

**Family name:** Steeman

1. **First names:** Arnoud Paul Joseph Maria
2. **Date of birth:** 22 February 1955
3. **Nationality:** Dutch
4. **Civil status:** Married

5. <b>Education</b>	<b>University Leiden, the Netherlands</b>	<b>Degree(s) or Diploma(s) obtained:</b>
	1981	Teacher's degree (Biology).
	1977	Seminar Intern. aspects of environmental problems.
	September 1974 – December 1981	MSc Biology.

6. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

	Reading	Speaking	Writing
Dutch (mother tongue)	1	1	1
English	1	1	1
German	2	2	2
French	2	2	2
Indonesian	3	2	3
Vietnamese	5	5	5

7. **Membership of professional bodies:**

- Member of NEDWORC, Dutch association for development consultants.
- Founding member of the Yayasan Pulau Banyak (Pulau Banyak Foundation).
- Founding member of TA Consultants United.
- Member of the Board of Directors for *Sustainable Natural Resources Management of People Resources and Conservation Foundation* (PRCF), USA.

8. **Other skills:** *Computer skills: Operating systems: Windows and OSX. Software application: Communication and internet (browsers, email, chat, intranet, web design); Office suites (word processing, spreadsheets, presentations); Science and statistics (databases (MySQL; Access); GIS (ArcView, MapInfo, QGIS, C&D, open source), SPSS); various vector and image manipulation programs. Driving license.*

9. **Present position:**

- *International Park Management Expert*, Forest Programme III. AHT. Indonesia. (Intermittent short-term missions.)
- In addition: *Associate with People Resources and Conservation Foundation* (PRCF) / CONDEA for strategic conservation planning: tender preparation, project development. (Voluntary association.)

10. Over **28 years** consulting experience.

11. **Key qualifications:**

Buffer zone management, participatory natural resource use management, and sustainable livelihood development. Protected area management and forest and biodiversity conservation. Participatory approaches. Program and project management.

12. **Specific experience in the region:**

Country	Person months in country
Bangladesh	6
<i>Central African Republic</i>	
Côte d'Ivoire	4
Dem. Rep. of the Congo	(Short visit)
Gabon	19
Indonesia	66
Lao PDR	0.25

Country	Person months in country
Liberia	1.5
Madagascar	6
Malaysia	7
Philippines, the	28
<i>Rep. of the Congo</i>	0.5
Thailand	50
Vietnam	80

### 13. Professional experience

Date from - Date to	Location	Company & reference person (name & contact details)	Position	Description
December 2020- Present	Vietnam	WWF Vietnam Mr. Ben Rawson <a href="mailto:ben.rawson@wwf.org.vn">ben.rawson@wwf.org.vn</a>	Protected area and Law Enforcement Lead	USAID Biodiversity Conservation Activity. Leading achieving the deliverables under the strategic approaches Strengthen Management of Special Use and Protection Forests and Increase Functionality of Law Enforcement Systems for Forest and Wildlife Crimes.
Days (15) in Apr-Dec 2020	Home-based	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	<i>Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.</i> Preparing three documents with conclusions and recommendations on AHP selection criteria review for the ASEAN Environment Ministers meeting. Reviewing and commenting draft management plan for Nam Poui National Protected Area, Lao PDR.
Days (53) in Jan-Nov 2020	Home-based	Ecodit, USA Mr. Andrew Chatting <a href="mailto:achatting@ecodit.com">achatting@ecodit.com</a>	Biodiversity Conservation Expert	<i>USAID funded Green Annamites project</i> ♦ <i>On call to support the Biodiversity Conservation Lead.</i> Developing scope of work for rewilding. Quality control tender proposals and deliverables by contractors. ♦ <i>On call to support the project team.</i> Producing two knowledge management products. (i) Outline for project video on achievements; support during video production. (ii) Guide on Conservation Enterprises: drafting theoretical background and project experiences in supporting conservation enterprise development. Development of both is ongoing.
06 Jan-27 Mar '20	Thailand	Agriconsulting Europe S.A., Italy Mrs. Barbara Giannuzzi Savelli +39 (06) 97 630 294 <a href="mailto:b.savelli@aesagroup.eu">b.savelli@aesagroup.eu</a>	Environmental Specialist	<i>National REDD+ Strategy and the Strategic Environment and Social Assessment for the REDD+ Mechanism in Thailand (CS-6), REDD+ Readiness Implementation Support Project.</i> <i>Funded by Forest Carbon Partnership Facility (FCPF) through the World Bank.</i> Mission 2. Main task consisted of facilitating the onset of the development of the Safeguard Information System (SIS), and screening of the proposed REDD+ Strategy measures vis-à-vis the environmental safeguards.
21-24 Oct '19	Lao PDR	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	Participation in the 6th ASEAN Heritage Parks Conference. Presentation to park managers to clarify the AHP gap analysis.
9 Sep -21 Dec '19	Thailand	Agriconsulting Europe S.A., Italy Mrs. Barbara Giannuzzi Savelli +39 (06) 97 630 294 <a href="mailto:b.savelli@aesagroup.eu">b.savelli@aesagroup.eu</a>	Environmental Specialist	<i>National REDD+ Strategy and the Strategic Environment and Social Assessment for the REDD+ Mechanism in Thailand (CS-6), REDD+ Readiness Implementation Support Project.</i> <i>Funded by Forest Carbon Partnership Facility (FCPF) through the World Bank.</i> First mission. Main outputs were (i) <i>Section 3 Analysis of Proximate Causes of Deforestation and Forest Degradation</i> of the Drivers Report, and (ii) contributions to the Strategic Objectives and the section on the Safeguard Information System, of the National REDD+ Strategy. Other contributions included information collection for the SESA, including stakeholder consultations in the field.
Days (30) in Apr-Jun '19	Philippines	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	<i>Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.</i> Participation in workshop on Aichi Target 11. Finalising final draft of review of selection criteria ASEAN Heritage Parks. Formulating approach for and commencing gap analysis of the AHP Network along the parameters of: representation of

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				habitats/ecosystems and of species; replication of habitats/ecosystems; adequacy of habitats/ecosystem; and connectivity. Encoding information on habitats and ecoregions per AHP. Preparing terms of references and work plans for BCAMP National Project Managers to collect information for the gap analysis.
Days (27) in Jan-Dec '19	Vietnam / Home-based / project office	Ecodit, USA Mr. Andrew Chatting <a href="mailto:achatting@ecodit.com">achatting@ecodit.com</a>	Biodiversity Conservation Expert	<i>USAID Green Annamites project. On call support to the national Biodiversity Conservation Lead. Revising scopes of work. Quality control tender proposals and deliverables by contractors. Preparing summary presentation for USAID mission.</i>
11-31 Mar '19	Côte d'Ivoire	AHT Group AG. Mr. Zihni Erencin, project director <a href="mailto:erencin@aht-group.com">erencin@aht-group.com</a>	Monitoring and Evaluation expert	<i>Conservation of the biodiversity in the Tai-Grebo-Sapo complex, funded by BMZ through KfW. Fourth input. Main tasks: contributing to drafting and editing the wildlife corridor proposal as finding of the two year study, focusing on logical framework, work plan, corridor management structure, human-wildlife conflicts, risk assessments, corridor sustainability aspects, ecological and socioeconomic monitoring, project monitoring, project structure, exit strategy.</i>
24-27 Feb 2019	Malaysia	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	<i>Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU. Resource person on workshop on protection systems for target protected areas of the project, Kuala Lumpur, Malaysia..</i>
21-25 Jan '19	Home-based	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	<i>Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU. Continuing critical review selection criteria ASEAN Heritage Park, including formulating a Vision as a basis for discussion, and reflecting on how links can be created with the recent Green List approach of the IUCN.</i>
11-14 Dec '18	Thailand	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	<i>Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU. Resource person during protected area management planning workshop for protected area managers and related officials.</i>
Nov '18	Côte d'Ivoire	AHT Group AG. Mr. Zihni Erencin, project director <a href="mailto:erencin@aht-group.com">erencin@aht-group.com</a>	Monitoring and Evaluation expert	<i>Conservation of the biodiversity in the Tai-Grebo-Sapo complex, funded by BMZ through KfW. Third input. Main tasks: developing problem tree and first draft of a logical framework, as well as a first draft of a work plan for the subsequent project of corridor establishment between Tai National Park (Côte d'Ivoire) and Grebo-Krahn National Park (Liberia).</i>
16 Sep – 13 Oct '18	Philippines / Malaysia	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	<i>Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU. Main tasks included: (i) Commencing critical review of selection criteria of ASEAN Heritage Parks. (ii) Assessment of two Malaysian candidate ASEAN Heritage Parks in the field.</i>
28 Apr – 15 Jun '18	Liberia / Côte d'Ivoire	AHT Group AG. Mr. Zihni Erencin, project director <a href="mailto:erencin@aht-group.com">erencin@aht-group.com</a>	Head of Mission	<i>Conservation of the biodiversity in the Tai-Grebo-Sapo complex, funded by BMZ through KfW. Second input. General support of long term experts, with a focus on:</i> <ul style="list-style-type: none"> <li>Supporting the development of Human Wildlife Conflict strategy.</li> </ul>

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				<ul style="list-style-type: none"> <li>• Transboundary risk analysis.</li> <li>• Analysis of the <i>Environmental and Social Framework</i> of the World Bank: which Environmental and Social Standards are applicable, and when should they be applied.</li> </ul>
Days (17) Apr- Dec '18	Vietnam, home-based and project office	Ecodit, USA Mr. Andrew Chatting achatting@ecodit.com	Biodiversity Conservation Expert	<i>USAID funded Green Annamites project. On call support to the national Biodiversity Conservation Lead. Developing and revising scopes of work related to protected area planning, protected area status change, biodiversity monitoring, biodiversity inventory, capacity building, forest restoration in the biodiversity corridor, community forestry support, community forest business plan development support, conservation enterprise development support. Quality control tender proposals and deliverables by contractors.</i>
02 Apr – 05 Apr '18	Thailand	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	<i>Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU. Participation in second inception workshop.</i>
18 Feb – 15 Apr '18	Indonesia	AHT Group AG Mr. Bernd Unger, CTA <a href="mailto:unger@aht-group.com">unger@aht-group.com</a>	Int. Park Management Expert	<i>Mission 4. Forest Programme III within the Indonesian-German REDD+ Programme, funded by BMZ through KfW. Development of an outreach strategy for a pilot Resort area of Lore Lindu National Park.</i>
22 Jan – 03 Feb '18	Philippines	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	<i>Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU. The mission had the following outputs: (i) a review paper: Considerations concerning the principles and criteria applied in the nomination process of ASEAN Heritage Parks, representing a first step in contributing to such a review; (ii) a discussion paper: Criteria for selection of pilot sites for the BCAMP project, including tools to collect data; (iii) a concept paper: Data collection tools to collect data on management of selected protected areas that will receive BCAMP support.</i>
Days (27) in Dec '17 – Jan '18	Vietnam / in the field and home based	Ecodit, USA Mr. Andrew Chatting achatting@ecodit.com	Biodiversity Conservation Expert	<i>USAID Green Annamites project. Supporting the national Biodiversity Conservation Lead. Developing scopes of work related to protected area planning, protected area status change, biodiversity monitoring, biodiversity inventory, capacity building and forest restoration in the biodiversity corridor.</i>
26 Nov – 01 Dec '17	Philippines	NIRAS Finland Mrs. Nguyen Tam. <a href="mailto:Tam.Nguyen@niras.fi">Tam.Nguyen@niras.fi</a>	Specialist in Transboundary Protected Area Management	<i>Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU. Participation in inception workshop. Presentation of project's objectives. Contribution to initial work schedule.</i>
05 Aug – 07 Sep '17	Indonesia	AHT Group AG Mr. Bernd Unger, CTA <a href="mailto:unger@aht-group.com">unger@aht-group.com</a>	Int. Park Management Expert	<i>Mission 3. Forest Programme III within the Indonesian-German REDD+ Programme, funded by BMZ through KfW. Major achievements during mission included the development of a concept for outreach strategy development; critically reviewing and improving on ToRs for service providers for species baseline surveys and monitoring protocol development, and for a baseline study of forest cover; and support for the elaboration of an improved concept for joint patrolling with communities, linked to the development of Biodiversity Conservation Agreements to the extent possible in this stage.</i>

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02 May – 02 Jul '17	Liberia / Côte d'Ivoire	AHT Group AG. Mr. Klaus Mittman, project director <a href="mailto:mittmann_aht@yahoo.fr">mittmann_aht@yahoo.fr</a>	Head of Mission	<p><i>Conservation of the biodiversity in the Tai-Grebo-Sapo complex, funded by BMZ through KfW.</i> Intermittent inputs. The project concerns the establishment of biodiversity corridors to ensure ecological connectivity in the Tai-Grebo-Sapo complex, which consists of the Sapo National Park and Grebo Proposed Protected Area in Liberia, and Tai National Park in Côte d'Ivoire. Responsible for identifying synergy and transboundary cooperation or coordination options, technical support to the long term project teams. Working mainly on national level and engaging with the government project partners Forestry Development Authority (FDA) in Liberia, and the Direction de l'Ecologie et de la Protection de la Nature (DEPN) and the Office Ivoirien des Parcs et Réserves (OIPR) in Côte d'Ivoire. The Liberia part concerns the establishment of a corridor between Sapo NP and Grebo PPA, and improving management capacity of the Forestry Development Authority. The Côte d'Ivoire part concerns a feasibility study for one or more biodiversity corridors between Parc National de Tai (PNT) and the Cavally River that separates Liberia from Côte d'Ivoire; and if found feasible, the design of one or more corridors and drafting a corridor implementation plan. Significant contributions by me consisted of:</p> <ul style="list-style-type: none"> <li>• Reviewing and editing the inception report for the Côte d'Ivoire module;</li> <li>• Analysis of potential relations with and implications for corridor establishment of the triple status of Parc National, World Heritage Site, and Man and Biosphere Reserve of PNT in terms of location, management, financial aspects, and institutional options;</li> <li>• Analysed the implementation sequence of study steps in Côte d'Ivoire and identified key decision moments to determine whether a biodiversity corridor would be feasible, based on key aspects of a/o remaining forest cover, social acceptance, and socioeconomic support measures;</li> <li>• Drafted a number of technical guidelines, including a strategy for human-wildlife conflicts and social and environmental safeguards. These guidelines are part of the overall project strategy.</li> <li>• Prepared spreadsheet based project monitoring tools.</li> </ul>
09 – 24 Apr '17	Indonesia	AHT Group AG Mr. Bernd Unger, CTA <a href="mailto:unger@aht-group.com">unger@aht-group.com</a>	Int. Park Management Expert	<p><i>Forest Programme III within the Indonesian-German REDD+ Programme, funded by BMZ through KfW.</i> Developed a concept for species and habitat monitoring as required by the project, aligning this with the monitoring requirements and tasks of BBTNLL as part of the management of the protected area (Lore Lindu NP).</p>
01 – 08 Apr '17	Vietnam	WWF Greater Mekong Project Director, Mr. Fanie Bekker <a href="mailto:fanie.bekker@wwf.panda.org">fanie.bekker@wwf.panda.org</a>	Technical Advisor protected area management	<p>Desktop study: threat analysis for Central Annamites Landscape (CAL) on basis of project results of mainly WWF projects of the past twenty years in the CAL region.</p>
21 Jan – 5 Feb '17	Indonesia	AHT Group AG Mr. Bernd Unger, CTA <a href="mailto:unger@aht-group.com">unger@aht-group.com</a>	Int. Park Management Expert	<p><i>Forest Programme III within the Indonesian-German REDD+ Programme, funded by BMZ through KfW.</i> Intermittent technical inputs. The objective of the project is the implementation of joint and integrated management of the Lore Lindu Landscape to support the development and implementation of biodiversity and watershed</p>

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				<p>conservation within the framework of the national REDD + strategy in Central Sulawesi. The International Park Management Expert position supports the improvement of park management of Lore Lindu National Park. Mission 1. Tasks include (non-exhaustive):</p> <ul style="list-style-type: none"> <li>• Review of planned activities of TNLL in its annual work plan.</li> <li>• Analysis of overlap between FPIII and the GEF/UNDP EPASS project.</li> <li>• Contribute to formulating village selection criteria</li> <li>• Elaboration of priority activities at project start.</li> <li>• Coordination with the National Park Management Expert on how to continue</li> </ul>
Aug 15 – Mar '17	Vietnam / Laos. Based in Vietnam	WWF Greater Mekong Project Director, Mr. Fanie Bekker, <a href="mailto:fanie.bekker@wwf.panda.org">fanie.bekker@wwf.panda.org</a>	Technical Advisor protected area management	<p>Avoidance of deforestation and forest degradation in the border area of Southern Laos and central Vietnam for the long-term preservation of carbon sinks and biodiversity ("CarBi Project"). Protected area component leader. Tasks include (non-exhaustive):</p> <ul style="list-style-type: none"> <li>• Technical advice on protected area management, including on law enforcement improvement.</li> <li>• Facilitation, guidance, and application of adaptive management for project implementation of the Protected Area component.</li> <li>• Contribute to the development of sustainable financing of the Protected Area component, including Payment of Forest Ecosystem Services (PFES).</li> <li>• Proposal development to ensure match funding for CarBi project activities.</li> <li>• Extracting and drafting Lessons Learnt briefs and papers.</li> <li>• Mentoring and capacity building of project team.</li> <li>• Staff performance assessments.</li> <li>• Facilitation of work plans and reports; budgeting.</li> </ul>
31 Jul – 02 Aug '15	Home based	Zoological Society London, UK. Contact person: Gitanjali Bhattacharay ( <a href="mailto:Gitanjali.Bhattacharya@zsl.org">Gitanjali.Bhattacharya@zsl.org</a> )	Socioeconomic analyst	<p>In preparation of a proposal for the <i>Supporting trans-boundary tiger recovery in India and Nepal</i> project to submit to the <i>Integrated Tiger Habitat Conservation Programme</i> for funding, the Zoological Society London (ZSL) commissioned socioeconomic surveys in the project area, which comprises nine protected areas in the Terai Arc Landscape in Nepal and India. ZSL recruited me for an urgent analysis and compilation of the two reports into one, and to extract recommendations for project inception planning and project design. The analysis and compilation followed the guidelines for environmental and social screening of the IUCN.</p>
Aug '12- Feb '14	Gabon (Project Hq), plus Central African Republic, Rep. of the Congo Dem. Rep. of the Congo	Mr. Edgar Kaeslin, formerly with the Forest Assessment, Management and Conservation Division, Forestry Department, FAO. He can be reached via: <a href="mailto:kaeslin@dataway.ch">kaeslin@dataway.ch</a> . Alternatively: Mrs. Bintia Tchikaya, formerly Head of Administration, FAO-Libreville, Gabon, now with FAO Rome, email:	Chief Technical Advisor	<p>Project management and technical advice for the GEF/FAO Regional (Central African Re-public, Congo, Gabon, Congo DR): CBSP Sustainable Management of the Wildlife and Bushmeat Sector in Central Africa project. Establishing participatory wildlife management. Tasks included a/o project start, project coordination and designing implementation strategy; leading a team of four technical assistants in field tool development and policy development; partnership development, team building and capacity development, liaising with Project Steering Committee, budget revisions, work planning and reporting.</p>

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		<a href="mailto:Bintia.StephenTchicaya@fao.org">Bintia.StephenTchicaya@fao.org</a> . Food and Agriculture Organization of the United Nations (FAO), Viale delle Terme di Caracalla, 00153 Rome, Italy. Tel: +39 06 5705 3213.		
Sep '11- Feb '12	Madagascar	Madagascar Fauna and Flora Group (MFG). Ms. Ingrid Porton, Vice-Chairman (retired). Email: <a href="mailto:Porton@stlzoo.org">Porton@stlzoo.org</a> . (USA) Website: <a href="http://www.savethelemur.org">www.savethelemur.org</a>	Program Manager	Six months assignment. Day-to-day program management. Reviewing and strengthening organisation and management control. Critical review of program structure and implementation, strengthening program coherence, developing goals and objectives. Capacity building of local staff in management, program and project formulation. Reviewing staff performance and organisation, reviewing and revising Terms of References. Development of an Operational Manual and strengthening financial management and control: development of procedures and forms. Facilitating and compiling a management development strategy for Parc Zoologique Ivaloina: developing a framework to strengthen its existing role in biodiversity conservation in Madagascar.
May '11	Indonesia	People Resources and Conservation Foundation (PRCF). (USA.) Mr. Fernando Potess, CEO. Mob: +84 9 1841 5622. Email: <a href="mailto:fpotess.prcf@gmail.com">fpotess.prcf@gmail.com</a> Website: <a href="http://www.prcfoundation.org">www.prcfoundation.org</a>	Strategic Conservation Planning Associate	One month scoping mission for the People Resources and Conservation Foundation (PRCF), Los Angeles, USA. Assessing options and opportunities for funding and project development expansion as a basis to formulate a country strategy for PRCF Indonesia program. Consultation meetings with a wide range of current and potential stakeholders, partners, donors. Project concept note development, on biodiversity and protected area management, on climate change adaptation and community forestry, on education center development, on policy discussions, and other topics.
Aug '08- Feb '10	Vietnam	AHT, Christian Tunk. Email: <a href="mailto:tunk@aht-group.com">tunk@aht-group.com</a>	Chief Technical Advisor	<i>Nature Conservation &amp; Sustainable Natural Resource Management in Phong Nha-Ke Bang Region, Vietnam project, KfW component.</i> Project concerning core and bufferzone management and development to improve management of Phong Nha-Ke Bang National Park (World Heritage Site). Advisor to the Project Management Unit (PMU). Tasks and responsibilities included non-exhaustively): <ul style="list-style-type: none"> <li>• Maintaining project coherence and strategic planning;</li> <li>• Cooperation and coordination with the GTZ implemented component;</li> <li>• ToR development, canvassing, procurement, financial management, budgeting, reporting, M&amp;E development;</li> <li>• Technical advice in biodiversity conservation on aspects such as (best practices in) protected area planning, law enforcement improvement, biodiversity surveys and monitoring, sustainable financing, forestry and community forestry, land use planning, bufferzone development planning, micro-credit development.</li> <li>• MoU development between projects, and between project and local government.</li> <li>• Leading and managing international and national advisors.</li> <li>• Staff management and team building.</li> <li>• Capacity building: provision of counterpart training needs assessment and training.</li> </ul>

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				<ul style="list-style-type: none"> <li>• Building strategic alliances between and relating with project partners (Project Management Unit, PNKB National Park, Provincial People's Committee, other projects, NGOs, donors, others).</li> <li>• Representing the Project on various occasions and networking with other national and international projects, institutions, and organizations.</li> <li>• Assessing PNKB NP management effectiveness (applying the World Bank / WWF protected area tracking tool (or Management Effectiveness Tracking Tool (METT))).</li> <li>• Commenting on Sustainable Tourism Development plan, and participation in Sustainable Tourism Development planning workshop.</li> </ul>
Apr - Jun '08	Vietnam	Vietnam Conservation Fund. Nguyen Huu Dung. Email: <a href="mailto:nhd.hnvn@fpt.vn">nhd.hnvn@fpt.vn</a> .	Training Expert	<p>World Bank / Royal Netherlands Government funded <i>Vietnam Conservation Fund (VCF)</i>; <i>Special Use Forest (SUF) Conservation</i> component of the <i>Forest Sector Development Project (FSDP)</i>). Capacity building: design and implementation of training workshops for senior Management Board staff in producing quality proposals for submission to VCF Secretariat for funding. Tasks included (non-exhaustive):</p> <ul style="list-style-type: none"> <li>• Design and implementation of training workshops for senior Management Board staff on producing quality proposals in biodiversity conservation in the context of their protected areas for submission to VCF Secretariat for funding.</li> <li>• Workshop facilitation.</li> <li>• Theory and practice material design; topics included the World Bank / WWF protected area tracking tool (or Management Effectiveness Tracking Tool (METT)), Conservation Needs Assessment (CNA), Social Screening Report (SSR), project proposal analysis, logical framework.</li> <li>• Participation in discussion on management plan template for Vietnamese protected areas.</li> </ul>
Jan '04- Sep '07	Thailand	IP Consult. Prof. Dr. Udo Gaspar (retired). Tel.: +49 71 1896 9050 / Email: <a href="mailto:info@ip-consult.de">info@ip-consult.de</a>	EU Co-Manager	<p>EU funded <i>Sustainable Management of Phu Khieo Wildlife Sanctuary through Community Participation Project</i>, Chaiyaphum province. Project: improving management of Phu Khieo Wildlife Sanctuary and decreasing pressure on protected area resources. As EU Co-manager tasks and responsibilities included (non-exhaustively):</p> <ul style="list-style-type: none"> <li>• Project planning and management, work plan preparation, procurement and tender management, budget management, ToR development, reporting, logframe review, audits.</li> <li>• Leading and managing international and national advisors.</li> <li>• Preparation for and facilitation of EU monitoring missions.</li> <li>• M&amp;E establishment, including behavioral indicators measuring residents' change in attitude and behaviour.</li> <li>• Technical advice on protected area management plan development and bufferzone livelihood development.</li> <li>• Relating with the donor, project partners and beneficiaries.</li> <li>• Management of small grant facility for livelihood initiatives by bufferzone residents, including selection process and criteria development</li> </ul>



Date from - Date to	Location	Company & reference person (name & contact details)	Position	Description
Oct '03- Apr '04	Vietnam	UNOPS, Kuala Lumpur, Ms/Mrs/ Kim Hoe Yap and/or Mr Sunil Bhargava (+60 3 2087 5560). Mr. Carlo Carugi (CTA), Mr. Hoa Van Ha (Project Director).	Social Forestry Advisor.	<ul style="list-style-type: none"> <li>Advice on development of cooperation framework between eight protected areas constituting the Western Isan Forest Complex.</li> </ul> <p>International Fund for Agricultural Development (IFAD) and Swedish International Development Cooperation Agency (SIDA) funded <i>Rural Income Diversification Project</i> (RDIP). Objective of assignment: Market-oriented forest-based activities identification and sustainable forest use planning and development methodology establishment to achieve biodiversity conservation. I introduced a participatory approach towards small enterprise establishment and development: an adjusted form of the Market Analysis and Development (MA&amp;D) framework. In order to do so, I managed a core group drawn from different project sections, thus linking different project sections (a/o the microfinance and savings section) together. I contributed to the coordination and harmonisation of other international consultants' process input, notably concerning land use and village development planning, and concerning small enterprise development support. I recruited and coached national consultants in support of applying the MA&amp;D process. Other tasks included (non-exhaustive):</p> <ul style="list-style-type: none"> <li>Relating with intervention beneficiary (Forest Protection Department) and guidance in sustainable natural resource management development.</li> <li>Participatory mapping.</li> <li>Relating between project and selected beneficiaries.</li> <li>Project staff training in participatory methods.</li> </ul>
Nov. '02- Jan '03 / Mar - Apr '03	Vietnam	Environment and Development Group (EDG), UK, Mr. Keith Lindsay, + 44 1865 318180, email: admin@edg.org.uk.	Community Development Advisor	<p>Global Environment Facility (GEF) / United Nations Development Program (UNDP) funded <i>Creating Protected Areas for Resource Conservation using Landscape Ecology</i> (PARC) Project. In support of the alternative livelihood development, I formulated a biodiversity conservation oriented development strategy. For that, I reviewed data and land use and village development planning results compiled to date, and reviewed the development situation and opportunities of focus villages in the bufferzone. I also formulated pilot projects (in agriculture, agroforestry, NTFP, grazing &amp; livestock, fisheries, small business development and small infrastructures) and guided conceptually a group of national consultants in sustainable natural resource management through pilot project implementation. Other tasks included (non-exhaustive):</p> <ul style="list-style-type: none"> <li>Managing the group of support consultants to implement pilot interventions: ToR development, consultant identification and recruitment, work planning and scheduling, coordination of inputs and outputs.</li> <li>Development of an Activity Selection Tool, to guide the PARC Yok Don Community Development Team and government development agencies in conservation oriented bufferzone development.</li> <li>Design and implementation of participatory 3D-mapping (P3DM).</li> <li>Training of project staff in P3DM.</li> </ul>

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Apr '00 – Apr 02	Vietnam	Royal Haskoning. The Netherlands, MR. R. Moll, email: r.moll@royalhaskoning.com.	Protected Area management specialist	<p>World Bank and Royal Netherlands Government funded Forest Protection and Rural Development (FPRD) project. Advisor to the Management Board of Chu Mom Ray Nature Reserve (CMRNR, now a National Park), Kon Tum Province. Tasks included (non-exhaustively)</p> <ul style="list-style-type: none"> <li>• Support in selected management issues.</li> <li>• Leading a multi-disciplinary management planning team.</li> <li>• Guiding international advisors' input.</li> <li>• Guiding the development of and co-writing the revision of the management plan for CMRNR. This included field work in the bufferzone, specifically to identify, study and designate two areas with high biodiversity for special management attention.</li> <li>• Design of a computer database for digital knowledge management: storage and analysis to monitor management plan implementation on basis of indicators of the logical framework.</li> <li>• Critical review of non-timber forest products (NTFP) extraction and usage, identification of NTFP sub-zone for NTFP extraction.</li> <li>• Identification of alternative livelihood options.</li> <li>• Cooperation with community development component to determine best land-use, establish community participation and identify environmental criteria for socio-economic development and agricultural practices in support of protected area management.</li> <li>• Identification and description of package tours, location and development of tourist and recreation areas; formulation of logistics and package tour activities and attractions</li> <li>• Workshop to present the management plan revision to provincial and district authorities.</li> <li>• Training needs assessment for directorate, forest guards, technical and administrative staff.</li> <li>• Development of a tree identification training database.</li> </ul>
Jan '98 – Dec '99	Philippines	Agriconsulting SpA, Mr. Giorgio Andreoli, email: g.andreoli@agriconsulting.it.	Parks planner	<p>EU funded National Integrated Protected Area Program (NIPAP). The project aimed to improve management of eight protected areas throughout the Philippines. As advisor to PAWB, I drafted strategic management frameworks and collected data for general management plans. More specifically, I guided a multi-stakeholder planning group in park management planning for Mt. Isarog National Park, and liaised with key NGOs (notably Haribon) in strategic planning, and compiled a management plan for Mt. Isarog NP. Other tasks included (non-exhaustive):</p> <ul style="list-style-type: none"> <li>• Management zone identification, including strict protection zone aimed at biodiversity conservation for Mt. Isarog NP.</li> <li>• Identification of land use inside the protected area (in intensive and sustainable use zones) supporting protected area management for Mt. Isarog NP.</li> <li>• Identification of alternative livelihood opportunities for Mt. Isarog NP.</li> </ul>

Date from - Date to	Location	Company & reference person (name & contact details)	Position	Description
				<ul style="list-style-type: none"> <li>• Identification and formulation of roles of communities, specifically of ethnic minority groups, in bufferzone and protected area management for Mt. Isarog NP.</li> <li>• Participation in drafting and implementing willingness-to-pay surveys for usage of natural resources, focusing on water use and eco-tourism use, for sustainable financing. Identification of suitable tourism sites, site development and attractions for Mt. Isarog NP.</li> <li>• Organizing and conducting a multi-stakeholder workshop for management plan strategy development for Mt. Isarog NP.</li> <li>• Support to information and education campaigns (IEC).</li> </ul>
13 Sep – 10 Oct '97	Indonesia	WWF Indonesia Programme	Project design specialist	WWF Indonesia Program tasked me to bring together a number of small projects in biodiversity conservation with different donors, as requested by the various donors to make the use of funds more effective and efficient. For that, I reviewed, modified and integrated the aims, objectives and proposed activities of a number of different projects (concerning poaching monitoring and pre-emptive patrolling of rhino populations, concerning trade monitoring, and concerning training of customs personnel). I also identified and functionally linked these to other WWF-IP projects and activities and projects of other organizations in the region. Other tasks included preparation of a logical framework, work plan, budget and project description.
Aug '93 – May '96	Indonesia	AidEnvironment, the Netherlands, +31 (0)20 581 82 50	Deputy Team-leader / Administrator	EU funded <i>Integrated Conservation and Development Program for Tropical Lowland Forests in Aceh</i> , Indonesia. Feasibility study for the subsequent EU funded <i>Leuser Development Program</i> (LDP). Tasks included (non-exhaustive): <ul style="list-style-type: none"> <li>• General project management.</li> <li>• Office and human resource management.</li> <li>• Accounts management.</li> <li>• Social forestry, reforestation and ecotourism pilot project planning.</li> </ul>
Jan – Aug '93	The Netherlands	Ecotec Resource, the Netherlands	Foreign Mission Advisor	The Dutch Government invited the Government of Bhutan to discuss the formulation of a development relation on a footing of equality. The Netherlands Department of International Cooperation (DGIS) sought to establish at the same time a framework in which NGOs would contribute to such a formulation and invited a number of them to provide the mission program. As mission advisor, I coordinated and co-designed with NGO representatives the mission program. Other tasks included (non-exhaustive): guiding the mission, logistics and accounts.
Jul – Dec '92	Bangladesh	Ecotec Resource, the Netherlands	Senior Environmental Training Advisor	Tasks included (non-exhaustive): development of a training course for CARE engineers on sustainable infrastructure development.
Sep '89 – Mar '90	The Netherlands	Environmental Forestry Development (EFD), the Netherlands	Mangrove Expert	Tasks included (non-exhaustive): developing focal point concerning communication and information on rehabilitation of degraded mangrove areas.
88/89	The Netherlands	Ecotec Resource	Training Expert	Tasks included (non-exhaustive): Production of a booklet: <i>Man and Mangrove - Ecological Aspects of Community Development</i> , for training course for <i>Yayasan Indonesia Sejahtera</i> , Indonesia.

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Dec 86 Jan '88	Indonesia / Malaysia	Department of International Affairs, the Netherlands	Conservation officer	Seconded to Asian Wetland Bureau. Tasks included (non-exhaustive): editing of fact sheets of wetland sites for Malaysian Wetland Directory; co-editor and co-author Indonesian Wetland Directory; production of leaflets and educational materials.

14. **Other relevant work**

Jul– Aug '90. '91. '92	The Netherlands	Eco-Tour Manager for SNP Natuurreizen	Specialist tour and nature guide for eco-tours in Europe and Indonesia; production and development of specialized eco-tour information materials; organization, itineraries, logistic, accounts
Jan '91- Jun '92	The Netherlands	Nature and Environment Educationist with a private NGO, the Netherlands.	Tasks included (non-exhaustive): development and production of an environmental education program ("Het Bewaarde Land") aimed at using all senses for primary school children: development of educational materials and program implementation.

**Voluntary work**

April 2020- Present	Home location	Strategic Conservation Planning Associate	Contributing to preparing project proposals, including logical frameworks, for various projects of People Resources Conservation Foundation.
March 2016- 2017	Home location	Environmental education organizer	Organisation of nature education events in the immediate surroundings of Dong Hoi for local children. Preparation, coordination and implementation of nature education events.
July 11 – Aug '12	Home location	Strategic Conservation Planning Associate	<i>People Resources and Conservation Foundation (PRCF). (USA.) Contact: Mr. Fernando Potess, CEO. Mob: +84 9 1841 5622. Email: fpotess.prcf@gmail.com. Website: www.prcfoundation.org.</i> Conservation and development project development of identified projects of mission in May in selected areas in Indonesia: biodiversity conservation (conservation planning for endangered primate and bird species), reconciling oil palm plantation development with forest conservation and social and socioeconomic development, regional conservation and national park planning and capacity building for government in protected area planning and management. Development of logical frameworks, identification of indicators of impact.
Mar / Jun - Jul '10.	Vietnam	Development Advisor	Support to local NGOs (CORADP and CDA), in developing project proposal for EU Call for Proposals concerning "Non-State Actors and Local Authorities in Development" - actions in partner countries (Viet Nam). Prior to full project proposal, a concept note, titled: Creation of Quang Binh Sustainable Tourism Business Associates (STBA), was developed. Core of the concept contributed by myself (local tour-ism entrepreneurs form a business association as a joint stock company). Concept note jointly developed by CORADP/CDA and a support group including me. Reviewed texts, and contributed further by developing a budget. Concept note was accepted in Jun 2010. Contributed to full proposal elaboration, including the section Objectives, Description, Methodology, and budget. Proposed activities include Charter and Code of Honor development as part of STBA establishment, and development of innovative pilot tourism activities by STBA members.
Ma7 96 – Dec 97	Indonesia	Program Director	This partly self-funded program represented a biodiversity conservation initiative to conserve and protect the Green Turtle population in the small archipelago of Pulau Banyak. For that, as part of a volunteer team and in the position of Program Director, I formulated and prepared an integrated conservation and development project (ICDP) Environmental Program for Pulau Banyak, including identification and initiation of potential alternative socio-economic activities. As an implementation vehicle we initiated and established a local NGO, the Pulau Banyak Foundation (or Yaysan Pulau Banyak), and raised funds with donors (Yayasan Kehati (YKI), Jakarta; Caltex Pacific Indonesia, Jakarta; Pacific Asia Travel Assoc. (PATA) San Francisco). Other activities included awareness raising with government and local communities

15. **Seminars and other education:**

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
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Federal Agency for Nature conservation (BfN), Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ), KfW Entwicklungsbank, German Development Service (DED); Vilm, Germany. July 2009.	Focus seminar Balancing the needs of conservation, poverty reduction, equity and governance
Open University, Heerlen, the Netherlands. 1989.	Course in Environmental Sciences.
Asian Wetland Bureau / ICBP, Melaka, Malaysia. 1987.	Technical workshop on tropical wetland management.

#### 16. Other relevant experience

- September 2018 – Present. Formulating project proposal on nature and environment education and migratory bird protection, readying for submission for funding request.
- 2016-mid 2017. Organising nature and environment field activities for local youth, in collaboration with volunteers and parents. Dong Hoi, Vietnam.
- Designing and starting a blog website, titled : Respecting Nature : in praise of biodiversity. The blog aims to offer sharing and discussing views and opinions on the importance of biodiversity. August 2014-Present, Vietnam.
- Participation in formulating a Circular to clarify the newly enacted Decree No.117 /2010/ND-CP *On Special Use Forest Organization and Management*, Mar '11, Vietnam.
- Participation in the workshop **Sustainable Forest Development In A Changing Climate**, Hanoi, Vietnam; funded by the German Government, organised by the German Federal Ministry for Economic Cooperation and Development (BMZ) and the Ministry of Agriculture and Rural Development (MARD) of Vietnam. 7-8 September 2010. Part of the German-Vietnamese celebrations on the occasion of the 35-year anniversary of bilateral diplomatic relations between both countries.
- The Ministry of Agriculture and Rural Development (MARD), Vietnam, invited specialists to **review and comment on Draft Decision \_\_\_/2010/QD-TTg on Piloting mechanisms of sharing responsibilities and benefits in management, protection and development of Special use Forests**. I participated in this review process in June 2010.
- **Protected area / bufferzone establishment and management specialist. Vietnam.** Participation workshop on a proposal to establish Pu Xai Leng protected area, with community based protected area and resource management, in Nghe An province. Presentation of critical comments on proposal, with emphasis on legal, institutional and study requirements and needs in feasibility study phase. Aug 03.
- **Protected Area Specialist.** Cambodia. Participation on the Second Regional Workshop on Review of Protected Areas and Development in the four countries of the Lower Mekong River Region, organized by a/o Mekong River Commission. Workshop to discuss the results of an investigative process of placing the role and function of protected areas. Oct 02.
- **Volunteer campaigner and environmental educationist.** The Netherlands. Late 80s-begin 90s. Various environmental education, awareness raising, and behavioural change activities, including, but not limited to:
  - Nature guide for the Institute of Nature Education (IVN); organising and giving nature walks in nature areas; giving seasonal course in bird songs.
  - Affiliated with Friends of the Earth: organising a campaign on Acid Rain, bringing together various environmental groups; designing and implementing a campaign program; securing funding from municipal government.
  - Campaigning for Friends of the Earth on waste issues and sustainable energy and energy use reduction.
  - Establishment of Project School Excursions: designing and giving excursions and nature walks for students of primary schools and lower classes of secondary schools.