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CAREER SUMMARY

Natural resources management planning specialist, trainer and facilitator with international experience in conservation planning, sustainable business and stakeholder engagement. Proven leadership in:

- Conservation planning/capacity development
- Program design/management/evaluation
- Research/writing/policy analysis
- Multi-party facilitation/negotiation/mediation
- Protected area design/development/evaluation
- Science integration into collaborative processes

RELEVANT CONSULTANCIES

Paper on Climate Change Impacts to Mangroves in Caribbean Small Island Developing States

(Centre for Environment, Fisheries and Aquaculture Science, 2017)

Seatone conducted a literature review and subsequently prepared the paper *Impacts of Climate Change on Mangrove Ecosystems in the Coastal and Marine Environments of Small Island Developing States* for the United Kingdom Commonwealth Heads of Government. The effort is part of a collaborative led by the Commonwealth Marine Economies Program (CMEP). The collaborative brings together United Kingdom marine institutes, national governments of commonwealth small island developing states (SIDS) and regional organizations, to help support maritime development in SIDS. Climate change is a strategic priority for CMEP and one of its first key outputs is the Caribbean climate change report card.

Process Design and Facilitation Support for Aquaculture Planning in California Waters

(NOAA Fisheries and California Department of Fish and Wildlife 2015 – present)

Currently providing strategic analysis, process design and facilitation support for the California Shellfish Initiative Working Group, and for the formation of the Offshore Aquaculture Working Group in the Southern California Bight. Designed and completed stakeholder assessments to inform the purpose, membership composition and decision-making procedures for each respective working group. Assisting planning teams to develop meeting agendas, provide facilitation support, forge consensus-based recommendations and craft meeting summaries.

Planning and Facilitation Support for a National Workshop on Artificial Reefs in US Waters

(NOAA Fisheries and Atlantic States Marine Fisheries Commission, 2015-2016)

Supported NOAA Fisheries, the Atlantic States Marine Fisheries Commission and a steering committee of experts to design and facilitate a national workshop on artificial reefs in US waters. Conducted a pre-workshop survey of participant perspectives, and then utilized results to design the workshop agenda, identify guest speakers and facilitate all elements of the two-day, Washington D.C. based workshop. Conducted pre-workshop research of state programs and current artificial reef science, designed a participant workbook as a resource tool for all attendees, and prepared the final workshop report.

Design/Facilitation of Mesoamerican Reef Leadership Program Training Series, Central America

(Fondo Mexicano para la Conservación de la Naturaleza, 2015-2016)

Assisted the Mesoamerican Reef Leadership Program (MAR-L) in the design and execution of its 2015 training series, which focused on conservation and valuation of mangrove ecosystems. Prepared, in partnership with the World Resources Institute, a situational analysis of mangrove ecosystems across the four-country Mesoamerican Reef Ecoregion. Utilized the analysis to design and lead a series of trainings

on coastal and marine resource governance, economic valuation of mangroves, stakeholder engagement, consensus building and organizational development for long-term conservation success.

Natural Resources Management Planning: Process Design/Facilitation/Mediation, California, USA
(*Senior Mediator, Sacramento State University Center for Collaborative Policy, 2009-2016*)

Biennial Meetings of NOAA Fisheries Leadership, State Directors and Commission Executive Directors: Worked with a steering committee of national fisheries leaders to design and facilitate the 2014 and 2016 NOAA Fisheries–State Directors meetings. Helped the NOAA Fisheries Leadership Team, State Marine Resource Agency Directors and Interstate Fishery Commission Executive Directors to forge consensus agreements that strengthen federal/state communication and collaboration on the federal budgeting process; climate change action planning; Endangered Species Act and Marine Mammal Protection Act implementation, joint enforcement and changes to the National Recreational Fishing Policy.

Spiny Lobster Fishery Management Plan: Assisted the California Department of Fish and Wildlife through process design and facilitation of a multi-stakeholder collaborative that informed development of the California spiny lobster fishery management plan. Conducted a situational analysis, facilitated lobster advisory committee meetings and negotiated consensus recommendations, including a commercial trap limit, allocation policy statement and multiple recreational management measures. Recommendations were adopted by the California Fish and Game Commission and go into effect in the 2017/2018 season.

Dungeness Crab Task Force: Co-facilitated meetings of the legislatively mandated Dungeness Crab Task Force and advised the California Ocean Protection Council on project oversight. Negotiated twenty-four consensus-based policy recommendations on fishery management, leading to new statewide statutes and forging previously unseen collaboration among industry stakeholders, notably commercial and recreational fishermen, scientists and environmental groups.

Groundwater Management Planning in the Santa Rosa Plain: Assisted the Sonoma County Water Agency from 2012–2016 with facilitation of the Santa Rosa Plain Watershed Basin Advisory Panel. Designed meeting agendas and facilitated both Panel and technical advisory committee meetings which resulted in the first ever groundwater management plan for the area. A consensus Panel recommendation led the Water Agency Board of Directors to formally adoption of the plan. The Panel is now advising on plan implementation and compliance with recently passed statewide groundwater legislation.

San Francisco Bay Nutrient Management Strategy: Provided meeting agenda design and facilitation support to the Nutrient Management Strategy Steering Committee and other workgroups, including the planning subcommittee, nutrient technical workgroup and stakeholder advisory group. Helping bay dischargers, environmental groups, scientists, regulatory agencies and other stakeholders develop a long-term science strategy and associated implementation program, and provide information that is needed to support nutrient-related management decisions in the bay.

Workshop on Offshore Aquaculture in the Southern California Bight

(*National Oceanic and Atmospheric Administration / Long Beach Aquarium of the Pacific, 2015*)

Collaborated with a consortium of government agencies, scientists and private sector interests to plan and facilitate a multi-day workshop focused on aquaculture development in the Southern California Bight. Forged consensus agreements that support the strategic goals outlined in the National Strategic Plan for Federal Aquaculture Research and advance the California Offshore Aquaculture Permit Working Group. Currently designing the participatory process and governance structure for this working group, and providing facilitation support services for the California Shellfish Initiative.

Protected Area Network Management Effectiveness Evaluation, The Bahamas

(Bahamas Environment, Science and Technology Commission, 2014)

Conducted a management effectiveness evaluation for the Bahamas protected area network. Refined the original baseline assessment and developed a comparative analysis approach for performance during 2009–2014. Designed and facilitated a multi-day workshop that enabled senior and mid-level protected area staff to understand management challenges and opportunities; identify and prioritize projects; and develop action plans to improve management performance across the network. Prepared detailed analysis of overall protected area network performance and generated recommendations to guide future organizational capacity development. Worked with UNEP to provide input on the final project evaluation.

Program Design/Launch: Caribbean Marine Protected Area Manager Mentorship Program

(United Nations Environment Program – Caribbean Environment Program, 2013)

Recruited select mentors (senior level MPA managers) and facilitated a one-week workshop to collaboratively design the programmatic framework, strategic lines of action and medium term strategy for a Caribbean wide MPA mentorship program. Authored concept paper and facilitated strategic planning sessions with regional conservation leaders at the 66th annual meeting of the Gulf and Caribbean Fisheries Institute. Coordinated initial program launch and evaluation in 2013/2014.

Program Design: Biodiversity and Protected Areas Management Program, Insular Caribbean

(International Union for Conservation of Nature – Mesoamerica, 2013)

Designed and proposed an optimal capacity building plan for the IUCN Biodiversity and Protected Areas Management Program (BIOPAMA) in the Insular Caribbean. Conducted desktop research, interviewed all relevant project partners and subsequently prepared a two-year Action Plan, including strategic lines of action, workplan and estimated budget to guide program implementation. The comprehensive plan, adapted by senior BIOPAMA staff, is guiding IUCN's efforts to catalyze protected area capacity development and staff training at multiple sites in the Insular Caribbean.

MPA Training: Management Planning, Monitoring and Assessing Management Effectiveness

(Bahamas Environment, Science and Technology Commission, 2013)

Designed and led a one-week training aimed at building capacity of non-governmental organizations and community groups across the Bahamas and providing skilled assistance to marine resource management agencies in the design, implementation and effective management of the Bahamas marine protected area network. Explored key aspects of the marine protected area management cycle and designed then facilitated interactive exercises that enabled participants to rank threats, identify stakeholders, develop conservation proposals and mobilize resources to support project implementation.

Stakeholder Assessment and Visioning: Boundary Expansion of the Gulf of the Farallones and Cordell Bank National Marine Sanctuaries

(SeaWeb, 2012-2013)

Conducted stakeholder assessment to identify priority issues, concerns and interests of sanctuary advisory councils. Utilized assessment results to design workshop objectives and agenda. Workshop outputs supported sanctuary efforts to assess the scope of issues and develop an environmental impact statement which supported successful boundary expansion.

Strategic Assessment and Capacity Building: Governance and Marine Resource Management Planning in Montserrat and Anguilla

(Fauna and Flora International, 2012)

Assisted government agencies in Montserrat and Anguilla to assess institutional capacity limitations and strategically plan for enhanced marine resource governance and management, with a particular focus on marine protected areas. Designed and facilitated a marine resource governance workshop in Anguilla that enabled resource managers from both islands, the NGO community and private sector to articulate desired governance principles and set specific marine resource management goals.

Assessment, Visioning and Strategic Planning: Sustainable Tourism Practices in the Soufriere Marine Management Area (*Soufriere Marine Management Association, 2012*)

Assisted the manager and board of directors of the Soufriere Marine Management Area to assess resource user conflicts and initiate collaborative development of best marine recreation practices. Facilitated strategic planning workshop and crafted recommendations for future action.

Training and Capacity Building: Training of Trainers in Marine Protected Area Management (*United Nations Environment Program – Caribbean Environment Program, 2011*)

Caribbean Challenge Training of Trainers: Coordinated the annual Wider Caribbean Training of Trainers Course on Marine Protected Area Management. Designed course objectives, recruited instructors and guest lecturers, taught select modules and facilitated experiential learning exercises. Provided oversight and technical assistance for local capacity building initiatives led by course graduates in seven Eastern Caribbean countries.

French and Dutch Training of Trainers: Designed and led the participatory planning module at the CaMPAM/UNEP-CEP Training of Trainers in Marine Protected Area Management for French and Dutch managers from the Eastern Caribbean region. Developed module content, provided training and facilitated sessions on participatory planning, facilitation basics and conflict management.

Facilitation, Mediation and Training: Cruise Tourism Viability Assessment and Tour Operator Train the Trainers Program (*The Belize Tourism Board, 2010–2011*)

Cruise Tourism Assessment: Conducted a social viability assessment of cruise tourism in southern Belize. Led situational assessment interviews with multiple stakeholder interest groups and facilitated three public meetings to inform government decision-making. Submitted report with recommended alternatives for future public/private sector collaboration to the Belize Tourism Board, Cabinet of Ministers and wider public. Cruise tourism proposal rejected by government based on consultancy recommendations.

Tour Operator Training of Trainers: Collaborated with the Belize Tourism Board to design and facilitate a sustainability quality assurance and training program for terrestrial and marine tour operators. Assessed industry performance, developed training curricula, and facilitated two multi-day train-the-trainer courses for industry leaders.

Conceptual Planning: Design of a “Limits of Acceptable Change” Study Concept in the Pitons Management Area World Heritage Site (*International Union for Conservation of Nature, 2010*)

Developed capacity building and institutional strengthening concept paper for the Pitons Management Area World Heritage Site, St. Lucia. Facilitated strategy sessions with IUCN staff, drafted and refined concept paper, constructed program logic model, and developed power point presentation for funders.

Regional Strategy Development: Wider Caribbean Lionfish Control/Management Initiative (*Reef Environmental Education Foundation, 2010*)

Designed and facilitated the first lionfish strategy workshop in the Wider Caribbean with forty-five participants from sixteen countries. Led collaborative development of a best management practices framework with the National Oceanic and Atmospheric Administration, Mexican Commission for Natural Protected Areas, Reef Environmental Education Foundation and International Coral Reef Initiative. Workshop outputs informed publication of *Invasion Lionfish: A Guide to Control and Management*.

EMPLOYMENT EXPERIENCE

The Coral Reef Alliance (CORAL), San Francisco, California, USA

International Program Manager (2003 – 2009)

Managed sustainable tourism and marine protected area capacity building initiatives in multiple Caribbean, Central American and Pacific Rim countries. Led first ever region-wide marine recreation standards development and implementation along four-country Mesoamerican reef system: Mexico, Belize, Guatemala, Honduras. Designed conservation programs, developed proposals to secure government and private foundation grants, and led project implementation, evaluation and reporting.

National Oceanic and Atmospheric Administration (NOAA) Marine Debris Program, Honolulu, Hawaii, USA

Dive Team Leader/Scientist (2001 – 2002)

Managed training, and field operations for the Northwestern Hawaiian Islands marine debris program. Systematically removed 400+ tons of derelict fishing gear from coral reefs over two annual field seasons.

Haleakala National Park, Makawao, Hawaii, USA

National Park Service Ranger (1998 – 2001)

Managed park visitor centers and multiple environmental education programs, including daily interpretative talks, guided hikes and backcountry resource management projects.

Hawaii Day-Use Mooring Program, Maui, HI

Project Manager/Fundraiser (1994 – 2000)

Led coalition building and mobilized resources for local mooring buoy initiatives across south Maui. Resolved stakeholder conflicts, built collaboration and forged conservation alliances that reduced anchor damage to coastal marine ecosystems, notably coral reefs.

SELECT FACILITATION AND TRAINING

Designed and facilitated the following workshops, participatory planning meetings and trainings:

- *California Shellfish Initiative* (Strategic planning workshop, 2016)
- *Aquaculture in the Southern California Bight* (Two multi-stakeholder workshops in Long Beach California, 2015 and 2016).
- *National Artificial Reef Workshop* (Two-day workshop in the Washington D.C. area, 2016).
- *NOAA Fisheries-State Directors Strategic Planning Meetings* (2014 and 2016 meetings).
- *Mesoamerican Reef Leadership Program* (Design and facilitation of three multi-day trainings in Mexico, Belize and Guatemala)
- *Training in Resource Governance, Stakeholder Engagement and Conflict Management* (Four workshops -- 2015 Mesoamerican Reef Leadership Program Training Series, 2015–2016).
- *Groundwater Management Planning* (Facilitation/mediation of the Santa Rosa Plain Watershed Basin Advisory Panel/Technical Advisory Committee, (60+ meetings, California, 2012–2016).
- *Developing a Nutrient Management Science Program in the Bay* (Steering Committee, Planning Subcommittee and Nutrient Technical Workgroup, 2015).
- *Southern Sierra Integrated Regional Water Management Planning* (Southern Sierra Regional Water Management Group, six meetings, California, 2013-2014).
- *Conducting a Management Effectiveness Evaluation for the Bahamas Protected Area Management Network* (Evaluation design and workshop facilitation, 2014).
- *Training in Marine Protected Area Management Planning, Monitoring and Assessing Management Effectiveness* (Capacity building training, Bahamas, 2013).
- *Regional Mentorship Workshop for Senior Caribbean Marine Protected Area Managers* (Strategic planning workshop, Dominican Republic, 2013).

- *Open Space Credit Policy Evaluation* (Facilitation of working group and public consultations, four meetings, California, 2013).
- *Spiny Lobster Fishery Management Planning* (Facilitation/mediation of the Spiny Lobster Advisory Committee, 9 meetings, California, 2012–2013).
- *Marine Sanctuary Boundary Expansion Planning* (Public consultation with Advisory Councils of the Gulf of the Farallones and Cordell Bank National Marine Sanctuaries, California, 2013).
- *MPA Manager Mentorship Sessions*. (4th International Tropical Marine Ecosystem Management Symposium, 2012).
- *Visioning and Strategic Planning in the Soufriere Marine Management Area* (Strategic planning workshop with SMMA Board of Directors and stakeholders, St Lucia, 2012).
- *UNEP-CEP/CaMPAM Training of Trainers Course in Marine Protected Area Management* (Two-week training course for 20 managers from 8 Caribbean countries, Belize, 2011).
- *Participatory Planning, Facilitation and Conflict Management* (Training of Trainers Course Module for French and Dutch Marine Protected Area Managers, Guadeloupe, 2011).
- *The Basics of Facilitation* (Training session with marine protected area managers from 20+ countries at the 4th International Tropical Marine Ecosystem Management Symposium).
- *Tour Operator Quality Assurance Training of Trainers Course* (Two trainings with select industry leaders in San Ignacio and Belize City, Belize, 2011).
- *A Social Viability Assessment of Cruise Tourism in Southern Belize* (Six public consultation meetings in Placencia, Punta Gorda and Dangriga, Belize, 2010–2011).
- *Transport and Fate of Deepwater Hydrocarbon Releases in the Gulf of Mexico Oil Spill Workshop* (Workshop with industry scientists, Texas, USA, 2010).
- *Regional Lionfish Strategy Workshop* (strategic planning workshop, Cancun, Mexico, 2010).
- *California Dungeness Crab Task Force* (Five meetings in central California, 2009–2010).
- *Forging Collaboration Between Marine Protected Area Managers and Local Mooring Buoy Initiatives* (Conservation Planning Meeting, Placencia, Belize, 2009).
- *Sustainable Marine Recreation and Conservation in Action Workshops* (24 workshops in seven countries, 2003 – 2009).
- *Train the Trainers Program on Sustainable Marine Recreation* (Mexico and Belize, 2008).
- *Strengthening the Roatan Marine Park Association through Community Collaboration* (Conservation Planning Meeting, Roatan, Honduras, 2008).
- *Sustainable Tourism Sessions* (3rd International Tropical Marine Ecosystem Management Symposium, 2006).

SELECT REPORTS, PRESENTATIONS AND PAPERS

- *Impacts of Climate Change on Mangrove Ecosystems in the Coastal and Marine Environments of Caribbean Small Island Developing States* (Research paper for the UK Commonwealth Marine Economies Program, 2017)
- *National Artificial Reef Workshop* (Summary of outputs of a national-level workshop in Washington D.C., 2016)
- *NOAA Fisheries-State Directors Meeting Summaries* (Documentation of the 2014 and 2016 meetings)
- *A Situational Analysis of Mangroves in the Mesoamerican Reef System* (White paper for the Mesoamerican Reef Leadership Program, 2015).
- *Bahamas Protected Area Network Management Effectiveness Evaluation* (Workshop facilitation and final report for the Bahamas Environment, Science and Technology Commission, 2014).
- *The BIOPAMA Capacity Building Plan for ACP Caribbean Countries – Actions that Promote Competency, Collaboration and Conservation Impact* (Program concept for the International Union for the Conservation of Nature, 2014).

- *The Caribbean Marine Protected Area Managers Network Mentorship Program* (Concept paper for the 66th annual meeting of the Gulf and Caribbean Fisheries Institute, 2013).
- *Consensus Recommendations of the California Spiny Lobster Advisory Committee* (Memo for the California Fish and Game Commission, 2013).
- *How Public Participation in Belize Changed the Course of Cruising: Belizeans Say No to Southern Cruise Ship Port Development* (Feature article on Triple Pundit website, 2012).
- *Facilitating a Collaborative Approach to Professional Development and Peer Exchange: The 2011 UNEP-CEP/CaMPAM Training of Trainers Program in Caribbean Marine Protected Area Management* (64th annual meeting of the Gulf and Caribbean Fisheries Institute, 2011).
- *A Social Viability Assessment of Cruise Tourism in Southern Belize* (Belize Tourism Board and Cabinet of Ministers, 2011).
- *Voluntary Standards for Marine Recreation in the Mesoamerican Reef System: Scuba Diving, Snorkeling, and Recreational Boat Operations* (The Coral Reef Alliance, 2007).
- *Voluntary Standards as a Tool for Increasing the Sustainability of Marine Recreation and Improving MPA Effectiveness* (Mesoamerican Congress on Protected Areas, 2005).
- *A Practical Guide to Good Practice: Managing Environmental Impacts in the Marine Recreation Sector* (The Coral Reef Alliance, Conservation International, and the United Nations Environment Program, 2003).

COUNTRIES OF EXPERIENCE

Anguilla, Bahamas, Belize, Dominican Republic, Costa Rica, Fiji, Guadeloupe, Guatemala, Honduras, Mexico, Montserrat, Micronesia, Palau, St. Kitts and Nevis, St Lucia, and United States.

EDUCATION AND PROFESSIONAL AFFILIATIONS

- Bachelor of Arts, History – California State University, Chico (1993)
- Certified Professional Facilitator (CPF) – International Association of Facilitators
- Roster Member – US Institute for Environmental Conflict Resolution
- Certificate in Public Participation – International Association of Public Participation
- Mediation Training – Strauss Institute for Dispute Resolution, Pepperdine University
- Leadership and Resources Team – Caribbean Marine Protected Area Managers Network
- Member – Accord 3.0 Network of Collaboration Specialists

AWARDS

- Best Global Environmental Initiative of the Year (2005) for the Mesoamerican Reef Alliance. Awarded by *Scuba Diving* magazine.