



FOOD CERTIFICATION INTERNATIONAL LTD

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Tuesday, 2nd August 2011

DFA Dutch North Sea Ensis fishery

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. The assessment coordinator from FCI will be Melissa McFadden.

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 12th August 2011.**

Comments should be sent to:

Melissa McFadden - Fisheries Assessment Coordinator

melissa.mcfadden@foodcertint.com

Nominations for membership of this assessment team can be found on the following pages.

NOTE: Publications for each of the assessment team available on request.

Name: Dr. Antonio Hervás

Position in team: Team leader and Principle 1 expert

PhD Fish Stock Assessment Methods (TCD-2008)

H.Dip (Hons) Fisheries Conservation, Development and Management (UCC-2001)

BSc (Hons) Marine Science (University of Cadiz, Spain-1999)

Profile

Motivated and qualified professional in fisheries sciences with advanced knowledge in biostatistics coupled with experience in project management and team leadership. Strong ability to work as part of a team and on my own initiative.

Career History

Current Position: Fisheries Development Manager

Address: Food Certification International Ltd, Inverness, Scotland

Dates: February 2010 - present

Detail: Food Certification International Ltd is a certification body which specialises in Aquaculture and Fisheries Certifications Schemes. I entered the organisation as an established fisheries scientist to be part of the Fisheries Team. Main responsibilities include:

- Responsible of Principle 1 of the MSC standard
 - Team leader of MSC Fisheries Assessments
 - Co-ordination of report generation
 - International fisheries business development
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Position: Fisheries Project Manager

Address: Global Trust Certification Ltd, Dundalk, Co Louth, Eire

Dates: October 2008 - January 2010

Detail: Principal Duties and Responsibilities

- Responsible for the certification body, for conducting the assessment and ensuring the satisfactory conduct of the assessment in conformance with fisheries methodology accreditation manual (e.g. Marine Stewardship Council)
 - Liaising with all concerned parties from academia, private and public realms to gather information needed for the assessment of fisheries against fishery standards (e.g. Marine Stewardship Council)
 - Management of staff (contractors) and ongoing monitoring to ensure that assessment procedures meet certification requirements
 - Ensuring that the project achieves the stated aims on time and within budget
 - Providing monthly update reports to all key stakeholders
 - Technical report writing
 - Co-author of public certifications reports
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- Supervision of contractors input
- Member of the Global and European Steering Committee of the WWF bivalve dialogue for the development of sustainability bivalve aquaculture standards.

Position: Fisheries Stock Assessment Researcher

Address: Martin Ryan Institute, National University of Ireland/ Bord Iascaigh Mhara (BIM), Galway, Eire

Dates: Sept 2005 - Sept 2008

Detail: In this position I was responsible for assessing and providing scientific advice to assist in stock management of mollusc species. Species involved included King scallops (*Pecten maximus*), Queen scallops (*Chlamys opercularis*), Whelks (*Buccinum undatum*), and Cockles (*Cerastoderma edule*).

Principal Duties and Responsibilities

- Research on shellfish population dynamics
- Designing and leading field sampling surveys.
- Coordination of research field work.
- Working at sea in commercial fishing vessels
- Collation and processing of biological data
- Estimation of fish population parameters (e.g. growth rates, population abundance indices, mortality rates, recruitment indices, etc.).
- The bio-statistical analysis of large fishery datasets including dependent and independent fishery data (use of statistical packages)
- The development of assessment methodologies for the assessment of inshore fisheries.
- Providing advice on the status of the stock for fisheries management.
- Management and archiving of data.
- Preparedness of data for entry to GIS.
- I used GIS for mapping purposes.
- The production of scientific publications and reports on the assessment of the species described above (see Appendix I).
- Working as part of a team with BIM inshore development officers
- Acting as a Scientific member of the Molluscan Advisory Committee of the Irish National Inshore Management Framework for Shell fisheries
- Consultation on an annual basis with all levels of the industry to provide scientific advice on the state of mollusc's species.
- Participation in national and international workshops focusing on Fisheries Science (See Appendix I)
- Computer literacy, gaining knowledge and experience in Excel, Access, Word, and statistical packages such as R, Data Desk and SPSS

Position: Fisheries Stock Assessment Researcher

Address: Zoology Department, Trinity College Dublin, University of Ireland / Bord Iascaigh Mhara (BIM), Dublin, Eire

Dates: July 2001 - August 2005

Detail: I joined the Research Fisheries Team of the Zoology Department of Trinity College Dublin as a post graduate from University College Cork to work as a research assistant for a project titled "The development of Stock Assessment Procedures for the Scallop (*Pecten Maximus*) Stock off the South East Coast of Ireland". This project was funded by BIM. I used the field data collected to develop a research PhD thesis (see below) that was submitted in October 2007. In addition I carried out other tasks related to the conservation of inshore fisheries, including the lobster (*Homarus gammarus*) and crab (*Cancer pagarus*) fisheries of the south east of Ireland.

Principal Duties and Responsibilities

- Research on shellfish population dynamics
- Conducting field scallop work surveys
- Working at sea in commercial fishing vessels
- Collation and processing of biological data
- Estimation of fish population parameters (e.g. growth rates, population abundance indices, mortality rates, recruitment indices, etc.).
- Bio-statistical analysis of large scallop fishery datasets including dependent and independent fishery data. (use of statistical packages)
- Production of scientific reports on the assessment of the scallop species including: King scallops (*Pecten maximus*) and Queen scallops (*Chlamys opercularis*) (see Appendix I)
- Working as part of a team with BIM inshore development officers and Marine Institute Fisheries Services staff
- Consultation on an annual basis with all levels of the industry to provide scientific advice on the state of scallop species.
- Participation in national and international workshops of Fisheries Science (see Appendix I)

Position: Studentship

Address: Marine Institute of Ireland, Oranmore, Galway, Eire

Dates: April 2001- Jun 2001

Detail: I participated in Fish egg and larval plankton surveys with the Marine Institute:

- April 2001: Sampling the gadoids spawning grounds in the Celtic Sea
- June 2001: International mackerel and horse mackerel egg survey coordinated by ICES

Duties included:

- Collection of physical data.
- Presorting of gadoids eggs and larvae.
- Control of the plankton sampler deployment
- Physical data collection.

Position: Supervision of farm and field hands dealing with Oyster (*Crassostrea gigas*) growing techniques

Address: AquaTT Student Placement., Leonardo Da Vinci Programme, PKA LTD, Dungarvan, Co. Waterford, Eire

Dates: Sept 1999 - Dec 1999

Detail: I joined PKA as a degree graduate in Marine Science. During the time he spent at PKA Ltd he gained extensive experience and knowledge of the Irish shellfish aquaculture industry.

Position: Co-owner

Address: Sailing School Aguadulce, Almeria, Spain

Dates: 1992 - Dec 1999

Detail: During Seven years I co-owned, managed and acted as sailing instructor of a summer sailing school

Education

Diploma: PhD by the School of Natural Sciences-Zoology, Trinity College, Dublin - Fisheries Stock Assessment

PhD title: "Assessment of scallop (*Pecten Maximus*) stocks in the Irish and Celtic Seas"

Dates: Sept 2004 – March 2008

Detail: The aim of the research thesis was to develop spatially explicit approaches to the assessment of scallop off the southeast coast of Ireland.

In the developing of this research thesis I gained knowledge on:

- Quantitative stock assessment analysis methods and their application to population dynamics
- Survey design in the marine environment.
- Use of Geographic Information Systems (GIS).
- Application of quantitative analytical tools to a range of biological environmental research questions.
- Bivalve aging techniques
- Computer literacy, gaining knowledge and experience in Excel, Access, Word, and statistical packages such as R, Data Desk and SPSS
- Scientific report writing.
- Working at sea onboard fishing vessels

Diploma: Higher Diploma in Applied Sciences-Zoology Dept, University College Cork, Ireland

Dates: Sept 2000 – Jun 2001

Detail: Postgraduate multidisciplinary program of course work and practical training and research in **Fisheries Conservation, Development and Management.**

Course subjects:

- Aquaculture, fisheries and the environment
- Marine and freshwater aquatic environments
- Fish biology: Fish aging techniques and processes
- Fish population structure and dynamics
- Advance topics in fisheries management, development and conservation

- Practical fishing techniques
- Small boat handling

Diploma: Bachelor of Marine Sciences, University of Spain, Cadiz

Dates: Sept 1992 - June 1999

Detail: This was a five years degree course of 330 credits (10 hours lecture each credit) which focused upon the biological, physical, geological and chemical of oceanographic sciences

Name: Ms Fiona Nimmo

Position in team: Principle 2 expert

Education

2007	IEMA Associate Assessment
2000-2003	University of Newcastle upon Tyne, BSc Marine Biology (First Class Hons)
1996-2000	Edinburgh University, BEng Chemical Engineering (Second Class Division One Hons)

Professional Training Courses

Dec 2009	Negotiation Skills and Conflict Resolution (Changing Point)
Mar 2009	Quality Management Systems (Royal Haskoning)
Nov 2008	Advanced Environmental Impact Assessment & Strategic Environmental Assessment (Royal Haskoning)
June 2008	Construction, Design and Management (CDM) Training (Royal Haskoning)
Sept 2007	Project Management (Keyturn Training)
July 2007	Marine Drop-Down Video Survey Techniques (Countryside Council for Wales)
May 2007	IEMA Associate Workshop (IEMA)
Apr 2007	Financial Management (Royal Haskoning)
Mar 2007	Geographic Information Systems (ArcView) (Royal Haskoning)
Feb 2007	Environmental Impact Assessment Workshop (Royal Haskoning)

Employment Record

Dec 2009 –present	Senior Fisheries Consultant, Director of Nimmo Consulting Ltd
Jul 2005 – Dec 2009	Senior Marine Environmental Consultant, Royal Haskoning
Jan 2004 –Jul 2005	Consultant, Nautilus Consultants
Jul – Aug 2002	Volunteer Marine Scientist, White Shark Research Institute
1999–2003	Educations Presenter, Deep Sea World (during University holidays)
Jun - Sep 1998	Coral Reef Field Volunteer, Coral Cay Conservation

Key Qualifications

With degrees in both chemical engineering and marine biology, Fiona has a solid background in science which allows her to adapt to challenging projects. Her diverse skill set allows her to work in a number of areas from commercial fisheries, aquaculture, marine conservation and ecology. renewable energy, oil and gas to commercial fisheries and aquaculture.

Fiona has over six years of experience in commercial fisheries, impact assessments and natural fish and shellfish resources. She has experience of fisheries within the North Sea, Irish Sea, Atlantic Ocean and English Channel. Impact assessments are undertaken with due regard to the sensitivity of specific habitats and species. Fiona therefore has experience across a diverse range of marine habitats such as sandbanks, biogenic reefs and mearl beds, and species including marine mammals (both cetaceans and seals), sharks (such as

basking shark and various ray species) and fish and shellfish (including herring, mackerel, plaice, sole, saithe, salmon, lobster, edible crab, *Nephrops*, scallop etc).

Throughout her career consultation with stakeholders has been an integral feature of many of her projects, and she has regularly engaged with statutory consultees, fishermen and other fisheries sector stakeholders.

Experience Record

Project duration provided for each project relates to the time frame of the entire project and effort may not be full time throughout this entire period. The approximate time input by Fiona for each project has also been provided.

<i>Feb 2010 – ongoing Denmark</i>	North Sea and Skagerrak saithe MSC assessment for demersal trawl, Danish seine and set nets for the Danske Fiskeres Producent Organisation Fisheries Consultant and Principle 2 Expert
<i>Nov 2009 – ongoing United Kingdom</i>	Review of industry, Government and other action to improve the sustainability of fish and shellfish production and consumption for Defra Fisheries Consultant
<i>Nov 2009 – ongoing Denmark</i>	Pre-assessment for 33 Danish fisheries for the Danske Fiskeres Producent Organisation Fisheries Consultant and Principle 2 Expert
<i>Aug – Dec 2009 United Kingdom</i>	Brown Crab Management for UK and ROI Trans National Crab Group Fisheries Consultant
<i>June 2009 – ongoing United Kingdom</i>	Marine Stewardship Council Pre-Assessment for Sussex Fisheries for Sussex Sea Fisheries Committee. Fisheries Consultant
<i>Nov 2008 – ongoing United Kingdom</i>	Scottish Inshore Fisheries Groups Management Plans for the Scottish Government Fisheries Consultant
<i>Jul 2008 – Sep 2009 United Kingdom</i>	Regulator Impact Assessment of the seaward extension of 31 SPAs for the Scottish Government Project Manager & Fisheries Consultant
<i>May 2008 – Dec 2009 United Kingdom</i>	ScottishPower Renewables Prototype Tidal Device EIA Project Manager and Fisheries Specialist
<i>Feb 2008 – Feb 2009 United Kingdom</i>	Assessing the Impact of Fish Farming on Tourism in Scotland Project Manager
<i>Jun 2007 – Dec 2009 United Kingdom</i>	Onshore Wind Farm Environmental Impact Assessment Project Manager
<i>Jul 2007 – Feb 2009 Wales (offshore), United Kingdom</i>	Countryside Council for Wales Marine Survey Environmental Scientist
<i>Mar – May 2007 United Kingdom</i>	Sustainable Production and Consumption of fish and shellfish Environmental Scientist

<i>Aug 2006 – Jan 2009</i> <i>Scotland (offshore),</i> <i>United Kingdom</i>	Offshore Decommissioning Feasibility Study Environmental Scientist
<i>Aug 2006 – May</i> <i>2007</i> <i>United Kingdom</i>	South East Fishing Industry Development Plan Environmental Scientist
<i>May – Sep 2006</i> <i>United Kingdom</i>	Airtricity Offshore Wind Farm Project Environmental Scientist
<i>Oct 2005 – Dec 2007</i> <i>United Kingdom</i>	Shell Fountain Environment Implementation Project Manager
<i>July 2005 – Jan 2007</i> <i>United Kingdom</i>	Inverness Mussel Farm Project Manager
<i>July – Dec 2005</i> <i>United Kingdom</i>	Thanet Offshore Wind Farm Project Environmental Scientist
<i>Nov 2005 - Dec 2006</i> <i>United Kingdom</i>	Scottish Sustainable Marine Environment Initiative Phase 2 (stage 2) Environmental Scientist
<i>May 2005</i> <i>United Kingdom</i>	The Business Case for an Ice Plant at Kallin, North Uist Consultant
<i>Feb – Dec 2005</i> <i>United Kingdom</i>	Site Optimisation for Aquaculture Operations Consultant
<i>Mar 2005</i> <i>United Kingdom</i>	Coastal Aquaculture Comparative Advantage Study, Vietnam Researcher
<i>Jan – Mar 2005</i> <i>United Kingdom</i>	Assessment of Defra Stock of Regulations in Force Consultant
<i>Nov 2004 – Feb 2005</i> <i>United Kingdom</i>	Economic Valuation of Environmental Resource Services in the Turks and Caicos Islands Consultant
<i>Mar 2004 – Nov 2005</i> <i>United Kingdom</i>	Scottish Sustainable Marine Environment Initiative Phase 1& 2 (stage 1) Consultant
<i>Aug 2004 –Jan 2005</i> <i>United Kingdom</i>	Establishing a Falkland Islands Mussel Export Industry Researcher
<i>Oct 2004</i> <i>United Kingdom</i>	Feasibility of a RoRo Relay Service linking the Northern Periphery and North Sea Region Interviewer
<i>Sep – Nov 2004</i> <i>United Kingdom</i>	The Solway Firth Fisheries Forum Facilitator
<i>Mar – Oct 2004</i> <i>United Kingdom</i>	Invest In Fish: "Sea angling and the fishing industry" work package Interviewer
<i>Jan - Mar 2004</i>	Scottish Biodiversity Strategy

<i>United Kingdom</i>	Researcher
<i>Jul - Aug 2002</i>	White Shark Research Institute
<i>South Africa</i>	Researcher
<i>Jun – Sep 1998</i>	Coral Cay Conservation
<i>Belize</i>	Survey diver

Name: Mr Andrew Read

Position in team: Principle 3 expert

Membership of professional bodies: Director of Fisheries, Isle of Man Department of Environment, Food and Agriculture; Director, Isle of Man Fish Producers Organisation,

Other skills: Computer Literacy, Good interpersonal and international communication skills, responsible management, budget management and administration, wide global and intersectorial perception.

Present position: Director of Fisheries, Isle of Man Department of Agriculture, Fisheries and Forestry

Years within the firm: 7 years

Key qualifications: Quota management experience; Director of 3 British Producer Organisations, Policy development and implementation; drafting and introduction of legislation; provision of political advice

Education

Liverpool University 1983-1987	BSc (Hons) Marine Biology
Manchester Business School 1988	Small business management certificate
Aberdeen University 1995-1996	MSc Fisheries Science
Glasgow Nautical College 1995	Skipper's Ticket (Fishing) Class II Theory
Cranfield University 2008	Residential Management Course

Specific experience in EU Aquis

Country	Reference Person	Year/s
Malta	Crick Carleton, MD, Nautilus Consultants	2002
Turkey	Marco Girelli, MD, Agrotec Spa	2006-2007
Isle of Man	Rt Hon Phil Gawne, MHK, Minister	2003-2010

Professional Experience

Dates	Location	Company & reference person	Position	Description
2003-Present	Isle of Man	Department of Agriculture, Fisheries and Forestry Rt Hon Phil Gawne, MHK, Minister	Director of Fisheries	Director of Fisheries: responsibility for all fisheries policy, development of Operational Programmes to bring Isle of Man into line with EU requirements (Electronic Logbooks and Satellite Monitoring systems, creation of Isle of Man PO); management of 23 staff, patrol vessels, science team and annual budget (£1.5m); representation of the Department at national, UK and EU level; Operational Programme and subsequent implementation of EU compliant fisheries grant scheme, application forms and all explanatory literature

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2006-7	Turkey	EU Fisheries Acquis Project Marco Girelli, Chief Executive, Agrotec Spa	Short term expert	EU Fisheries Acquis Project Report on use of fisheries interventions funds Delivery of comprehensive training package to Turkish Fisheries Ministry to develop an in-house training programme relating to intervention payments, Producer Organisations, and on bringing fishermen into the management process; advice on national interpretation of EU fisheries directives to Ministry legal team.
1998-2003	England	North Sea Fishermen's Organisation Geert Meun, Chairman NSFO	Company Secretary	Manager of Fish Producer Organisation with turnover in excess of £30m pa; managing and trading of quota and licences, and political representation at national and European levels. Manager of a fleet of 17 beam trawlers, responsible for recruitment, development and management of crew and office staff; compliance with safety, marketing and and licencing regulations
1996-1998	England	National Federation of Fishermen's Organisations	Assistant Chief Executive	Responsible for running office, writing lobbying materials, press briefings and representing the industry at national and EU level.
1996	Washington DC, USA	Congressional Research Service	Researcher	Preparation of briefing documents for publication and private use, advice to House Committee meetings, individual requests from politicians.
1987-1996	Isle of Man, Scotland, Australia	Self-employed	Fisherman	Crewman and the skipper/owner of a variety of scallop and prawn fishing vessels

Experience of EFF projects and similar

Dates	Location	Company & reference person	Position	Description
2003 and 2007	Isle of Man	Department of Agriculture, Fisheries and Forestry, Isle of Man Government Rt Hon Phil Gawne, MHK, Minister	Director of Fisheries	Revised Legislation, creating the 2007 Fishing Vessel (Financial Assistance) Scheme, modelled on EFF. Director of Fisheries; development of Operational Programme; writing application guidance notes; drafting skeleton business cases for applicants; Funding: Annual grant budget of £660,000, available through 3 different funding streams: <ol style="list-style-type: none"> 1. Modernization/replacement 2. Safety 3. Diversification
2002-2005		North Sea Fishermen's Organisation; Nectarbeck Ltd. Geert Meun, Chairman NSFO	UK Manager	Promoting Higher Added Value to A Finfish Rejected at Sea CRAF 1999-71709 UK manager of a trans-national project(UK, Spain, Falkland Islands), utilising bycatch from the Falklands Squid fishery. Funding: €40,000; (part of a much larger project); Cooperative Research Funds (CREAF)

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2003	North Sea Fishermen's Organisation; Visafslag Urk Teun Visser, MD Visaflag Urk	Project Manager,	Benefits of Responsible Fishing: The impact of an innovative trial of voluntary restraint 2003/c 115/08-17 Responsible for all financial aspects for projects, and joint author of final report. Funding: €81,846; Pilot Projects for Innovative Actions in Fisheries Sectors
2002	Practical Marine Science Ltd	Company Owner, Project Manager	Bass Gillnetting Trials Drew up and ran a project to look at the viability of switching from gillnetting from Cod to Red Mullet; observer programme, vessel charter, and partnership with CEFAS to ensure science fed in to wider stock assessments Funding: £40,000; Financial Instruments for Fisheries Guidance, (FIFG, the fore-runner of EFF)
1998	National Federation of Fishermen's Organisations		North East Gear Conflict Committee Drew up application, organised initial meetings, collation of financial information and initial claims to 'draw down' funding Funding: £25,000; Financial Instruments for Fisheries Guidance, (FIFG, the fore-runner of EFF)

Language Skills

Indicated competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	1	1	1
French	4	4	4
German	5	5	5

Other Relevant Information

2009	Drafting of new Fisheries Bill, and associated Operational Programme, resulting in complete reorganisation of Fisheries into 4 Divisions designed to deliver commercial and conservation benefits through integration of conservation and fisheries staff.
2006	Completion and presentation of paper examining a voluntary effort restraint programme by beam trawl owners to the European Association of Fisheries Economists annual conference, subsequently published in their academic journal
2005	Operational Programme to deliver an EU compliant fishing vessel grant assistance, requiring fishermen to develop a full business plan, with clear guidelines, business plan templates and explanatory notes, in order to assist fishermen to gain access to development grants and assistance
2003-2004	Negotiation on behalf of DAFF at UK and EU level, leading to formation and recognition of the Isle of Man Fish Producers Organisation; devolution of quota management responsibility from UK Government to DAFF
2002	Report to Maltese Fisheries Ministry, detailing changes to the grant and aid schemes necessary for EU Accession; report on benefits of the formation of Maltese Producer Organisations, and the use of intervention payments to assist the industry
1998- 2003	Reports for customers as diverse as UN Food and Agriculture Organisation (FAO) (Quota Trading), the European Parliament Fisheries Committee (Discard Policy), the Marine Conservation Society (Marine Closed Areas), the European Commission (Fishing Effort and Technological Progress

1997 Report to Library of Congress, USA- Commercial Fishing: Economic Aid and Capacity Reduction.
Congressional Research Service Report, 97-441 ENR

Name: Paul MacIntyre

Position in team: MSC Chain of Custody and Traceability specialist / Lead Auditor

Qualifications

ISO 9001 Lead Auditor (QMI 1991); Registered Organic Inspector (DEFRA); Diploma in Advanced Food Hygiene (Queen Margaret University Edinburgh); BRC v5 Food Manufacturing Auditor BRC (London and Manchester); GlobalGAP IFA Trainer (GlobalGAP Cologne); RYA Yachtmaster Offshore (RYA Southport); Diploma Photography (Photography Institute)

Profile

15 years management experience within the aquaculture and fish processing sectors.
20 years experience auditing ISO, HACCP, BRC, GlobalGAP, organic and conventional farming operations within the aquaculture production and fish processing sectors and including MSC Chain of Custody since 2005.

Career History

Current Position: Operations and Certification Manager

Address: Food Certification International Ltd, Inverness, Scotland

Dates: 2002 to Present

Detail: Responsible for managing FCIs inspection and certification services including audit and inspection for FCI and other standard owners.

Position: Senior Management Roles

Address: Marine Harvest International, Fort William, Scotland

Dates: 1975 - 1990

Detail: 1975-1984 Farms Manager; 1984-1990 Factory Manager

Education

Diploma: High School only.

Dates: 1968 - 1974

Detail: Qualifications above all gained in later life.
