

CURRICULUM VITAE



1. **Family name:** Steeman
2. **First names:** Arnoud Paul Joseph Maria
3. **Date and Place of birth:** 22 February 1955, Schiedam, the Netherlands
4. **Nationality:** Dutch; spouse: Vietnamese; children: Vietnamese & Dutch
5. **Civil status:** Married, two children
6. **Internet:** Email address: a.steeman@apjmsteeman.org
Webpages: www.apjmsteeman.org

7. Education / Training / Seminars

Sep 1974 -	Univ. Leiden, the Netherlands, MSc Biology (Biology & Society; Animal Ecology)
Dec 1981	
1977	Univ. Leiden, the Netherlands, seminar Intern. aspects of environmental problems
1981	Univ. Leiden, the Netherlands: Teacher's degree (Biology)
1987	Asian Wetland Bureau / ICBP, Melaka, Malaysia: technical workshop on tropical wetland management
1989	Open University Heerlen, the Netherlands. Course in environmental sciences
July 2009	Focus seminar Balancing the needs of conservation, poverty reduction, equity and governance; Vilm, Germany.

8. Languages		Reading	Speaking	Writing
Dutch	<i>Mother Tongue</i>			
English		Fluent	Fluent	Fluent
German		Good	Good	Good
French		Good	Good	Good
Indonesian		Fair	Good	Fair
Vietnamese		Basic	Basic	Basic

9. Professional affiliations

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

10. Key qualifications

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

11. Specific country experience

Country	Person months in country	Country	Person months in country
Bangladesh	6	Liberia	1.5
Central African Republic		Madagascar	6
Côte d'Ivoire	4	Malaysia	7
Dem. Rep. of the Congo	(Short visit)	Philippines, the	28
Gabon	19	Rep. of the Congo	0.5
Indonesia	66	Thailand	50
Lao PDR	0.25	Vietnam	80

12. Current position

Protected area and Law Enforcement Lead, USAID Biodiversity Conservation Activity, Vietnam.

International Park Management Expert, Forest Programme III. AHT. Indonesia. (Intermittent short-term missions.)

13. Professional experience

Date, location	December 2020-Present, Vietnam
Employed by	WWF Vietnam
Position	Protected area and Law Enforcement Lead
Project	USAID Biodiversity Conservation Activity.
Description	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.

Date, location	Days (15) in April-December 2020, Home-based
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	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.

Date, location	Days (53) in January-November 2020, Home-based
Employed by	Ecodit, USA
Position	Biodiversity Conservation Expert
Project	USAID Green Annamites project.
Description	◆ <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.

Date, location	06 January – 27 March 2020, Thailand
Employed by	Agriconsulting Europe S.A., Belgium
Position	Environmental Specialist
Project	National REDD+ Strategy and the Strategic Environment and Social Assessment for the REDD+ Mechanism in Thailand (CS-6), REDD+ Readiness Implementation Support Project.
Description	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.

Date, location	21-24 October 2019, Lao PDR
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	Participation in the 6th ASEAN Heritage Parks Conference. Presentation to park managers to clarify the AHP gap analysis.

Date, location	9 September – 21 December 2019, Thailand
Employed by	Agriconsulting Europe S.A., Italy
Position	Environmental Specialist
Project	National REDD+ Strategy and the Strategic Environment and Social Assessment for the REDD+ Mechanism in Thailand (CS-6), REDD+ Readiness Implementation Support Project.
Description	Funded by Forest Carbon Partnership Facility (FCPF) through the World Bank. 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.

Date, location	Days (30) in April-June 2019, Philippines
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	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 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.
Date, location	Days (27) in January-December 2019, Vietnam, home-based / project office
Employed by	Ecodit, USA
Position	Biodiversity Conservation Expert
Project	USAID Green Annamites project.
Description	<i>On call support to the national Biodiversity Conservation Lead.</i> Revising scopes of work. Quality control tender proposals and deliverables by contractors. Preparing summary presentation for USAID mission.
Date, location	11-31 March 2019, Côte d'Ivoire
Employed by	AHT, Germany
Position	Monitoring and Evaluation expert
Project	Conservation of the biodiversity in the Tai-Grebo-Sapo complex, funded by BMZ through KfW, Côte d'Ivoire component
Description	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.
Date, location	24-27 February 2019, Malaysia
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	Resource person on workshop on protection systems for target protected areas of the project, Kuala Lumpur, Malaysia.
Date, location	21-25 January 2019, Home-based
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	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.
Date, location	11-14 December 2018, Thailand
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	Resource person during protected area management planning workshop for protected area managers and related officials.
Date, location	November 2018, Côte d'Ivoire
Employed by	AHT, Germany
Position	Monitoring and Evaluation expert
Project	Conservation of the biodiversity in the Tai-Grebo-Sapo complex, funded by BMZ through KfW, Côte d'Ivoire component

Description	Main tasks: developing problem tree and first draft of a logical framework and monitoring and evaluation system, as well as a first draft of a work plan for the subsequent project of corridor establishment between Taï National Park (Côte d'Ivoire) and Grebo-Krahn National Park (Liberia).
Date, location	16 September - 13 October 2018, Philippines / Malaysia
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	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.
Date, location	28 April – 15 June 2018, Liberia / Côte d'Ivoire
Employed by	AHT, Germany
Position	Head of Mission
Project	Conservation of the biodiversity in the Tai-Grebo-Sapo complex, funded by BMZ through KfW
Description	Conservation of the biodiversity in the Taï-Grebo-Sapo complex, funded by BMZ through KfW. Intermittent inputs. Second input. General support of long term experts, with a focus on: <ul style="list-style-type: none"> • Supporting the development of Human Wildlife Conflict strategy. • Transboundary risk analysis. • 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.
Date, location	Days (17) April - December 2018, Vietnam, home-based and project office
Employed by	Ecodit, USA
Position	Biodiversity Conservation Expert
Project	USAID Green Annamites project.
Description	<i>On call support to the national Biodiversity Conservation Lead.</i> 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.
Date, location	02 April – 05 April 2018, Thailand
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	Participation in second inception workshop.
Date, location	18 February – 15 April 2018, Indonesia
Employed by	AHT, Germany
Position	International Park Management Expert
Project	Mission 4. Forest Programme III within the Indonesian-German REDD+ Programme, funded by BMZ through KfW
Description	Development of an outreach strategy for a pilot Resort area of Lore Lindu National Park.
Date, location	22 January – 03 February 2018, Philippines
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	The mission had the following outputs: (i) a review paper: <i>Considerations concerning the principles and criteria applied in the nomination process of ASEAN Heritage Parks</i> , representing a first step in contributing to such a review; (ii) a discussion paper: <i>Criteria for selection of pilot sites for the BCAMP project</i> , including tools to collect data; (iii) a concept paper: <i>Data collection tools to collect data on management of selected protected areas that will receive BCAMP support</i> .
Date, location	Days (27) in December 2017 – January 2018, Vietnam, in the field and home-based

Employed by	Ecodit, USA
Position	Biodiversity Conservation Expert
Project	USAID Green Annamites project.
Description	<i>Supporting the national Biodiversity Conservation Lead.</i> 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.
Date, location	26 November – 01 December 2017, Philippines
Employed by	NIRAS, Finland
Position	Specialist in Transboundary Protected Area Management
Project	Biodiversity Conservation and Management of Protected Areas in ASEAN, funded by the EU.
Description	Participation in inception workshop. Presentation of project's objectives. Contribution to initial work schedule.
Date, location	05 August – 07 September 2017, Indonesia
Employed by	AHT, Germany
Position	International Park Management Expert
Project	Mission 3. Forest Programme III within the Indonesian-German REDD+ Programme, funded by BMZ through KfW
Description	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.
Date, location	02 May – 02 July 2017, Liberia / Côte d'Ivoire
Employed by	AHT, Germany
Position	Head of Mission
Project	Conservation of the biodiversity in the Tai-Grebo-Sapo complex, funded by BMZ through KfW
Description	Conservation of the biodiversity in the Tai-Grebo-Sapo complex, funded by BMZ through KfW. 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 Taï (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: <ul style="list-style-type: none"> • Reviewing and editing the inception report for the Côte d'Ivoire module; • 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; • 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; • 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. • Prepared spreadsheet based project monitoring tools.
Date, location	09 – 24 April 2017, Indonesia
Employed by	AHT, Germany

Position	International Park Management Expert
Project	Mission 2. Forest Programme III within the Indonesian-German REDD+ Programme, funded by BMZ through KfW 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).
Date, location	April 2017, Vietnam
Employed by	WWF Greater Mekong
Position	Technical Advisor protected area management
Description	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.
Date, location	21 January – 5 February 2017, Indonesia
Employed by	AHT, Germany
Position	International Park Management Expert
Project	Forest Programme III within the Indonesian-German REDD+ Programme, funded by BMZ through KfW.
Description	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 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): <ul style="list-style-type: none"> • Review of planned activities of TNLL in its annual work plan. • Analysis of overlap between FPIII and the GEF/UNDP EPASS project. • Contribute to formulating village selection criteria • Elaboration of priority activities at project start. • Coordination with the National Park Management Expert on how to continue.
Date, location	3 August 2015 – 31 March 2017, Vietnam
Employed by	WWF-Greater Mekong
Position	Technical Advisor protected area management (part-time)
Project	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”)
Description	Tasks include (non-exhaustive): <ul style="list-style-type: none"> • Technical advice on protected area management, including law enforcement improvement. • Facilitation, guidance, and application of adaptive management for project implementation of the Protected Area component. • Contribute to the development of sustainable financing of the Protected Area component, including Payment of Forest Ecosystem Services (PFES). • Proposal development to ensure match funding for CarBi project activities. • Extracting and drafting Lessons Learnt briefs and papers. • Mentoring and capacity building of project team. • Staff performance assessments. • Facilitation of work plans and reports; budgeting.
Date, location	31 July – 2 August 2015, home location
Employed by	Zoological Society London, UK
Position	Socioeconomic analyst
Project	Supporting trans-boundary tiger recovery in India and Nepal
Description	In preparation of a proposal of the above 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.

Date, location	August 2012 – February 2014, Gabon, Central African Republic, Congo, Congo DR
Employed by	FAO
Position	Chief Technical Advisor
Project	GEF/FAO Regional (Central African Republic, Congo, Gabon, Congo DR): Sustainable Management of the Wildlife and Bushmeat Sector in Central Africa project.
Description	<p>Project concerning establishing participatory wildlife management. Project management and technical advice. Tasks included a/o</p> <ul style="list-style-type: none"> • Project start; • Leading the process of developing field tools to establish community management systems of wildlife resources; • Policy development; • Project management including project coordination, designing implementation strategy, partnership development, team building, capacity development, liaising with Project Steering Committee, budget revisions, work planning and reporting.
Date, location	September 2011 – February 2012, Madagascar
Employed by	Madagascar Fauna Group (MFG), USA
Position	Program Manager
Description	<p>Six months assignment. Day-to-day program management. Reviewing and strengthening organisation and management control. Tasks included a/o:</p> <ul style="list-style-type: none"> • Critical review of program structure and implementation, strengthening program coherence, developing goals and objectives. • Facilitating and compiling a management development strategy for Parc Zoologique Ivaloina: developing a framework to strengthen its existing role in biodiversity conservation in Madagascar. • 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.
Date, location	May 2011, Indonesia
Employed by	People Resources and Conservation Foundation (PRCF), Los Angeles, USA
Position	Strategic Conservation Planning Associate
Description	<p>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.</p>
Date, location	August 2008 – February 2010, Vietnam
Employed by	AHT, Germany
Position	Chief Technical Advisor
Project	Nature Conservation & Sustainable Natural Resource Management in Phong Nha-Ke Bang Region, Vietnam project, KfW component
Project partner	Department of Planning and Investment (DPI), Quang Binh province
Donor	German Ministry for Development Cooperation channelled through Kreditanstalt für Wiederaufbau (KfW)
Description	<p>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):</p> <ul style="list-style-type: none"> • Maintaining project coherence and strategic planning, and cooperation and coordination with the GTZ implemented component; • 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.

- Assessing PNKB NP management effectiveness (applying the World Bank / WWF protected area tracking tool (or Management Effectiveness Tracking Tool (METT))).
- Capacity building: provision of counterpart training needs assessment and training.
- MoU development between projects, and between project and local government. Building strategic alliances between and relating with project partners (Project Management Unit, PNKB National Park, Provincial People's Committee, other projects, NGOs, donors, others).
- General project management tasks and responsibilities: ToR development, canvassing, procurement, financial management, budgeting, reporting, M&E development; leading and managing international and national advisors; staff management and team building.
- Representing the Project on various occasions and networking with other national and international projects, institutions, and organizations.
- Commenting on Sustainable Tourism Development plan, and participation in Sustainable Tourism Development planning workshop.

Date, location	April – June 2008, Vietnam
Employed by	Vietnam Conservation Fund (VCF)
Position	Training Expert
Project	Vietnam Conservation Fund (VCF): Special Use Forest (SUF) Conservation component of the Forest Sector Development Program (FSDP)
Project partner	Forest Protection Department (FPD), Hanoi
Donors	World Bank / Royal Netherlands Government
Description	Capacity building of senior Protected Area Management Board staff in producing proposals for submission to VCF Secretariat for funding. Tasks included (non-exhaustive): <ul style="list-style-type: none"> • Design and implementation of training workshops on producing quality proposals in biodiversity conservation in the context of their protected areas. • Workshop facilitation. • 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. • Participation in discussion on management plan template for Vietnamese protected areas.

Date, location	January 2004 – September 2007, Thailand
Employed by	IP Consult, Germany
Position	European Project Co-Manager
Project	Sustainable Management of Phu Khieo Wildlife Sanctuary through Community Participation Project, Chaiyaphum province
Project partner	Royal Forestry Department
Donor	European Union
Description	Project: improving management of Phu Khieo Wildlife Sanctuary and decreasing pressure on protected area resources. Tasks and responsibilities included (non-exhaustively): <ul style="list-style-type: none"> • Technical advice on protected area management plan development and bufferzone livelihood development. Advice on development of cooperation framework between eight protected areas constituting the Western Isan Forest Complex. • Project planning and management, work plan preparation, procurement and tender management, budget management, ToR development, reporting, logframe review, audits. • Leading and managing international and national advisors. • Preparation for and facilitation of EU monitoring missions. • M&E establishment, including behavioral indicators measuring residents' change in attitude and behaviour. • Relating with the donor, project partners and beneficiaries. • Management of small grant facility for livelihood initiatives by bufferzone residents, including selection process and criteria development.

Date, location	October 2003 – April 2004, Vietnam
Employed by	United Nations Office for Project Services (UNOPS), Kuala Lumpur, Malaysia
Position	Social Forestry Advisor
Project	Rural Income Diversification Project (RDIP)
Project partner	Forest Protection Department, Tuyen Quang province (for this assignment; whole project had different project partners)
Donor	International Fund for Agricultural Development (IFAD) and Swedish International Development Cooperation Agency (SIDA)
Description	Objective: Market-oriented forest-based activities identification and sustainable forest use planning and development methodology establishment. I introduced an adjusted form of the Market Analysis and Development (MA&D) framework, applying a variety of participatory consultation and assessment tools including participatory mapping. 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. Capacity building of provincial staff of various disciplines – including bank staff and Forest Protection Department – in applying MA&D. Consultant management. Capacity building of provincial and project staff in planning and applying participatory methods.
Date, location	November 2002 – January 2003, March 2003 – April 2003, Vietnam
Employed by	Environment and Development Group (EDG), UK
Position	Community Development Advisor
Project	Creating Protected Areas for Resource Conservation using Landscape Ecology (PARC) Project
Project partner	Forest Protection Department (FPD), Yok Don National Park
Donors	Global Environment Facility (GEF) / United Nations Development Program (UNDP)
Description	Formulation of conservation-oriented development strategy: village development planning data review, review of development situation and opportunities of focus villages in the buffer zone. Formulation of pilot projects (in agriculture, agroforestry, NTFP, grazing & livestock, fisheries, small business development and small infrastructures). Consultant management. Development of an Activity Selection Tool. Application of participatory 3D mapping (P3DM). Capacity building of project staff in planning and applying P3DM.
Date, location	Apr 2000 - Apr 2002, Vietnam
Employed by	Royal Haskoning, the Netherlands
Position	Protected Area Management Specialist
Project	Forest Protection and Rural Development (FPRD)
Project partner	Ministry of Agriculture and Rural Development (MARD)
Donor	World Bank, Royal Netherlands Government
Description	Advisor to the Management Board of Chu Mom Ray Nature Reserve (CMRNR, now a National Park), Kon Tum Province. Support in selected management issues. Leading multi-disciplinary management planning team and 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. Consultant management. Critical review of NTFP extraction and usage, identification of NTFP sub management zone. 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.
Date, location	Jan 1998 - Dec 1999, Philippines
Employed by	Agriconsulting SpA, Italy
Position	Parks Planner
Project	National Integrated Protected Area Program (NIPAP)
Project partner	Protected Areas and Wildlife Bureau of Department of Environment and Natural Resources (PAWB)
Donor	European Union
Description	The project aimed to improve management of eight protected areas throughout the Philippines. Advisor to PAWB. Drafting of strategic management frameworks. Data collection for general management plans. Leading multi-stakeholder group in management planning of Mt. Isarog NP. Organizing and conducting a multi-stakeholder workshop for management plan

strategy development. Identification of land use inside the protected area (in intensive and sustainable use zones). Identification and formulation of roles of communities in buffer zone and protected area management. Participation in drafting and implementing willingness-to-pay surveys for water use and eco-tourism.

Date, location	13 Sep 1997 - 10 Oct 1997, Indonesia
Employed by	World Wildlife Fund (WWF) – Indonesia Program, Jakarta.
Position	Program/Project Design Specialist
Description	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.
Date, location	Aug 1993 - May 1996, Indonesia
Employed by	AIDEnvironment, the Netherlands
Position	Deputy Team Leader / Administrator
Project	Integrated Conservation and Development Program for Tropical Lowland Forests in Aceh, Indonesia
Project partner	Protected Area Service (PHPA)
Donor	European Union
Description	Feasibility study for the subsequent EU funded <i>Leuser Development Program</i> (LDP). Tasks included (non-exhaustive): <ul style="list-style-type: none"> • General project management. • Office and human resource management. • Accounts management. • Social forestry, reforestation and ecotourism pilot project planning.
Date, location	Jan 1993 - Aug 1993, the Netherlands
Employed by	Ecotec Resource, the Netherlands
Position	Foreign Mission Advisor
Donor	Netherlands Department of International Cooperation (DGIS)
Description	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.
Date, location	Jul 1992 - Dec 1992, Bangladesh
Employed by	Ecotec Resource, the Netherlands
Position	Senior Environmental Training Advisor
Description	Tasks included (non-exhaustive): development of a training course for CARE engineers on sustainable infrastructure development.
Date, location	Sep 1989 - Mar 1990, the Netherlands
Employed by	Environmental Forestry Development (EFD), the Netherlands.
Position	Mangrove Expert
Description	Tasks included (non-exhaustive): developing focal point concerning communication and information on rehabilitation of degraded mangrove areas.
Date, location	1988 / 89, the Netherlands
Employed by	Ecotec Resource, the Netherlands
Position	Training Expert
Donor	Netherlands Department of International Cooperation (DGIS)

Description	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.
Date, location	Dec 1986 - Jan 1988, Malaysia / Indonesia
Employed by	Department of International Affairs, the Netherlands
Position	Conservation Officer with the Asian Wetland Bureau
Description	A/o 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. Voluntary work

Date, location	April 2020 – Present, Home location
Position	Strategic Conservation Planning Associate
Organization	People Resources Conservation Foundation (PRCF)
Description	Contributing to preparing project proposals, including logical frameworks, for various projects of PRCF.
Date, location	March 2016 – 2017, Home location
Position	Environmental education organiser
Description	Organisation of nature education events in the immediate surroundings of Dong Hoi for local children. Preparation, coordination and implementation of nature education events. Three events held to date.
Date, location	July 2011 – Aug 12, Home location
Organization	People Resources and Conservation Foundation (PRCF), Los Angeles, USA
Position	Strategic Conservation Planning Associate
Description	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.
Date, location	March / June-July 2010, Home location
Organizer	CORADP (Dong Hoi / CDA (Hanoi)
Position	Development Advisor
Description	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.
Date, location	May 1996 - Dec 1997, Indonesia
Position	Program Director
Donors	Yayasan Kehati (YKI), Jakarta; Caltex Pacific Indonesia, Jakarta; Pacific Asia Travel Assoc. (PATA) San Francisco
Description	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. Other activities included awareness raising with government and local communities.

15. Other relevant work

Date, location	July / Aug 1990 / 1991 / 1992 (2 months each year), Europe and Indonesia
Employed by	SNP Naturreizen, Nijmegen, the Netherlands.
Position	Eco-Tour Manager
Description	Specialist tour and nature guide for eco-tours in Europe and Indonesia.

Date, location	Jan 1991 - Jun 1992, the Netherlands
Employed by	Private NGO
Position	Nature And Environment Educationist
Donor	Business community
Description	Development and production of an environmental education program for primary school children. Implementation.

16. Other relevant experience

Date, location	2016-2017, Home location
Description	Organising nature and environment field activities for local youth, in collaboration with volunteers and parents.

Date, location	August 2014-2018, Home location
Description	Designing and starting a blog website, titled : <i>Respecting Nature : in praise of biodiversity</i> . The blog aims to offer sharing and discussing views and opinions on the importance of biodiversity. <i>Writing currently paused</i> .

Date, location	March 2011, Home location
Description	Participation in formulating a Circular to clarify the newly enacted Decree No.117 /2010/ND-CP on <i>On Special Use Forest Organization and Management</i> .

Date, location	7-8 September 2010, Vietnam
Organizer	German Federal Ministry for Economic Cooperation and Development (BMZ) and the Ministry of Agriculture and Rural Development (MARD) of Vietnam. Funded by the German Government.
Description	Participation in the workshop <i>Sustainable Forest Development In A Changing Climate</i> .

Date, location	June 2010, Home location
Organiser	Ministry of Agriculture and Rural Development (MARD)
Description	Participation in review process of Draft Decision ___/2010/QD-TTg on <i>Piloting mechanisms of sharing responsibilities and benefits in management, protection and development of Special use Forests</i> .

Date, location	August 2003, Vietnam
Organizer	Forest Protection Department, Nghe An province
Position	Protected area / buffer zone establishment and management specialist
Description	Participation workshop on a proposal to establish Pu Xai Leng protected area. Presentation of legal, institutional and study requirements in feasibility study phase.

Date, location	October, 2002, Phnom Penh, Cambodia
Position	Protected Area Specialist
Description	Participation in the <i>Second Regional Workshop on Review of Protected Areas and Development in the four countries of the Lower Mekong River Region</i> , organized by a/o Mekong River Commission.

Date, location	Late eighties, early nineties, the Netherlands
Position	Volunteer campaigner and environmental educationist
Description	Various environmental education, awareness raising, and behavioural change activities, including nature guide for the <i>Institute of Nature Education</i> ; campaigning and fund raising in affiliation with <i>Friends of the Earth</i> ; establishment of <i>School Excursions</i> project for primary schools and lower classes of secondary schools.

References available upon request