

- NAME** : **JO-ANNE MARY AKROYD (JO)**
DATE OF BIRTH : 23 OCTOBER, 1952
ADDRESS : 16 CORNWALL PK AVE, EPSOM 1051, AUCKLAND NEW ZEALAND
TELEPHONE : BUSINESS AND MOBILE + 64 21 782434. FAX +64 9 5247903. HOME +64 9 5202982
NATIONALITY : NEW ZEALAND
- EDUCATION** : **Master** of Philosophy (Commerce), Auckland University, current study, Current **Master** of Applied Science, Auckland University of Technology, 2002.
Bachelor of Science (Zoology major), Victoria University of Wellington, 1974.
- MEMBERSHIP OF PROFESSIONAL SOCIETIES** : The NZ Strategic Management Society
 The Society of Women Geographers
 Quality Society of Australasia
 NZ Marine Sciences Society
 Export Consulting NZ
- OTHER TRAINING** : Harvard University, Boston USA. Programme for Senior Managers in Government, John F Kennedy School of Government 1990
 Total Quality Management, Advanced training development and implementation, Sydney, Australia 1988
 ETRS Stebbing Quality Management Systems Assessor, ISO 9000 series and ISO 14001 Auditing and Certification 1992
 NZ Institute of Management Courses in Project Management, and Strategic management 1990
 IAS Leadership course 1989
- COUNTRIES OF WORK EXPERIENCE** : New Zealand, Australia, Cambodia, China, Cook Islands, Fiji, Indonesia, Papua New Guinea, Solomon Islands, Thailand, Timor Leste, Vanuatu, Vietnam
- LANGUAGES & DEGREE OF PROFICIENCY** : English - Fluent/Native
 Maori – Basic,
 Pijin – basic.
- RELEVANT EXPERIENCE**
FROM 2006 : **TO** Present
EMPLOYER : Jo Akroyd Ltd, Auckland, New Zealand
POSITION HELD : **Director and Principal Consultant**
DESCRIPTION OF DUTIES :
 Jo Akroyd Ltd has been in business for five years and specialises in Pacific consulting in marine fisheries policy and marine ecosystem management at government, private sector and community level (with an emphasis on institutional strengthening and capacity building). As director of Jo Akroyd Ltd., Ms. Akroyd is responsible for overall business development, business management and company strategic direction. As Principal Consultant, Ms. Akroyd has carried out a number of consultancies for international marine and fisheries projects, with a particular focus on marine fisheries policy, offshore (tuna) and inshore marine ecosystem management, community based management, implementing quality management systems, and training in project management and negotiation skills.
- FROM** 2006 : **TO** Present
EMPLOYER : Moody Marine International, UK
POSITION HELD : **Fisheries Management expert and Lead Auditor- sustainable fisheries**
DESCRIPTION OF DUTIES :
 As a Fisheries Management specialist and lead auditor for Moody Marine International Ms Akroyd has carried the assessment of various fisheries against the Marine Stewardship Council's set of principles and criteria for sustainable fishing. This includes assessing current status of stock, harvest strategies, potential ecosystems elements that may

impact on fishery (eg bycatch and habitat), governance and policy issues and the specific management system of the fishery including fishery objectives and compliance and enforcement systems. Ms Akroyd has worked on the NZ EEZ species (hoki, hake, ling, southern blue whiting), Japan pole and line skipjack tuna, NZ albacore tuna, Ross sea toothfishery and other fisheries. This involved working closely with industry, government, private sector and NGOs.

FROM 2006 : **To** 2010
EMPLOYER : ANZDEC Ltd under contract to NZAID
POSITION HELD : **Marine Policy Adviser – Cook Islands Marine Institutional Strengthening Project, Cook Islands**

DESCRIPTION OF DUTIES

In this role, Ms. Akroyd provided both technical and policy advice to the Cook Islands Minister for Marine Resources, staff of the Ministry of Marine Resources (MMR), industry and stakeholder organisations, and the Project Coordination Committee (PCC) on issues relating to fisheries offshore and inshore management in the Cook Islands. Key areas of advisory responsibility included developing and implementing community based management of marine ecosystems in Rarotonga and other outer islands. Ms Akroyd was responsible for all the offshore fisheries input for this project. It included working with Cook Is industry, government and private sector, Pacific regional bodies . The work included the development and implementation of a Tuna offshore management plan, a development and marketing strategy for offshore species, a deepwater fisheries policy, National Plans of Action for shark, seabirds and turtles. Ms. Akroyd was also responsible for enhancing the technical and analytical capacity of MMR staff and relevant industry and community organisations by building capacity and skills in effective policy development. This included running training workshops, organising study tours, mentoring and other support, and working closely with Island Councils, Traditional leaders, Politicians, Heads of Government agencies, churches and local communities and the private sector

FROM 2008 : **To** 2010
EMPLOYER : **ANZDEC under contract to NZAID**
POSITION HELD : **Inshore Fisheries Specialist, Solomon Islands Marine Organisational Strengthening Project**

DESCRIPTION OF DUTIES

In this consulting role, Ms. Akroyd was responsible for the strengthening of the Ministry of Fisheries and Marine resources inshore staff so that they could effectively manage the inshore fisheries of the Solomon Islands. The main focus was on community based management involving fishing communities, traditional leaders and NGO's with Ministry staff taking a lead role in initiating and implementing community management. This work included (i) Community Fisheries Management Forum Analysis; (ii) cabinet and policy papers with recommendations for the Community Fisheries Management Forum; (iii) meetings with Provincial Governments on Community Fisheries Management; (iv) meetings with key Government Departments on Community Fisheries Management; (v) facilitation of workshops with Ministry of Fisheries and Marine resources fisheries officers, and provincial fisheries officers; (vi) development MFRM community fisheries mechanisms for working with stakeholders.

FROM 2009 : **To** 2010
EMPLOYER : Uniquet Ltd, Queensland University
POSITION HELD : **Fisheries Policy, Institutional and Social Specialist**

DESCRIPTION OF DUTIES

Mrs Akroyd was a member of the design team for the ADB/GEF RETA – coastal and marine resource Pacific Coral triangle project. She was responsible for reporting on the fisheries legislation and institutional arrangements in the Solomon Is, Timor Leste, Vanuatu, Fiji and Papua New Guinea countries. The work also consisted of assessing the existing and planned national policy and legal environment to sustainably manage marine and fisheries resources, ensure socioeconomic aspects were fully covered and provide baseline economic parameters for incremental cost analysis development.

FROM 1994 : **To** 2006
EMPLOYER : Akroyd Walshe Ltd.
POSITION HELD : **Director and Principal Consultant**

DESCRIPTION OF DUTIES

Akroyd Walshe Ltd operated in New Zealand for 12 years as a fisheries management and research consultancy. It was very successful in securing work in NZ commercial, recreational and customary fisheries areas. Ms. Akroyd was responsible for overall business development, business management and company strategic direction. As Principal

Consultant, Ms. Akroyd carried out a number of consultancies for both the public and private sector within New Zealand, with extensive experience working with the New Zealand Ministry of Fisheries (MFish) to provide policy advice and analysis on (i) efficient organisational structures for delivering MFish services in New Zealand; (ii) reviewing the NZ fisheries legislative framework (iii) monitoring performance of New Zealand's commercial fisheries policy. In addition, Ms Akroyd has provided policy advice on the allocation of inshore fisheries to Maori Iwi for the Treaty of Waitangi Fisheries Commission, and lectured at Auckland University of Technology and the University of the South Pacific in the areas of fisheries management, marine/environmental resource management, aquaculture and public sector reform.

FROM 2002 : To 2005
 EMPLOYER : Centre for International Development, Auckland University of Technology (AUT)
 POSITION HELD : **Manager International Projects**
 DESCRIPTION OF DUTIES :

Ms Akroyd was responsible for the overall strategic operation as well as activity implementation of the Centre for International Development's International Projects division within the Auckland University of Technology. In this role she managed a variety of international development projects in Asia and the Pacific including: (i) training of senior Chinese officials from Nanjing Municipal Government in managing trade and trade related issues relevant to WTO policies; (ii) training Fisheries Managers from the Pacific Islands in the sustainable maintenance of natural resources. Ms. Akroyd also developed a number of internal policies for the division and worked with the range of AUT faculties to assist them manage their own international development projects.

FROM 1990 : To 1994
 EMPLOYER : Ministry of Agriculture and Fisheries, New Zealand
 POSITION HELD : **Director Quality and Strategic Management**
 DESCRIPTION OF DUTIES :

Responsible for the overall development, implementation and monitoring of the Ministry of Agriculture and Fisheries (MoAF) Strategic Plan. Key activities and achievements included: (i) developing and implementing a Quota Management System for fisheries; (ii) drafting policy and decision papers for Parliament's cabinet sub committees including information on policy implications; (iii) developing and implementing a Total Quality Management System appropriate for MoAF; (iv) internal restructuring and institutional strengthening; (v) developing and implementing a registry systems and quota for fishers; and (vi) other policy development for fisheries management.

FROM 1988 : To 1990
 EMPLOYER : Ministry of Agriculture and Fisheries, New Zealand
 POSITION HELD : **Assistant Director, Marine Research**
 DESCRIPTION OF DUTIES :

Responsible for the scientific outcomes of the directorate, performance of over 400 staff, management of two research vessels and the directorates budget including. In particular this involved: (i) the management of marine research projects; (ii) establishing a data base for marine research in New Zealand; (iii) human resource management i.e. training and development of all staff; and (iv) policy advice to the government on marine and fisheries research, priorities and budget.

FROM 1980 : To 1988
 EMPLOYER : Ministry of Agriculture and Fisheries, New Zealand
 POSITION HELD : **Chief Scientist**
 DESCRIPTION OF DUTIES :

Responsible for managing projects and staff on shellfish, crustacean and aquaculture. Key activities and achievements included: (i) developing policies and procedures for Ministry's science and research function; (ii) developing and introducing management regimes for New Zealand's rock lobster, paua and scallop fisheries; (iii) developing environmental impact reports for aquaculture and fisheries proposals; (iv) assessing the impact of water quality on fisheries habitats and estuary areas; and (v) diving surveys for intertidal coastal area fish stocks.

RELEVANT COMPETENCES**SPECIFIC SKILLS**

- **Fisheries and Marine Resource Management** – public and private sector management of fisheries and coordination of service delivery -New Zealand Pacific Islands and Asian experience.
- **Private sector organisational development in the fisheries sector** – New Zealand, Pacific, Asia
- **Capacity building and mentoring** – Institutional strengthening projects in the Cook Is and Solomons
- **High level treaty negotiation** – NZ government Treaty of Waitangi settlement. NZ government Fish negotiations, FFA fisheries negotiations
- **Co – ordination technical assistance** (NZ and 6 Pacific countries) and management of offshore advisors (NZ and Cook Islands)
- **Quality and Business Management** – Auditor for Marine Stewardship Council assessing sustainability of fisheries. Worldwide

GENERIC SKILLS

- **Relationship Building**- Longstanding working relationships with governments, private sector, NGOs, Development agencies, in NZ Pacific, Asia
- **Mentor, Coach and trainer**- for senior and executive managers, and staff in government, private sector and community organisations, NZ, pacific islands and Asia
- **Analysis and reporting**- Numerous experience with internal, published and peer reviewed papers – research and management
- **Policy development**- policy specialist positions in NZ government and ADB pacific Project. Lectured at tertiary level in policy development and analysis in the fisheries sector
- **Treaty/agreement negotiation skills**- key role in NZ Iwi treaty of Waitangi Fisheries negotiations. Lectured in negotiation post graduate level. Held workshops FFA and Cook Is in negotiation strategies and tactics
- **Interpersonal and cross- cultural communication**- worked successfully in Pacific and Asian countries. Major fisheries projects with NZ Iwi
- **Development Experience** – NZAid projects in the pacific SI and CI, ADB project SI, Fiji, Vanuatu, Papua new Guinea, Timor Leste, World Bank project Cambodia.
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CERTIFICATION : I, the undersigned, certify to the best of my knowledge and belief that this CV correctly describes my qualifications and my experience

SIGNED :



DATE

25/01/2011