

Solomon Charles

Social Impact & Placemaking Consultant

BA(Hons) Human Geography, The University of Melbourne

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Profile

Social impact and placemaking specialist with 3+ years of experience delivering social strategy, community engagement, and policy research for government, local authority, and private sector clients. Experienced in Social Impact Assessment (IAIA framework), demographic analysis, and mixed-methods research to inform planning, regeneration, housing, and cultural infrastructure projects. Proven ability to translate complex research into practical recommendations that shape development outcomes and public policy.

Key Skills

- Social Impact Assessment (IAIA framework)
- Project management
- Community and stakeholder engagement
- Public policy and strategic research
- Demographic and spatial analysis (QGIS)
- Mixed-methods research design (quantitative & qualitative)
- Theory of Change analysis
- Workshop facilitation and co-design
- Report writing for government and planning contexts
- Cultural competency in East Asian contexts (study abroad in Mainland China and Japan)
- Conversational Japanese language proficiency

Recent history and skills

Collier Urban Planning Australia (formally Ethos Urban)

Senior Consultant, Social Strategy & Engagement

February 2023 – July 2025, Melbourne / Sydney

- Developed key skills in consulting, including client relationship development, proposal writing and budget management, improving financial outcomes for the business
- Delivered Social Impact Assessments and strategic social research to inform planning approvals, regeneration strategies, and development outcomes.
- Collaborated with state and local government officers to align project outputs with policy frameworks and statutory requirements.
- Led stakeholder and community engagement activities, including workshops and consultations, across diverse communities and government contexts.

The University of Melbourne

Junior Academic Research Assistant, School of Anthropology and Development Studies

March 2022 – February 2023, Melbourne

- Maintain strong and productive relationships with senior academic supervisors
- Undertake in-depth academic literature reviews within the social sciences.

Recent Project highlights:

- **Sound NSW Live Music Census (Sydney):** A first of its kind project for NSW, examining the live music industry's strengths, barriers, and opportunities to increase its social, economic and cultural impacts. I was the project's lead Social Strategy analyst, engaging in primary research activities and co-designing social analysis approaches. The project's key recommendations have shaped the NSW Government's Contemporary Music Strategy, which is delivering \$104 million of targeted investment into the sector between 2024-2034
- **Old Deptford Library Engagement and Interpretation Plan (London):** I have been appointed on a freelance contract to deliver audience research and community engagement activities to inform the design vision for the Old Deptford Library renovation. The project involves working alongside cultural strategists and design teams to support the development of an inclusive and community-led vision for the library.
- **Harborside Green Star Community Resilience Plan (Sydney):** I contributed to the development of a community resilience framework for Mirvac. I undertook a review of academic literature, international, state and local policies to inform the project's community resilience framework. This involved developing recommendations to shape development outcomes, contributing to Mirvac's achievement LEED certification in social sustainability for the Harborside Precinct.
- **Wesley Curtin MyHome Supported Housing (Canberra):** I served as Lead Social Analyst and Project Manager, delivering a comprehensive Theory of Change analysis demonstrating social benefits of supported mental health housing for tenants, the wider community, and the healthcare system. The research articulated the short-, medium-, and long-term advantages of the supported housing model and was used to support a federal government funding application for a new mental health housing scheme in Canberra (ACT). The funding application was successful, and the project's development application is currently under review.
- **City of Newcastle Affordable and Diverse Housing Investigation (Newcastle):** I collaborated with stakeholders across the NSW housing sector through workshops to build an understanding of key constraints and opportunities for affordable housing delivery in Newcastle. This informed Council's short- and long-term strategic planning frameworks to deliver diverse and affordable housing across the Local Government Area
- **Merri-bek Sports Surface Study and Decision-Making Framework (Melbourne):** I contributed to the design of a strategic framework to support Merri-bek Council to make decisions in the use and development of synthetic sports surfaces versus natural turf across their community assets. This was informed by in-depth research piece to support the framework's integrity under community scrutiny. We developed a tool kit to evaluate.

References

Employer and client references are available upon request via email