

PANELS OF EXPERTS FOR THE FOLLOW UP COMMITTEE
PANELS D'EXPERTS POUR LE COMITE DE SUIVI DES OBLIGATIONS



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EXPERTS FROM PARTIES

Since one full-term member has been elected in 2019 by the Parties, his term will finish at the end of MOP9. Parties will be asked to elect by secret ballots 1 full-term member as well as an alternate member from candidates proposed by Parties.

EXPERTS PARMIS LES PARTIES

Étant donné qu'un membre avec un mandat complet a été élu en 2019 par les Parties, son mandat s'arrête à la fin de la MOP9.

Les Parties seront invitées à élire à bulletin secret 1 membre avec un mandat complet ainsi qu'un membre suppléant parmi les candidats proposés par les Parties :

PARTIES	Proposed candidates / Candidats proposés
ALBANIA / ALBANIE	-
ALGERIA / ALGERIE	-
BULGARIA / BULGARIE	-
CROATIA / CROATIE	-
CYPRUS / CHYPRE	-
EGYPT / EGYPTE	-
FRANCE / FRANCE	Benjamin GUICHARD - Curriculum vitae
GEORGIA / GEORGIE	Tornike ZAUTASHVILI - Curriculum vitae
GREECE / GRECE	-
ITALY / ITALIE	-
LEBANON / LIBAN	-
LIBYA / LIBYE	-
MALTA / MALTE	Marie Therese GAMBIN - Curriculum vitae
MONACO / MONACO	-
MOROCCO / MAROC	Imane TAI - Curriculum vitae
MONTENEGRO / MONTENEGRO	-
PORTUGAL / PORTUGAL	-
ROMANIA / ROUMANIE	-
SLOVENIA / SLOVENIE	-
SPAIN / ESPAGNE	-
SYRIA / SYRIE	-
TUNISIA / TUNISIE	-
TÜRKIYE / TÜRKIYE	-
UKRAINE / UKRAINE	-

EXPERTS FROM PARTNERS

Since one full-term member has been elected in 2019 by the Partners, his term will finish at the end of MOP9. Partners will be asked to elect by secret ballots 1 full-term member from candidates proposed by Partners:

EXPERTS PARMIS LES PARTENAIRES

Étant donné qu'un membre avec un mandat complet a été élu en 2019 par les Partenaires, son mandat s'arrête à la fin de la MOP9.

Les Partenaires seront invités à élire à bulletin secret 1 membre avec un mandat complet parmi les candidats proposés par les Partenaires :

PARTNERS / PARTENAIRES	Proposed candidates / Candidats proposés
Green Balkans NGO	Dimitar POPOV - Curriculum vitae

Benjamin GUICHARD - Curriculum vitae

Curriculum Vitae

Benjamin GUICHARD

PERSONAL INFORMATION

Benjamin GUICHARD

Office Français de la Biodiversité (OFB), rue Le Bris F29200 BREST France

+33 298 333 495 +33 608 179 072

benjamin.guichard@ofb.gouv.fr

www.ofb.gouv.fr/en

www.patrinat.fr/en

Sex M | Date of birth 24/02/1973 | Nationality French

PROPOSED POSITION

Member of ACCOBAMS Follow-Up Committee

WORK EXPERIENCE

- 2012 – Present **Policy Officer for marine mammals**
 French Biodiversity Agency (OFB) / Center of expertise and data on natural heritage (PatriNat)
 • National pilot for MSFD Thematic D1/Marine mammals
Business or sector Governmental agency/Environmental policy
- 2010-2012 **Coordinator of the national network on Molluscs diseases**
 French institute for the exploitation of the sea (Ifremer)
Business or sector Marine research
- 2004-2009 **Coordinator of the national network on fish diseases**
 French agency for food, environmental and occupational health & safety (ANSES)
Business or sector Animal health research
- 2000-2003 **Fish vet**
 BioMar SA
Business or sector Fish farming industry

EDUCATION AND TRAINING

- 2004 **Higher education certificate on animal epidemiology**
 National veterinary school of Maisons-Alfort/French agricultural research centre for International development (CIRAD), France
- 2000 **Doctorate in veterinary medicine**
 National veterinary school of Nantes, France
- 1999 **Master in aquatic biology and animal production**
 University of Rennes, France

PERSONAL SKILLS

Mother tongue(s) French

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
Replace with name of language certificate. Enter level if known.					

Curriculum Vitae

Replace with First name(s) Surname(s)

Spanish	C1	C1	C1	C1	C1
Replace with name of language certificate. Enter level if known.					
Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user <u>Common European Framework of Reference for Languages</u>					
Job-related skills	Marine mammal monitoring and <i>in-situ</i> data collection: boat and plane surveys of marine megafauna (line/strip transects, distance sampling), bottlenose dolphin photo-identification and CMR, seal telemetry, necropsies of stranded marine mammals. Professional diver and photographer.				
Digital skills	Good command of photo editing software				
Driving licence	B driving licence; boat driving licence				

ADDITIONAL INFORMATION

Publications & posters	<p>Michel, M., Guichard, B., Béeseau, J. & F. Samaran (2024). Passive acoustic monitoring for assessing marine mammal populations in European waters: workshop conclusions and perspectives. <i>Marine Policy</i> vol. 160.</p> <p>Aulert, C. & B. Guichard. La surveillance des mammifères marins : une cohérence multi-échelles, multi-politiques et inter-directives nécessaire. <i>Biodiversité, des clés pour agir</i> n°5, pp. 34-35.</p> <p>Guichard, B., Spitz, J. & M. Authier (2023). The French MSFD marine mammal monitoring programme for 2022-2027. Poster, 34th international conference of the European Cetacean Society, O Grove, Spain.</p> <p>Tempera, F., Merrien, C., Cozannet, N., Toison, V., Tachoures, S. & B. Guichard (2023). Transnational mapping of cetacean bycatch risk in the Bay of Biscay and the Atlantic Iberian coast. <i>Idem supra</i>.</p> <p>Lamarche, A., Tachoures, S. & B. Guichard (2022). Réglementation du whale watching dans le monde : quelle source d'inspiration pour la France ? <i>Biodiversité, des clés pour agir</i> n°3, pp. 50-52.</p> <p>Vincent, C., Guichard, B., Perron, C., Planque, Y., Huon, M. & F. Caurant (2022). Des phoques suivis par balises en Manche - mer du Nord. <i>Biodiversité, des clés pour agir</i> n°1, pp. 4-7.</p> <p>Labach, H., Azzinari, C., Barbier, M., Cesarini, C., Daniel, B., David, L., Dhermain, F., Di-Méglio, N., Guichard, B., Jourdan, J., Lauret, V., Robert, N., Roul, M., Tomasi, N., & O. Gimenez (2021). Distribution and abundance of common bottlenose dolphin (<i>Tursiops truncatus</i>) over the French Mediterranean continental shelf. <i>Marine Mammal Science</i>, 1–11.</p> <p>Dars, C., Méheust, E., Dabin, W., Doremus, G., Guichard, B., Decors, A., Dixneuf, S., Van Canneyt, O. & F. Caurant (2020). Le Réseau national Echouages : un outil d'évaluation et de surveillance des populations de mammifères marins. <i>Faune Sauvage</i> n°325, pp. 32-35.</p> <p>Guichard, B., Authier, M. & J. Spitz (2017). The French Marine Strategy Framework Directive (MSFD) monitoring programme and evaluation of good environmental status for marine mammals. Poster, 30th international conference of the European Cetacean Society, Middlefart, Denmark.</p>
Presentations and conferences	<p>Guichard B. (2023). Le programme de surveillance des mammifères marins et des tortues marines en France hexagonale pour 2022-2027. 3^{ème} congrès des sciences aquatiques, Saint-Pierre et Miquelon.</p> <p>Urtizberea, F. & B. Guichard B. (2023). Les échouages de mammifères marins à Saint-Pierre et Miquelon et en France hexagonale : évolution, gestion et perspectives. <i>Idem supra</i>.</p> <p>Guichard, B. (2022) Le programme de surveillance des tortues marines de la DCSMM 2^{ème} cycle (2022-2027). 4^{ème} colloque du Groupe Tortues Marines de France, La Grande Motte.</p> <p>Guichard, B. (2022) Les AMP et leur rôle dans le suivi et la conservation des tortues marines. <i>Idem supra</i>.</p> <p>Gicquel, C. & B. Guichard (2019). Retour sur un phénomène exceptionnel d'échouages de roquaux communs dans le Parc naturel marin d'Iroise et en Finistère en 2019. 21^{ème} séminaire du RNE, Fort-de-France.</p> <p>Fisseau, C. & B. Guichard (2019). Évolution de l'encadrement réglementaire de l'observation des cétacés dans le sanctuaire AGOA et au niveau national. <i>Idem supra</i>.</p> <p>Guichard, B. (2019). The ACCOBAMS Survey Initiative: link with the EU MSFD and the French marine mammal monitoring programme. 5th International Conference on Marine Mammal Protected Areas, ASI Workshop.</p> <p>Guichard, B. (2019). Surveillance des mammifères marins en métropole et en outre-mer. Comité France Océan, Groupe de Travail Biodiversité, Ministère de la Transition Ecologique et Solidaire.</p>

Curriculum Vitae

Benjamin GUICHARD

Guichard, B. (2018). Le programme de surveillance des tortues marines de la Directive-cadre « Stratégie pour le milieu marin ». 3^{ème} colloque du Groupe Tortues Marines de France, Aquarium La Rochelle.

Guichard, B. (2018). Place de l'acoustique dans le programme de surveillance des mammifères marins de la DCSMM. Workshop SERENADE, ENSTA-Bretagne, Brest.

Guichard, B. (2018). Innovations techniques & technologiques pour la surveillance des mammifères marins au 2^{ème} cycle de la DCSMM. Sea Tech Week, Brest.

Guichard, B. & S. Tachaires (2017). Interactions des pêcheries françaises de métropole avec les mammifères marins : panorama. 19^{ème} séminaire du RNE, Le Croisic.

Authier, M. & **B. Guichard** (2017). Porpoise observations from aerial surveys of Eastern Channel, prior to developing wind farms in French waters. 30th international conference of the European Cetacean Society European Cetacean Society, Middlefart, Danemark.

Guichard, B. (2017). The French MSFD cetaceans monitoring programme for the NE Atlantic. ASCOBANS 23rd Meeting of the Advisory Committee, Parc naturel marin d'Iroise, Le Conquet.

Guichard, B. & M. Authier (2017). Harbour porpoise monitoring and protection in France. Idem supra.

Guichard, B. (2016). Conserving bottlenose dolphins effectively in large EEZs: the French experience for now and the future. Transnational bottlenose dolphin conservation workshop, Dublin.

Seminars

Guichard, B. & M. Michel (2023). Passive acoustic monitoring for assessing marine mammal populations in European waters. Workshop, 34th international conference of the European Cetacean Society, O Grove, Spain.

Guichard, B. & C. Le Ravallec (2019). Towards coordinated marine mammal monitoring programmes for MSFD second cycle 2020-2026. Workshop, World Marine Mammal Conference, Barcelona, Spain.

Guichard, B. (2019). Suivi sanitaire de la faune marine : quel rôle des Aires Marines Protégées ? Atelier, 4^{ème} colloque national des aires marines protégées, Biarritz.

Guichard, B. & A. Barcelo (2019). Next steps for managing whale watching activities... How to move from a voluntary commitment to an effective regulation? Workshop, 5th International Conference on Marine Mammal Protected Areas, Messine, Grèce.

Courses

Guichard B., 2019-2024. Le programme de surveillance « Mammifères marins - tortues marines » de la DCSMM. Cours du Master « Sciences Pour l'Environnement », mineure « Écologie & Gestion des Espèces Marines Mobiles », La Rochelle Université.

Guichard B., 2021-2023. Production et réception des sons chez les cétacés. Formation au suivi des cétacés par acoustique passive, ENSTA Bretagne-OFB, Brest.

Guichard B., 2020-2023. Les réseaux de suivi des échouages de mammifères marins et de tortues marines. Cours du Diplôme Inter-Ecoles vétérinaires « Santé de la faune sauvage non captive », ONIRIS Nantes.

Tornike ZAUTASHVILI - Curriculum vitae**CONTACT**

+ 995 - 579 03 14 01

Tornike.Zautashvili@nea.gov.ge

6 Erekle II Street, Tbilisi, Georgia

SKILLS

- Hardworking
- Adaptability
- Responsibility
- Stress management
- Negotiation
- Analytical thinking
- Organization and planning

LANGUAGES

Georgian – Native

English – B2

Russian – B2

Tornike Zautashvili**Professional Profile:**

Environmental specialist with experience in ecological research, environmental impact assessments, and biodiversity monitoring. Familiar with policy implementation and conservation projects, with practical experience in studying and protecting marine and migratory species. Committed to supporting sustainable environmental management.

Work Experience:

23.01.2017 – 24.04.2017 - Intern, Environmental Protection Commission of the City Council of Tbilisi Municipality

15.05.2017 – 15.08.2017 - Intern, Secretariat of the Property Management and Finance-Budget Commission of the City Council of Tbilisi Municipality

June 2019 – December 2019 - Service Registry Operator, LLC Tegeta Motors

2020 – 2021 - Researcher–Ecologist, Innovation and Civic Development Center “House of Progress”

2021 – 2022 - Sales Consultant, Energy Base1 LLC

February 2022 – July 2025 - Specialist, Environmental Impact Assessment Department, Ministry of Environmental Protection and Agriculture of Georgia

August 2025 – Present - Invited Specialist, Environmental Impact Assessment Department, LEPL National Environmental Agency

Education:

2014-2018 - Bachelor, Faculty of Exact and Natural Sciences, Department of Ecology, Ivane Javakhishvili Tbilisi State University

2019-2021 - Master, Faculty of Exact and Natural Sciences, Physical Geography and Sustainable Development of the Environment, Ivane Javakhishvili Tbilisi State University

Marie Therese GAMBIN - Curriculum vitae**Marie Therese Gambin**

ID: 203881M

Passport: 1366245

Work permit: Maltese

Date of birth: 06/04/1981

Place of birth: Pieta, Malta

Nationality: Maltese

CONTACT

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IKL 1070 L-Iklin, Malta (Home)

 mtgambin604@gmail.com

 (+356) 79092820

**europass****WORK EXPERIENCE**

Environment & Resource Authority (ERA) / Malta Environment & Planning Authority (MEPA) Marsa, Malta

Business or Sector Professional, scientific and technical activities | **Department** Biodiversity & Natural Resources Unit, Environment & Resources Directorate | **Email** marie-therese.gambin@era.org.mt | **Website** <https://era.org.mt/>

Unit Manager / Team Manager / Senior Environment Protection Officer / Environment Protection Officer

22/09/2003 – Current

After starting my role as an Environment Protection Officer at MEPA in 2003, I was promoted to a Senior Officer in 2010. Following this, I was officially designated a Team Manager in 2016 and a Unit Manager in 2017.

During this time, main aspects that I have worked on have included:

- strategic and other policy, including legislative proposals
- data management
- monitoring (including habitat and species mapping)
- reporting
- project management
- procurement
- communication
- permitting

These have been linked to the following themes:

- terrestrial, coastal and marine environments
- biodiversity and nature
- protected areas designation and management
- species protection, including pollinators
- water, including surface waters, urban waste water and nitrates
- biosafety
- landscape
- desertification
- geology
- drivers of environmental impacts (including invasive alien species and marine litter, amongst others)

The above aspects are taken into consideration at the national, regional and global level, with various fora being regularly attended at all levels, including meetings of the EU Commission, the Council of the European Union and the Presidency of the Council of the European Union, as well as of various multilateral environmental agreements both at regional and United Nations level. In this regard, I represent Malta at the Nature Directors' meetings, chair the Bureau of ACCOBAMS (having also chaired the Meeting of the Parties held in Malta in 2022 and led the selection of a new Executive Secretary) and form part of the Bureau of the UNEP/MAP Barcelona Convention. I have also been the lead for the biodiversity and biosafety portfolios during Malta's Presidency of the Council of the European Union in 2017, during which time I also chaired selected meetings. Over the years, I have attended and led the technical team at three United Nations Conference of the Parties (1 biodiversity/ biosafety, 2 desertification) and was part of the team of another such conference (biodiversity/biosafety).

As Unit Manager of the Biodiversity & Natural Resources Unit within ERA, I manage and lead a team of around 30 officials (there was an extensive period when the number was around 40). This role entails the consideration of other work flows, including but not limited to budgeting, performance appraisals, annual reporting, and following of key performance indicators. I am also involved in various recruitment panels.

University of Malta Msida, Malta

Business or Sector Professional, scientific and technical activities

Visiting lecturer

2017 – Current

- I am invited to give a few lectures each year linked to biodiversity policy and management

St Thomas Institute Floriana, Malta**Business or Sector** Education**Teacher (part-time)**

2003

- tuition of biology at O, I and A levels

Junior College Msida, Malta**Business or Sector** Education**Laboratory Demonstrator (part-time)**

10/2002 – 04/2003

- demonstration of biology practicals
- explanation of concepts not covered through lectures
- correction of practical work

Plant Biotechnology Centre (Ministry of Rural Affairs & the Environment) Lija, Malta**Business or Sector** Professional, scientific and technical activities**Micropropagation of plants (workphase)**

07/2002 – 08/2002

- micropropagation of selected plant species
- steps carried out in the laboratory and in the glass house

National Research and Development Centre (Ministry of Rural Affairs & the Environment) Marsa, Malta**Business or Sector** Professional, scientific and technical activities**Laboratory work (workphase)**

07/2001 – 08/2001

- testing the concentration of nitrates in selected vegetables grown in Malta

Plant Biotechnology Centre (Ministry of Rural Affairs & the Environment) Lija, Malta**Business or Sector** Professional, scientific and technical activities**Setting up of a new laboratory (workphase)**

07/2000 – 08/2000

- helping out in setting up of a new laboratory
- compilation of operating procedures for various equipment
- ordering of chemicals

EDUCATION AND TRAINING

10/2005 – 09/2007 Malta**Master of Arts in Islands and Small States Studies** University of Malta

- overview of environmental concerns for islands and small States
- international environmental law and environmental diplomacy
- ecology and the bio-geography of islands
- environmental planning and management
- assessing environmental impacts and risks
- aspects of microeconomics and macroeconomics with special focus on size and insularity factors

Website <https://www.um.edu.mt/> | **Field of study** Environment - Major, Economics - Minor | **Final grade** Distinction | **Level in EQF** EQF level 7 | **Type of credits** ECTS | **Number of credits** 60 | **Thesis** Protected Areas in Small Island States - A Critical Study of their Environmental Challenges

10/1999 – 06/2003 Malta**Bachelor of Science (Honours)** University of Malta

- various study-units related to biology and chemistry
- some study-units related to physics, computing and philosophy

Website <https://www.um.edu.mt/> | **Field of study** Natural Sciences | **Final grade** First Class Honours | **Level in EQF** EQF level 6 | **Type of credits** ECTS | **Number of credits** 102 | **Thesis** Potential Genotoxic Effects associated with the Wied Ghammieg Outfall: a first study

02/2011 – 02/2012 Malta

Certificate in Maltese Proof-reading University of Malta

- orthography
- phonology
- morphology
- proof-reading sessions linked to the above
- project work

Website <https://www.um.edu.mt/> | Field of study Linguistics | Level in EQF EQF level 5 | Type of credits ECTS | Number of credits 30

03/2024 – 06/2024 Malta

Award in Finance for Non-Financial Managers Malta College of Arts, Science & Technology (MCAST)

- define various technical terms related to accounting and finance
- interpret financial statements and accounting ratios
- generate forecasts and budgets
- apply cash management and credit control techniques

Website <https://mcast.edu.mt/> | Field of study Finance | Final grade A* | Level in EQF EQF level 4 | Type of credits ECTS | Number of credits 6

06/2023 – 03/2024 Germany

Certificate of Achievement - Train the Trainers Course (as part of LIFE ENABLE) EUROPARC Federation

- sessions going through skills to train others
- online and face-to-face test sessions
- delivery of sessions following acceptance to provide training for EUROPARC (on the management of protected areas and related topics)

Website <https://www.europarc.org/> | Field of study Train the Trainers

02/2023 – 06/2023 Germany

Core competencies for effective management of Natura 2000 & Protected Areas across Europe EUROPARC Federation

- covered various aspects related to protected area management, especially linked to managing with purpose, managing to include, managing for impact and managing to engage
- attended a more detailed course related to the management of the marine environment

Website <https://www.europarc.org/> | Field of study Management of Protected Areas

09/2021 – 07/2022

Master EU Projects Design & Management 2021-2027 Europa Business School

- EU Financial Framework and Programmes 2021-2027
- EU Funds
- Project Cycle Management
- Goal Oriented Project Planning (GOPP)
- Executive Projects Design

Website <https://europabs.eu/en/> | Field of study Project Management | Type of credits Hours | Number of credits 125

07/2016 – 09/2016 Malta

Successful Preparation for the Maltese Presidency of the Council of the European Union French National School of Administration (ENA)

- Module 1: Council working groups: procedures and working environment
- Module 2: Efficient chairing of the Council Working Parties
- Training involved interactive sessions; sharing know-how, experience and best practices; active participation, discussion and exchange of views

Field of study Council of the European Union

05/2016 Malta

Relations between the EU Council Presidency and the European Parliament European Parliament

- functions of the European Parliament
- legislative activity of the European Parliament
- parliamentary communication
- best practices in preparation of the Maltese Presidency

Field of study Council of the European Union

05/2016

EU Presidency Challenges: the eight steps to successfully manage and chair groups during the rotating Presidency of the Council of the EU European Institute for Public Administration (EIPA)

- defining the job profile of the Presidency
- preparing and planning for the Presidency
- managing the strategic preparation
- managing informal processes and corridor diplomacy
- managing the meetings and negotiations
- understanding the institutional context of the relations between the Presidency and the European Parliament
- managing negotiations with the European Parliament
- building your own self-confidence and success factors

A highly interactive seminar, with various simulation exercises, workshops, situation rooms, case studies and presentations.

Field of study Council of the European Union

01/2016 Malta

Briefing Sessions for the Maltese Working Parties Chairs and Deputies Council Secretariat

- the Presidency and the Council
- cooperation between the Presidency and the Council Secretariat
- impact assessment
- Rules of Procedure of the Council
- relations with the European Parliament
- co-decision
- quality of legislation
- documents behind the scenes and on stage
- views of a former Chair
- interpretation

Field of study Council of the European Union

03/2015 Malta

Critical Thinking Centre for Development Research and Training (CDRT)

- defining and applying critical thinking
- problem solving
- included exercises

Field of study Management

11/2013 United Kingdom

Overseas Development Exposure (EUPA - European Union Programmes Agency) UNEP-WCMC (United Nations Environment Programme - World Conservation Monitoring Centre)

- review and discussion regarding various aspects of biodiversity policy and reporting, including the trial use of a new online reporting systems and an updated online database, followed by the provision of feedback
- assistance to update Malta's protected areas in the World Database on Protected Areas

Field of study Policy & Reporting

10/2013 – 11/2013 Malta

Managing with Leadership Centre for Development Research and Training (CDRT)

- strategic and creative solutions to everyday issues related to people management and leadership
- conflict management
- motivating people, communication and performance management
- learn to make judgements based on knowledge of relevant and ethical issues

Field of study Management

07/2013 Malta

Building your Team Centre for Development Research and Training (CDRT)

- building and leading effective teams
- coaching, facilitating, enabling, empowering

Field of study Management

10/2011 – 02/2012 Malta

MEPA Management Training Programme Malta College of Arts, Science & Technology (MCAST)

- conflict management
- leadership skills

- time management
- soft skills

Website <https://mcast.edu.mt/> | Field of study Management

11/2010 – 12/2010 Malta

Course regarding CITES and EU Wildlife Trade Financed by the European Commission - DG for Home Affairs

- CITES and EU Wildlife Trade Regulations - details, case studies and discussion

Field of study Policy

10/2008 – 03/2009 Malta

MS Access 2007 Malta College of Arts, Science & Technology (MCAST)

- MS Access 2007 - introduction, intermediate, advanced
- lectures on databases, their creation and utility

Website <https://mcast.edu.mt/> | Field of study Software

09/2006 Belgium

Training Course on Remote Sensing & GIS for Coastal and Ocean Management International Ocean Institute, International Oceanographic Data&Information Exchange Project Office

- presentations and discussions on the use of equipment and computer applications for the purposes of remote sensing and geographical information systems
- how these can be applied for coastal and ocean management
- examples of applications
- hands-on practical sessions

Field of study GIS

08/2006 – 09/2006 Austria

Traineeship in connection with Natura 2000 (protected areas) Part of an EU Twinning Project

- sites visits, presentations and discussions in connection with site management
- data collection and digitisation
- appropriate assessment

Field of study Management of Protected Areas

07/2006 – 08/2006 Malta

Building Capacity to Introduce the Polluter Pays Principle through Economic Instruments to Implement the EU Environment Acquis Ernst & Young - project funded by Transitional Facility Programme for Malta 2004

- environmental legislation and objectives
- market and market failure
- economic instruments for environmental management
- existing environmental economic instruments in Malta
- from idea to practice - making economic instruments work
- environmental fiscal reform

Field of study Policy

10/2005 Malta

MEDSTAT - Environment Training T2 - Biodiversity Statistics MEDSTAT - Environment Programme (financed by EU; implemented by Plan Bleu)

- overview on biodiversity in the Mediterranean region: uniqueness and threats
- international Conventions, strategies & programmes
- basics for species classification and taxonomy
- biodiversity assessment
- IUCN Red List Categories
- implications of biodiversity assessment in protected areas management systems

Field of study Statistics

04/2005 Malta

Information Management National Statistics Office (NSO)

- what is information
- what is information retrieval

- why information systems are important
- what is metadata
- the importance of electronic records
- introduction to knowledge management

Field of study Information Management

LANGUAGE SKILLS

MOTHER TONGUE(S): Maltese | English

Other language(s):

Italian

Listening B2

Spoken production B1

Reading B2

Spoken interaction B1

Writing B1

French

Listening A1

Spoken production A1

Reading A2

Spoken interaction A1

Writing A1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

SKILLS

MICROSOFT OFFICE

Microsoft Word | Microsoft Powerpoint | Microsoft Excel | Outlook

COMMUNICATION & OTHER TOOLS

Teams | Zoom | Skype | Google Drive | Google Docs

SOCIAL MEDIA

Instagram | Facebook | Twitter | LinkedIn

DRIVING LICENCE

- **Driving Licence:** AM
- **Driving Licence:** B1
- **Driving Licence:** B
- **Driving Licence:** BE

HOBBIES AND INTERESTS

- **Main personal hobbies/interests:**
travelling, reading, learning new things, crafts, voluntary activities

ADDITIONAL INFORMATION

- **Other aspects of relevance**
In the past years, I have attended to tens of regional and global meetings abroad, including various seminars, workshops, negotiation meetings and conferences. Further information has been provided earlier on in this CV.

In 2012 I was supervisor for a dissertation with the title 'Innovative Financing Mechanisms of Biodiversity in Small Island States', prepared by Mr Duncan Borg for an M.A Islands and Small States Studies (Malta).

MANAGEMENT AND LEADERSHIP SKILLS

- **Experience linked to management and leadership skills**
Thanks to the roles that I have been offered and have attained especially during my time at the Environment and Resources Authority (formerly MEPA), I have gained various skills in leadership and management. Having coached, mentored and led various colleagues through the years, and having attended to management training while aiming to apply it in practice, I garnered further development of managerial, leadership and organisational skills. Noting the various themes that are within

the remit of the Biodiversity & Natural Resources Unit and the extent of the Unit, it is crucial to ensure that such skills are applied and enhanced as necessary through time.

Indeed, regular following of online resources and reading of other publications, helps in keeping up with the necessary motivation and application of practices through different scenarios that arise through time. These include amongst others sound planning, methodological skills, prioritisation, coordination, time management and attention to detail, qualities that I inherently have and further developed through time as situations necessitate. Such skills are essential to attain effective results.

COMMUNICATION AND INTERPERSONAL SKILLS

● **Experience linked to communication and interpersonal skills**

Through the years I have attended various meetings in Malta and abroad, including negotiation meetings, some of which I chair myself. I have also led various nature tours, and been involved in various television slots. Especially from 2010, I have led several team members, which currently stands at around 30 colleagues (there was an extensive period when the number was of around 40).

Further to work experiences (which have also included an overseas development exposure), I have followed various training opportunities, as well as been involved in various voluntary activities and two cultural exchanges abroad.

Thanks to involvement in various aspects as outlined in this CV, various communication and interpersonal skills have been strengthened through the years.

Imane TAI - *Curriculum vitae*

Dr. Imane TAI

RESPONSABLE SCIENTIFIQUE DE LA FONDATION DU CENTRE DE LA MER D'AL HOCEIMA
 BIOLOGISTE DES PECHES A L'INSTITUT NATIONAL DE RECHERCHE HALIEUTIQUE (INRH)
 CHARGÉE DE LA COORDINATION DU RESEAU DE SUIVI DES ECHOUAGES DE L'INRH
 PRESIDENTE DU COMITE DE SUIVI DES OBLIGATIONS DE L'ACCOBAMS
 POINT DE CONTACT SCIENTIFIQUE DU MAROC AUPRES DE L'ACCOBAMS, CBI, ECS, NOAA ET CMS

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EXPERIENCE PROFESSIONNELLE

Depuis mars 2024 Responsable scientifique du Centre de la Mer d'al Hoceima. Suivi des espèces d'aquarium, développement du contenu pédagogique et scientifique, développement et **participation à des projets** de conservation des écosystèmes marins. **Coordination du Réseau de suivi des échouages.**

Janvier 2015 – février 2024 Affectée au Laboratoire de Biologie Ecologie, chargée de la **coordination du Réseau de Suivi des Echouages ; Coordinatrice et ou impliquée dans les projets** qui visent la conservation et la préservation des espèces vulnérables, **Intervention sur les échouages; Suivi des Cétacés en mer, Observation aérienne ; Implication dans l'étude de la biodiversité marine ;**

Décembre 2010 – Décembre 2014 Affectée au Laboratoire de Biologie Ecologie, chargée de l'étude de la **biodiversité marine ; suivi des espèces marines protégées ; étude de la biologie.**

Janvier 2007 - Décembre 2010 Affectée au Laboratoire d'Evaluation et de Prospection des Ressources Démersales, chargée du suivi et de l'évaluation des **pêcheries démersales ;**

Décembre 1999 - Janvier 2007 Affectée au Laboratoire de Suivi des Ressources et leur Exploitation chargée du suivi et de l'évaluation des **pêcheries crevette et merluccières ;**

Juin 1997- Décembre 1999 Affectée au Service Démersal Nord, chargée du suivi direct et indirect du merlu blanc et de la crevette rose.

LANGUE

Arabe et Français : Niveau avancé ; Anglais et Espagnol : Niveau intermédiaire ; Japonais : Niveau débutant

CURSUS

2015 | Doctorat Es- Sciences / Spécialité Ecologie Marine/ Université Mohammed V-Agdal, Faculté des Sciences, Rabat

Sujet de thèse : «Peuplements démersaux et épibenthiques des fonds chabutables de la côte nord atlantique marocaine»

2006 | Diplôme d'Etudes Supérieures Approfondies en Ecosystème Marins et Côtiers Université Hassan II, Faculté des Sciences Ain chock Casablanca

Titre du mémoire : «Contribution à l'étude de la biologie et de l'exploitation de la raie étoilée *Raja asterias* (Delaroché, 1809) de la côte nord atlantique marocaine (Larache-Agadir)».

1995 | Licence Es-Sciences en Biologie Animale Université Hassan II, Faculté des Sciences Ain chock Casablanca

EXPERTISE SCIENTIFIQUE

- **Evaluation des engagements des parties de l'ACCOBAMS** vis-à-vis des résolutions en vigueur pour la protection des mammifères marins ;
- **Chef de projet ACCOBAMS** : Renforcement du réseau d'échouage des cétacés des côtes marocaines formation à leur gestion et création d'une banque de tissus ;
- **Chef du projet ACCOBAMS** : Mise en place d'un protocole de photographies scientifiques adapté aux échouages de cétacés ;
- **Point de contact Maroc** du projet ACCOBAMS Survey Initiative (ASI);
- **Membre du comité de pilotage** des projets menés par le Département des Pêches concernant la préservation et la conservation des espèces vulnérables ;
- **Point focal** du Memorandum d'entente des tortues de l'Atlantique.

DOMAINES DE COMPETENCES

Aquariologie	Gestion scientifique et technique des aquarium, coordination des protocoles (quarantaine, acclimatation et soins) ;
Habitats essentiels et connectivité avec les poissons de fond	Etude de la biodiversité des zones d'interface et AMPs. Caractérisation de l'ichtyofaune (juvénile), la macrofaune benthique et la microfaune planctonique et leur variabilité intra et interannuelle ;
Observations en mer	Suivi et observation en mer , par bateau et par avion des cétacés et de la mégafaune marine.
Suivi des échouages des Cétacés et des tortues marines et poissons	Intervention sur les échouages (Nécropsie, prélèvements des échantillons). Coordination des interventions sur les échouages en collaboration avec les autorités locales et les forces de l'ordre. Coordination des interventions sur les alertes environnementales.
Biodiversité marine et Ecologie	Suivi des espèces menacées (requins, raies...); Etude des peuplements marins. Interactions trophiques. Organisation des communautés.
Biologie des pêches	Taxonomie et Biologie des ressources halieutiques : étude de la croissance reproduction et régime alimentaire.
Suivi des espèces exploitées	Campagnes de prospection par chalutage de fond ; Campagnes multidisciplinaires ; Statistiques de pêche et échantillonnage biologique au niveau des ports et sites de pêche.
Gestion et aménagement des pêcheries et des espaces marins	Dynamique des populations exploitées ; Gestion des stocks ; Suivi d'indicateurs globaux et spécifiques ; Contribution à l'évaluation des stocks. Suivi de la mise en place des Aires Marines Protégées (AMP-pêche) au Maroc. Contribution aux réunions et ateliers relatifs à la mise en place du plan stratégique 2011-2020 de la convention sur la diversité biologique.
Déploiement de la démarche qualité	Mise en place d'une démarche qualité au niveau du laboratoire de Biologie-Ecologie et élaboration des procédures et des instructions techniques ;
Education Communication et Sensibilisation	Animation des journées organisées par l'INRH ; Préparation de modules pédagogiques pour écoliers étudiants, professionnels et grand public. Sensibilisation sur la protection et conservation des espèces vulnérables.

STAGES ET FORMATIONS

- **Formation sur l'analyse des données** d'observation des cétacés collectées lors de la campagne ASI, février 2022, Monaco/Cap d'Ail.
- **Formation en nécropsie des mammifères marins**, mars 2022, à l'Université de Liège, Faculté de Médecine Vétérinaire/ Département de Pathologie Vétérinaire.
- **Formation sur l'évaluation du bruit sous-marin** d'origine anthropique en vue d'atténuer la pollution sonore en mer Décembre 2019, Barcelone, Espagne ;
- **Formation sur les techniques de suivi des cétacés en mer** : conception de programmes de suivi des populations de cétacés, collecte des informations et traitement et analyse des données, février 2019, Bizerte Tunisie ;
- **Formation sur la photo-identification** et le traitement des données des cétacés, octobre 2018, Liban ;
- **Formation sécurité H.U.E.T.** (Helicopter Underwater Escape Training), mai 2018, Marseille France ;
- **Formation sur l'observation aérienne de la mégafaune marine**, Cuers, France mai 2018 ;
- **Formation sur la gestion des échouages et sur les méthodes d'hygiène et sécurité**, octobre 2015 ;
- **Formation sur les modèles écosystémiques** : Ecopath, Ecosim, Casablanca ;
- **Formation sur l'Approche Écosystémique des Ressources Marines Exploitées**, organisée par l'UMR 212 EME. Sète, France ;
- **Formation en qualité à la norme ISO / CEI 9001V2008.** INRH-CASA ;
- **Formation pratique en métrologie.** INRH-CASA ;
- **Formation sur les modalités de gestion des Aires Marines Protégées (AMP)** au profit des cadres et responsables du Département de la Pêche Maritime IAV Hassan II, Rabat ;
- **Formation aux nécropsies de cétacés** organisée par l'ACCOBAMS en partenariat avec l'INRH. Tanger, 2014 ;
- **Formation en cétologie** (Identifications des espèces de cétacés, pathologie, menaces...), organisée par l'ACCOBAMS El Jadida, 2013 ;
- **Formation au référentiel ISO 9001**, dans le cadre de la mise en place de la démarche qualité au niveau des différents laboratoires de l'INRH, Casablanca, 2010 ;
- **Formation sur l'aménagement des pêcheries** intitulée « Fisheries Oriented Resource Management », 2001, à Kotchi, Japon ;
- **Cours sur l'identification des métiers et standardisation de l'effort de pêche**, à Palma de Mallorca (Espagne) ;

PUBLICATIONS RECENTES

Journaux à comité de lecture :

H. MASSKI, SETTIH J., RAGMANE S., **TAI I.**, BENZIANE M., NAJI M., 2024. Investigating the nursery function of the Alboran MPA on the Mediterranean coast of Morocco. *Mediterranean Marine Science*. DOI: <https://doi.org/10.12681/mms.35798>

Hicham Masski Joan Giménez , Renaud De Stephanis, Marta Coll , Soukaina Ragmane, Souad Abdellaoui , **Imane Tai.** 2023. Trophic level, niche width, and site fidelity of Moroccan forage fish in two contrasting upwelling systems. *2023 Estuarine, Coastal and Shelf Science* Volume 300, May 2024, 108703.

Labonne M., Masski H., Talba S., **Tai I.**, Manchih K., Chfiri R., Lae R. 2022. Major population's separation area for sardine (*Sardina pilchardus*) and hake (*Merluccius merluccius*) revealed using otolith geochemistry on the Atlantic coast of Morocco *Fisheries Research* (0165-7836) (Elsevier), 2022-10, Vol. 254, P. 106415 (11p.)

Tai I. et all. 2021 *Echouages des cétacés des côtes marocaines entre 2015 et 2020 Article soumis. 5ème Conférence sur la Conservation des Cétacés dans les Pays du Sud de la Méditerranée, Liban, 2021. ACCOBAMS-CSMC5/2021.*

Tai I. et all., 2021 *Interventions sur les échouages des cétacés des côtes marocaines entre 2015 et 2020 Communication orale. 5ème Conférence sur la Conservation des Cétacés dans les Pays du Sud de la Méditerranée, Liban, 2021. ACCOBAMS-CSMC5/2021.*

Masski H. and **Tai I.**, 2017. Exceptional leatherback sea turtle stranding events along the coast of Casablanca (Morocco) during 2015. *Marine Turtle Newsletter* No. 153, 2017. 22p.

Abdellaoui S., El Halouani H., **Tai I.**, Masski H., 2017. Resource partitioning within major bottom fish species in a highly productive upwelling ecosystem. *Journal of Marine Systems* 173 (2017) 1–8.

Abdellaoui S., Masski H., **Tai I.**, Halouani H., 2016. Food and feeding strategy of four fish species from the continental Moroccan Atlantic slope -Eastern Atlantic. *RJPBCS* 7(6) Page No. 1973. *ISSN: 0975-8585*.

Tai I., Masski H., Mériqot B., Benchoucha S., Abdellaoui S., Yahyaoui A., Bazairi H., 2015. Spatial distribution of demersal and epibenthic communities along the northern Atlantic waters of Morocco -North West Africa-. *J. Mater. Environ. Sci.* 6 (6) (2015) 1699-1708.

Abdellaoui S., Masski H., **Tai I.**, Labriej K., El Halouani H., 2014. Feeding habits of *Merluccius merluccius* L. and its variability factors in the Moroccan Atlantic Sea. *Journal of Biologie and Earth*, 2014, Vol 4, Issu 1, B 105-B112.

Tai I., Masski H., Benchoucha S., Yahyaoui A., Chaghif A. et Bazairi H., 2013. Diversité et répartition des espèces demersales et benthiques des fonds chaluables de la côte nord atlantique marocaine : cap Spartel (35°47'N) - baie d'Agadir (30°26'N). *Bull. Soc. zool. Fr.*, 138(1-4) : 305-322.

Benchoucha S., Bekkali M., Fahd A., Ramdani M., **Tai I.**, Talbaoui E., Abid N. et El Fanichi C. 2013. Contribution à l'étude du régime alimentaire de la crevette rose du large (*Parapenaeus longirostris*) au large de la côte atlantique marocaine. *Bull. Soc. zool. Fr.*, 138(1-4) : 213-227

Tai I., Ramdani M., Benchoucha S., et Yahyaoui A. 2011. Etude du régime alimentaire de la raie étoilée Raja asterias, Delaroche, 1809 dans la région nord atlantique marocaine *Bull. Soc. zool. Fr.*, 136(1-4) : 49-61.

Tai I., Benchrifi S., Zoubai A., Ramdani M., Yahyaoui A. et Bazairi H. 2010. Contribution à l'étude de la reproduction et de la croissance de la raie étoilée Raja asterias Delaroche, 1809 dans la région nord atlantique marocaine en 2005. *Bull. Inst. Scient., Rabat, section Sciences de la Vie*, 32 (2), 73-80.

Rapports et communications orales :

TAI I., 2022. Sea turtle monitoring system in Morocco. Second bycatch consultation NOAA/Morocco following identification in the 2021 Biennial Report to Congress. Présentation orale.

Rapport National 2020-2022, soumis par le Maroc à la MOP8 de l'ACCOBAMS. ACCOBAMS-MOP8/2022/Inf03

Institut National de Recherche Halieutique (INRH), Océan et Recherche, Numéro 1 : État océanographique, environnemental et halieutique des espaces marins marocains en 2021. 2022. 137 pages.

Rapport National 2020-2022, soumis par le Maroc à la MOP8 de l'ACCOBAMS. ACCOBAMS-MOP8/2022/Inf03

TAI I., 2022. Espèces vulnérables au Maroc. Réunions de cadrage et de sensibilisation pour le lancement de l'intégration du système d'observation des espèces vulnérables. Présentation orale.

Tai I., 2019. Cétacés des côtes marocaines. Action de communication/sensibilisation. Projet ACCOBAMS Survey Initiative. Groupe Scolaire OUIS Jacques Majorelle, Marrakech.

Tai I., et all. Bilans d'activité du réseau de suivi des échouages. Echouages des espèces marines protégées sur le littoral marocain en 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022.

Tai I., 2018. Les Menaces sur les cétacés. Module de formation au profit des observateurs en mer. Projet ACCOBAMS Bycatch au Maroc, Tanger.

Tai I., Masski H. 2018. Renforcement du réseau d'échouage des cétacés des côtes marocaines, formation à leur gestion et création d'une banque de tissus. Avenant N°.01/2015 au Mémoire d'Accord N°.03/2014, 31p.

Masski H., Alaoui I., **Tai I.**, Kalmouni A., Bazairi H., Raghmane S. 2018 Fish recruitment dynamics within two major transitional ecosystems of the Northern Moroccan Atlantic. *SIBIC 2018, Congress of the Iberian Society for Ichthyology*, 12-16 juin 2018, Faro Portugal.

Guide d'intervention sur les échouages des espèces marines protégées. 2018. 51p.

Tai I., Malouli Idrissi M., Baibat S., Benchoucha S., El Joumani E., Elorch M., Elouamari N., Malainine S., Mekyassi B., Masski H., 2017. Interventions sur les échouages au Maroc 4ème Conférence sur la Conservation des Cétacés dans les Pays du Sud de la Méditerranée, Oran, Algérie, novembre 2017.

Institut National de Recherche Halieutique (INRH), Guide des ressources marines au Maroc, Tome 2 : Algues, invertébrés, tortues et mammifères marins. Casablanca. 2017. 250 pages.

Tai I., Masski H., Malouli Idrissi M., 2016. Procédures et protocoles d'intervention scientifiques sur les échouages. 20p.

Masski H., **Tai I.**, 2016 Cétacés des côtes marocaines. Enseignements tirés de données d'échouages. Période 1980-2009. 34p.

Institut National de Recherche Halieutique (INRH), Guide des ressources marines du Maroc, Tome 1 : Les poissons. Casablanca 2015. 558 p.

Tai I., Masski H., Manchih K., Abdellaoui S., Idrissi F. H., Benchoucha S., Malouli Idrissi M., 2015. Cas d'échouages signalés le long du littoral marocain. Bulletin Halieutique Ed. 2015. 44 p.

Tai I., Manchih K., Masski H., Benchoucha S., Malouli Idrissi M., 2015. Communautés à intérêt écologique. Bulletin Halieutique Ed. 2015. 44p.

Dimitar POPOV - Curriculum vitae

1. **Family name:** Popov
2. **First names:** Dimitar Vasilev
3. **Date of birth:** 28 January 1978 – Plovdiv
4. **Nationality:** Bulgarian
5. **Civil status:** Single
6. **Home address:** 18 Kukush str., Ap. 18, Plovdiv 4004, Bulgaria
7. **Contact numbers:** Mobile: +359 885108712
e-mail address: dpopov@greenbalkans.org

8. **Education:** PhD in Zoology

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
Plovdiv University “Paisiy Hilendarski” 2020 - 2023	PhD in Zoology
Plovdiv University “Paisiy Hilendarski” 2011 - 2013	Master in Ecology
Plovdiv University “Paisiy Hilendarski” 1998 - 2003	Bachelor in Economics
School of Commerce Plovdiv 1992–1996	Secondary School education, economics and accountancy

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

Language	Reading	Speaking	Writing
Russian	2	2	3
English	1	1	1
German	3	5	5
Bulgarian – mother tongue			

10. **Key qualifications and skills:**

- Computer skills – MS Office, Internet, Distance, SPSS, QGIS
- Team Work
- ACCOBAMS HQ MMO/PAM certificate
- Experience in field surveys of cetaceans: distance sampling vessel and aerial surveys, bycatch monitoring, pinger trials, FPOD deployment, and download
- Project management and implementation
- Work with local communities and authorities
- Good knowledge of environmental issues and challenges facing EU accession of Eastern and Central European countries

- Work with the business sector
- Experience in NGO development
- Experience in wetland visitor centre development and management
- Organizing workshops, seminars, and training events
- Expertise in biodiversity field surveys
- Clean current driving license
- Member of ACCOBAMS Scientific Committee 2022 – 2025
- Member of the European Cetacean Society Council 2022 - 2026

11. Years within the Green Balkans NGO: 19

12. Additional qualifications and experience:

2023	"Salt marshes for today and tomorrow" - Restitution seminar about LIFE Sallina project, March 7-9, 2023
2022-2026	European Cetacean Society Council member – web editor
2022	4 th Adriatic Flyway conference, Zadar, Croatia. <i>Organisations: Croatian Society for Birds and Nature Protection and EuroNatur, Germany</i>
2022	ASI Data Analysis Workshop Eastern Mediterranean. <i>Organisation: ACCOBAMS Secretariat</i>
2021	Important Marine Mammal Areas in the Black and Caspian Sea. <i>Organisation: IUCN SSC-WCPA Marine Mammal Protected Areas Task Force</i>
2020	Workshop on analysis and threshold values based on CeNoBS cetacean aerial survey in the Black Sea. <i>Organisations: ACCOBAMS Secretariat and Mare Nostrum NGO, France</i>
2019	Photo-identification and GIS workshop. <i>Organisation: ACCOBAMS Secretariat</i>
2019	Training on aerial surveys in the Black Sea within CeNoBS project. <i>Organisations: ACCOBAMS Secretariat and Mare Nostrum NGO, France</i>
2018	Training "ACCOBAMS Highly Qualified MMOs/PAM operators". <i>Organisations: ACCOBAMS Secretariat and Mare Nostrum NGO, Romania.</i>
2018	HUET training. <i>Organisation: CeroNav, Romania.</i>
2018	Training on aerial surveys of marine megafauna. <i>Organisations: ACCOBAMS Secretariat and Observatoire PELAGIS, University of La Rochelle, France</i>
2018	Joint ACCOBAMS/ASCOBANS/SPA-RAC Workshop on marine debris and cetacean stranding. <i>Organisation: ACCOBAMS Secretariat, Monaco.</i>
2018	3 rd Adriatic Flyway conference, Fruska Gora NP, Serbia. <i>Organisations: BPSSS/BirdLife Serbia and EuroNatur, Germany</i>
2017	Training in Cetaceans necropsy. <i>Organisation: University of Liege.</i>

- 2017** Workshop “**Inputs to the ACCOBAMS ongoing effort to map human threats on cetaceans in the Mediterranean and Black Seas**”. *Organisation: ACCOBAMS Secretariat, Monaco.*
- 2016** Training in Cetaceans life studies and estimation of abundance and density by prof. Hammond, SMRU, University of St. Andrews, Scotland – *Organisation: Mare Nostrum NGO, Romania*
- 2016** 8th Pan-European Conference on the European Green Belt. *Organisation: EuroNatur Foundation and BUND, Germany.*
- 2016** Workshop on development of MMO criteria for ACCOBAMS area. *Organisation: ACCOBAMS Secretariat, Monaco.*
- 2015** Regional workshop for the Eastern Mediterranean and Black Sea. *Organisation: ACCOBAMS Secretariat, Monaco.*
- 2015-2023** Annual Conference of ECS. *Organisation: European Cetacean Society.*
- 2015** Workshop on improvement of communication and collaboration at ACCOBAMS area. *Organisation: ACCOBAMS Secretariat, Monaco.*
- 2015** 7th Pan-European Conference on the European Green Belt. *Organisation: EuroNatur Foundation and BUND, Germany.*
- 2014** 8th European Ramsar Convention Meeting. *Organisation: Ramsar Convention on Wetlands Secretariat.*
- 2014** Workshop on live cetacean strandings. *Organisation: ACCOBAMS Secretariat, Monaco.*
- 2014** Workshop for ACCOBAMS Partners. *Organisation: ACCOBAMS Secretariat, Monaco.*
- 2014** 9th meeting of ACCOBAMS Scientific committee. *Organisation: ACCOBAMS Secretariat, Monaco.*
- 2014** Training on executing vessel survey of cetaceans by distance sampling line transect methodology. *Organisation: Geomarine Ltd, Bulgaria; LGL, Canada*
- 2013** Training on executing aerial survey of cetaceans by distance sampling line transect methodology. *Organisation: MEP, UK*
- 2012** Practical training on Cetaceans necropsy. *Organisation: MOEW, IFR – Varna.*
- 2012** Practical training seminar «Training on the Cetaceans Photo-identification». *Organisation: Mare Nostrum, Romania.*
- 2012** 6th Pan-European Conference on the European Green Belt. *Organisation: EuroNatur Foundation and BUND, Germany.*
- 2012** Co-organising 9th International meeting of European Stork Villages Network. *Organisation: Belozem Community centre.*

- 2010** Practical training seminar «Training on the Cetaceans Photo-identification». *Organisation: Black Sea Council for Marine Mammals and Brema Laboratory, Ukraine.*
- 2010** Training seminar „Building up capacity and strengthening cooperation for the promotion of transboundary nature conservation along the SEE Green Belt“. *Organisation: IUCN, SEE Office in Belgrade, Serbia.*
- 2010** International meeting of European Stork Villages Network – presenting project „Conservation of White storks in European Stork Village Belozem” and participation in joint proposal for project under INTERREG IVC. *Organisation: Storch Schweiz, Switzerland.*
- 2009** Program for raising capacity of young experts in the field of nature conservation from Bulgaria and Romania in Germany (NATUREGIO). *Organisation: Norddeutsche Natur Akademie, Germany; 4-month course and training;*
- 2009** International conference of European Stork Villages Network. *Organisation: Park Prirode Lonjsko Polje, Croatia.*
- 2008** Development of Black sea CSNs. Workshop at Pomorie, Bulgaria. *Organisation: BSCMM, BREMA Laboratory.*
- 2008** International seminar on protected areas and Natura 2000 management and sources of funding. *Organisation: Parco Delta del Po de Emilia-Romagna, Italy.*
- 2007** International workshop on conservation of Uluabat Lake, Turkey. *Organisation: Nilufer Municipality, Bursa, Turkey.*
- 2005** International conference: "One Year of EU 25 - Conservation Policy Experience Regarding the 2nd Pillar of the CAP and Reform Prospects". *Organization: EURONATUR and Federal Ministry for Environment, Nature Conservation and Nuclear Safety /Germany;*
- 2005** II Workshop of Balkan Vulture Action Plan - *Organization: MED/Macedonia, Black vulture conservation foundation/Spain and Frankfurt zoological society/Germany;*
- 2005** Training event “Environments for learning – Fund-raising opportunities and experience of ELF – Estonia”. *Organization: ELF/Estonia, BTCV, United Kingdom*
- 2005** Training: “Fund-raising, Work with volunteers and local communities”. *Organization: BTCV /United Kingdom;*
- 2005** International training seminar for establishment of NATURA 2000. *Organization: CEIE/Bulgaria and International Agriculture Centre/Holland;*
- 2005** Information seminar: “Building capacities for sustainable management of lands in Bulgaria”: *Ministry of Environment and Waters/Bulgaria;*
- 2005** Training in radio-telemetry. *Organization: WWF/Greece;*
- 2004** International workshop “Conservation of vultures and fighting use of poisons”. *Organization: Black vulture conservation foundation/Spain and Frankfurt zoological society/Germany;*
- 2004** Training “Management skills“. *Organization: ACE HR service/Bulgaria;*

2004	Training “Trading skills“. <i>Organization: ACE HR service/Bulgaria;</i>
2003	International workshop: “European Investment bank and NGOs“. <i>Organization: European Investment bank /Luxembourg;</i>

13. Papers and documents

- Popov, D. 2007.** Tracking of radio-tagged Black Vultures (*Aegypius monachus*) in the Bulgarian Eastern Rhodopes. Technical Report for the year 2007. November 2007. Green Balkans, Plovdiv. 13 pp.
- Popov, D.** Tracking of radio-tagged Black vultures (*Aegypius monachus*) in Bulgarian Eastern Rhodopes. Technical Report for the year 2006. January 2007. Green Balkans NGO, Plovdiv. 14 pp.
- Gradev, G., Matarranz V., Dobрева E., **Popov D.**, Ivanov I., Klisurov I., Kmetova E., Vasilakis D. First results of the tracking of an Eastern Imperial Eagle (*Aquila heliaca*) tagged with a GPS/GSM transmitter in Bulgaria. *Acta Zoologica Bulgarica*, 3, 2011: 15-20
- Popov, D.**, Kirov D., Zhelev P. Results from marking of Sandwich terns (*Sterna sandvicensis*) with colour rings and radio transmitters at Pomorie Lake. *Acta zoologica Bulgarica*, Suppl. 4, 2012: 143-150
- Popov, D.**, 31.10.2012, “Pilot Cetaceans Photo-ID activities along Southern Bulgarian Black Sea coast”, Six-month report, Memorandum of Understanding № 01/2012
- Popov, D.**, 28.02.2013, “Pilot Cetaceans Photo-ID activities along Southern Bulgarian Black Sea coast”, Final report, Memorandum of Understanding № 01/2012
- Popov, D.**, Gradev G., Meshkova G. “Methodology for photo-identification of cetaceans along Bulgarian Black Sea coast”. Proposal to National Biodiversity Monitoring System coordinated by Environmental Executive Agency, Ministry of Environment and Water, Bulgaria. 2013
- Gradev, G.**, Popov D., Meshkova G., Mikhailov K. “Methodology for collection of data from stranded cetaceans along Bulgarian Black Sea coast”. Proposal to National Biodiversity Monitoring System coordinated by Environmental Executive Agency, Ministry of Environment and Water, Bulgaria. 2013
- Popov, D.**, Kirov D., Nikolov H. “Restoration of habitat for water birds at Pomorie Wetland Complex”. Poster at 8th European Ramsar Meeting, 20-24 October 2014, Kufstein, Austria.
- Öztürk A. A., Tonay A., Dede A., Danyer E., Aytemiz Danyer I., **Popov D.** “Unusual mass mortality of harbour porpoises on the coast of the western Black Sea (Bulgaria and Turkey) in summer 2016”. Poster at 31st Annual conference of European Cetacean Society 29 April – 3 May 2017, Middelfart, Denmark.
- Panayotova, M., Marinova V., Slavova K., **Popov D.** “Studying of the distribution and abundance of marine mammals in the Bulgarian Black Sea area by combination of visual and acoustic observations”. *Proceedings of the Institute of Fishing Resources*, Volume 28, 2017
- Popov, D.** “Winter distribution of cetacean in Bulgarian Black Sea”. Poster at 32nd Annual Conference of European Cetacean Society, 6-10 April 2018, La Spezia, Italy.
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14. Professional experience:

Date from - Date to	Organisation	Position	Description
2024-now	Green Balkans – Stara Zagora NGO	Project coordinator, EOL	Environmental and ocean literacy in the Black Sea project. Development of a manual for ocean literacy, organizing trainings of trainers, dissemination training for young adults, and public authorities representatives.
2023-now	Green Balkans NGO	Project coordinator of the “Red-breasted goose project”	Conducting monitoring of wintering geese in Bulgaria and threats to these; trapping and tagging with GPS/GSM tags of geese and other water birds, telemetry study of migration.
2024	Air Perigord, France	Cruise Leader	Cruise leader of ICCAT aerial survey for Bluefin tuna in the Balearic waters of the Mediterranean Sea
2020-now	Green Balkans NGO	BlackCeTrends coordinator for Bulgaria	Passive Acoustic Monitoring project for the Black Sea by deploying FPODs (4 in each state) in 5 states: Ukraine, Romania, Bulgaria, Turkey, and Georgia. Organizing deployment and regular maintenance, and download of data. Sharing data with other partners in the project and supporting analysis and paper preparation. Basic analysis on the presence of cetaceans in the four stations.
2023-2024	Green Balkans NGO	Bycatch observer	Conducting trials of PAL pingers within the GFCM CetaByM project.
2020-2023	Green Balkans NGO	Project manager	Project manager of LIFE19 NAT/BG/000804 LIFE FOR POMORIE LAGOON project
2022-2023	Action Air Communication, France	Observer	Participation of marine megafauna aerial surveys within OBSERVE project in Irish EEZ.
2022	Green Balkans NGO	Project manager	Monitoring of seabirds as part of Descriptor 1,4 of EU MSFD under contract with Black Sea Basin Directorate, Varna.
2020-2021	Green Balkans NGO	Project manager	Monitoring and mitigation of cetaceans’ bycatch in Bulgarian waters: conducting trials of FO and PAL pingers as mitigation measure.
2021	Green Balkans NGO	Project manager	Monitoring of seabirds as part of Descriptor 1,4 of EU MSFD under contract with Black Sea Basin Directorate, Varna.
2021	ANS Consulting	Expert	National Action Plan for conservation of cetaceans in Bulgaria
2021	IO-BAS	Expert	Developing updated assessment of Descriptor 1: Biodiversity – Sea birds in national report under MSFD

2020	Green Balkans NGO	Project manager	Monitoring of seabirds as part of Descriptor 1,4 of EU MSFD under contract with Black Sea Basin Directorate, Varna.
2019	Green Balkans NGO	Project manager	Monitoring and mitigation of cetaceans' bycatch in Bulgarian waters.
2019	Green Balkans NGO	Aerial survey Team Leader	Leading a team during CeNoBS aerial survey of cetaceans in the Black Sea
2019	Green Balkans NGO	Project manager	Managing project related to cetacean studies and conservation: pilot use of pingers for reduction of Harbour porpoise bycatch in turbot fishery; coordinating activities of Green Balkans NGO as partner in CeNoBS project funded by DG ENV of EC and aiming to improve coordination and monitoring programs for cetaceans and noise related to EU MSFD.
2018	ACCOBAMS Secretariat	Aerial observer and Team Leader	Participation in ACCOBAMS Survey Initiative (ASI) – basin-wide survey of the Mediterranean Sea in summer 2018 as aerial observer for the blocks around Cyprus and Team leader for blocks around Crete and Rhodes.
2017-2023	Green Balkans NGO	Project manager	Organizing and conducting vessel surveys in Bulgarian territorial waters for estimation of abundance, density and distribution of cetaceans. 10 surveys have been completed and obtained results reported to funder OceanCare.
2018	Green Balkans NGO	Project manager	Monitoring of seabirds as part of Descriptor 1,4 of EU MSFD under contract with Black Sea Basin Directorate, Varna.
2018	WWF Bulgaria	Field expert- ornithologist	Bird surveys for species listed in national manual for identification of High conservation value forests. Surveys were made in the Eastern Rhodopes: Forestry units of Momchilgrad, Zlatograd, Zhenda and Ardino.

2010-2018	Green Balkans NGO	Manager of Pomorie Lake visitor centre	Responsible for overall development and management of the wetland visitor centre – managing finances, staff (1-3) and volunteers; promotion of the centre to different stakeholders; networking with other wetlands/centres at national and international level (incl. member of WLI); organizing work of the centre aiming to promote the wetland’s nature heritage and supplement Green Balkans NGO’s conservation program at the site.
2017	IO-BAS	Cetaceans Observer	Conducting combined visual and acoustic line transect distance sampling survey for cetaceans in Bulgarian waters from the coast to depth of 100 m within monitoring schemes for MSFD.
2017, September - December	Green Balkans NGO	Project manager	Compiling report on state of Bulgarian forestry sector – legislation, national FSC standard, structure of forestry management – for study carried out by Ohio State University, USA.
2017, February- August	Green Balkans – Stara Zagora NGO	Financial manager LIFE11/NAT/BG /360, “Recovery of Lesser Kestrel in Bulgaria”	Responsible for development of financial report, monitoring of level of costs, relations and control of partners costs
2016-2017	Green Balkans NGO	Project manager, Black Sea Watch project	Responsible for overall project management and reporting, liaison with funding authority (CFCU, Turkey) and partner TUDAV, Turkey. Contribution to development of mobile app and website for promotion of citizen science for marine biodiversity of the Black Sea.
2011-2016	Green Balkans NGO	Project coordinator LIFE10/NAT/IT/ 256 MC SALT “Environmental management and conservation in Mediterranean saltworks and lagoons”	Responsible for overall management of activities at project site in Bulgaria – Pomorie Lake. Studies, conservation activities (removal of invasive plant species, improvement of nesting conditions for water birds), monitoring, workshops organizing with international experience exchange.

2015-2016	Green Balkans NGO	Project manager, “Citizens’ support for study of Black Sea cetaceans along Bulgarian coast” project	Responsible for overall management of activities – promotion of volunteering in cetacean research, training volunteers, conducting field surveys, public awareness activities. Regular reporting and liaison with Managing authority of the EEA program – MOEW.
2015	IO-BAS	Cetaceans Observer	Conducting combined pilot visual and acoustic line transect distance sampling survey for cetaceans in study area between capes Emine and Galata from the coast to depth of 100 m within ISMEIMP project on development of monitoring schemes for MSFD.
2015-2016	IBER-BAS	Expert on Cetaceans	Developing report and proposing measures for cetacean conservation in Management Plan of SCI “Kompleks Kaliakra” BG0000573 in Bulgaria.
2014-2015	Green Balkan NGO	Project coordinator – FLIGHT OF THE STORKS project	Responsible for overall coordination of project activities – trapping, tagging and tracking White storks with satellite transmitters to study home range at European stork village Belozem and migration to wintering grounds.
2014-2015	WWF Bulgaria	Field expert- ornithologist	Bird surveys for species listed in national manual for identification of High conservation value forests. Surveys were made in the Plovdiv region: Forestry units of Plovdiv, Trakia, Klisura, Hisar, Karlovo, Asenovgrad, Kormisosh and Parvomay.
2013-2014	Green Balkans NGO	Project manager “Building capacities of Bulgarian Black Sea municipalities on cetaceans strandings”	Responsible for overall management of the project. Organising trainings for municipal ecologists on cetacean strandings. Development of manual/handbook on dealing with strandings.
2014	ACCOBAMS Secretariat	Consultant on Revision of the Conservation plan for Black Sea cetaceans	Revision of the Conservation plan for Black Sea cetaceans.
2014	GeoMarine Ltd.	Marine Mammal Observer	Monitoring of cetaceans during “South Stream Transit Transport” project at the coastal area of Bulgaria. Collecting data for assessing abundance, distribution and density in the coastal area of pipeline landfall.

2013	MacAllister, Elliott and Partners, UK	Observer in Aerial survey of cetaceans in the North-western Black Sea	Getting training on aerial survey methodology. Observer in the survey implemented in EEZs of Romania, Bulgaria and part of Ukraine.
2012	Green Balkans NGO	Project manager “Pilot Photo-ID activities along Southern Bulgarian Black Sea coast”	Responsible for overall management of the project. Organising National Expert meeting on Cetaceans and trainings on photo-identification of Cetaceans. Implementation of photo-ID surveys. CSN maintenance at the Southern Black Sea coast of Bulgaria.
2011-2012	Green Balkans NGO	Project manager «Urgent measures for restoration and conservation of species and habitats of European significance in the Pomorie Lake complex of protected natural areas»	Responsible for overall management of the project. Communications with local authorities and Managing authority of the Operative Program Environment. Development of reports, implementation of procurement procedures, planning of actions including restoration of bird habitat, trapping, tagging and radio-telemetry of Sandwich terns, equipment of visitor centre.
2010	Institute of Fish Resources	Cetaceans stranding and bycatch survey	Implementing field surveys along beaches of Southern Black sea coast of Bulgaria. Monthly surveys for stranded Cetaceans and collection of data.
2010	Green Balkans NGO	Field biologist of project «Urgent measures for restoration and conservation of species and habitats of European significance in the Pomorie Lake complex of protected natural areas»	Support for the project manager in implementation of the conservation activities for achieving the project objectives. Tagging of Sandwich terns with rings and radio-transmitters and follow-up telemetry. Provides expertise in restoration of nesting habitat for the target bird species and conservation of target habitats. Participates in planning, development and installation of information boards for eco-trails. Supports the activities for equipping Pomorie Lake Visitor Centre.
2010	Green Balkans NGO	Project manager «Improvement of nesting conditions for storks in Belozem village”	Within this project technical support is provided to Rakovski Municipality and Belozem village during repair of the school roof – development and installation of nest platforms. Colour ringing program is also implemented – pioneer for Bulgaria.

2009-2010	Green Balkans NGO	Project manager «Conservation of White storks in Belozem – European Stork Village»	Planning, development and implementation of the project and its actions: setting up a colour ringing scheme for White storks in Belozem and Bulgaria; creation of eco-tourism facilities (White stork Park) in Belozem village with observation tower, benches, info boards; promotion of Belozem as a European Stork Village – printing of leaflets and poster, installation of nest camera at a White stork nest; improving of nesting conditions – placement of nest platforms.
2009	Elbe Brandenburg Biosphere Reserve and EURONATU R Foundation, Germany	Trainee program	Introduction to functioning and management of the biosphere reserve: interactions with other authorities of Brandenburg province (nature protection service, navigation service, etc.), studies for development of Natura 2000 management plan, restoration and management of habitats. Introduction to functioning of the foundation – structure, funding, activities. Experience in conservation and management of wetlands – management plan of Ulijn saltpans, Montenegro; Natura 2000 sites around Lake Constance. Development of project proposal for development of the European Stork Villages Network.
2006-2009	Green Balkans NGO	Operations manager, project „Pomorie Lake- conservation, restoration and sustainable management” GEF MSP	GEF project funded through the World Bank and main responsibilities included: Support for project management and coordination of the work plan and budget, provision of technical expertise, communications coordination, office management, reporting, preparation and implementation of procurement procedures, participation in development of management plan and carrying out CEPA activities.
2006	Green Balkans NGO	Project manager „Youth and nature know no frontiers” project	Preparation and implementation of youth exchange with participants from Bulgaria, Germany, Poland and Spain aiming at environmental education and improving conditions at Green Balkans Wildlife Rescue Centre in Stara Zagora.

2005-2006	Green Balkans – Stara Zagora NGO	Regional Coordinator “Preparation of the Bulgarian Natura 2000 network of protected zones”	Responsible for regional coordination of activities of the project “Preparation of the Bulgarian Natura 2000 network of protected zones”, funded by Ministry of Environment and Water. Providing general coordination of the process of establishment of Natura 2000 at regional level among state, scientific and NGO community. Participation in international seminars and conferences presenting the project.
2005	Green Balkans NGO	Project coordinator	Responsible for coordination, management and reporting of activities of international project “Partnership for Environment 2010: Our future, our choice” funded by EC. Coordinates activities with international partners. Responsible for preparation of strategic documents for Green Balkans work with volunteers and public and fund-raising. Organized and took part in two training events with international partners. Prepares information and training materials.
2005	Green Balkans NGO	Project coordinator	Coordinates activities for radio-telemetry of Black vultures on behalf of Green Balkans in a partnership project with BSPB and WWF/Greece.
2004 - 2005	Green Balkans NGO	Assistant Project Coordinator	Supported work of coordinator of “Long term conservation of the internationally endangered species Red-breasted Goose (<i>Branta ruficolis</i>) in its main wintering grounds”. Main project activities included: buying of arable lands located in the feeding grounds and subsequent monitoring.
2003-2004	Technopolis	Assistant manager of department	Responsible for: management of staff in the department, evaluation of staff performance, preparing orders and contacts with clients and suppliers. 2 training sessions led by <i>ACE HR service</i> : Trading skills and Management skills.

2003 - 2005	Green Balkans NGO	Team Leader of the “Mid-winter census of waterfowl” in Bulgaria organized by Wetlands International	Organizing and leading a team in the census for 2003, 2004 and 2005. Compiling data from the covered area and proposal for conservation measures.
2003	Green Balkans NGO	Coordinator of awareness raising campaign for establishment of Nature Park Western Rhodopes	Distribution of information materials in the towns and villages of the proposed area of the Nature Park in the framework of “Establishment of Rhodopes Nature Park – preparation of a proposal and strategy for sustainable development” project. Coordination and participation in meetings with local stakeholders.
2002-2005	Green Balkans NGO	Participation in field conservation activities.	Participant in monitoring and conservation activities for endangered species of birds in Bulgaria (Imperial eagle, Black vulture, Pygmy cormorant).
2002 – 2005	Green Balkans NGO	Coordinator of international working conservation holidays at Pomorie Lake	Responsible for logistics and communications with international participants and organizing the work camps and monitoring.
2003	Green Balkans NGO	Organizing international workshop for NGOs from CE Europe “On the Road to Kiev”	Responsible for organizing and carrying out the meeting in Bulgaria.

May – November 2001	Intercrop Ltd	Team Leader	Organizing and participating in the planting of different kinds of salads
1999 - 2001	Globus centre	Sales consultant	Consulting customers and selling photographic, video and other electronics equipment