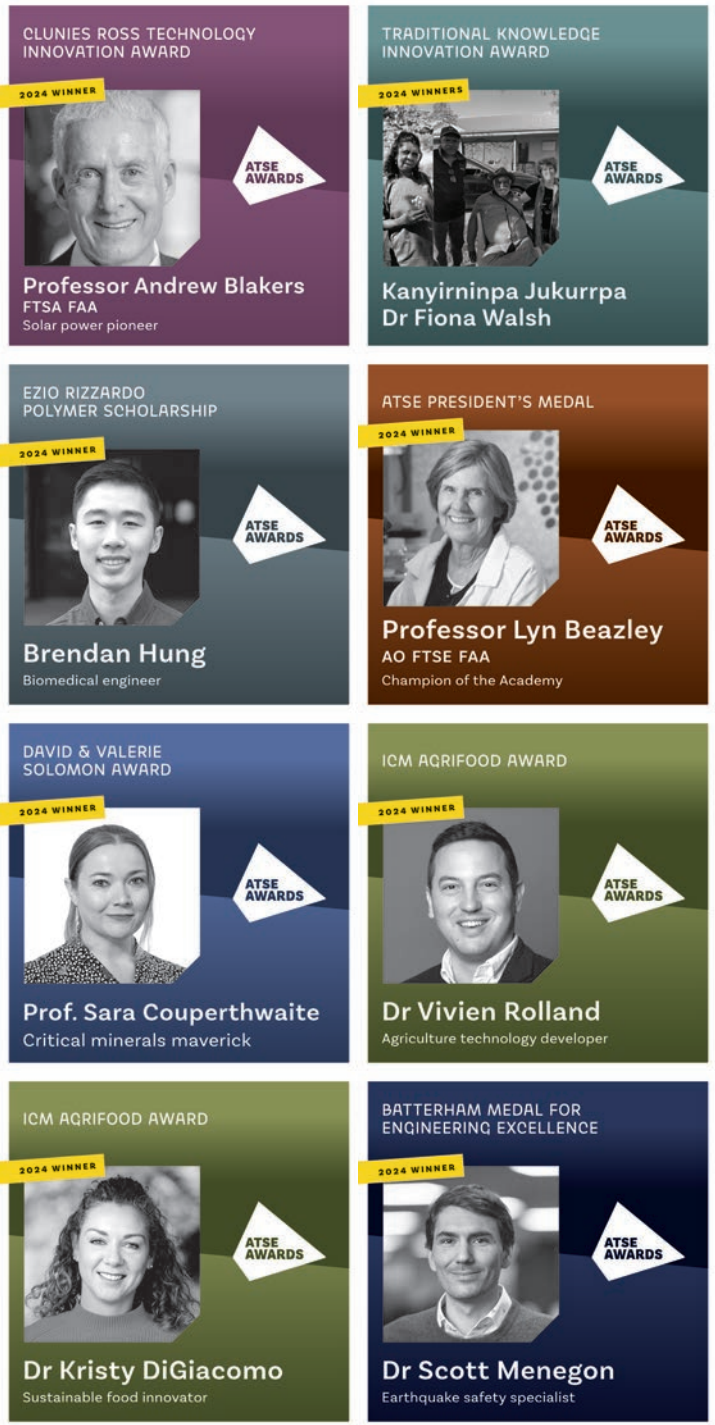
ATSE is growing its public profile through engaging and innovative social media campaigns focusing on people and their impact. By highlighting Fellows, Elevate scholars, IMNIS mentor-mentee pairs and events, ATSE is showcasing the networks and communities of STEM leaders we bring together.

ATSE’s #FellowFriday social media campaign shone a spotlight on one remarkable Fellow each week, celebrating their achievements and thought leadership. The campaign generated 98,000 impressions and 3,560 engagements across Instagram, Facebook, X and LinkedIn.

The #MentorMonday and #ScholarSaturday campaigns were an ongoing success on our social media platforms, generating 39,000 and 15,000 impressions respectively, and over 2,000 engagements, with a particularly encouraging growth trend with ATSE’s younger Instagram audience.

On YouTube, ATSE is frequently sharing event recordings and inspirational videos, making educational content available to teachers and students, and providing public access to the insights and perspectives of our Fellows. ATSE’s YouTube channel is slowly growing, with around 30,000 video views in 2024-25, and just over 1000 subscribers to the channel.

In 2024-25 ATSE achieved almost 1 million impressions and 31,583 engagements across all platforms, a significant increase from previous years propelled by a 17% growth in followers and a wider reach across professional and student demographics.



ATSE Awards 2024

STRONGLY CONTESTED AND HIGH-PROFILE NATIONAL AWARDS

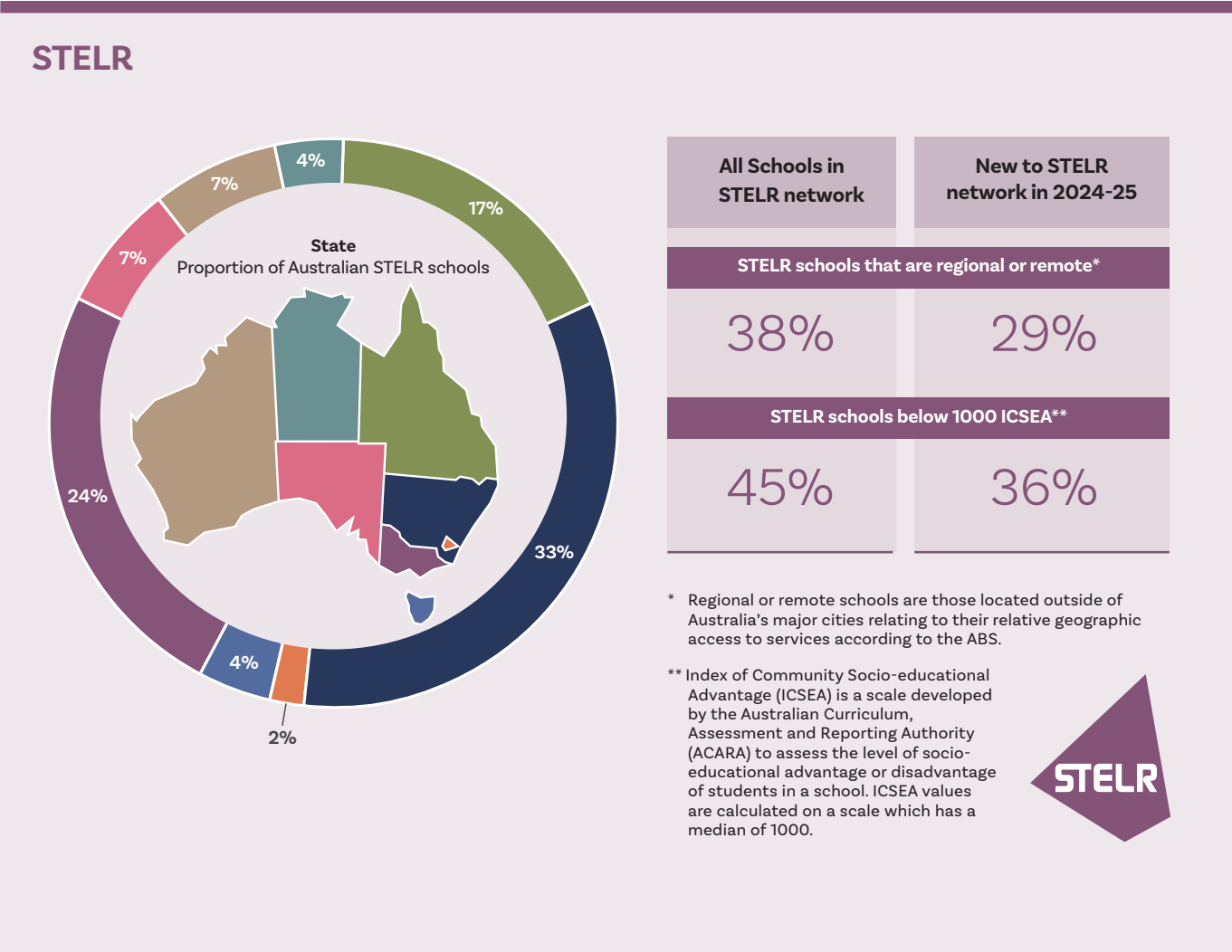
As part of ATSE’s mission, we aim to celebrate and recognise those people who are making significant advances in their fields and can act as an inspiration for the power of technology and innovation to improve people’s lives. The 2024 ATSE Award winners feature world-changing technology in the form of solar panels now in use all over the world, as well as up-and-coming innovators in earthquake-proof building engineering, polymer science for cancer research, food tech advances and the recycling of mine waste into useful aluminium materials. In the second year of the Traditional Knowledge Innovation Award, the winners showcased the power of the environmental and climate knowledge maintained by Aboriginal communities, and illustrated how western science might work respectfully and effectively with those knowledge holders.

Left > right: Professor Andrew Blakers FTSE FAA, Fiona Walsh with Carol and Emilesia Williams on behalf of Kanyirninpa Jukurrpa, Brendan Hung, Professor Lyn Beazley AO FTSE FAA, Professor Sara Couperthwaite, Dr Vivien Rolland, Dr Kristy DiGiacomo, Dr Scott Menegon

Fostering diversity and excellence in the next generation

ATSE’s high-profile suite of STEM careers programs take a lifecycle approach to supporting skills development and successful careers by:

- Skilling, engaging and empowering secondary school students and their teachers
- Providing scholarships for studying STEM disciplines where the workforce need is greatest, at all levels of university
- Providing a launchpad for post-graduate students and early career researchers to grow collaborations and careers with and in industry
- Broadening capability for STEM students at all levels of university with essential skills and networks for professional careers.



Addressing inequities in STEM through comprehensive scholarships for diverse women and non-binary people.

ATSE's Elevate: Boosting diversity in STEM program, has awarded hundreds of scholarships to address inequities in STEM through comprehensive scholarships for diverse women and non-binary people. Coinciding with the awarding of scholarships for 2025, the program was renamed from Elevate: Boosting women in STEM to Elevate: Boosting diversity in STEM, in recognition of the underlying aim of the program to increase access to tertiary STEM education for diverse people, including women and non-binary people, Aboriginal and Torres Strait Islander peoples, people from regional, rural and remote areas, people from low socioeconomic backgrounds, and other groups traditionally underrepresented in STEM.

The Elevate program provides unique wrap-around support for over 400 scholars, including financial assistance, 24/7 wellbeing and psychosocial support, access to peer mentoring & networking events and skill-building workshops. In the last year, the Elevate program has been extended to 2032, which will enable scholars starting their studies over the coming years to be supported by the complete wrap-around support for the duration of their scholarship. In addition, the undergraduate scholarship has been restructured to support scholars for up to four years, rather than three, as part of the continual improvement of the program and best practice approach. As of June 2025, the Elevate program has a 96% retention rate.

Elevate is seed funded by the Department of Industry, Science and Resources. In 2024, Elevate welcomed a partnership with Snowy Hydro Limited, which enabled additional scholarships for women and non-binary people studying engineering. This is an addition to our partnership with Defence Science and Technology Group who funded a new cohort of scholars for 2024.

The benefits of the program are varied and significant. Annie describes the benefits to both her personal and professional growth.

"The Elevate scholarship has contributed to both my personal and professional growth by expanding my networks and encouraging me to participate in activities which supportively nudge me out of my comfort zone. It has allowed me to pursue opportunities related to my studies and career without financial stress, opening doors for my future." Annie Simpson, 2023 Postgraduate Scholar

Maryam explains how specific aspects of the wrap around support have support her studies and professional career.

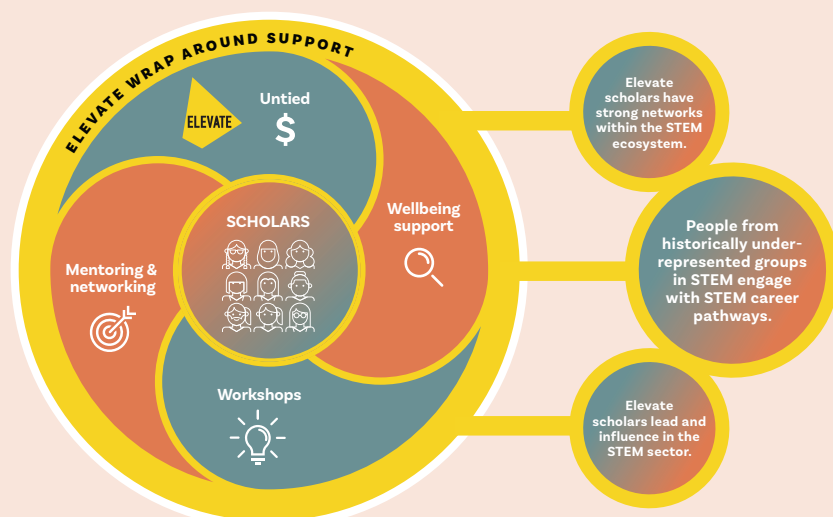
"The workshops and networking opportunities have connected me with inspiring mentors and provided practical insights into bridging science and policy, which is truly my passion. These experiences have strengthened my commitment to translating knowledge into impactful policies, driving real-world solutions for climate resilience and sustainability." Maryam Farzadkhoo, 2024 Leadership Scholar

Almost
5%
applications
submitted to date

400+
scholarships awarded
to date

5%
of scholars are Aboriginal
and Torres Strait Islander

96%
of scholars say they have
benefited from participating in
the program



Fostering a STEM-ready generation

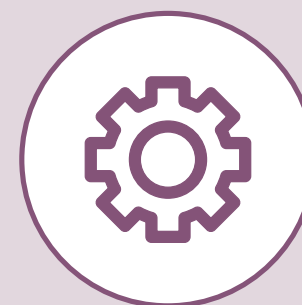
Established in 2010 by ATSE Fellow and former Chief Scientist, Alan Finkel, STELR – or Science and Technology Education Leveraging Relevance – provides hands-on, curriculum-aligned resources for secondary schools with a focus on sustainability, and renewable energy.

Reaching more than a third of Australian secondary schools and around 30 schools in countries around the world, STELR is aligned with the national science curriculum. It takes a hands-on enquiry approach to learning, tapping into students' curiosity and concerns about the impact of climate change, and teaching them to understand and use the technologies necessary to actively tackle it. STELR empowers teachers to grow their confidence in science, technology and engineering, with resources, professional development and connections with industry.

This year we launched our brand-new online store, making it easier than ever for parents, teachers and schools to access our full range of STELR equipment, including our free teaching resources.

STELR's Shape Your Future series features live talks and Q&A sessions beamed directly into Australian classrooms, featuring diverse innovators across the STEM disciplines to celebrate the broad range of STEM career opportunities available to students, and the pathways to get them there.

STELR's STEM Beyond School program gives teachers from across Australia the opportunity to tour state-of-the-art science and industry spaces to understand what's up and coming, keeping teachers current with the STEM skill needs and career opportunities of tomorrow, to better support their students.



2167
pieces of new STELR
equipment delivered to
179 Australian Schools



1000+
schools and
education centres
Australia-wide



100
Hands-on activities



280
Lessons

97%

of teachers surveyed
credit STELR for higher
student engagement
in STEM

96%

of teachers surveyed
credit STELR for
increased academic
achievement



105,000+
students engaged
with STELR equipment



28
new STELR
schools



281
teachers supported
with STEM education
workshops & webinars



1126
students engaged in live
career conversations
with experts

Industry Mentoring Network in STEM

The IMNIS (Industry Mentoring Network in STEM) is our award-winning industry engagement initiative, which pairs motivated PhD student and early-career researchers (mentees) in science, technology, engineering and maths with industry professionals (mentors) in a one-year structured mentoring relationship. Both mentors and mentees are offered additional professional development and networking opportunities.

The Eureka Award-winning program proactively builds a cross-sector collaboration culture, growing connections, understanding, shared language and skills.

Participating organisations benefit from the professional relationships forged with mentees through the development of a warm talent pipeline, enabling them to secure some of the brightest, industry-ready talent. Organisations also benefit from investing in leadership development for staff (mentors), and opportunities to network across a broad cross-section of STEM-dependent sectors and people.

In the lead-up to its 10-year anniversary, IMNIS went through a strategic expansion process, engaging in targeted consultations with Fellows, universities, mentors, and alumni. This expansion aimed to ensure the program is well positioned for long-term impact and continued relevance in the sector. As part of this process, IMNIS shifted its activity schedule from the financial year to the calendar year to better align with university timelines. The consultation also led to a more structured and supported mentor-mentee journey, including the development of tailored modules and meeting resources to better support both mentors and mentees.



350

Mentor-Mentee pairs

"Being part of the IMNIS program has been a truly transformative experience. My mentor has provided invaluable guidance, not only on navigating my research and career path, but also on building confidence and leadership skills beyond academia."

Shanelle Tennekoon, 2025 IMNIS mentee

"My engagement with (my mentor) through the IMNIS program has been invaluable in providing insights into current and future career opportunities. This experience is helping to bridge the gap between research and industry within Australia's technology sector." - Muhammad Ajmal, 2025 IMNIS mentee

92%

of mentees gain transferable skills relevant to industry

18

participating universities

2500+

Alumni

EMERGING LEADERS NETWORK



Emerging Leaders Network

The ATSE Emerging Leaders Network, now in its second year, has been established to support high-potential rising professionals in STEM to learn about and participate in evidence-informed policy responses, and connect with Fellows and other leaders across the STEM-powered sectors. The Network provides members with an opportunity to develop their leadership capacity, work and learn alongside established leaders from the ATSE Fellowship, access mentorship from the ATSE Fellowship and contribute their perspectives to Australia's big debates. They are engaged in ATSE's policy work to help Australians understand and use technology to solve complex problems. Through participating in the Network, members also have the opportunity to expand their professional networks across the breadth of Australian STEM leadership.

All 18 of our Emerging Leaders can be found:
atse.org.au/what-we-do/pathways-into-through-stem/emerging-leaders-network/

Reconciliation Action Plan



Across 2024-25, a key focus has been the development of ATSE's next RAP, with engagement and consultation involving diverse stakeholders and staff. We have also focused on ensuring we have appropriate engagement with and representation of Aboriginal and Torres Strait Islander peoples at the CAETS 2025 Symposium taking place in September 2025.

2024 was the second year of ATSE's Traditional Knowledge Innovation Award, and the prize was awarded to Kanyirninpa Jukurrpa, a community organisation of the Martu people of the Eastern Pilbara, and Dr Fiona Walsh for uncovering the mystery of Linyji or 'fairy circles' in Australia's desert grasslands. The long-term collaboration blended Indigenous knowledge with scientific research, showing that huge amounts of climate and ecosystem data about Australia's desert regions are maintained within Indigenous communities. This award has inspired the new Prime Minister's Prize for Aboriginal and Torres Strait Islander Knowledge Systems, and the WA Premiers' Aboriginal and Torres Strait Islander Scientist of the Year award.

Our policy work continues to include and acknowledge the perspectives of Aboriginal and Torres Strait Islander STEM professionals. In 2024-2025, our submission recommendations supported:

- strong intellectual property protections to support ethical engagement with and application of Traditional Knowledges
- respectful and strengthened collaboration with Traditional Knowledge holders, including on national water reforms,
- embedding data sovereignty and sharing into national research infrastructure management, and
- improving digital inclusivity for Aboriginal and Torres Strait Islander communities

We also advocated for diversity and inclusion programs in STEM that include Aboriginal and Torres Strait Islander peoples, and for the full implementation and funding of the recommendations of the Australian Universities Accord and the Pathways to Diversity in STEM review. In addition, in September 2024 we published an explainer to support closing the water gap, outlining approaches that can be made to protect against drinking water and sanitation inequalities in remote Aboriginal and Torres Strait Islander communities.

We celebrated 2024 NAIDOC week with a Shape Your Future series webinar "Keep the fire burning: Traditional Knowledge in STEM". In this session, broadcast live online and now available on YouTube, ATSE Fellow Professor Jason Sharples FTSE, Director of the Bushfire Research Centre at the University of New South Wales, explores how Traditional Knowledge is being used to enrich STEM in our nation.

ATSE has a target of population parity for Fellows identifying as Aboriginal and/or Torres Strait Islander (currently 0.74%). In order to accelerate progress towards our target, we maintain a structural intervention which permits additional Aboriginal and Torres Strait Islander Fellows to be elected each year.

ATSE continues to collaborate with national STEM education charity Deadly Science to identify schools with a high population of Aboriginal and Torres Strait Islander students who would benefit from donations of STELR equipment and support.

Above: Detail from ATSE's Reconciliation Action Plan artwork: 'Knowledge Systems and Holders'. Artist: Lynnice Letty Church. Tribes: Ngannawal, Wiradjuri and Kamilaroi (ACT and surrounding region / NSW)

Propel



In June, ATSE was chosen to deliver an Australian Government-funded AUKUS Nuclear-Powered Submarine Technical Scholarships program in partnership with the Australian Submarine Agency. Propel: Australian Submarine Scholarship Program will award 3,000 two-year undergraduate scholarships between late 2025 and 2029, providing students with access to education and career opportunities associated with the AUKUS nuclear-powered submarine (NPS) pathway and enterprise.

The program will create a highly skilled STEM graduate workforce, strengthening Australia's sovereign capabilities in the AUKUS NPS enterprise. Drawing on ATSE's connections to academia, defence, industry and government, Propel aims to build engagement and connections between students, the Australian Submarine Agency, and the broader NPS enterprise.

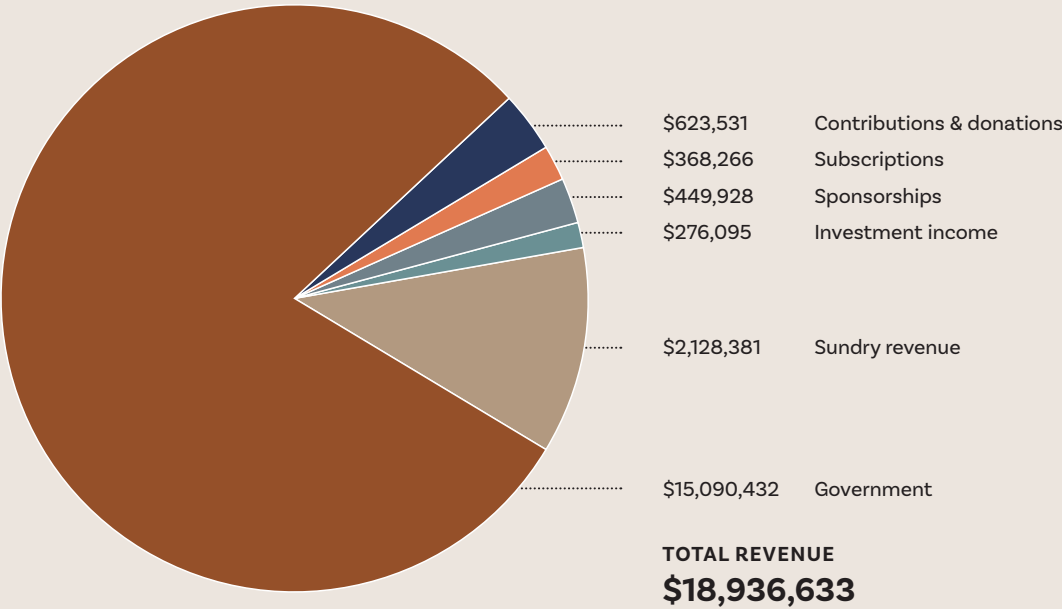
Organisational excellence

The past financial year has brought significantly higher visibility, awareness and impact for ATSE, across public, political and business spheres. This achievement was made possible through the partnership and collaboration of Fellows with the ATSE professional staff. Considerable effort has been made to increase satisfaction across the Fellowship through the Academy’s performance and activity, and through increased engagement. ATSE continues to strive to be an employer of choice and an attractor of outstanding talent to support our people-first approach to developing a high-performance culture.

FINANCIAL RESULTS

	FY24	FY23
Revenue	\$18,936,633	\$8,263,495
Expenses	\$18,240,356	\$9,186,996
Operating surplus/(deficit)	\$696,277	(\$923,500)
Revenue from operating activities (by source)		
Government	\$15,090,432	\$5,851,459
Contributions & donations	\$623,531	\$73,682
Membership fees	\$368,266	\$347,750
Sponsorships	\$449,928	\$206,333
Investment income	\$276,095	\$255,373
Sundry revenue	\$2,128,381	\$1,528,899
Total revenue	\$18,936,633	\$8,263,495

Note: \$11,258,445 of revenue/expenses is designated for scholarship and grant disbursements.



BUILDING A HIGH-PERFORMING AND WELCOMING TEAM CULTURE

We nurture opportunities for all staff to expand their career horizons through experiential stretch initiatives and our internal-first approach to recruitment enabling lateral and upwards movements, supporting career aspirations and deepening organisational capability.

Individualised learning and development opportunities further strengthen and build confidence, adaptability and capability at the individual and collective team level. Staff-wide learning – beyond training for compliance purposes – creates bonds through shared experiences and reinforces our commitment to cultural competency.

Cultural days and opportunities to connect throughout the year, both within teams and organisation-wide, create meaningful channels to build relationships, deepen respect and develop shared understanding.

Underpinning all of this is a values-first, human-centred approach that prioritises respect, inclusivity and care for one another, ensuring culture is not only spoken about but lived each day.

Through our shared values, clear communication and mutual respect, leaders play a critical role in modelling expected behaviours, fostering an environment where trust, collaboration and accountability are prioritised. Regular team and individual check-ins, celebrating successes and encouraging open feedback help strengthen these cultural bonds and create a sense of belonging. These consistent actions shape a positive, resilient team culture.

At the heart of ATSE are exceptional human beings – and this allows us to shine a light on the incredible work of our Fellows, to bring change and hope.

MAJOR PARTNERS, SPONSORS AND COLLABORATORS

ATSE works with our values-aligned partners to inspire, build and support the STEM workforce of the future, and to provide evidence-based advice to help inform business strategy, influence public policy, and grow industry capability. We acknowledge and thank our key government, corporate, collaborating and sponsorship partners from the last year.

Government partners



Australian Government
Department of Industry,
Science and Resources



Australian Government
Department of Education,
Skills and Employment



Australian Government
Defence



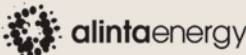
Australian Government
Office of the Chief Scientist



Australian Government
Australian Submarine Agency



Corporate partners





Collaborating partners

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Major event sponsors

CSIRO Department of Industry, Science and Resources University of Melbourne Department of Defence ANSTO	UNSW Sydney QINETIQ QIMR Berghofer NCI Australia ICM Agribusiness Aurecon	Aceik Hort Innovation Meat and Livestock Australia University of New England Western Sydney University
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PHILANTHROPY

The Academy acknowledges and expresses its gratitude to the following individuals and organisations for their extraordinary generosity throughout the past year. The support from this growing community of donors enables ATSE to expand our impact and acquit our mission.

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We are also grateful to all of ATSE’s generous donors, including nine over the past year, who wish to remain anonymous.

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applied scientists collaborate
for a better Australia and world.**



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