

Solomon Charles

Social Impact and Placemaking Specialist

BA(Hons) Human Geography, The University of Melbourne

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Profile

I am an experienced researcher specialising in the sustainability of cities through the lenses of community impact, social inequality, and cultural vibrancy. Recently, I have served as a key analyst on flagship social and economic research projects for the NSW Government, local councils, and private sector clients. My strengths include creative problem-solving, social research, demographic analysis, and effective communication skills. I have recently relocated to London from Melbourne, Australia, to take my next career steps and am seeking new challenges in the placemaking and social research areas of the built environment sector.

Recent employment history

Ethos Urban

Senior Consultant, Social Strategy Team

February 2023 – July 2025, Melbourne / Sydney

- Well versed in conducting social impact assessments (SIA) using the International Association of Impact Assessments (IAIA) framework)
- Project management experience, delivering community impact projects for clients including School Infrastructure NSW, the Office of the 24-Hour Economy Commissioner, and Mirvac
- Accomplished in delivering face-to-face community engagement activities amongst diverse cohorts
- Collaboration with state and local governments to deliver strategic policy research
- Moderate proficiency using spatial data software (QGIS)
- Data driven demographic analysis and social research, including end-to-end design and analysis of mixed methods (quantitative and qualitative) studies

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.

References

Nina Macken

Director of Engagement, Ethos Urban

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Ilan Wiesel

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Ethos Urban project highlights:

- **Sound NSW Live Music Census, NSW:** A first of its kind social and economic research project for NSW, examining the live music industry's contribution to the State economy, strengths, barriers, and opportunities to increase its social and cultural impacts. I was the project's lead Social Strategy analyst, engaging in primary research activities and co-designing social analysis approaches.
- **Harborside Green Star Community Resilience Plan, NSW:** I contributed to the development of a community resilience framework for Mirvac to help them achieve lead certification in social sustainability. I undertook a review of academic literature as well as international, state and local policies to inform the project's community resilience framework. This involved developing recommendations to shape development outcomes around strengthening social bonds between future residents of the development to increase community resilience through shared social capital networks.
- **City of Newcastle Affordable and Diverse Housing Investigation, NSW:** I collaborated with stakeholders across the NSW housing sector through workshops to build and 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, VIC:** I contributed to the design of a strategic framework to support 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.
- **Moreton Hill Wind Farm Community Engagement and Social Impact Assessment, VIC:** I project managed the stakeholder engagement and social impact assessment for a 450MW wind farm project. This involved consulting key landowners, community members and local government authorities across the projects area's surrounding region.
- **Sydney Football Stadium Community Engagement and Social Impact Management, NSW:** I contributed to the ongoing community engagement program established to manage the social impacts of large-scale events on the stadium site's neighbouring community. This involved bi-annual consultation and reporting to satisfy to project's State Significant Development Application conditions of consent.

The University of Melbourne highlights

- **Research into community support networks as related to COVID-19 Pandemic Response:** As a research assistant at University of Melbourne, Parkville in the School of Anthropology and Development Studies, I undertook research focusing on aid and community support networks between faith-based organisations within minority communities in low-income and public housing contexts, analysing community responses to the COVID-19 Pandemic.