



Thursday 9 May, 2013

## Danish and Swedish Nephrops Fisheries

### Marine Stewardship Council Certification

Certification Body: Food Certification International Ltd

### Nominations for Assessment Team Membership

Food Certification International (FCI) is currently undertaking the assessment of the above fishery against the Marine Stewardship Council (MSC) Principles and Criteria for Sustainable Fishing.

To assist with this assessment, FCI is also in the process of assembling an assessment team comprising of members with experience and expertise in the areas of stock assessment, ecosystem interactions and fishery management appropriate to this fishery.

The persons proposed as team members of this fishery assessment team are set out below, together with a resumé of their experience and expertise. They have been proposed on the basis of their experience in the areas of stock assessment, ecosystem interactions and fishery management.

All stakeholders are now invited to provide comments on the suitability or otherwise of any of the nominees. **Any such comments must reach us by 17:00 GMT on Sunday 19 May, 2013.**

**Please note:** Any claim/s regarding the suitability or otherwise of the proposed assessment team for this fishery assessment should be accompanied by objective evidence in support of the aforementioned claim/s.

The MSC provides a set of guidelines and templates to assist in the transfer of information between stakeholders and Certification Bodies. These should be used for any comments you wish to make on this or any other stage of the assessment process and can be found here:

<http://www.msc.org/documents/get-certified/stakeholders>

Comments should be sent in the first instance to:

**FCI Fisheries Department**

[fisheries@foodcertint.com](mailto:fisheries@foodcertint.com)

**Name:** Rod Cappell

**Position in team:** Team Leader and primary responsibility for Principle 3

**2005** Imperial College, Post. Cert. Applied Environmental Economics  
**1995** Heriot-Watt University, MSc Marine Resource Development & Protection  
**1992** Liverpool University, BSc (Hons) Marine Biology  
 Institute of Environmental Management & Assessment (Associate Member)

## Key Qualifications

15 years of experience, including 10 years as project leader and project manager. Fisheries & aquaculture industry analysis;

- Port infrastructure and regeneration: feasibility & business planning for port infrastructure investment.
- Coastal management: development & implementation of coastal and marine spatial planning.
- Economic appraisal & environmental economics: Economic and socio-economic analysis, options appraisal & Cost Benefit Analysis.
- Fisheries policy, legislation and management: Provision of policy research, legislative review and development of fisheries management plans.
- Sector planning: industry development, strategic reviews and plans.
- Environmental Assessment: experienced practitioner and project manager for Environmental Impact Assessment, SEA, Appropriate Assessment & MSC certification.
- Aquaculture: strategic and technical development of sustainable aquaculture.
- Fish processing & marketing: investigations into global seafood trade including price analysis, eco-labelling, certification and use of Life Cycle Assessment.
- Project & public expenditure design & evaluation: programme design and ex-ante, mid-term and ex-post monitoring and evaluation.

## Career History

**Current Position:** Director

**Address:** Poseidon Aquatic Resources Management Ltd, Windrush, Warborne Lane, Portmore, Near Lymington, Hampshire SO41 5RJ, UK

**Dates:** 2007 - present

**Detail:** Poseidon Aquatic Resources Management Ltd is a leading international consultancy specialising in fisheries, aquaculture and aquatic environment

**2004 to 2007** Senior environmental consultant with Royal Haskoning, UK  
**1997 to 2004** Consultant with Nautilus Consultants Ltd., UK  
**1995 to 1996** EC Fisheries Observer, NAFO region, Canada & Spain  
**1993 to 1994** Research Assistant, Australian Institute of Marine Science

## Geographic Experience

<i>European</i>	EU, UK, Ireland, Norway, Belgium, Denmark, Portugal, Netherlands, Cyprus, Albania
<i>Asia</i>	Bangladesh, Indonesia, Malaysia, Myanmar, Thailand & Vietnam
<i>Other</i>	Oman, Australia

## Client Experience

<i>Europe</i>	EC, Euro Parliament, EEA; Defra, DTI, DfID (UK); DCMNR, BIM (Eire)
<i>Global</i>	FAO, World Bank, UNEP, WWF

## Specific Experience

### Environmental Assessment

- Netherlands: Marine Stewardship Council Main Assessment for private client (2010) Principle 3 expert for a number of North Sea fisheries.
- UK: Marine Stewardship Council Pre-Assessment for private client (2010) Pre-assessment of two demersal fisheries in the North East Atlantic region.
- Global: Assessing the environmental gains achieved by Marine Stewardship Council certification (MSC, 2010) Exploring evidence of change in fisheries management & practices as a result of MSC certification.
- Netherlands: Marine Stewardship Council Pre-Assessment for private client (2010) Lead assessor and principle 3 expert for a North Sea fishery.
- UK: Assessment of UK Seafood sustainability (Defra, 2009-2010). Identification of current actions and LCA issues with UK produced and imported seafood products to inform recommendations for supporting actions.
- UK: Marine Stewardship Council Main Assessment for private client (2009-2010) Lead assessor and principle 3 expert for a North Sea fishery.
- Netherlands: Marine Stewardship Council Pre-Assessment for private client (2009) Undertaking pre-assessment of a North Sea fishery for Dutch client.
- Europe: Environmental and social evaluation of EC FIFG funding programme (Environmental NGO, 2009-ongoing). A shadow ex-post evaluation of FIFG investigating the support given under fleet and non-fleet measures in relation to environmental and social criteria. Assessment of EC data for top 10 recipients and case study investigations in key Member States.
- Europe: Assessment of impacts and pressures of aquaculture activities in relation to Water Framework Directive objectives (DG Environment, 2009-ongoing).
- UK: Marine Stewardship Council Pre-Assessment for private client (2008-2009) Undertaking pre-assessment of three major fisheries for UK client.
- UK: Appropriate Assessment of Barrow Port Area Action Plan (Barrow Borough Council, 2008) Project manager, in association with Royal Haskoning, to conduct an appropriate assessment of a supplementary planning document associated with two Natura 2000 sites.
- UK: Strategic Environmental Assessment of the European Fisheries Fund (Defra, 2007-2008) Assessment of potential impacts of new EC structural funding scheme for the fisheries sector including development of mitigation and monitoring.
- UK EEZ: Environmental Risk Assessment (Private client, 2007) Project manager for assessment of various decommissioning options using scenarios for oil & gas infrastructures in the North Sea.
- UK: Cumbria Wind farm EIA (Private client, 2007) PM for EIA of proposed onshore wind farm
- UK: Environmental & ecological surveys to support Helix Project lottery fund bid (British Waterways/Falkirk Council, 2006-2007) Project management of ecological, contaminated land surveys and scoping report to support successful multi-million pound Lottery Fund bid – the Falkirk Helix Project.

- UK: Waterfront Harbour Revision Order (West Lakes Renaissance, 2005-2007) Project manager of EIA for £100million+ regeneration scheme including Cumulative Effects Assessment & Appropriate Assessment.
- UK: Feasibility of Offshore Wind farm Sites (Airtricity, 2006) Review of fishing activity and resources associated with 3 potential offshore wind farm sites in Scottish waters.
- UK: Solway Firth Cockle Fishery Management Plan (Scottish Executive, 2005) Drafting of Appropriate Assessment for re-opened cockle fishery to address impacts and mitigation for SPA and SAC interest features
- UK: Sheringham Shoal Offshore Wind Farm (SCIRA Ltd, 2006) Production of commercial fisheries section for offshore wind farm EIA off the Norfolk coast.
- UK Thanet Offshore Wind Farm (Warwick Energy, 2006) Production of commercial and natural fisheries section of environmental statement for EIA of wind farm in the Greater Thames Estuary.
- UK: Fishing effort and subsea cable interactions (Seagen, 2001). Assessment of risk from and to fishing activity caused by telecoms cable in the North Sea

### ***Port infrastructure and regeneration***

- UK: Investment Appraisal of boat ramp and fishing compound for Withernsea (East Riding of Yorkshire Council, 2010). Development of business case including CBA to support an EFF bid for new fishing infrastructure.
- Oman: Strategic Review of Fishery Harbours (Ministry of National Economy in association with Arup, 2009). Provided fisheries & fishery harbour expertise to a national strategic review of commercial ports and fishery harbours involving port visits and consultation throughout the country.
- UK: Waterfront Harbour Revision Order (West Lakes Renaissance, 2005-2008) PM of EIA for £100million+ regeneration scheme including Cumulative Effects Assessment & Appropriate Assessment. Drafting fisheries and socio-economic impacts chapters and Non-Technical Summary for EIA.
- UK: Solway Firth Harbours Feasibility Study (Scottish Enterprise in association with McKenzie Wilson Partnership, 2008) Investigation into current and required port infrastructure to develop marine tourism, commercial fishing, recreational angling, cargo and timber sectors along the Scottish Solway coast.
- UK: Withernsea fisheries options appraisal (East Ridings Council, 2006) feasibility of new fishing infrastructure involving industry consultation and market appraisal.
- Ireland: Port Development Scoping (Shannon Foynes Port Company, 2006) PM for investigation of issues associated with a large-scale land reclamation and port development project.
- UK: Eastbourne Fishing Quay Feasibility (Eastbourne Fishermen's Society, 2006) Assessment of needs and design of dedicated facilities to support the fishing fleet within an existing harbour.
- Cyprus: Akrotiri Port Expansion (Defence Estates, 2005-2006) Project manager of marine dive survey, fisheries survey and stakeholder consultation for military Ro-Ro terminal upgrade.
- UK Shoreham Port Market Development (Shoreham Port Authority, 2005) Economic feasibility and site appraisal for mixed-use market premises at major commercial port on the South Coast of England.
- UK: Fisheries regeneration initiative (Sunderland Port Authority, 2002) Evaluation and projected development of the areas fishing industry including review of current & potential seafood markets.
- Albania: Albanian Fisheries Development Project (World Bank, 2000-2001). Feasibility review assessing proposed infrastructure investment and financing of proposed facilities
- UK: Port Regeneration study Brixham (Torbay BC, 1999-2000) Consideration of facilities for seafood sector (catching and processing), tourism and the wider community.

### ***Coastal management***

- UK: Delivering OSPAR Annex V commitments in Scotland (Scottish Government, 2008) Project manager of an interdisciplinary team of experts considering the inter-relationship between Natura 2000 sites and development of a network of Marine Protected Areas under OSPAR Annex V.
- UK: Sustainable Scotland Marine Environment Initiative (Scottish Executive 2004-2006) PM for development of new approaches to marine spatial planning and implementation of the ecosystem approach.

- UK: Options appraisal for coastal remediation (South Shields MBC, 2005-2006) Investigation of appropriate coastal management options for an eroding contaminated cliff face in a popular recreational area.
- UK: Invest in Fish South West (WWF/Defra, 2003-2004) Detailed socio-economic survey of recreational anglers and associated coastal industries using choice experiment to determine Willingness to Pay for new coastal management approaches - contributed to regional bio-economic model.

### ***Economic Appraisal & Environmental Economics***

- Europe: Socio-economic assessment of change in fisheries dependent communities across Europe (EC DG MARE, 2010) Quantitative and qualitative data gathering & analysis for 24 fisheries-dependent communities. Undertaking case studies in Scotland, England & Ireland.
- Europe: Regulatory Impact Assessment of a Plan of Action on Seabirds (EC DG MARE, 2010)
- UK: Financial appraisal of fisheries shore-side facilities (East Ridings Council, 2009 & 2010)
- UK: Regulatory Impact Assessment of extensions to Natura designated areas (Scottish Government, 2008) Assessing socio-economic impact of proposed seaward extensions of Special Protected Areas.
- Europe: Regulatory Impact Assessment of Shark Conservation Action Plan (EC DG MARE, 2008)
- UK: Withernsea cost benefit analysis (East Ridings Council, 2006) CBA of potential fishing infrastructure for EU funding application
- UK: Economic Assessment for Flood Alleviation Schemes (Moray Council, 2006-2007) Production of damage assessment for tangible and intangible elements associated with 3 flood alleviation schemes.
- UK Cairnryan port development (P&O Stena line, 2006) Economic Assessment of impacts from port developments on native oyster fisheries.
- UK: Kilkeel Harbour Extension (DARD, 2005) Economic appraisal of harbour development options for Northern Ireland's largest fishing port. Involves fleet modelling, cost/benefit analysis and socio-economics.
- UK: Socio-economic evaluation of SW England fishing industry (SWRDA, 2001). Production of baseline of fisheries socio-economic info for Objective One and Non-objective one areas in the South West.
- UK: Economic evaluation of fisheries infrastructure investment in Rye (Arup/Environment Agency, 2001). Review of fishing's socio-economic contribution to the area and the port's revenue.

### ***Sector planning***

- Oman: Review of fisheries sector development (World Bank, 2009). Desk-based review of the performance of the fisheries sector against strategic targets set within the national five year plans.
- UK: Review of CFP Reform proposals (Inquiry into Future Fisheries Management, 2009) Study of recent marine fisheries policy papers and CFP critiques, including the recent Green Paper on CFP Reform to identify thinking and potential solutions in relation to regionalisation, control, science, fishing rights and integrated management.
- UK: Fishing sector icing requirements in the South East of England (SE Food Group Partnership, 2008) Assessment of current capacity and future ice needs for the South East catching sector with proposals to improve ice provision and practice to support fleet-wide quality improvements.
- UK: South East England Fishing Industry Development Plan (SEEDA, 2006-2007) Project Leader for sector review, market opportunities, price analysis, development of GIS to inform industry development plan
- UK: New jobs for the fishing industry: seafood, tourism and education (Hastings Borough Council, 2004) Audit of fishing industry & dependent tourism for development strategy for industry and town.
- UK: Assessment of Seafood Market Development Opportunities (North Shields council, 2003). Provision of strategic guidance on seafood businesses detailing requirements for a new business park.
- UK: Fisheries Action Plan Development (Welsh Assembly, 2000). Production of a strategy for Welsh fisheries including inland and coastal commercial and recreational fisheries

### ***Aquaculture***

- UK: Impact of Aquaculture on Scottish Tourism (Scottish Aquaculture Research Forum, 2008) Socio-economic assessment of visitor perceptions of aquaculture and resulting impact on tourism revenues.

- UK: Analysis of Salmon Farming in Scotland, Norway & Chile (Scottish Government, 2007-2008). review of price & market impacts of industry evolution & government interventions over the last 10 years.
- UK: Sustainable Seafood Consumption & Production (Defra, 2007) Project Leader of Life Cycle Assessment for UK fisheries and aquaculture production, transport & processing and consumption.
- UK Mussel bottom culture site investigation (Deepdock Ltd, 2006) Fisheries assessment & habitat survey of Scottish firth to assess feasibility of commercial shellfish harvest.
- Bangladesh: Investment Mechanisms for Responsible Shrimp Culture. (DfID, 2004) Investigation of encouraging environmentally and socially responsible production and trade practices in developing countries.
- Bangladesh & Vietnam: Environmental Capacity for Aquaculture Developments in the Tropics (TROPECA) (DfID, 2002-2004). Management of 5 case studies (2 in Bangladesh & 3 in Vietnam) using environmental capacity in developing countries to manage aquaculture development on a sustainable basis.
- Bangladesh: Shrimp farm feasibility study (Private client, 2003) Assessment of potential shrimp and fin fish farm at an undeveloped site in SW Bangladesh involving site survey, soil and water quality , etc.

### ***Fisheries Policy Legislation and Management***

- Bay of Bengal: Assessment of small pelagics fisheries within the Bay of Bengal Large Marine Ecosystem (BOBLME) (FAO/GEF, 2010). Visits to all 8 countries within the BOBLME area to assess the current management & environmental impact of small pelagics fisheries in the region, focusing on Hilsa shad (*Tenulosa ilisha*) and Indian Mackerel (*Restrelliger kanagurta*). Recommendations for management improvements, capacity building and collaboration across the region were given.
- UK: Management of Brown Crab fisheries in Northern Ireland (NIFPO, 2010) Review of current fisheries management, and extensive consultation with industry to explore structure and viability of a local management plan, including quality and marketing support.
- Europe: Assessment of Effort Management Administration in the North East Atlantic (DG MARE, 2010-ongoing). Poseidon is leading a European research consortium exploring the practical implementation of various effort management regimes throughout Europe. The work will explore experiences and problems to date in order to identify best practice and areas where simpler regulation is possible.
- Europe: Regulatory Impact Assessment of Common Fisheries Policy Reform (with MRAG for DG MARE, 2009-ongoing). Poseidon has an extensive role in the most far-reaching and influential fisheries Impact Assessment to date, which will help to determine the type and scale of CFP reform in 2012. The team is providing socio-economic analysis using various indicators and reporting on regional case studies to inform the RIA.
- UK: Review of evidence for 2012 CFP Reform (Inquiry into Future Fisheries Management, Marine Scotland, 2009). A desk-based review of key documents relating to Scottish and UK proposals for future fisheries management. The IFFM is an apolitical group established to propose the best approach to future fisheries management to inform CFP reform.
- UK: An economic approach to long-term reform of the English inshore fleet (Defra in association with Vivid Economics, 2009). Exploration of several options for management of resource access by the inshore fishing fleet in 20 years time using industry interviews and workshops to determine favoured arrangements, impacts and transition arrangements.
- UK: Production of model management plan for Inshore Fisheries Groups (Scottish Government, 2008-ongoing) Working with 6 pilot IFGs around Scotland to assist in development of local management objectives and measures to inform a model Management Plan and guidance for all IFGs.
- UK: Development of fisheries sustainability assessment tool (Private Client, 2008) Production of a decision-making tool for large UK multiple retailer to aid delivery of sustainability targets in seafood purchasing.
- Global: Review of Abandoned Lost and Discarded Fishing Gear (FAO, 2008) Co-author of technical paper reviewing global knowledge base in ALDFG with recommendations for future inter-agency activities.
- UK: Guidelines on siting and installation of sub-sea cables (DTI, 2006) Development of best practice in relation to avoidance or minimisation of fisheries interactions with sub-sea cables.



- UK: Fish Producer Organisations Review (Defra, 2006) Review of quota management, marketing and fisheries management by UK Fish Producer Organisations as part of Quota Change Management Review.
- Albania: Albanian Fisheries Development Project (World Bank, 2000-2001). Development of co-management structure for fisheries organisations and relevant authorities for future management.
- Norway & EU: Economic Aspects of Discarding (DG XIV of EC, 2000). Economic incentives for discarding in European Fisheries; case study on North Sea whitefish trawl fishery and Norwegian cod fishery
- Global: Comparative Analysis of International Fisheries Organisations (European Parliament, 2000). Review of Regional Fisheries Bodies: current and future status & issues with intervention recommendations.

### ***Fish processing and marketing***

- Ireland: Business benchmarking for Irish processing companies (Enterprise Ireland, 2008) Assessment of seafood companies using PROBE business benchmarking software.
- UK: Feasibility of establishing independent shellfish depuration facilities (Crown Estate, 2008)
- Ireland: Disposal and re-utilisation of fish and processing waste (Marine Institute, 2002) Research study investigating waste from fisheries and aquaculture, disposal methods, CBA of potential reutilisation.
- UK: Impact of regulatory change on King Scallop Markets (Seafish, 1999-2000). Market investigation of impact of tighter control on shellfish testing. CBA on various processing options for scallop products.

### ***Project and public expenditure design and evaluation***

- UK: Strategic Environmental Assessment of the European Fisheries Fund (Defra, 2007-2008) Evaluation of potential impacts resulting from new EC structural funding scheme for the fisheries sector including development of mitigation and monitoring.
- UK: Quinquennial review of Northern Ireland Fisheries Harbour Authority (DARD, 2003). Provision of expert advice on fishing industry & fisheries harbours during evaluation of NIFHA.
- EC: Impact of FIG measures on the fish processing industry (DG XIV EC, 2001-2002) Management of pan-European team investigating impact of European funding on the fish processing industry.
- Ireland: Value for Money Review of Ice Plant Programme. (BIM, 2001) Assessment of demand changes and proposing level of future funding with extensive fieldwork and consultation.

### ***Details of pre-2000 work available on request***

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### ***Other relevant information (e.g. Publications)***

Recent published documents/articles/reports (other than the project reporting listed above) include:

**Cappell, R., T. Huntington and G. Macfadyen (2010).** 'FIG 2000-2006 Shadow Evaluation'. Report to the Pew Environment Group. 47 pages plus appendices.

**Macfadyen, G., Huntington, T., Cappell, R.** Abandoned, lost or otherwise discarded fishing gear. UNEP Regional Seas Reports and Studies, No. 185; FAO Fisheries and Aquaculture Technical Paper, No. 523. Rome, UNEP/FAO. 2009. 115p.

**Cappell, R., S. Gubbay, T. Huntington, I. Boyd, A. Brierley, M. Burrows, D. Hughes, N. Quick and T. Mallows (2008).** „Inter-relationships for Scotland in the delivery of OSPAR Annex V commitments and the EC Birds and Habitats Directives in the marine and coastal environment, with a particular emphasis on identifying potential synergies in MPA delivery. Project number SAG/017/07. Produced by Poseidon Aquatic Resource Management Ltd in association with SMRU Ltd and the Scottish Association for Marine Sciences.

### ***Full publication list available on request***

**Name:** Julian Addison  
**Position in team:** Primary responsibility for Principle 1

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### Higher Education:

1978 – 1982 **Imperial College of Science and Technology, University of London**  
 Ph.D. in population ecology and modelling  
 1975 - 1978 **Kings College, University of London**  
 BSc in Zoology

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### Employment History

*Current Position:* Self-employed Independent Fisheries Consultant

I am currently an independent fisheries consultant specialising in shellfish and inshore fisheries. After 28 years at the Centre for Environment, Fisheries and Aquaculture Science (Cefas), which is the UK Government's marine science agency for environment, fisheries and aquatic science, I left the organisation to move to France with my family and to work for myself. Relevant skills and experience include nearly 30 years experience of stock assessment and provision of management advice on shellfish and inshore fisheries, an international reputation in the field of crustacean population dynamics and assessment, extensive knowledge of the shellfish and inshore fisheries industry and liaising with fishers and other stakeholder groups, knowledge of shellfisheries management regimes worldwide, effective oral and written communication skills and winning of contracts under competitive tender.

In the 9 months since leaving Cefas, my time has been split between consultancy work and collaborative research, primarily the completion of peer-reviewed manuscripts on shellfish population dynamics and inshore fisheries.

Recent consultancy work includes –

- A review of the stock assessment model for blue crabs in Chesapeake Bay, USA as part of the Center for Independent Experts (CIE) peer review panel
- Peer review of MSC assessments of lobster and coldwater prawn fisheries in Europe
- Advice to ex-colleagues at Cefas and Defra on shellfish stock assessment and inshore fisheries management

Research interests include development of methods for shellfish stock assessment, including fishery-independent methods of estimating abundance, crustacean behaviour in relation to capture in fishing gear, development of environmentally friendly fishing gear technology for both trawl and molluscan dredge fisheries and the environmental footprint of inshore fisheries.

*Employer:* Cefas  
*Position:* Senior Shellfish Advisor to UK Government policy advisors  
*Dates:* 2000 - 2010  
*Location:* Lowestoft, Suffolk

*Employer:* Cefas  
*Position:* Head of Coastal and Freshwater Fisheries Group  
*Dates:* 2007 - 2010

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*Employer:* University of East Anglia  
*Position:* Honorary Reader in the School of Environmental Sciences  
*Dates:* 2005 - present  
*Location:* East Anglia, Suffolk

*Employer:* Cefas  
*Position:* Scientific Advisor to UK Government policy advisors on International Whaling Commission issues  
*Dates:* 1995 - 1998

*Employer:* University of East Anglia  
*Position:* Honorary Lecturer in the School of Biological Sciences  
*Dates:* 1993 - 2005  
*Location:* East Anglia, Suffolk

*Employer:* Cefas  
*Position:* Visiting scientist at National Marine Fisheries Service, Woods Hole, Massachusetts, USA  
*Dates:* 1992  
*Location:* Massachusetts, USA

*Employer:* Cefas  
*Position:* Visiting scientist at Department of Fisheries and Oceans, Halifax, Nova Scotia, Canada  
*Dates:* 1991  
*Location:* Nova Scotia, Canada

*Employer:* Cefas  
*Position:* Shellfish research and stock assessment scientist  
*Dates:* 1985 - 2000

*Employer:* Cefas  
*Position:* Shellfish stock assessment biologist  
*Dates:* 1982 - 1985

*Employer:* MAFF  
*Position:* Scientific assistant on bird population biology  
*Dates:* 1982 - 1985

### **Previous Roles and Responsibilities:**

As Senior Shellfish Advisor to the UK Government's Department for Environment, Food and Rural Affairs (Defra) my responsibilities included:

- Management of a Government contract worth £650,000 per annum
- Provision of advice on the status, sustainable management and development of wild shellfish stocks to Government policy customers and Government Ministers
- Oversight of the monitoring, stock assessment and associated biological studies on wild shellfish stocks in England and Wales
- Assessing the potential impacts of other seabed uses, such as aggregate dredging and wind farm development, on shellfish stocks, and collaboration with the Cefas Weymouth laboratory on shellfish cultivation and aquaculture and disease issues
- Liaison with marine managers and legislators, fishers and industry bodies, other fisheries scientists and research institutions, the Government's Statutory Nature Conservation Agencies, environmental NGOs and the media
- Representing Cefas and UK Government at national and international meetings
- Project management of specific Research and Development (R&D) contracts worth approximately £600,000 per annum.

In addition, whilst Head of the Coastal and Freshwater Fisheries Group at Cefas I held responsibility for 45 staff working on shellfish and recreational fisheries, salmon and freshwater fisheries, and environmentally friendly fishing gear technology with an income for 2009/10 of £4.7 million generated from a wide range of customers.

### **Other previous responsibilities and experience include:**

- Chair of the Working Group on the Biology and Life History of Crabs (WGCRAB) of the International Council for the Exploration of the Sea (ICES)
- Member of the ICES Working Group on Crangon Fisheries and Life History (WGCRAN)
- Member of the ICES Steering Group on Ecosystems Function and previously UK delegate to the Living Resources Committee
- Member of the Crustacea Committee of the Shellfish Association of Great Britain, the association which represents the UK shellfish industry
- Honorary Reader in the School of Environmental Sciences at the University of East Anglia
- Appointed Buckland Professor 2004 giving a series of lectures on 'Science and the Management of UK Crab Fisheries' and currently writing a book on crab fisheries in conjunction with the Buckland Professorship
- From 1995-98, member of International Whaling Commission (IWC) Scientific Committee and UK Delegation to IWC providing scientific advice to UK Commissioner to IWC, and liaising with a large range of environmental NGOs in relation to whaling science and the UK's whaling policy
- Peer review of MSC assessments in North American fisheries
- Reviewer of manuscripts for a range of scientific journals and guest editor for editions of e.g. 'Fisheries Research' and 'Crustaceana'
- Reviewer of research proposals for UK Government Departments and other organisations, e.g. Natural Environment Research Council
- Supervision of MSc and PhD students from University of East Anglia, Southampton University, Swansea University, National Oceanography Centre
- Extensive teaching experience including:
  - 13 years organising and teaching a course on Fisheries Biology in The School of Biological Sciences at University of East Anglia

- 15 years teaching mathematics to Open University technology students
- 4 years teaching population ecology and quantitative biology to undergraduates at Imperial College, London.

### Previous projects include:

Date(s)	Customer	Project
2000 - 2010	UK Government	Shellfish monitoring, assessment & management advice
2007 - 2012	UK Government	Improved understanding and management of shellfish fisheries
2008 - 2010	UK Government	Environmentally Responsible Fishing – a pilot research project to quantify the environmental footprint of inshore fisheries
2008	UK Government	Baseline surveys of scallops in Fal & Helford SAC
2008 - 2009	UK Government	Baseline habitat mapping in the London Array proposed wind farm site
2007	Black and Veatch Ltd.	The effect of Ely Ouse flows on shellfish and fish in The Wash
2007	Scottish Natural Heritage	Scallop dredging in the Firth of Lorn SAC: a review of scallop fishing activity
2007	North Western & North Wales SFC	Status of lobster stocks in North Wales – an analysis based on CPUE data collected during 2002-05
2006	Natural England	Impacts of cockle suction dredging in The Wash and north Norfolk EMS – Part II Analysis of existing data
2005	Natural England	Assessment of the impacts of cockle suction dredging in The Wash and north Norfolk European Marine Site
2005	European Commission (FIFG)	Development of a suitable razorfish dredge in The Wash
2006	UK Government	Investigation of potential fisheries for razorfish and other bivalves in the eastern Irish Sea
2003 - 2005	UK Government	Fishing gears with mitigating ecological impacts
2002 - 2004	UK Government	Edible crab spawning grounds in the English Channel
2000 - 2003	European Commission	European decapod fisheries assessment and management (EDFAM)
2000 - 2002	European Commission	Collection and evaluation of crab assessment data
1999 - 2003	UK Government	Development of shellfish modelling, assessment and management methods
1999 - 2001	UK Government	Edible crab spawning grounds off the east coast of England
1997 - 2001	Environment Agency	Impact of beach replenishment on shrimp populations
1996 - 2000	UK Government	Estimating <i>Nephrops</i> abundance from underwater TV surveys
1995 - 2000	RMC Marine Ltd.	Impact of dredging on shrimp populations

Full publication list available on request

**Name:** Lucia Revenga Giertych

**Position in team:** Primary responsibility for Principle 2

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### Profile:

Skilled marine scientific, specialised in Fisheries Biology, with a solid background in on-board work. With experience also in the environmental area both as a teacher and as a technician. Highly committed with people's welfare, sustainability and environment. Able to work both in a team and individually due to experience gained on research vessels (team work) and fishing vessels (individually). I have had opportunities to deal with multicultural settings and sensitive information. I am used to communicate with audiences with different levels of knowledge.

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### Higher Education:

2000: B. S. Degree in Marine Sciences - Cadiz University (UCA) (SPAIN).

2006: B. S. Degree in Environmental Sciences - Cadiz University (UCA)(SPAIN).

2009: Higher Diploma in Health and Safety Technical Expert - Specialty in Safety, Health, Ergonomics and Psychosociology - 1100 hours - Fundación Esculapio - (SPAIN)

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### Employment History

*Employer:* MSC Marine Stewardship Council

*Position:* Intern

*Location/Dates:* London (UK) - April to May 2012.

#### *Details:*

- Mapping of Spanish fisheries (status and prospects for MSC assessment)
- Development of systems to support MSC technical oversight work in the Fisheries and Chain of Custody areas.

*Employer:* IFAPA - Public sector fisheries research and training center.

*Position:* Research, Development and Training Intern

*Location/Dates:* IFAPA San Fernando Center - February 2011 – To date

#### *Details:*

- Teacher in the fisheries department.
- Research in fishery local activities
- Increase fishermen community awareness of the conservation of coastal ecosystems and encourage sustainable fishing practices.

*Employer:* TRAGSA.

*Position:* Marine Scientist

*Dates:* December 2004 – August 2010.

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*Details:**Surveys:*

1. Survey NEREIDA 0810: Search of Vulnerable Marine Ecosystems. R/V "Miguel Oliver". NAFO Regulation Zone (Canada).
2. Blue Fin Tuna: Barbate, Conil and Zahara Tuna traps (almadrabas de Cádiz).
3. Pilot project 62/2007, Cadiz Gulf.
4. Walvis Ridge seamounts research cruise. Namibia 0208. R/V "Vizconde de Eza".
5. Blue Fin Tuna: Tuna Farms. M/V "Caladeros del mediterráneo III". Murcia (SPAIN).
6. Pilot project RAI-AP-36/2005: Trawler Reefer "Farruco". Morocco.
7. Canadian fishery for Atlantic halibut: Trawler reefer "Codeside". NAFO Regulation Zone (Canada).
8. R/V "Sibiriakov". Baltic Sea. University of St. Petersburg (Russia).

*Details:*

- Research of the sensible habitats and fishing resources for the study and protection of vulnerable ecosystems in the NAFO Regulation area as well as in the Walvis Ridge seamounts in Namibia, sampling fisheries and benthic habitats.
- Acoustic and geophysical studies of the Walvis ridge seamounts (SEAFO) using multibeam echo sounding and seismic parametric sounding TOPAS, with the aim of identifying possible bioconstructions and other geomorphological structures of interest. Generation of bathymetric maps from digital models of depth using a multibeam echosounder in Namibian waters.
- Catch estimation and biology report of the bluefin tuna in fattening cages and in the tuna traps.
- Sampling, data collection and monitoring fishing activities in factory trawlers in NAFO waters.
- Cleaning and maintenance of the laboratory.
- Report writing for the Spanish General Fisheries Secretariat and the Spanish Oceanographic Institute.
- Report writing and review on:
  - Fishing effort and GPS position of the vessel.
  - Daily supervision of fishing activities.
  - Fishing gears and nets.
  - Identification of the species and biological fish studies.
  - Preservation of specimens for reference collections and for later studies.
  - Data and photography collection during surveys.
  - Study and report of the by-catch.
  - Seabird and cetacean observations.
  - Infringements and inspections.
  - Statistics of catch.
  - Technical support for the preparation of technical reports and other publications.
  - Entered, sorted, and edited data used for stock assessment in MS Excel and Word.

*Employer:* Different companies.

*Position:* Trainer on different courses

*Courses:*

- "Trainer in environmental education" (334 hours)
- "Environmental Management in Business" (150 hours)
- "Technician in environmental management for the small business" (110 hours)
- "Introduction to environment" (10 hours)
- "Basic knowledge in Quality Assurance" (15 hours).

*Employer:* AVANTIA S.L.

*Position:* Project Manager Assistant

*Details:*

- Research of environmental and sociological issues of the beaches of the county of Cádiz. Publication of the book “Catálogo de playas de la provincia de Cádiz”, which can be downloaded at [http://www.dipucadiz.es/opencms/opencms/dipucadiz/areas/medioAmb\\_depor/medio\\_amb/Publicaciones/](http://www.dipucadiz.es/opencms/opencms/dipucadiz/areas/medioAmb_depor/medio_amb/Publicaciones/)

*Employer:* TYPESA (Técnica y Proyectos, S.A. División de Puertos y Costas).

*Position:* Technical control of Projects

*Location:* Puerto Real, (Cádiz, SPAIN). IZAR C.N.– Puerto Real National Shipyard.

*Details:*

- Control and inspection of the projects "Construction of the South Quay Extension" and "Dock maintenance dredging" at IZAR- Puerto Real Shipyard.

*Employer:* IZAR C. N.

*Position:* Environment and Quality Assurance Manager Assistant

*Location/Dates:* Puerto Real National Shipyard. December 2000 – July 2001

*Details:*

- Application and follow-up of the ISO-9001 and ISO-14001 norms.
- Maintenance of the Quality and Environmental Management Systems.
- Company Internal Auditor of the Environmental Management System.
- Lecturer in Environmental Management for employees.

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## **Fisheries Further Training**

### **Licences and certificates:**

- Basic Safety Training Card (includes approved basic training STCW Code)
- Sailor Professional Certificate
- Captain's Licence for Recreational Boats
- Scuba Diver 1 star
- Spanish Merchant Navy Seafaring Licence
- "Shipwreck Survival Training Course, 1st level" - Cadiz University
- "Nautical Science Introductory Course", - 90 hours - Cadiz University
- "Teaching in fisheries Course" - 30 hours - IFAPA. 2011
- "Open water aquaculture" - 40 hours - IFAPA. 2011
- "Statistics" - 30 hours - IFAPA. 2012.



**Attendance certificates:**

- “6th World Fisheries Congress: Sustainable fisheries in a changing world” - 7th – 11th May 2012 - Edinburgh (UK)
- “Effective Scientific Communication Workshop”, “6th World Fisheries Congress” - 6th May 2012 - Edinburgh (UK)]
- “MSC scientific basis: Results of environmental impact assessment for MSC certification of sustainable fisheries Workshop - MSC Madrid - 3,5 hours – Madrid
- “Biological and technical fundamentals for sustainable aquaculture” - 20 hours – IFAPA - 2011
- “Meagre aquaculture” - 32 hours – IFAPA - 2011
- “Sustainable artisanal fisheries and the new Common Fisheries Policy” - 5 hours – 2011

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**Other Training****Certificates:**

- “Occupational trainer” - Junta de Andalucía - 400 hours – 2007
- “Quality Assurance in business” – CEA - 50 hours – 2003
- “Job-hunting”.UCA - 150 hours – 2001
- “Barbate Natural Park” – UCA - 50 hours – 1996
- “Sensitivity to equal opportunities” - 30 hours – 2010
- “Compiling projects on transference and innovation” - 20 hours – IFAPA – 2011
- “Technology transfer in IFAPA” - 20 hours – 2011
- “Planning and management tools and procedures in IFAPA activities” - 20 hours – 2011
- “Information sources and products elaboration for SERVIFAPA - Scientific and Technical communication” - 20 hours – IFAPA
- “Technology transfer communication” - 20 hours – IFAPA – 2011 “Team work” - 20 hours – IFAPA – 2011

**Name:** Veronica Sund

**Position in team:** Local Expert

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### Profile:

As a Marine Biologist at SIK The Swedish Institute for Food and Biotechnology I have worked with Life Cycle Assessments (LCAs) of seafood, including fisheries, for 4 years. Other work tasks include presentations at International conferences in the field as well as environmental educations for companies.

I have experience from MSC assessments from the surveillance of 'Astrid fiske' herring fishery (2011) from which I have good understanding of the MSC principles and Criteria for Sustainable Fishing, MSC Fisheries Certification Methodology and MSC Chain of Custody Standard and Methodology. I have also participated in MSC workshops and a workshop on traceability of eco-labeled seafood.

I am a member of the Swedish eco-label KRAV's fishery expert committee, where I assessed 10-15 fisheries in 2010 and 2011 (ongoing work in 2012). Stock evaluations are a central part of the work, primarily on Norwegian and Swedish fisheries. The KRAV work has contributed to my knowledge and skills regarding the local conditions in these fisheries. I am experienced in interpreting scientific fishery assessments and advice, as well as assessing fishery managements. I have good understanding of the management systems used in fisheries in the Northeast Atlantic region.

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### Higher Education:

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|-------------|--|
| 2005 – 2009 | <b>Bachelor in Science Marine Biology, University of Gothenburg</b><br>Bachelor degree in marine biology with courses in biology, marine biology, oceanography, ichthyology, systematics and statistics.   |
| 04-06/2008  | <b>Bachelor thesis in Marine Ecology, University of Gothenburg and SIK</b><br>A comparing environmental evaluation (LCA) of two fish products based on Alaska pollock from the Bering Strait and cod from Barents Sea. The thesis also included a biological sustainability assessment of the fisheries regarding stock status, fishing method and by-catch situation. |
| 10-11/2010  | <b>Project Management Education, SP Technical Research Institute of Sweden</b> Practical Project Management education on SP Technical Research Institute of Sweden in Borås.   |
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### Employment History

*Employer:* SIK – The Swedish Institute for Food and Biotechnology

*Position:* Environmental Assessor

*Location/Dates:* GothenBurg 08/2008

*Details:*

Work at the Department of Sustainable Food Production with environmental assessments of food production (mainly seafood) by performing Life Cycle Assessments (LCAs) according to ISO 14040 & 14044.

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*Employer:* Stockholm University

*Position:* Research Assistant

*Location/Dates:* 07-08/2007

*Details:*

Benthic fauna sampling and dissolved oxygen content measurements in the Baltic for an environmental impact assessment before the construction of Nord Streams' gas pipeline between Russia and Germany.