



Sierracon Capability Statement

Papua New Guinea and the Pacific

Sierracon Pty Ltd is a specialist consultancy providing land access, resettlement, social and economic impact assessment, and stakeholder engagement services across Papua New Guinea and the Pacific. Our work combines international safeguards expertise with practical field experience to support responsible project development and enduring community outcomes.

Land Access and Resettlement

Sierracon provides world-leading community resettlement and land access services. We work with project managers and communities to negotiate land access and resettlement arrangements that are responsible, sustainable and secure, and that support the future livelihoods and development needs of the people affected.

We offer extensive experience in applying international standards to local project conditions to implement a successful land access and/or resettlement program. This includes ensuring all relevant land access procedures are followed and documented and the preparation of robust Resettlement Policy Frameworks and rigorous Resettlement Action Plans, as required.

A typical resettlement goal is to secure long-term project land access while addressing the impacts of economic and physical displacement and enhancing the project's development impact by improving the quality of life of project-affected persons.

Key components of our resettlement work include socio-economic baseline data collection and analysis, legal review, livelihood restoration, community and stakeholder engagement, resettlement housing, infrastructure and services assessment, capacity development for community-based organizations and government agencies, and establishment of effective grievance and conflict resolution processes.



Example projects

- Adviser to the World Bank Group on land access and due diligence for a range of health, transport, education, water and other projects in the Pacific and Papua New Guinea, 2021–ongoing.
- Fiji airport feasibility study: Land access and social safeguards advice for Fiji airport projects 2026.
- Land Acquisition and Safeguards Review for the Markham Valley Solar Project. Completed for the Australian Department of Foreign Affairs and Trade (Australian Infrastructure Financing Facility for the Pacific), 2020.
- Resettlement, in-migration management and social programs planning, Wafi–Golpu Copper Gold Project, PNG. Wafi–Golpu Joint Venture, 2014–2016, 2018–2019.
- Development of a Land Access and Resettlement Strategy for the Papua LNG Project, Total E&P PNG, 2016–2017.
- Resettlement Lead for the Tampakan Copper–Gold Project. Resettlement lead role was to ensure that the land access and resettlement activities were properly coordinated and met International Finance Corporation standards. Sagittarius Mines Inc., 2011–2013.
- Advice and management regarding community engagement, land access and resettlement, and development of a Resettlement Action Plan for the Wawa Pumped-Storage Hydropower Project, Olympia Violago Power, Philippines, 2016–2018.
- Review and further inputs for the development of a Resettlement Action Plan for the Flood and Landslide Recovery Project (FLERP): Kalay–Hakha Road (NH40) Rehabilitation, Chin State Government, Myanmar (for submission to the World Bank), Myanmar, 2020–2021.
- Peer Reviewer for Resettlement, Taysan Copper–Gold Project Resettlement Scoping Study, Philippines. This review was conducted using IFC performance standards.
- Resettlement Field Coordinator with the PNG LNG Project. Led resettlement implementation in the field which included raising awareness, negotiating resettlement assistance packages, implementing housing and livelihood restoration programs and facilitating physical resettlement. Exxon Mobil, 2009–2011.
- Lihir Resettlement. Provided project management and undertook technical work to develop and implement a plan for the resettlement of a small village on Lihir Island, PNG. Lihir Gold Limited (LGL), 2009.
- Porgera Resettlement. Management of the development of a Resettlement Action Plan for the proposed resettlement of some 5,000 landowners for the Porgera Gold Mine expansion in PNG. PJV, 2006–2007





Social and Economic Impact Assessment

Sierracon provides international best practice services in Social and Economic Impact Assessment.

Sierracon has extensive experience in providing survey teams to engage with communities to gather high-quality socio-economic baseline information.

Based on the project design and prevailing policy and socio-economic conditions, we assess the nature, magnitude and significance of project-related social impacts and opportunities.

We provide a clearly structured and transparent assessment, weighing impacts according to their probability; magnitude; timing and duration; the groups most likely affected; geographical scope; and potential for cumulative or cross-boundary effects.

Social and Economic Impact Assessments are undertaken not just to provide a snapshot of current conditions or to gain project approval; they are the basis for adaptive management strategies designed to ensure effective impact management and stakeholder engagement throughout the life of the project.

Our social impact management planning includes clearly defined and prioritised actions; communications strategies; performance indicators; impact monitoring processes; and identification of project organizational capacities, staff, data management and training needs.



Example projects

- Adviser to the World Bank Group on social impact assessment and performance for a range of health, transport, education, water and other projects in the Pacific and Papua New Guinea, 2021–ongoing.
- Asian Development Bank: Social Safeguards Specialist – Preparing Pacific Education Sector Projects, 2026–ongoing
- Social Lead for the Social and Environmental Impact Assessment of the Naoro Brown Hydropower Project, PNG. This work included completing baseline surveys and consultation and preparing a Social Impact Assessment Report and associated strategies and plans. PNG Power LTD, 2017–2019.
- Technical Lead for the Social Impact Assessment of the Associated Gas Expansion Project in PNG, Oilsearch–Santos. This included preparation and review of social aspects of an Environmental, Social and Health Impact Assessment adhering to IFC standards, 2019–2020 and 2022–2023.
- Assessment of social considerations in the provision of infrastructure and services in villages on Lihir Island, PNG through village plans. Lihir Mining Area Landowners Association, 2010.
- Preparation of the Social and Economic Volume of a Conceptual Mine Closure Plan for Hidden Valley Mine, PNG. Morobe Mining Joint Ventures, 2013.

Stakeholder Engagement and Community Consultation

Sierracon provides a range of best practice stakeholder engagement and community consultation services, reflecting the specific project needs and the rights, interests and concerns of project stakeholders and local communities. Our work is in line with the recommended practices of the International Association for Public Participation (IAP2). We assist with the application of four key principles of effective engagement:



Be proactive

Engage with stakeholders as early as possible to identify potential problems and find solutions

Build relationships

Stakeholder trust requires a long-term, continuing investment in communications and confidence-building

Tailor engagement to the scale and nature of the project

Design engagement strategies to reflect the nature and significance of project impacts and be prepared to adapt those strategies as the project develops or changes over time

Integrate engagement into project operations

Define clear management goals, responsibilities and resources, and measure performance against project objectives.



Example projects

- Adviser to the World Bank Group on stakeholder engagement and community consultation for a range of health, transport, education, water and other projects in the Pacific & Papua New Guinea, 2021–ongoing.
- Stakeholder engagement and community consultation has been a core component of Sierracon projects in land access, resettlement and social and economic impact assessments, as listed above.

Country Experience

Sierracon has consulting experience in the following countries:

- Papua New Guinea
- Federated States of Micronesia
- Fiji, Kiribati
- Philippines
- Samoa
- Republic of the Marshall Islands
- Solomon Islands
- Tonga
- Tuvalu
- Vanuatu

Meet the Team



John Hamilton – Director

John has 28 years' experience in undertaking social and economic impact assessment, stakeholder engagement and community consultation, resettlement, agricultural studies, project management and program evaluation and monitoring. This includes 16 years of running consulting business Sierracon. John has gained extensive practical experience in Papua New Guinea and the Pacific over the last two decades. John also has strong experience in project management, including projects involving multiple simultaneous tasks and tight timelines. John brings a range of technical knowledge and practical experience to addressing a variety of challenges in the development, energy, oil and gas, mining, rural, agriculture, government and other sectors.

Education

- Masters of Social Science with Distinction, RMIT. 2014
- Grad. Cert. Applied Finance and Investment (Kaplan), 2008
- Bachelor of Agricultural Science (Hons) and Bachelor of Commerce, University of Melbourne, 1998
- Certificate in Public Participation (IAP2), 2008



Margaret Green – Consultant

Margaret Green joined Sierracon in 2024 and holds a Bachelor of Commerce (Economics) / Bachelor of International Studies (Policy and Politics) at Deakin University. Coming originally from a regional area, and with a range of interests, Margaret brings a passion for social and economic development and recovery.



Amos Ona – Associate Consultant

Amos is a senior project manager and social/environmental baseline specialist with over 20 years of experience leading field studies, stakeholder engagement, and impact assessments across Papua New Guinea. He brings deep expertise in directing socio-economic baselines, environmental impact studies, human rights assessments, and community resettlement strategies for major resource infrastructure and conservation initiatives. Skilled in conflict management, monitoring and evaluation, and inter-agency coordination, he offers a proven track record of managing complex field logistics and aligning multi-disciplinary teams with international standards and national development priorities.



Claire Gangai – Associate Consultant

Claire is a dedicated social scientist and field researcher with over 10 years of experience executing socio-economic data collection, household surveys, and community engagement throughout rural Papua New Guinea. Holding a Bachelor of Arts in Environmental Sciences, Human Geography, and Demography, she possesses technical expertise in utilizing digital mobile mapping tools like ArcGIS Survey123 and CS Pro to deliver rapid, accurate field insights. Her extensive background spans resource sector social assessments, transport studies, and community-led health and hygiene initiatives, combining strong organizational skills in team supervision, field logistics, and cross-cultural stakeholder communication.



Francis Kup – Associate Consultant

Francis is a senior social development, governance, and resettlement specialist with more than two decades of experience navigating complex social landscapes and institutional frameworks in Papua New Guinea. Holding a Master's degree in Policy Planning and Management from the University of Leeds, he has led field teams across major infrastructure, energy, and donor-funded development projects, specializing in IFC social safeguards, gender impact analyses, land access negotiation, and community affairs management. His career combines high-level strategic planning with hands-on field leadership in community engagement, grievance resolution, and local capacity-building initiatives.

Partnering and Collaboration

Sierracon partners and collaborates with trusted consulting firms from around Australia, Asia and the Pacific and other regions to form multi-disciplinary project teams and to provide a range of locally appropriate services. Sierracon forms project teams based on a range of reliable and trusted PNG-based consultants and staff. Sierracon also collaborates with consulting firms including ERIAS Group, Rhelm Consultancy, Steyn Reddy Associates, Ekistica, DT Global, Intersocial Consulting, Stantec, ERM, Accent Environmental, and Partnear.