



Derive Consulting Group Ltd
 Te Awa Kairangi Aotearoa
 Lower Hutt New Zealand
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SKILLS

- + RMA 1991
- + Relationship building
- + People leadership
- + Treaty of Waitangi
- + Public sector knowledge
- + Project management
- + Complex problem solving
- + Decision making
- + Contracts
- + Budgeting

EDUCATION

Master of Environmental Management, Massey University.
 Feb 2015 to Feb 2016. Turitea
 Completed analysis and reporting on the performance of Wellington Regional Council in the management of water allocation in Wairarapa, including a cost-benefit analysis of water supply infrastructure.

Bachelor of Science, Victoria University. 2011 to 2013.
 Wellington
 A broad-spectrum degree, with a focus on biological and earth sciences to build a strong foundation of critical-thinking and analytical tools.

PROFESSIONAL DEVELOPMENT

Secretary, NZ Planning Institute.
 Feb 2016 to Feb 2022

Member, Resource Management Law Association. Feb 2016 to present.

Charlie Hopkins BSc, MEM

Founder & Managing Director

Over the past decade, I have helped clients successfully deliver infrastructure projects by ensuring regulatory compliance and fostering strong team leadership. My approach improves efficiency and productivity, enabling organisations to achieve their goals with confidence. By building trusted relationships and applying a pragmatic, collaborative style, I support clients in navigating complex requirements while creating smoother pathways to project success.

EXPERIENCE

Managing Director, Derive Consulting Group Ltd Nov 2023 to Present

I provide RMA services to multiple private clients, primarily in the residential land development sector, and local government liaison. I have provided RMA advice on over 75+ sites, and sought consents for more than 100+ new homes coming to market. We have a commercial office space in Melling, and provide services across the Wellington Region. We pride ourselves on providing pragmatic and practical solutions, with little overhead we provide a lean and agile response to clients.

REFERENCES

- Mark Cook**, Managing Director, Palmer and Cook Developments Ltd
- Stu Watson**, Managing Director, Valley Surveying Company Ltd
- Trishn Nand**, Managing Director, Vecta Ltd

PREVIOUS ROLES

May 2022 to Feb 2024	Engineering Manager , Hutt City
Nov 2021 to May 2022	Principal Planner , Hutt City
May 2021 to Oct 2021	Practice Lead – Planning , The Catalyst Group Ltd Manawatu-Whanganui
Oct 2019 to Oct 2021	Principal Planner , The Catalyst Group Ltd Manawatu-Whanganui
Feb 2019 to Oct 2019	Team Leader – Science and Planning , Align Ltd. Pito-One
Feb 2016 to Feb 2019	Resource Management Consultant , Hill Young Cooper Ltd Wellington Region
Nov 2014 to Feb 2016	Contractor. Karori , Wellington
Nov 2013 to Nov 2014	Environmental Monitoring Officer , Wellington Regional Council Wellington Region

Engineering Manager, Hutt City, May 2022 to Feb 2024

- Built and led a high-performing team of 14 engineers and support staff, expanding from just 2 to a fully resourced unit spanning graduate to principal level. Achieved a full team with zero vacancies, zero redundancies, and only one resignation.
- Actively coached and developed direct reports, fostering a culture of collaboration, accountability, and professional growth.
- Directed the processing of 900+ developments across all stages, ensuring timely, compliant outcomes for clients and stakeholders.
- Planned and delivered complex CapEx investments (<\$500k)

- Streamlined the consents backlog, accelerating approvals and improving service delivery for clients.
- Capitalised on the City Centre IAF opportunity, securing investment and strengthening organisational capacity.
- Founded and implemented the Streamlined Housing Process for Kāinga Ora, reducing consent delivery times from 6–9 months to on time outcomes by clearing organisational roadblocks and training staff.
- Strengthened stakeholder relationships, improving perceptions of organisational value and reducing the volume and complexity of complaints.
- Applied strong commercial acumen to negotiate developer legal agreements that safeguarded client interests and advanced project delivery.
- Reported cost, risk, and project progression with clarity and prudence to senior executives and elected representatives.

Principal Planner, Hutt City, Nov 2021 to May 2022

- Mentored and developed new staff, strengthening capability and ensuring consistent, high-quality service delivery for clients.
- Improved processes and templates, streamlining workflows and enabling faster, more reliable outcomes for stakeholders.
- Processed regionally significant files, including establishing the Streamlined Housing Process with Kāinga Ora to accelerate housing delivery.
- Monitored and reported on large-scale, complex residential

developments, providing elected councillors with clear, timely insights to support informed decision-making.

- Led a series of Developer Hui across the City, rebuilding trust in the organisation and securing buy-in from the development community.
- Facilitated infrastructure upgrade partnerships through Urban Plus Ltd and Wellington Water Ltd, aligning investment with community needs and strengthening client confidence in outcomes

Practice Lead – Planning, The Catalyst Group Ltd, Oct 2019 to Oct 2021, Manawatu-Whanganui

- Led business development initiatives and prepared expert evidence for the Environment Court appeals workstream, ensuring clients received robust representation and strategic outcomes.
- Partnered with Ngāti Raukawa ki te Tonga as a primary client, developing legal and funding agreements with infrastructure providers to secure long-term benefits.
- Collaborated directly with company Directors to execute strategy and deliver on organisational plans, aligning business growth with client priorities.

Team Leader – Science and Planning, Align Ltd. Feb 2019 to Oct 2019. Pito-One

- Expanded the company's new planning and environmental science business unit, strengthening service capability and client reach.

- Partnered with Wellington Electricity to support the roll-out of renewal projects, ensuring smooth delivery and compliance.
- Liaised with local authorities to negotiate infrastructure agreements, enabling large and complex developments to proceed with certainty and stakeholder alignment.

Resource Management Consultant, Hill Young Cooper Ltd. Feb 2016 to Feb 2019, Wellington Region

- Led regional council contracts, ensuring compliance and accurate reporting for wastewater and drinking water treatment plants.
- Built strong relationships with local iwi.
- Environment Court proceedings with local authorities.

Contractor, Nov 2014 to Feb 2016, Karori, Wellington

- Completed local government contracts while undertaking my Master's degree, applying financial discipline and diligence to deliver quality outcomes.
- Audited district plan performance for Porirua City Council.
- Undertook landowner engagement for the Wellington City Council parks team.

Environmental Monitoring Officer, Wellington Regional Council. Nov 2013 to Nov 2014. Wellington Region

- Completed multiple rounds of State of the Environment (SoE) monitoring for the regional council, monitoring river health and coastal water at popular beaches.