

## EXPERTISE AND SKILLS

**Conservation Practitioner** with over sixteen years of academic and professional experience managing projects and achieving positive results under challenging field and governance conditions, with particular focus on Small Island Developing States (SIDs). Strong commitment to sustainable development, collaborative marine conservation and fisheries management focused on developing and implementing:

- On-the-ground, concrete and practical strategies
- Sustainable and ecosystem-based fisheries management
- Activities grounded in people's empowerment and investment in human capital
- Community-based management and climate change adaptation
- Livelihoods development/poverty-alleviation and food security
- Capacity-building at community and professional levels
- Multi-sector partnerships (private, public and civic).

*Professional skills include:*

- Stakeholder and community engagement and outreach
- Use of Social Innovation tools such as Human Centred Design, Games for Social Impact and Social Research methods
- Coastal and marine planning and zoning
- In-depth knowledge of current marine conservation and fisheries issues and trends in the Caribbean region
- Marine science, fisheries management and conservation biology
- Marine Protected Area (MPA) management
- Workshop and focus group facilitation
- Project mgmt. incl. budget development and oversight
- Fundraising and proposal development
- Team building and staff supervision

*Language skills:* English (native tongue), French, Spanish (C2), Italian, Portuguese (B2) German, Haitian Creole (B1)\* \*Common European Framework of Reference for Languages

[http://www.coe.int/t/dg4/education/elp/elp-reg/Source/assessment\\_grid/assessment\\_grid\\_english.pdf](http://www.coe.int/t/dg4/education/elp/elp-reg/Source/assessment_grid/assessment_grid_english.pdf)

## PROFESSIONAL EXPERIENCE

### Independent Consultant, Caribbean/Europe

**2016 - current**

Specialising in conceptualisation, planning, development, and implementation of short and longterm projects specifically focused on collaborative resource management, strategic planning, fundraising, environmental education and community outreach, food security, social innovation and enterprise and livelihoods development. Project sites have included the Bahamas, Haiti, Brazil and Jamaica.

### Amani Institute, São Paulo, Brazil

**July 2017 – June 2018**

Completed a fellowship and post-graduate certificate in Social Innovation, Management and Enterprise within the Amani Institute and Rukafe, a startup developing innovative solutions within the coffee sector focused on improving sustainability.

### Barefoot College International, Zanzibar, Tanzania

**March – June 2017**

Conducted an analysis to identify and determine the feasibility of potential social enterprise activities for the Barefoot College International (BCI), a global NGO focused on empowering rural women and equipping them with livelihood skills.

### Kawa Training Center, Zanzibar, Tanzania

**April – June 2017**

Led a small team of young Zanzibaris in the development and launch of a for-profit bicycle rental and guide business – Blue Bikes Zanzibar – which will serve as a revenue source for the Kawa Training Center, a vocational training center focused on training Zanzibar's young adults for gainful employment.

### The Nature Conservancy (TNC)

**2002 – 2015**

#### Caribbean Program Marine and Fisheries Specialist, Miami, Florida, USA

**2011 – 2015**

Provided strategic direction and developed goals and priorities for TNC's fisheries work across the Caribbean.

Led program coordination, integration and provided technical oversight and support for fisheries and MPA work within the region, including activities at the site, national, and regional levels. Advanced government relations and policy agenda and served as primary contact between TNC and government agencies, other conservation organizations, foundations and academic community for fisheries-related issues in the Caribbean. Developed:

- A 5 year strategic plan to guide TNC Caribbean Program's activities and investment in fisheries and marine conservation efforts. Plan included capacity building of fishing communities, development of best fishing practices, outreach and development of partnerships with fishing trade sector and of sustainable certification pilot projects.
- Key partnerships with the Caribbean Network of Fisher Organizations/CNFO, Caribbean Regional Fisheries Mechanism/CRFM, CaribSave and the Food and Agricultural Organization of the UN, FAO), which resulted in the advancement of regional and national fisheries management activities and policy implementation. Contributions included CNFO capacity building, proposal development for medium to large grants from US National Fish and Wildlife Foundation (\$350K), and USAID (\$10M), and
- Led a Fisher Learning Exchange, which exposed Bahamian fishermen/community leaders to best practices in US Texas Gulf fisheries. This exchange improved participant awareness of sustainable harvesting methods and gear selection, business development including traceability, marketing and selling of catch and the GulfWild program (<http://www.gulfwild.com>) focused on species such as red snapper and gulf red grouper.

- Conducted training workshop for Jamaican Fish Sanctuary Wardens and community volunteers (20) to improve capacity in monitoring and surveillance, community engagement, awareness of national environmental/fisheries regulations, naturalist skills, basic business skills and potential benefits of no-fishing areas to fisheries and fishermen
- Fostered and supervised the completion of the first socio-economic fisheries assessment in the Haiti's Département du Sud by a local NGO, including facilitation of training workshop for survey and interview methods (30 people), and supervision of field research, analysis and documentation.

#### **Concurrent TNC Fellowship: Project Coordinator, Seychelles Marine Spatial Planning**

2014

Served as a TNC Coda Fellow to coordinate the Seychelles Marine Spatial Planning process for the Africa Program. Involved partnership development, project management, research and data collection and workshop preparation and facilitation.

#### **Marine Program Manager, Kingston, Jamaica**

2006 – 2011

Developed and implemented TNC's marine conservation priorities and strategies for Jamaica, consequently establishing TNC as a major marine conservation partner in-country and regionally.

- Built key partnerships with Government of Jamaica, private sector, NGOs, academia and local community to advance regional, national and site-level conservation efforts and mobilize support
- Co-produced a fisheries documentary "Massa God Fish Can Done", which had great success as a public awareness tool within Jamaica and across the Caribbean region for fisheries management and marine conservation
- Advocated for and established Jamaica's first offshore Marine Protected Area (MPA) in the country's largest and most important commercial and artisanal fishing grounds, the Pedro Bank, a site of national and regional significant marine biodiversity
- Coordinated groundbreaking baseline assessments for the Pedro Bank; developed and implemented a communications plan for Pedro Bank project, including creation of a project website and information database for fishing/environmental/scientific community
- Co-led a Fisher Learning Exchange between Belize and Jamaica resulting in a small but dedicated cohort of Jamaican fishers (8), a number of whom are now champions of the national initiative of community-based fish sanctuaries island-wide
- Led a 3 year fundraising (\$500K in cash and in kind), design, and construction project for a Marine Field and Research station on the Pedro Bank. Involved multiple and diverse sectors with limited prior engagement and partnerships (such as Jamaica Defense Force Engineering Regiment, Air Wing and Coast Guard, multiple (marine) construction/engineering companies and the Jamaica Fisheries Division).

#### **Conservation Planner, Kingston, Jamaica**

2002 – 2006

Led the Jamaica Ecoregional Planning (JERP) Marine Analysis, gathered and analyzed information, provided ecological expertise and collaborated with the academic community, public agencies, institutions, and key private partners to support Conservancy's Ecoregional Planning and implementation efforts in Jamaica.

- Developed and managed JERP GIS marine database, conducted technical analysis and implementation strategies to support Jamaica's international and national marine obligations, among them: Convention on Biological Diversity, and the Protected Area System Master Plan.
  - Recruited and engaged diverse constituency of 100+ stakeholders (fishermen, government, NGO, business, etc.)
  - Organized and facilitated 8 in-person and remote meetings, committee activities, and workshops (30+ participants)
  - Organized and facilitated 2 participatory GIS mapping workshops (20+ participants)
  - Guided formation of scientific, technical, and stakeholder Advisory Groups
- Served as member of the Caribbean Ecoregional Planning (CERP) Marine Team, and assisted with the development of the spatial database (ecological, socioeconomic, climate change data) as well as tasked with the identification of important areas of Caribbean marine biodiversity and associated threats.
- Initiated and directed the CERP process for Haiti including data collection, GIS analysis and engagement with partners.
- Served as member of Tropical Marine Learning Partnership (a WWF, TNC, CI and WCS consortium designed to encourage collaboration and address marine conservation challenges at scale of MPA networks).

### **EDUCATION AND TRAINING**

<b>Columbia University, New York City, NY, USA - <u>M.A. Conservation Biology</u></b>	2001
<b>Tufts University, Medford, MA, USA - <u>M.A. Environmental Policy</u></b>	1996
<b>Queen's University, Kingston, Canada - <u>B.A. French Literature</u></b>	1993

**Certificate in Leadership in Fisheries Management** – 2010 and **Diploma in Coastal Zone Management** - 2006, University of Rhode Island, Narragansett, RI, USA.

**Certificate in GIS Applications for Coastal Zone Management** - 2004, NOAA Coastal Services Center, Charleston, SC, USA.

### **PROFESSIONAL MEMBERSHIPS AND OTHER SKILLS**

Gulf and Caribbean Fisheries Institute Board, Jamaica Cays Management Committee, Jamaica National Fish Sanctuary Committee, Jamaica Office of the Prime Minister Pedro Cays Committee, Jamaica Coral Reef Monitoring Network (JCRMN).

**DIVING AND RELATED SKILLS** - PADI Open Water, Advanced Open Water, Rescue Diver and Nitrox certifications, BSAC Sports Diver, AIDA Three Star Freediving certification, DAN Oxygen First Aid for Scuba Diving Injuries, CPR/First Aid, US Sailing Basic Keelboat and Bareboat Cruising. Trained in Reefcheck and Atlantic & Gulf Rapid Reef Assessment (AGRRA) survey methodologies.