

MSC Technical Consultants

Africa		
Name/email	Organisation	Country
Carola Kirchner	Independent Fisheries Consultant	Namibia
Fisheries management and stock assessment experience in tuna, deep-water, demersal, midwater and pelagic species. Based in Namibia. Western Central Pacific Ocean, Indian Ocean, Atlantic Ocean. Work as a national project coordinator (Climate Change project). All fish species and all types of fisheries.		
Cheikh Inejih	Independent Consultant	Mauritania
Fishery scientist with 20+ years' experience in biology and stock assessment, independent expert since 2006. Extensive work in Africa on fishery management plans, fishery improvement projects, and biodiversity/MPA governance. Specializing in cephalopods and small pelagics.		
David Japp	Capricorn Fisheries Monitoring cc (CapFish cc)	South Africa.
Fisheries specialist based in Cape Town, South Africa. Works extensively in the African and Indian Ocean regions. Undertakes fisheries project management development with the World Bank and FAO. Specializes in demersal, pelagic, and small-scale fisheries. An MSC assessor for P2 and P3. English-speaking with knowledge of regional African languages and culture.		

Gladys Okemwa	Kenya Marine and Fisheries Research Institute	Kenya
Over 25 years of experience in fisheries research, management and conservation focusing on fisheries biology and ecology, fisheries management, policy development both nationally and regionally. She is also interested in threatened and endangered species that interact with fisheries.		
Stewart Norman	Capricorn Marine Environmental Ltd	South Africa
MD and fisheries observer program manager for CapMarine in South Africa. Project Management experience with tuna-tagging studies and observer training programs with ICCAT and IOTC. Experience working with African government fishery authorities, industry and NGOs. MSc degree in tuna ecology and MSC P2 assessor specializing in tuna pole & line and longline fisheries.		

Asia

Name/email	Organisation	Country
Fenjie Chen	Independent	Indonesia
Expertise in fisheries management and research, fisheries assessment, seafood education, FIP. Working area focuses on China and NE Asian countries. Experienced in tuna, shellfish, cephalopods fisheries assessments. MSC Fishery team member and incline to P2 and P3 assessments. Native in Mandarin, working languages also include English and Japanese.		
Ilham Alhag	Indonesia Pole & line and Handline Fisheries Association (AP2HI)	Indonesia

MSC Level 3 CBT, Fishery Team Member, MSC Pre-Assessment, & Internal Auditor. Seafood Industry Traceability, Sustainability, Branding & Communication. Leveraging Private Engagement. Auditee of MSC Fishery Certification. Baitfish research, data collection & training. Fisheryprogress & social adopter program updater. Based in Indonesia. Language: English and Bahasa Indonesia.

[Vineetha Aravind](#)

Independent consultant

India

MSC Qualified team lead and team member for v 2.01 and v3.0., and traceability. Conducting MSC audits since 2019. Adept at applying all MSC Principles and collaborating with multiple CABs. Experience in project management, working with government agencies, industry partners, fishers and research institutes. Fluent in English and Indian languages.

[Yoko Tamura](#)

Global Marine Consulting

Japan

About 20 years of fisheries and ecosystem consulting experience in global / local settings. Engaged from Japan's 1st MSC certification with experiences in MSC full and pre-assessments, surveillance, FIP 3rd-party auditing, MSC-ASC seaweed certification, FIP projects. Expertise covers MSC principle 2 and 3 and speaks Japanese and English.

Europe

Name/email

Organisation

Country

[Charlotte Tindall](#)

Charlotte Tindall Sustainable
Fisheries

UK

International fisheries consultant with 20 years' experience addressing environmental, economic and social fishery issues. Principle 2 assessor: assessments, audits, FIP review and member of MSC Peer Review College. Experience in UK, Europe, Africa, Middle East, Caribbean. Fisheries management, environmental indicators, social and labour issues, economic analysis, policy and governance improvements.		
Chrissie Sieben	Independent consultant	United Kingdom
English, French and Dutch speaking consultant with expertise in analysis of fisheries ecosystem impacts and management of tuna, small pelagic and demersal fisheries worldwide for full assessments and FIPs. Skilled project manager, MSC Team leader and Principle 2 assessor and former MSC fisheries scheme manager for Control Union UK Ltd.		
Deirdre Hoare	Independent Consultant	Ireland
Expert in fisheries sustainability with over 15 years of experience addressing environmental, economic, and social fishery issues. Technical expert on FIPs and assessments for artisanal, industrial, demersal, pelagic and multispecies fisheries worldwide. Principle 2 assessor, FIP review and member of the MSC Peer Review College. Experienced in use of the RBF.		
Fiona Nimmo	Poseidon Aquatic Resource Management Ltd.	United Kingdom
Principle 2 assessor - full and pre assessments, and FIPs across UK, Europe, Iceland and Asia. Worked across a range of species, (pelagic and demersal finfish and shellfish), and a range of gears (dredge, trawl, traps, gill nets) including complex multi-UoA assessments. Fisheries management, environmental interactions, environmental assessments and sustainable development.		
Geir Hønneland	Independent Consultant	Norway

Experienced MSC Team Leader, trained in fisheries governance and the law of the sea, with background from the Norwegian Coast Guard and policy research. Has since 2009 undertaken a large number of MSC assessments in the North Atlantic, the North Pacific and the Southern Ocean. Speaks Scandinavian, English, German and Russian.		
Giuseppe Scarcella	GC - Marine Environmental Consultancy and Certification	Italy/ Cyprus
Scientist with strong background stock assessment and fishery management. Involved in projects on various stocks. Adept at applying expertise in all MSC Principles and collaborating with multiple CABs. Possesses experience in both scientific research and project management, working with government agencies, industry partners and permanent staff of public research institute.		
Jo Gascoigne	Independent consultant	United Kingdom
MSC qualified for P1 assessments - tuna and invertebrates, P2 - all fisheries; global experience of MSC work since 2007 and FIPs since 2014; English and French.		
Jose Peiro Crespo	Naunet Fisheries Consultants	United Kingdom
Marine biologist, experience in Europe, Northwest Africa, East Africa, Indian Ocean, Canada, USA, South America. Project management. P1, P2, ETP species, fisheries management and seafood market access. Cephalopod and tuna fisheries. Working languages: Spanish, Catalan, Portuguese, English, French. Member of MSC Peer Review College.		
Katt Collinson	Independent	United Kingdom

MSC CoC auditor since 2011. MSC fisheries assessor since 2012. MSC pre- and full assessments, team leader, P2 assessor. Including tuna in the Pacific and Indian Oceans, bivalves in Europe and Vietnam, and small pelagics and demersal whitefish in Europe and Bahamas spiny lobster fishery.

[Lisa Borges](#)

FishFix

Portugal

Dr Borges has experience in FIPs in Europe and Sri Lanka (tuna), MSC assessments of European demersal and pelagic species & fisheries, pre-assessments in Europe and West Africa (fish & shellfish fisheries). She is mainly a P1 expert, but has also carried out P2 and P3 assessments. Speaks four languages: Portuguese (mother tongue), English, Spanish and French.

[Mohamed Samy Kamal](#)

Department of Marine
Sciences and Applied
Biology, University of
Alicante

Spain

Fisheries scientist with experience on evaluation of management measures applied to fisheries. Fisheries management especially multi-species, demersal fisheries of Mediterranean Sea, trawl selectivity, Red Sea fisheries and MPAs. Also has experience as MSC P3 assessor in many assessments in Russia and Estonia.

[Rebecca Mitchell](#)

Independent consultant

UK

Over 10 years' MSC experience, primarily in P2 assessments and pre-assessments across groundfish, shellfish and HMS, with additional experience in P3 assessment of UK inshore fisheries and client and industry liaison. Applied expertise includes risk assessment, bycatch mitigation, precautionary spatial management, stock assessment research and bycatch monitoring, bridging science, policy and industry.

Rob Blyth-Skyrme	Ichthys Marine Ecological Consulting Ltd.	United Kingdom
Fisheries science, management and policy specialist, and a very experienced MSC assessor covering assessments and pre-assessments for groundfish, shellfish, HMS and freshwater species, globally. MSC Capacity Building Trainer who delivered training in India and South Africa recently (in English), and a long-standing member of the MSC's Peer Review College.		
Rod Cappell	Poseidon Aquatic Resource Management Ltd.	United Kingdom
Over 12 years' experience in MSC assessment as a team leader and P3 expert. Experienced in the use of the RBF. Part of assessment teams, often as team leader, for 20 certified fisheries and pre-assessments of demersal, pelagic, shellfish and enhanced bivalve fisheries throughout Europe and further afield. Also working with FIPs in the UK, Europe and China.		
Rob Wakeford	MRAG Ltd.	United Kingdom
Expertise in fisheries science and management. Wide geographic experience in Caribbean, Africa, and SE Asian countries. Species: lobster, conch, sea cucumber and complex multi-species fish fisheries. Team leader for FIPs, scoping documents and action plans; annual FIP reviews, full MSC assessments and annual surveillance audits. Specialist area is P1.		
Sophie des Clers	Greenfisher Consultants	France
Fisheries public and business policy, economics and management. Experienced project identification, monitoring and evaluation Team Leader and Team member. MSC pre-evaluations, FIP, certification and surveillance audits, specialising in P3 (Fisheries governance and management systems) since 2008. MSC Level 3 French-speaking Trainer since 2019. Fluent English and French, good understanding of Spanish.		

Tim Huntington	Poseidon Aquatic Resource Management Ltd.	United Kingdom
Fisheries biologist with world-wide experience. Mainly focused on P2 and P3. Can assist with pre-assessments, FIPs, full assessments and surveillance audits. Main interests are in tuna and groundfish but interested in all fisheries. English mother tongue (no other working languages).		
Tristan Southall	Inmara Ltd.	United Kingdom
Experienced MSC assessor (P3 and P2) and fisheries consultant. MSC assessments in Europe, Africa, central America on wide variety of fisheries. Involved in developing MSC project pre-assessment (projects in UK, EU, Australia, Japan). Experienced with Risk-based framework. Regularly teaches on MSC capacity building courses. Based in Scotland. Fluent in English. Reasonable conversational French.		
Virginia Polonio	Vekamar	Ireland
Virginia Polonio is a fisheries and marine conservation expert with over 15 years of global experience. As founder of Vekamar Consulting, she supports seafood companies and organizations in advancing sustainable fisheries management, certification, and traceability, driving improvements that strengthen marine ecosystems, fisheries governance, and the future of the blue economy.		

North America

Name/email	Organisation	Country
Andy Bystrom	Lateral Line Environmental	United States

P2, P3, Lead assessor for 45+ MSC (including ITM) assessments. Member of MSC Peer Review College. FIP progress reviewer. Fair Trade Capture Fisheries Standard lead auditor, social auditor. Fluent languages: English, Spanish. Fisheries of expertise: Tuna, small pelagics, lobster, shrimp, groundfish, squid. Regions of expertise: Asia, Latin America, North America.

[Graeme Parkes](#)

MRAG Americas

USA

Fisheries resource assessment, marine fisheries development, resource survey, fisheries development policy and strategic planning. Worldwide experience. Team Leader. Groundfish, HMS, P1.

[Jocelyn Drugan](#)

Independent Consultant

USA

Extensive experience in fisheries, biology, seafood, policy and conservation. Strong track record developing/conducting environmental assessments and providing technical support for FIPs. Regional experience spans countries across northeast Asia and the Americas. Performance with economically important species (salmon, tunas, bivalves, squid, crab, etc.). Languages: English, Japanese and Mandarin Chinese.

[Randolph Ericksen](#)

RP Ericksen Consulting

United States

Has 35 years of experience in fish stock assessments, fisheries management and international fisheries sustainability. Has worked with salmon, groundfish and shellfish fisheries in North America and Russia. Has experience conducting MSC pre-assessments and providing technical advice and support for credible FIPs. Native language is English.

[William Galbraith](#)

Fisheries First Ltd.

Canada

Principle 3 assessor with over 25 years working with freshwater commercial fisheries, national and local governments, and other key stakeholders throughout the entire fisheries management and regulatory systems. Proficient in the development and implementation of activities required to prepare, achieve, and maintain sustainable fisheries certification standards and management practices.

Oceania

Name/email	Organisation	Country
Duncan Leadbitter	Fish Matter Pty Ltd.	Australia
Sustainability assessment, policy development. Primarily Asia and Australasia/Pacific fisheries. MSC pre-assessments, FIPs and peer reviews, policy documents. Habitats, ecosystems and ETP species, multispecies fisheries.		
Kevin Stokes	Independent consultant	New Zealand
Worked on and managed projects spanning a wide range of species and geographical areas. Expertise across all MSC Principles and has worked extensively with multiple CABs and the MSC. Experience spans science and management with government, industry and NGOs. Experience working with government and industry and in multi-stakeholder settings.		
Richard Banks	Poseidon Aquatic Resource Management Ltd.	Australia
South Asia, East Asia - Philippines, Vietnam, Indonesia, Malaysia, Thailand, India, Sri Lanka, Myanmar, Australia, New Zealand, Pacific Islands. Undertaken assessments and FIPs in tuna, shrimp trawl, snapper, grouper, blue swimming crab, clams, oysters, orange roughy and small pelagics. Qualified Team Leader ISO 9001, P3 specialist and qualified in the RBF. English speaker, working knowledge of French.		

Johanna Pierre	JPEC Ltd	New Zealand
Work includes research, management, and policy focused on sustainability, traceability, and the environmental effects of fishing. Experienced with MSC pre-and full assessments, peer reviews and surveillance audits. Certified MSC fishery team member, team leader, Chain of Custody auditor, and Peer Review College member.		
Peter Trott	FishListic	Australia
20 years' experience in fisheries management, resource sharing, ecosystem principles, project management, seafood markets, supply chains and traceability. MSC CoC, P2, P3, RBF, team-leader, program manager. SA8000 social auditor, ISO19011-2018 accredited. Expertise in pre-and full assessment, gap analysis, audits, standards development. MSC fishery certifications in Australia, New Zealand, SE Asia, Indo-Pacific, Brazil, Japan, South Korea.		